

A woman with long dark hair is the central figure, her face and upper body covered in green body paint that blends with the surrounding environment. She has pink and orange eye makeup and pink lipstick. Her hands are clasped near her face. The background is a dense wall of green, serrated leaves.

WECKERLE MACHINES SUSTAINABILITY POLICY and REPORT 2026

weckerle[®]machines

WE ARE SUSTAINABLE



“We invite you to participate on our thoughts, efforts and goals.”



Dear Friends of Weckerle Machines,

Companies that want to maintain their place on this planet in the future, as well as in the heart of their customers, need to be concerned not only with themselves. Instead, they have to acknowledge their place as part of an extremely sensitive ecosystem – in economic and environmental terms.

In other words, our ethos of “We are Weckerle” obliges us to pay greater attention to the environment than ever in our business activities. Our company can only prosper if everything is going well for our planet and its people. That is why we in our companies devote attention to sustainability going forward. Everyone needs to do their bit, and of course we will all do so together.

This is based on our Weckerle Sustainability Strategy, which sets out specific targets. Our world doesn’t need any more declarations of intent, but rather deeds. And we are doing something.

We invite you to participate on our thoughts, efforts and goals in this sustainability report you intend to read; and we would appreciate if you share your feedback.

Best regards,
Thomas Weckerle



Our Environmental and Sustainability Policy

Environmental protection and sustainability is an important component of our corporate policy.

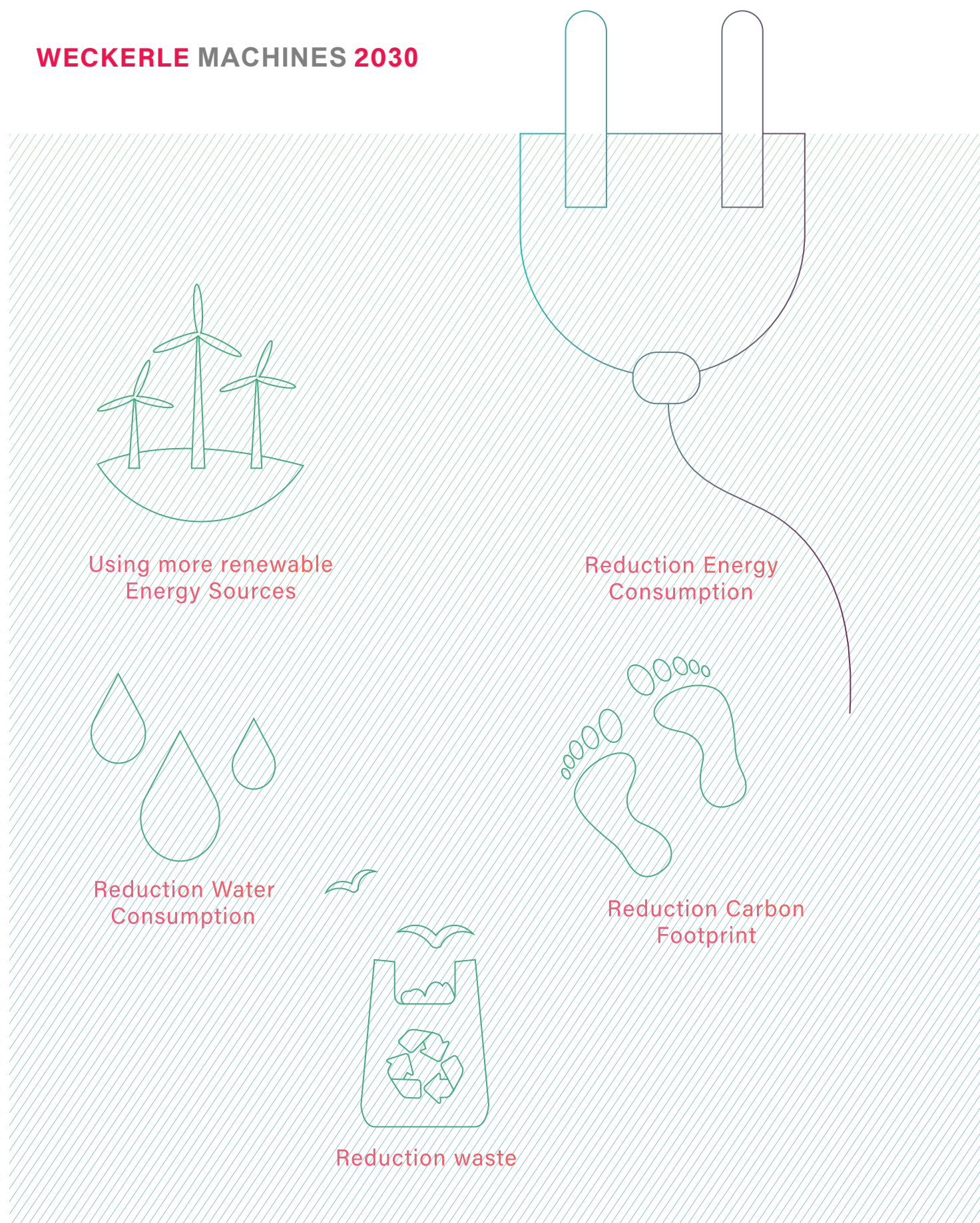
Our goal is to reconcile profitable production and environmental protection.

