

REKERS Sustainability Report

About this report

This is the first sustainability report of REKERS GmbH Maschinen- und Anlagenbau. The report is based on the Sustainability Reporting Standards of the Global Reporting Initiative (GRI).

It analyses the activities of REKERS GmbH Maschinen- und Anlagenbau and its affiliated companies in Spelle. Unless explicitly stated, the independent service locations in the UK and the USA are not included.

The reporting period covers the entire 2023 financial year. In order to show trends, data from previous years was also included where available. The 2023 financial year covers the period from October 2022 to September 2023.

The report will be published in March 2024 and the editorial deadline was 31 December 2023. In future, it is planned to update the report every three years.

There is no restatement of information as this is the first REKERS sustainability report. An external audit of the sustainability report has not yet taken place.

If you have any questions regarding this report or the topic of sustainability, please contact

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FOREWORD

Dear Readers.

It is a great honour and a personal concern for us to present the REKERS GmbH Sustainability Report to you. As management, we are aware of the responsibility that our company bears not only towards our customers and employees, but also towards society and the environment. This report emphasises our ongoing commitment to sustainability.

Sustainability is not just a buzzword for us, but a fundamental principle that guides our decisions and actions. In a world that is changing rapidly and facing challenges such as climate change, resource scarcity and social inequality, we see it as our duty to make a positive contribution. Our aim is to offer highquality products and services that not only fulfil the needs of our customers, but also contribute to the protection of our natural resources.

Over the course of the reporting period, we have made significant progress in various areas of sustainability. We have invested in innovative technologies that enable us to make our production processes more efficient and environmentally friendly. We have worked intensively on reducing our energy consumption and minimising our CO2 emissions. We are also committed to fair working conditions, both within our company and with our partners.

At the same time, we are aware that sustainability is a journey that never ends. There are always new challenges to overcome and opportunities to improve our performance. We therefore see this report not only as a review of our efforts to date, but also as a commitment for the future. We want to take this path together with our employees, customers and partners, because only together can we make a real difference.

We would also like to take this opportunity to thank all our employees. Their tireless commitment and passion are the foundation of our success - economically, ecologically and socially.

We invite you to view this report as an insight into our endeavours and to accompany us on our journey towards a more sustainable future.

Foppe N. Fype

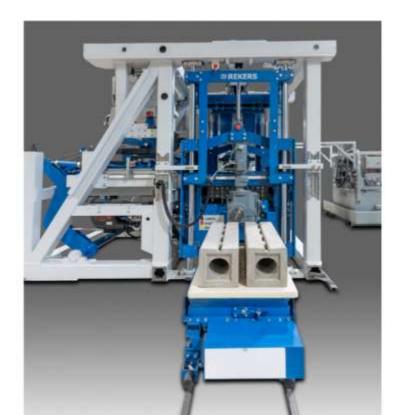
Annette Foppe

Norbert Foppe











COMPANY PROFILE

Profile of REKERS

REKERS GmbH Maschinen- und Anlagenbau is a family-run mechanical engineering company based in Spelle, Lower Saxony. REKERS has been supplying machines and plants for the concrete industry since its foundation in 1955. From the very beginning, RE-KERS has characterised the concrete industry with innovative, automated and energy-saving plants.

REKERS' key success factors are rooted in its status as a medium-sized, family-run company. This structure enables the company to pursue a long-term and sustainable strategy, which creates trust among customers and partners. REKERS' regional roots promote a deeper understanding of customer needs and form the basis for adapting to local conditions worldwide. The personal atmosphere in the workplace creates a positive environment in which committed employees deliver high-quality products and services. Overall, these factors enable REKERS to serve its customers effectively and continuously increase its success and reputation in the concrete industry.

With 180 employees at three locations worldwide, REKERS is an internationally active company. The company is headquartered in Spelle, Lower Saxony, where the central administration and production facilities are located. In addition, REKERS operates service centres in Tamworth, Great Britain, and Elmsford, New York, USA. This global network enables REKERS to serve its customers all over the world and offer first-class service.

Business model

REKERS GmbH manufactures machines and systems for the concrete products industry. The main areas here are systems for the production of concrete blocks, systems for handling concrete pipes, bucket conveyor systems and control systems for the automation of production processes. In addition, special systems are manufactured for various application areas in the concrete products industry. The machines and systems are sold worldwide. REKERS GmbH primarily offers customised systems that are planned and manufactured according to individual customer requirements. This customer focus in particular is a unique selling point of the company.



REKERS Milestones

Management

The managing directors of REKERS GmbH Maschinen- und Anlagenbau and its affiliated companies are Annette and Norbert Foppe. They have been running the family business in the second generation since 2000. As managing partners, they decide on the fundamental company policy and the short and longterm goals.

Interest groups

REKERS is active in various industry associations and interest groups. As a member, we also support associations and chambers of industry and commerce by paying membership fees. REKERS is a member of the following associations:

Industrie- und Handelskammer (IHK) Osnabrück - Emsland - Grafschaft Bentheim

Industrieller Arbeitgeberverband (IAV) Osnabrück - Emsland - Grafschaft Bentheim e.V.

Handwerkskammer (HWK) Osnabrück - Emsland - Grafschaft Bentheim

National Concrete Masonry Association (NCMA) USA

Betonverband Straße, Landschaft, Garten e.V. (SLG)

Betonvereniging Niederlande

Deutscher Verband für Schweißen und verwandte Verfahren (DVS)

STRATEGY

Our corporate philosophy is based on a deep-rooted commitment to sustainability. It is our firm belief that long-term economic success is inextricably linked to a responsible approach to environmental and social issues. Integrating sustainability into all our business activities is the key to creating a sustainable company that makes a positive contribution to society and the environment.

Strategic analysis and measures

Our sustainability strategy is based on a comprehensive understanding of sustainability that takes equal account of environmental, social and economic aspects. We are guided by the global goals of the United Nations, the Sustainable Development Goals (SDGs). These serve as a guideline for us to specifically address those areas in which we can make the greatest contribution to sustainable development.



In order to pursue and continuously improve our sustainability goals, we have focussed on three strategic ESG areas:

- Environment & Emissions
- Employees & Social Issues
- Business & Governance

We are convinced that sustainable success is only possible if economic, ecological and social aspects are given equal consideration. We will therefore firmly anchor these aspects in our corporate culture and strategy.

Responsibility for all sustainability issues lies with a specially established staff unit for sustainability management. This centralised positioning enables us to systematically integrate sustainability aspects into our corporate strategy and day-to-day business.

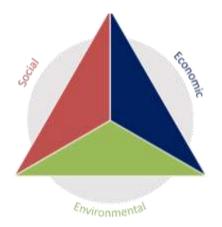
A holistic sustainability strategy always takes into account all three dimensions of ecology, economy and social issues.

The direction of our sustainability strategy is determined directly by the management and is closely linked to the overarching corporate strategy. This approach ensures that sustainability is not treated as an isolated issue, but is an integral part of all corporate decisions. As a cross-cutting issue, sustainability permeates all areas of the company and is actively addressed in various departments.

Particularly in key areas such as sales, construction, purchasing and human resources, sustainability

aspects are incorporated into our daily work, which emphasises our commitment to a comprehensive and integrative approach.

We have established clear rules and processes to effectively implement the sustainability strategy in our business operations. These are set out in our strategy, various guidelines and the compliance organisation. This structured approach enables us to consistently embed sustainability principles in all areas of the company and monitor compliance with them. The establishment of these processes forms the foundation for our commitment to anchoring sustainability as a core component of our corporate identity and continuously working to improve our practices.



Goals

With our sustainability strategy, we aim to integrate and improve sustainability aspects along the entire value chain. To this end, we have set ourselves the following goals:

Through the development of an energy management system and the resulting energy-saving measures, the use of modern technologies to increase energy efficiency and the procurement of renewable energies, we will specifically minimise our carbon footprint. We will analyse our products in terms of their environmental impact and make targeted improvements in order to reduce emissions along the entire value chain.

Digitalisation offers enormous potential for conserving resources and making processes more efficient. We will utilise this to develop more sustainable and innovative solutions for our processes and products.

Our employees are the decisive factor for the success of the company. We will continue to strive to create an inspiring working environment that promotes their health and safety while giving them the opportunity to maximise their talents.

When making investment decisions, we will increasingly analyse the environmental impact and include sustainability criteria in the decision-making process. In this way, we ensure that our investments are also in line with our sustainability goals in the long term.

Materiality

A materiality analysis was carried out in order to determine and prioritise the focal points of the sustainability strategy and reporting. This involves determining the potential impact of our company's business activities on sustainable development and comparing this with the expectations of internal and external stakeholders.

Based on industry standards, an environment and company analysis and current social issues, a long list of topics that generally affect the company was first compiled. This list of topics was then narrowed down, sorted and summarised in a workshop with the management so that a short list of relevant topics for the company could be created. The identified topics were then weighted as part of the analysis, taking into account the double materiality. Firstly, the outside-in perspective, i.e. the assessment of the impact of the topic areas on the company, was analysed. To this end, the expectations of internal and external stakeholders were collated through surveys and workshops. The relevance of the topic areas for the development of the company was assessed by the management. The outside-in perspective is made up of the results of the stakeholder analysis and the management's assessment. For the inside-out perspective, i.e. the impact of corporate action on sustainability issues, the intersections of the topics with the UN Sustainable Development Goals and the greatest risks from the World Economy Class Forum's Global Risks Report 2023 were evaluated.

The results of the materiality analysis are presented in a matrix. Particularly material topics can be found in the square at the top right. Here, both the impact of the company's actions on sustainability issues and the influence of these issues on the company are particularly high.



Outside-In (Effects on the company)

The four most important topics resulting from the materiality analysis are the development of a corporate strategy (1), the optimisation of resource efficiency and climate protection (7), the further development of energy-efficient products (9) and the creation of attractive working conditions (11). In the following report, we focus on these topics.

Depth of the value chain

A large part of our production activities, including design, development, production of mechanical and electrical components as well as commissioning and assembly, take place in-house. Despite the high proportion of in-house production, the procurement of materials and components from external suppliers is essential. In this area, we attach great importance to selecting partners who share our values, particularly with regard to ecological and social responsibility. Our aim is to maintain a supply chain that is not only efficient, but also ethical and sustainable. We endeavour to use these resources sustainably, both within our company and in our collaboration with suppliers. To further strengthen our commitment to ethical behaviour and sustainability, we are introducing a Code of Conduct for business partners. This code reaffirms our commitment to human rights and environmental standards and calls on our suppliers to also promote and support these principles. Through this measure, we endeavour to anchor and live our values not only internally, but also in our extended network.

Control and key figures

As part of REKERS' commitment to sustainability and responsibility towards the environment and society, a detailed system of key figures has been developed within our sustainability strategy. These indicators serve to make progress in relation to sustainability issues not only measurable, but also controllable. A key component of this strategy involves recording and analysing energy data. These are not only important for the internal optimisation of processes, but also form a basis for our carbon footprint.

In addition to energy data, waste data is also recorded. This is done to gain a comprehensive understanding of our environmental impact and to continuously improve our use of resources. By analysing this data, we can optimise our waste management and contribute to reducing our environmental impact.

n the social area, key figures from human resources make a valuable contribution to shedding light on the social aspects of our sustainability efforts. These key figures include the number of employees, the proportion of female employees and managers and the recording of accidents at work. They provide information about working conditions and the company's commitment to equality and safety in the workplace.

Recording of accidents at work. They provide information on working conditions and the company's commitment to equality and safety in the workplace.

In this report, we refer to the most important environmental and social indicators. These include

Environment

- Greenhouse gas emissions (Scope 1-2) in kg per € 1,000 turnover
- Waste volumes in tonnes
- Energy consumption in kWh per € 1,000 turnover
- Surface sealing at the location in %

Social aspects

- Headcount
- Proportion of female employees
- Proportion of female managers
- Occupational accidents

Environment & emissions

NA.

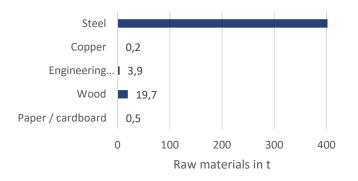
Resource efficiency and climate protection

As an industrial manufacturing company, REKERS GmbH makes an important contribution to making resource consumption more efficient and reducing greenhouse gas emissions in Germany.

Materials

As a manufacturing company, REKERS attaches great importance to the efficient and sustainable use of raw materials. We endeavour to use resources responsibly and keep the ecological footprint of our production as small as possible.

The largest proportion of the raw materials we use is metal, with a volume of around 400 tonnes. This is an advantage for REKERS, as metals - especially steel can be recycled without any loss of quality. In general, our use of raw materials is characterised by a high proportion of recyclable materials.



Energy use

The current way of producing and using energy is not sustainable and jeopardises our environment due to greenhouse gas emissions and excessive consumption of resources. It is therefore essential to promote renewable energy sources and reduce the use of primary fossil fuels in order to achieve an energy transition that protects our environment and supports longterm sustainable energy solutions. REKERS' current energy consumption is a major contributor to CO2 emissions, and as long as fossil fuels continue to play a major role, this will remain the case. It is therefore crucial to drive forward the switch to renewable energies. The expansion of photovoltaic systems and the definition of specific expansion targets are important steps in this direction. The aim is to achieve the highest possible proportion of self-consumption of energy and thus enable a more sustainable use of energy and a reduction in environmental impact.

Use of renewable energies

The use of renewable energies plays a decisive role in reducing emissions in electricity generation. From January 2023, we will only purchase CO2-neutral electricity, which is a significant step towards becoming a climate-neutral company.

REKERS is also making a contribution to the energy transition by making our available roof space available for generating electricity using photovoltaic systems. REKERS GmbH has a total of 37,315 m² of roof space at its disposal. Since 2010, we have been leasing roof areas on which a photovoltaic output of 1,300 kWp has been installed to date. Currently, 22,225 m² of roof space is available for electricity generation. This is approx. 60 % of the total available roof area.



We also started planning our own photovoltaic system in 2023. The planned output is 800 kWp and commissioning is scheduled for spring 2024. This will increase the roof area used to generate electricity to 75%. With this planned PV system, we will be able to cover around 45% of our own electricity consumption. This is an important step towards a sustainable energy supply and contributes to reducing our environmental impact.

Heat generation

The majority of energy is used for heat generation at all three sites. Due to the fact that over 99% of gas consumption is recorded at the Spelle site, measures to reduce consumption were focussed primarily on this site. As it is not possible to simply switch to climate-neutral gas procurement, reducing gas consumption is a key part of the efforts to become climate-neutral.

Various measures were introduced to achieve these goals. An earlier measure was the insulation of the gable end of the production halls, whereby the hollow layer in the brickwork was filled with blown-in insulation. In addition, the concrete base of four production halls was insulated in the winter of 2022/2023. The heated hall area was also reduced. This enabled both the heated part to be used more efficiently and gas consumption to be reduced. These measures are part of the overall approach to improve energy efficiency and make a contribution to climate neutrality.

Major successes have already been achieved in the 2023 financial year, including a reduction in gas consumption of over 50%. These positive results form a solid basis for building on these successes and continuing on the path of energy efficiency.

Further planned measures are planned as part of the ongoing endeavours. These include the renovation of three hall roofs and the modernisation of the administration building. These future steps underline the endeavour not only to further reduce gas consumption, but also to create a sustainable and energy-efficient infrastructure. The ongoing measures underline the company's commitment to environmental protection and sustainable business practices in its endeavours to achieve its climate targets.

- GOALS
- 2023 Switch to green electricity
- 2024 PV system for self-consumption
- 2025 45% electricity requirement through own generation
- 2030 65% electricity requirement through own generation

Energy consumption REKERS Spelle in kWh

	2020	2021	2022	2023
Primary energy use				
Natural gas	1.990.574	2.391.537	1.955.456	878.452
Petrol/Diesel	n/a	n/a	n/a	357.106
Secondary energy use				
Electricity (purchased)	919.719	948.435	934.543	754.073
Electricity (generated)	0	0	0	0
Electricity (sold)	0	0	0	0
Total energy use	2.910.293	3.339.972	2.889.999	1.989.631

The fuel consumption of company vehicles was recorded for the first time for the 2023 financial year. No data on petrol and diesel consumption is available for the years prior to 2023. This means that the energy consumption data from 2020, 2021 and 2022 is not complete. This will change in the future, as key figures on vehicle utilisation have been recorded since 2023.

Energy consumption per REKERS SPELLE turnover in kWh/€

Energy / turnover	176,58	156,23	104,15	73,15

The data listed above only relates to the site in Spelle. The table below shows the energy consumption of the service locations in Elmsford (USA) and Tamworth (UK). The service locations account for approximately 1% of the total energy consumed at REKERS.

Energy consumption at other locations in kWh

REKERS NA Inc.				
Natural gas	27.837	31.685	33.850	22.396
Electricity	12.384	12.168	10.170	8.599
REKERS UK Ltd.				
Natural gas	1.078	1.199	943	
Electricity	1.541	1.599	943	

Emissions

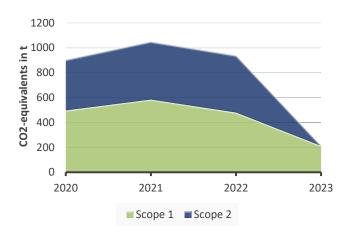
Climate change is one of the greatest challenges of our time. International agreements such as the Paris Agreement and national climate protection laws emphasise the need for concrete measures. In view of these global developments, decisive action is essential.

A key objective is to reduce the use of fossil fuels. The first step on this path at REKERS is to create a CO2 footprint. This takes into account both direct emissions (scope 1), which are primarily caused by the company's own combustion of fossil fuels such as gas as a heating source, the fuel consumption of company vehicles and refrigerants in air conditioning systems, for example, as well as indirect emissions (Scope 2), which are caused by the purchase of energy. In the case of RE-KERS, the latter relates exclusively to the purchase of electricity.

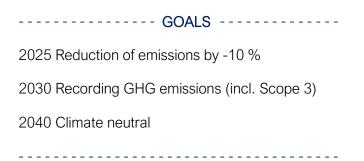
This chart illustrates the CO2 equivalents emitted in the past four years. As can also be seen in the table below, there is a lack of emissions data in the mobility sector for the years 2020 to 2022. As a result, the Scope 1 emissions for this period are not fully recorded.

Although the mobility emissions for the year 2023 are also listed, a sharp decline in emissions can be observed. This development shows that the measures taken to reduce emissions were successful and had a positive impact on the overall balance.

In order to ensure a comprehensive and holistic view of emissions, it is also necessary to take so-called Scope 3 emissions into account. These are indirect emissions that result from the company's entire supply chains and activities, including the manufacture of products, the use of products by customers and other external influences.



However, the data required to compile Scope 3 emissions is currently lacking. To remedy this deficit, it is planned to establish a comprehensive data collection system for Scope 3 emissions in the future. This step is crucial in order to capture a complete picture of the environmental impact of REKERS and enables a more precise identification of fields of action to reduce emissions.



CO2 equivalents REKERS Spelle in tonnes

	0000	0004	0000	0000
	2020	2021	2022	2023
Scope 1				
Stationary	486,88	584,50	479,83	211,79
Mobility	n/a	n/a	n/a	124,54
Refrigerant	9,24	0,00	0,00	0,00
Scope 2				
Purchased electricity	406,77	464,84	457,21	0,00
Total energy consumption	902,88	1.049,35	957,00	336,33

CO ₂ -equivalent turnover 54,78 49,09 34,49 12,37
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Vehicle fleet & charging centre

In addition to the installation of a photovoltaic system, the implementation of charging points is intended to make another important contribution to the sustainable reduction of emissions at REKERS. The charging points were put into operation in autumn 2022 and comprise a total of 10 charging points with a maximum output of 22 kW each. These are primarily used to charge company vehicles, four of which are currently electric. Employees also have the opportunity to charge their private electric vehicles at the charging points, which promotes electromobility within the company.



This project not only serves to directly reduce emissions, but also forms the basis for converting the vehicle fleet to electric drives. The integration of the charging points also makes it possible to increase the proportion of self-consumption of the existing photovoltaic system and thus further increase the efficiency of energy generation.

The strategic planning for the construction of the charging points goes beyond current demand. The existing car parks have already been designed for 20 charging points and connection lines have been provided for 40 possible spaces, allowing for quick and easy expansion should this become necessary as demand increases. This emphasises REKERS' commitment to a future-oriented and sustainable energy infrastructure.

2025 Share of electric vehicles 20%

ECOLOGICAL SITE MANAGEMENT

As a globally active company, REKERS GmbH Maschinen- und Anlagenbau aims to contribute to the protection of natural resources, reduce negative impacts as far as possible and support positive developments.

Waste management

The overarching aim of waste management is to avoid non-recyclable waste. This intention can generally be summarised under the three basic principles of "reduce", "reuse" and "recycle".

REKERS consistently follows the five-stage waste hierarchy shown in the diagram below. The avoidance of waste has top priority. Where possible, the company favours the reuse of materials. If reuse is not feasible, we endeavour to use materials that are as recyclable as possible and then return them to the material cycles. In the case of non-recyclable materials, we endeavour to reuse them after use, for example wood for energy generation.



Waste generation REKERS Spelle in tonnes

	2023
Scrap metal	179
Paper / cardbox	41

Total	289
Others	14
Plastic packaging	8
Hazardous waste	12
Residual waste	14
Waste wood	20

In order to achieve these goals, we attach great importance to closing internal material cycles as far as possible. To this end, we work closely with local specialised waste disposal companies and focus on careful waste separation. The overriding goal is to avoid all non-recyclable waste as far as possible and thus ensure the sustainable use of resources.

----- GOALS ------

2025 Reduce residual waste by 10%

Water management

The main site in Spelle is currently located in an area that does not suffer from permanent water shortages. However, it is important to note that this could change in the future due to climate change. REKERS currently draws water from municipal water networks and discharges waste water into the municipal sewage system. Almost the same amount of water is returned as was originally purchased.

The discharged wastewater is essentially the same as household wastewater, which means that the type and composition of the wastewater is comparable to normal domestic wastewater. Integration into the local water system enables REKERS to reduce its water requirements and at the same time dispose of wastewater in a standardised and environmentally friendly way.

To optimise the handling of precipitation, it is buffered in a separate retention basin at the main site in Spelle. This not only enables rainwater to be managed effectively, but also offers the possibility of using some of the collected rainwater to irrigate the green areas.

This sustainable practice helps to reduce water consumption while supporting the ecological balance on the site



Water consumption REKERS Spelle in m³

	2020	2021	2022	2023
Water	1224	927	890	1000
Waste water	1220	920	882	1000

Biodiversity

Alongside the climate catastrophe, the loss of biodiversity is considered one of the most significant problems of our time. Global biodiversity is an extremely valuable and important asset for the ecological balance of our planet.

In an endeavour to exert a positive influence, RE-KERS is committed to creating the conditions for preserving biodiversity within its own sphere of influence. These measures are intended to help combat the negative trend of biodiversity loss and make a sustainable contribution to the conservation of global biodiversity.

The main effects of REKERS GmbH's business activities are mainly of an indirect nature. These indirect effects extend across the entire supply chain. As a machine manufacturer for the building materials and cement industry, REKERS has a direct link to an industry that has a significant influence on the decline in biodiversity. The building materials and cement industry is often associated with activities that can lead to land sealing and changes in environmental conditions, which in turn has a negative impact on biodiversity. By developing and implementing innovative technologies and machinery, the company aims to bring about positive change in the industry.

The main impact at REKERS' own sites results mainly from land sealing. In order to minimise this impact, additional surface sealing should be avoided wherever possible. If an area is sealed, we take care to minimise the environmental impact, for example by using water-permeable stones to construct the electric charging stations.

REKERS takes additional measures to promote biodiversity by making existing green spaces as ecologically valuable as possible. A further step is to unseal unused but already sealed areas in the long term. This approach not only contributes to the restoration of natural habitats, but also creates space for the development of ecologically valuable green spaces.



Area overview REKERS Spelle in m²

	2023
Total area	125.425
Building	37.725
Other sealed surfaces	29.550
Unsealed surfaces	58.150

----- GOALS----

Unsealsing of unused areas

Resource and energy-efficient products

As a special machine manufacturer, REKERS has positioned itself as an innovation driver in the industry. Through continuous new developments, the company expands its scope of action and thus not only creates technological advances, but also innovative solutions for its customers.

RS – Block Plants

The RS4, the largest block plant in the REKERS RS series, pursues an innovative concept in the field of block production lines. A striking difference is that the machine is rotated by 90° to the pallet guide, which leads to a reorganisation of the production process. The RS4 is characterised in particular by its high energy efficiency, which is achieved through the use of servo technology and the reuse of braking energy, also known as recuperation.



A special feature of this machine is that, unlike conventional machines, no lifting of the face mix section (approx. 7 tonnes) is required. This technological innovation leads to a considerable increase in efficiency. The RS4 is up to 50% more energy efficient than comparable hydraulically operated machines, which not only leads to an improved environmental balance, but also to cost savings.

Further increase in energy efficiency thanks to fully electric motor-driven machine

----- GOALS -----

SANDOSIT

The Sandosit plant is a plant for the production of a new generation of lightweight aggregates for use in the concrete and construction industry. The aggregate can be used for the production of lightweight bricks or insulating plaster, for example. The new process implemented by REKERS revolutionises the use of previously unusable materials and industrial waste, such as desert sand, slag and fly ash. This means that sand and gravel can be completely dispensed.

The result of this process is the production of SAN-DOSIT aggregate, which can be produced in a CO2neutral way. This makes a significant contribution to reducing the environmental impact and supports the endeavour to offer sustainable products. Another environmentally friendly aspect is that there is no production waste in the production of SANDOSIT aggregate, as 100% of the residues can be reused.

RSP – Brick press

The RSP brick presses from REKERS represent an innovative technology, with the first brick press delivered in 2023. These presses enable the production of clinker bricks, with the remarkable advantage that no firing of the bricks is required. This feature leads to significant energy savings in the production process.

With the REKERS brick press, the blocks are pressed instead. Residual materials from the steel industry, in particular electric blast furnace residues, are utilised for production. Subsequent exposure to CO2 hardens the pressed bricks. During this hardening process, the stones bind the CO2. This innovative process can be used successfully not only for clinker bricks, but also for other types of stone such as paving stones.

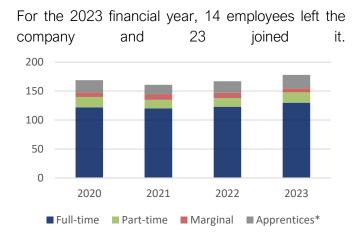
Employees & Social Matters

ATTRACTIVE WORKING

As an owner-managed family business, assuming social responsibility is a central concern of REKERS GmbH. People are always at the centre of everything we do. Our company is characterised by the expertise and personalities of our employees. Our employees create the image that our customers have of us.

Personnel structure

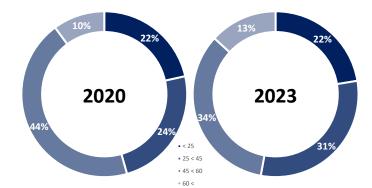
At the end of the financial year on 30th September 2023, REKERS GmbH had 178 permanent employees.



Currently, 10% of the 178 employees are female. At 15%, the proportion of women in management positions is significantly higher than the overall proportion in the company.

There has been a change in the age structure of the company in recent years. The workforce is growing slightly and becoming younger overall. In 2020, only 46% of employees were under 45 years old, whereas in 2023 this figure had already risen to 53%.

This shift is made clear by the diagrams that visualise the demographic changes within the workforce.



The aim of REKERS is to intensify the promotion of young people in training and further education and to provide attractive jobs. The company endeavours to offer everyone a wide range of opportunities for their professional development and thus contribute to the qualification and career development of young employees in particular. By creating attractive workplaces in particular, REKERS aims not only to create a positive environment for young employees, but also to ensure that working conditions meet the needs and expectations of all generations.

^{*} Trainees and dual students

Employee representatives

REKERS GmbH has long had a works council, which plays an important role in the co-operation between management and employees. There are no works councils at the service locations in the USA and Great Britain due to their small size with a maximum of 3 employees.

The works council is actively involved in important decision-making processes and informed in accordance with the guidelines. REKERS acts in accordance with applicable law and complies with the Works Constitution Act.

Freedom of association

We ensure that employees are not penalised or discriminated against because of their work council activities.

We are aware that work councils and therefore collective bargaining are not enshrined in law in all countries. When selecting and evaluating our suppliers, we will pay attention to whether they produce in countries and regions where this legal basis is lacking.

Diversity and equal opportunities

REKERS is clearly committed to respecting human rights, which forms the basis for the company's attitude to diversity. In this context, REKERS declares that discrimination and bullying based on characteristics such as skin color, gender, age, nationality, religion, social origin, disability or sexual orientation will not be tolerated. By integrating such principles into a code of conduct as a company, we help to promote a positive corporate culture and ensure that the rights and dignity of all employees are respected. Another point is fair pay according to the motto equal work, equal pay. Salary differences based on gender or other personal characteristics are not tolerated.

Flexibility and family friendliness

As a family business, REKERS places great value on long-term planning and forward-looking action. This corporate philosophy is reflected in the provision of freedom and flexibility for employees in their day-today work. REKERS actively supports its employees in a wide variety of life situations.

REKERS offers a wide range of flexible working time models. In production, for example, there is the option of summer and winter working hours. In addition, individual models can be implemented depending on the employee's personal situation. In administration, flexitime is generally possible and home office options are offered.

REKERS is also particularly supportive when it comes to issues such as parental leave, with a high rate of parental leave being taken.

The working time models offered by this flexibility enable employees to combine family and professional life in the best possible way. This support creates a healthy work-life balance and helps employees to successfully fulfill their professional obligations without neglecting the demands of their family life. RE-KERS' practical measures make it easier for employees to balance their personal and professional commitments, which contributes to a positive working environment.

Number of trainees and dual stu	dents at REKERS	GmbH	
	2020	2021	

	2020	2021	2022	2023
Trainees	13	10	14	17
Dual Students	8	6	6	6
Share of workforce	12 %	10 %	12 %	13 %
Number of trainees / students not taken on*	0	1	0	0

* Employed as an employee or as a temporary employee to bridge the gap until you start university or school

Apprenticeships and studies

In times of a shortage of skilled workers, REKERS attaches great importance to offering apprenticeships and dual study places. This is particularly important for the future. That is why we are already focusing on young talent, which we also train in our own company. The company offers a wide range of training opportunities to promote young talent.

A total of nine different training occupations are offered, including:

- 1. Precision mechanic mechanical engineering
- 2. Precision mechanic machining technology
- 3. Metalworker construction technology
- 4. Electronics technician automation technology
- 5. Warehouse logistics specialist
- 6. IT specialist application development
- 7. Technical product designer
- 8. Technical system planner electrotechn. Systems
- 9. Industrial clerk

In addition to the apprenticeships, REKERS offers six dual study programs that combine practical training and academic knowledge. These courses of study include:

1. Industrial engineering

2. Engineering of technical systems - mechanical engineering

.....

- 3. EngineeringTechnical systems Tech. Informatics
- 4. Engineering Technical systems Electrical engineering
- 5. Business Administration
- 6. Business Informatics

Through these extensive training opportunities, RE-KERS makes an important contribution to the development of qualified specialists and invests in the future of the company and the industry as a whole.

Further trainings

The dynamic development in both the mechanical and electronic fields, as well as the constantly changing national and international requirements, make continuous further training essential for our employees at RE-KERS. Our aim is to enable them to develop both professionally and personally in the best possible way. For this reason, we offer individualized further training opportunities tailored to individual needs. These can include junior staff development programs, management training, study measures or coaching. We rely on these targeted training measures to keep our employees up to date and continuously expand their skills. The exact number of training hours at REKERS is not currently recorded.

Remuneration and pensions

Salary is an important factor in creating attractive working conditions. At REKERS, fair remuneration in line with the market is a prerequisite for individual performance. The company wage agreement in force at REKERS provides a transparent salary structure. This is the basis for fair and unbiased remuneration. There is no collective wage agreement.

In addition, bonuses are paid for many years of service as well as for marriage or the birth of a child. RE-KERS offers its employees additional support in building up their assets with its asset-based benefits. We also make a contribution to ensuring financial security in retirement with our company pension scheme.

OCCUPATIONAL HEALTH & SAFETY

A safe working environment is a top priority for REKERS as a family-owned manufacturing company. The aim is to prevent health risks and to maintain and promote the long-term health of all employees.

Occupational safety

REKERS emphasises the need for a committed contribution from both employees and managers to ensure a safe workplace. This includes strict adherence to work and safety instructions. To achieve this goal, regular training sessions are organised for all employees to raise awareness of safety measures.

Despite REKERS' efforts, occupational accidents occurred during the reporting year. However, REKERS is reaffirming its endeavours to reduce the number of accidents and further increase safety standards.

Risk analysis and prevention

The overarching goal at REKERS is to recognise health risks at an early stage and manage them proactively. To this end, risk assessments are carried out for both workplaces and mental stress.

To promote employee health, REKERS offers preventive occupational health examinations. These examinations serve to identify potential health risks and initiate preventive measures in good time. Vaccination options are also offered to protect the health of employees and minimise the spread of diseases.

GOALS -----

Reduction of work accidents

	2020	2021	2022	2023
Work accidents	14	16	10	13
Of which reportable	4	4	5	4
Of which commuting accidents	4	3	0	2
Days lost due to accidents at work	n/a	141	66	110

Work accidents at REKERS Spelle

Health protection

The health and well-being of employees is a high priority at REKERS and is regarded as an essential value. In this context, the company has implemented various operational services to actively contribute to the promotion of employee health. These comprehensive measures include the installation of drinking water dispensers in the workplace to encourage employees to follow the motto "stay hydrated" and thus promote healthy fluid intake. Another element is company bike leasing, which offers employees the opportunity to actively switch to alternative means of transport and thus contribute to their physical health. In the area of office workstations, REKERS is gradually introducing height-adjustable desks in order to create ergonomic working conditions and meet individual needs. As additional support, the company offers workplace glasses to ensure healthy vision at the workplace.

REKERS also endeavours to design workplaces that promote health in mechanical production. If necessary, ergonomic workstations are set up to counteract the physical strain on employees.

As part of its health protection programme, REKERS has introduced an additional measure, the EGYM Wellpass. This serves to promote the fitness of employees by offering them the opportunity to visit gyms, swimming pools or similar facilities regardless of their location. The fitness pass creates a flexible and customisable offer that helps employees to maintain a healthy lifestyle and stay healthy in the long term.

Customer health and safety

As a manufacturer of machines and systems, RE-KERS is aware of the responsibility that the use of our products entails for the health and safety of our customers' employees. This applies in particular to the operation of the machines, but also to delivery, assembly and commissioning phases in which potential hazards may arise.

In order to maximise safety when handling our products, we take comprehensive measures to ensure machine safety. This includes strict compliance with standards and laws that apply to the manufacture of machines and systems. By applying these regulations, we ensure that our products meet the highest safety standards. All REKERS systems are customised products. We therefore create safety concepts for each system so that we can always respond to individual requirements.

No breaches of safety-related regulations were reported for the 2023 reporting year.

REGIONAL RESPONSIBILITY

REKERS GmbH Maschinen- und Anlagenbau has been firmly rooted in the Emsland town of Spelle for more than 65 years. As a company, we play a key role as a training centre and employer. Close ties to the local community form the foundation of this medium-sized family business.

Social commitment

For REKERS, social commitment is a matter of course. This also means that the company supports clubs and organisations in the region. Sponsorship of the sports clubs in Spelle, in particular SC Spelle-Venhaus, plays a special role in this. REKERS has also been supporting the riding and driving club in Spelle for a long time.

In addition to supporting sports clubs, REKERS is also involved in various charitable causes. The various forms of commitment show that REKERS actively contributes to strengthening and supporting the community and has a positive influence on the social fabric of the region.

Regional sourcing

An important goal of REKERS is to source goods and services from the region wherever possible. This offers several advantages, including savings on transport costs and travelling distances as well as the possibility of short-term planning.

For some years now, REKERS has also relied on the support of regional partners for the production of mechanical assemblies. The decision to establish this extended workbench within a radius of around 50 kilometres is based on practical considerations and the aim of reducing transport costs. By cooperating with regional partners, REKERS receives good support in order to process orders efficiently and at the same time contribute to strengthening the regional economy. This approach not only promotes local value creation, but also contributes to the sustainability and efficiency of business processes.

Business & Governance

BREKERS

1200

Germany

VALUES & INTEGRITY

REKERS GmbH Maschinen- und Anlagenbau attaches great importance to compliance with existing laws, responsible behaviour and ethical practices in our dealings with each other and with business partners. This adherence, summarised as "compliance", forms an essential basis for us as a company that acts sustainably.

Compliance organisation

Compliance plays an important role in REKERS' corporate culture. The management and the entire workforce attach great importance to compliance with ethical standards and legal regulations. For this reason, REKERS began setting up a compliance organisation in 2023 to ensure that compliance guidelines are effectively implemented and adhered to.

The establishment of the compliance organisation should be completed by 1 April 2024. The compliance guidelines apply equally to all employees, regardless of their position or department. Each and every individual in the organisation is obliged to adhere to these guidelines.

There are no known cases of compliance violations of laws and regulations in the reporting period and no fines were imposed.

REKERS' compliance system is based on several central pillars:

Code of Conduct for employees: The Code of Conduct for REKERS employees forms the centrepiece of the compliance guidelines. This code contains clear and comprehensible rules, including guidelines on fair competition, avoiding conflicts of interest and corruption, dealing with social media and the public, handling business and customer data and personal data.

Code of Conduct for business partners: REKERS expects compliance with ethical standards not only from its employees, but also from its customers,

suppliers and business partners. For this reason, a separate code of conduct for business partners has been developed in which requirements and expectations are clearly defined, particularly for suppliers. This forms the basis for successful business relationships and sets out binding guidelines and behaviour that are in line with applicable law.

Whistleblower system: REKERS has set up a whistleblower system that enables both internal and external parties to report violations of the compliance guidelines. This contributes to transparency and the possibility of detecting and remedying compliance violations.

Instruction: To ensure that all employees understand and follow the compliance guidelines, everyone is instructed on the compliance organisation at the start of their employment. This helps to raise awareness of compliance throughout the organisation.



Fair competition

Fair and compliant behaviour in day-to-day market activities is also important in changing competitive conditions. Just as we expect this from our business partners and competitors, we also insist on compliance with regulations relating to fair competition, starting with acting in accordance with applicable antitrust and competition laws and restrictions. Market agreements of any kind, both in written and informal, verbal form, are strictly prohibited. This explicitly includes market-relevant agreements with direct and indirect competitors with regard to prices, offers, terms and conditions, production programmes, technologies, sales quotas and market shares.

In accordance with the legal situation, ongoing embargoes and trade regulations in import and export must be complied with. In addition to goods, technologies and services, this also applies to capital and payment transactions. Confidentiality also applies to fair competition, which means that no products or expertise may be sold or used that have not been developed or licensed by REKERS itself. We would like to sensitise all employees to act fairly.

Corruption

Corruption harms competition and does not reflect the values of our company. We are therefore committed to full compliance with all applicable anti-corruption laws and regulations. Corruption in any form, including bribery, corruptibility and taking advantage, is strictly rejected.

Particularly in connection with domestic and foreign public officials, a sensitive approach and clear compliance with rules is required. Offering, promising or granting personal advantages to public officials or representatives of other companies is prohibited, as is accepting personal advantages from such persons. REKERS employees are informed about the prohibition of bribery and corruption in the compliance guideline. The additional guideline Corruption Prevention & Conflicts of Interest fulfils the purpose of once again sensitising all employees to the topic.

There are no known corruption risks and REKERS is not aware of any incidents of corruption in the reporting period.

Taxes

REKERS sees the payment of taxes as an important contribution to the common good of the countries in which we operate. We take full responsibility for our tax activities by paying taxes where our value creation takes place and strictly adhering to local tax regulations. Our approach is characterised by transparency and compliance with legal requirements.

We use government incentives and tax breaks that serve to promote innovation and sustainable development, such as grants for research and development, subsidies for energy-efficient refurbishment or the development of charging infrastructures for electric cars, responsibly and in line with the requirements.

The constant monitoring of tax opportunities and risks is an integral part of our risk management strategy. Detailed information on REKERS' policy regarding risks and opportunities can be found in the management report for the corresponding financial year.

Political influence

REKERS does not exert any financial influence on political bodies or parties. No party donations were made in the 2023 financial year.

Data protection

The protection of personal data is a high priority for us, especially when it comes to the data of our customers and business partners. Data protection has been firmly anchored in our corporate culture for many years. To ensure compliance with our data protection standards, we have appointed a data protection officer several years ago. The main task of this officer is to continuously monitor and optimise the processes in the company with regard to the handling of personal data. As of the date of this report, there have been no complaints regarding breaches in the handling or loss of customer data.

By 31.12.23 Implementation of whistleblower system By 01.01.24 CoC for employees By 01.04.24 CoC for business partners

DIGITALISATION & INNOVATION

REKERS aspires to be the technology leader in its industry. This claim is deeply rooted in our corporate philosophy and forms the foundation of our pursuit of innovation. We are convinced that continuous innovation not only forms the basis for our success, but is also crucial for our long-term, successful development.

Product innovation

By constantly researching and developing new technologies and processes, we set standards in the quality and performance of our products. Our aim is to master the challenges of our customers through innovative solutions and to make a significant contribution to increasing efficiency and sustainability in the industry. Our positioning as a technology leader enables REKERS to play an active role in shaping the future of the industry and to remain at the forefront of technological progress in the long term.

REKERS is constantly striving to optimise existing products and make them more efficient. Our focus is not only on improving and increasing the efficiency of our current machines and systems, but also on investing in the development of new technologies. One example of our innovative spirit is the development of the REKERS brick press for the production of CO2neutral clinker bricks.

In order to achieve these ambitious goals, REKERS has permanently entrusted three employees with research and development tasks. Together with the rest of the workforce, they are working to drive technological progress through innovative approaches and continuous development.

Digitalisation

The digitalisation of processes is a major and crucial task for REKERS. Through the targeted integration of digital technologies into our workflows, we can realise significant increases in efficiency. This development towards digitalisation is a clear trend that runs through all areas of our company and fundamentally changes the way we work.

The optimisation of internal processes through digital solutions is not only a means of increasing efficiency, but also forms the basis for future innovative developments. By constantly improving our internal processes and making them more efficient, we create space for creativity and innovation. This enables us to develop new technologies and products that not only meet the requirements of our customers, but also help to advance the industry.

Digitalisation is therefore a central component of our strategy in order to remain competitive in the long term and act as a technology leader in our industry.

GRI Contect Index

In its first sustainability report, REKERS has orientated itself on the Sustainability Reporting Standards of the Global Reporting Initiative (GRI) without claiming to be complete. The following table links the standards with the page numbers on which they are discussed. Due to the orientation character, reasons for omission are not given for individual standard details.

For more information on the GRI standards, see www.globalreporting.org.

GRI-Standard	Bezeichnung des Standards	Seite
GRI 2	Allgemeine Angaben 2021	
Organisation und	ihre Berichtspraktiken	
GRI 2-1	Details zur Organisation	6
GRI 2-2	In Bericht einbezogene Unternehmen	Fehler! Textmarke nicht definiert.
GRI 2-3	Berichtszeitraum, Berichtshäufigkeit und Kontaktstelle	Fehler! Textmarke nicht definiert.
GRI 2-4	Richtigstellung / Neudarstellung von Informationen	Fehler! Textmarke nicht definiert.
GRI 2-5	Externe Prüfung	Fehler! Textmarke nicht definiert.
Tätigkeiten und A	rbeitnehmer	
GRI 2-6	Aktivitäten Wertschöpfungskette und andere Geschäftsbeziehungen	6, 10, 22
GRI 2-7	Mitarbeitende	6, 25
GRI 2-8	Nichtangestellte Mitarbeitende	25
Unternehmensführung		
GRI 2-9	Struktur der Unternehmensführung	Fehler! Textmarke nicht definiert.
GRI 2-10	Nominierung und Auswahl des höchsten Kontrollgremiums	nicht relevant
GRI 2-11	Vorsitzende des höchsten Kontrollorgans	Fehler! Textmarke nicht definiert.

GRI 2-12	Rolle des höchsten Kontrollorgans bei der Beaufsichtigung der Über- wachung von Nachhaltigkeitseffekten	Fehler! Textmarke nicht definiert.
GRI 2-13	Delegation von Befugnissen für Nachhaltigkeitsthemen	Fehler! Textmarke nicht definiert.
GRI 2-14	Rolle des höchsten Kontrollorgans bei der Nachhaltigkeitsberichterstattung	Fehler! Textmarke nicht definiert.
GRI 2-15	Interessenskonflikte	33
GRI 2-16	Übermittlung kritischer Anliegen	33
GRI 2-17	Gesammeltes Wissen und des höchsten Kontrollgremiums	nicht relevant
GRI 2-18	Bewertung der Leistung des höchsten Kontrollgremiums	nicht relevant
GRI 2-19	Vergütungspolitik	nicht berichtet
GRI 2-20	Verfahren zur Festlegung der Vergütung	nicht berichtet
GRI 2-21	Verhältnis der Jahresgesamtvergütung	nicht berichtet
Strategie, Richtlin	ien und Praktiken	
GRI 2-22	Erklärung zur Strategie für nachhaltige Entwicklung	
GRI 2-23	Verpflichtungserklärung zu Grundsätzen und Handlungsweisen	33
GRI 2-24	Einbeziehung politischer Verpflichtungen	33
GRI 2-25	Verfahren zur Beseitigung negativer Auswirkungen	33
GRI 2-26	Verfahren für die Einholung von Ratschlägen, Meldung von Anliegen	33
GRI 2-27	Einhaltung von Gesetzen und Vorschriften	33
GRI 2-28	Mitgliedschaft in Verbänden und Interessensgruppen	7
Einbindung von S	takeholdern	
GRI 2-29	Ansatz für die Einbindung von Stakeholdern	9
GRI 2-30	Tarifverträge	Fehler! Textmarke nicht definiert.
GRI 3	Wesentliche Themen 2021	
GRI 3-1	Verfahren zur Bestimmung wesentlicher Themen	9

GRI 3-2	Liste wesentlicher Themen	9
GRI 3-3	Management von wesentlichen Themen	9
GRI 201	Wirtschaftliche Leistung 2016	
GRI 3-3	Angaben zum Managementansatz	9
GRI 201-1	Unmittelbar erzeugter und ausgeschütteter wirtschaftlicher Wert	6
GRI 201-2	Finanzielle Folgen des Klimawandels für die Organisation und andere mit dem Klimawandel verbundene Risiken und Chancen	9
GRI 205	Antikorruption 2016	
GRI 3-3	Angaben zum Managementansatz	9
GRI 205-1	Betriebsstätten, die auf Korruptionsrisiken geprüft wurden	34
GRI 205-2	Kommunikation und Schulungen zu Richtlinien und Verfahren zur Kor- ruptionsbekämpfung	34
GRI 205-3	Bestätigte Korruptionsvorfälle und ergriffene Maßnahmen	34
GRI 206	Wettbewerbswidriges Verhalten 2016	
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GRI 206-1	Rechtsverfahren aufgrund von wettbewerbswidrigem Verhalten, Kar- tell- und Monopolbildung	34
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GRI 207-3	Einbeziehung von Stakeholdern und Management von steuerlichen Bedenken	34
GRI 301	Materialien 2016	
GRI 3-3	Angaben zum Managementansatz	9
GRI 301-1	Eingesetzte Materialien nach Gewicht oder Volumen	13
GRI 301-3	Wiederverwertete Produkte und ihre Verpackungsmaterialien	13
GRI 302	Energie 2016	
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GRI 302-3	Energieintensität	15
GRI 302-4	Verringerung des Energieverbrauchs	14
GRI 302-5	Senkung des Energiebedarfs für Produkte und Dienstleistungen	
GRI 303	Wasser und Abwasser 2018	
GRI 3-3	Angaben zum Managementansatz	9
GRI 303-1	Wasser als gemeinsam genutzte Ressource	20
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GRI 304-2	Erhebliche Auswirkungen von Aktivitäten, Produkten und Dienstleis- tungen auf die Biodiversität	21
GRI 305	Emissionen 2016	
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GRI 305-1	Direkte THG-Emissionen (Scope 1)	Fehler! Textmarke nicht definiert.
GRI 305-2	Indirekte energiebedingte THG-Emissionen (Scope 2)	Fehler! Textmarke nicht definiert.
GRI 305-3	Sonstige indirekte THG-Emissionen (Scope 3)	16
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GRI 306	Abfall 2020	
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-		

GRI 401-2	Betriebliche Leistungen, die nur vollzeitbeschäftigten Angestellten, nicht aber Zeitarbeitnehmern oder teilzeitbeschäftigten Angestellten angeboten werden	Fehler! Textmarke nicht definiert.
GRI 402-3	Elternzeit	26
GRI 402	Arbeitnehmer-Arbeitgeber-Verhältnis 2016	
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GRI 403-2	Gefahrenidentifizierung, Risikobewertung und Untersuchung von Vor- fällen	Fehler! Textmarke nicht definiert.
GRI 403-4	Mitarbeiterbeteiligung, Konsultation und Kommunikation zu Sicherheit und Gesundheit am Arbeitsplatz	29
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GRI 403-6	Förderung der Gesundheit der Mitarbeiter	Fehler! Textmarke nicht definiert.
GRI 403-9	Arbeitsbedingte Verletzungen	Fehler! Textmarke nicht definiert.
GRI 403-10	Arbeitsbedingte Erkrankungen	Fehler! Textmarke nicht definiert.
GRI 404	Aus- und Weiterbildung 2016	
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GRI 404-1	Durchschnittliche Stundenzahl für Aus- und Weiterbildung pro Jahr und Angestellten	Fehler! Textmarke nicht definiert.
GRI 405	Diversität und Chancengleichheit 2016	
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GRI 405-1	Diversität in Kontrollorganen und unter Angestellten	25
GRI 405-2	Verhältnis des Grundgehalts und der Vergütung von Frauen zum Grundgehalt und zur Vergütung von Männern	Fehler! Textmarke nicht definiert.
GRI 407	Vereinigungsfreiheit und Tarifverhandlungen 2016	
GRI 3-3	Angaben zum Managementansatz	9

GRI 407-1	Betriebsstätten und Lieferanten, bei denen das Recht auf Vereini- gungsfreiheit und Tarifverhandlungen bedroht sein könnte	26
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GRI 3-3	Angaben zum Managementansatz	9
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GRI 415	Politische Einflussnahme 2016	
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GRI 418	Schutz der Kundendaten 2016	
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GRI 418-1	Begründete Beschwerden in Bezug auf die Verletzung des Schutzes von Kundendaten und den Verlust von Kundendaten	34
GRI 419	Sozioökonomische Compliance 2016	
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