In addition, we are committed to complying with legal and regulatory requirements and other environmental interests.

To achieve this, we have established an environmental management system (EMS) for the Weckerle Machines site in Weilheim.

We are committed to the continuous improvement of this EMS to improve our environmental performance and to prevent or reduce environmental impacts.

We protect the climate by reducing our CO₂ emissions and thus helping to improve living conditions on Earth today and in the future. In addition, we participate annually in the CDP (Carbon Disclosure Project).



Our Priorities Operational Footprint

The natural resources of our planet are limited and we act to reduce our Operational Footprint every day.

- ✦ Reduce by 10 % our energy consumption
- ✦ Reduce by 10 % our carbon Footprint
- ✦ Reduce by 10 % our water used
- ✦ Decrease our waste by 10 %

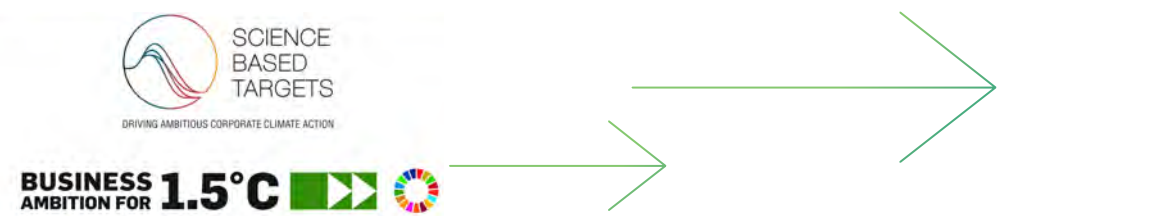
Current Status 2026

We implemented a waste, energy and water management program and we have invested in energy efficiency measures in our facilities.

We are participating at **EcoVadis Rating** since many years. This independent evaluation program provides Corporate Social Responsibility (CSR) ratings of suppliers, to encourage social and environmental activities in order to reduce risks, boost innovations, and create trust and transparency between business partners.

In 2025 Weckerle Machines was granted the Bronze Recognition level. Thanks to this achievement we are amongst the top 35% performers evaluated by EcoVadis.

Our Path to Carbon Neutral Company



We are pleased to announce that Weckerle Machines is officially participating in the **Science Based Target Initiative (SBTi)** since July 2022.

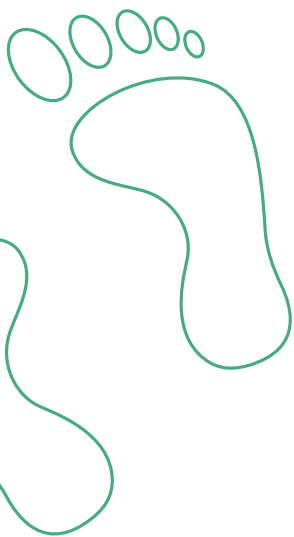
The SBTi is a partnership between CDP, the United Nations Global Compact, the World Resources Institute (WRI) and the World Wide Fund for Nature (WWF).

Science-based targets provide companies with a clearly defined pathway to reduce emissions in line with the goals of the **Paris Climate Agreement**, helping to prevent the worst impacts of climate change and achieve future-proof business growth.

Targets are considered “science-based” if they are consistent with what the latest climate science suggests is necessary to achieve the goals of the Paris Climate Agreement – limiting global warming to well below 2 ° C above pre-industrial levels and pursuing efforts to limit warming to 1.5 ° C.

Weckerle Machines has now officially **committed to this 1.5 degree target**

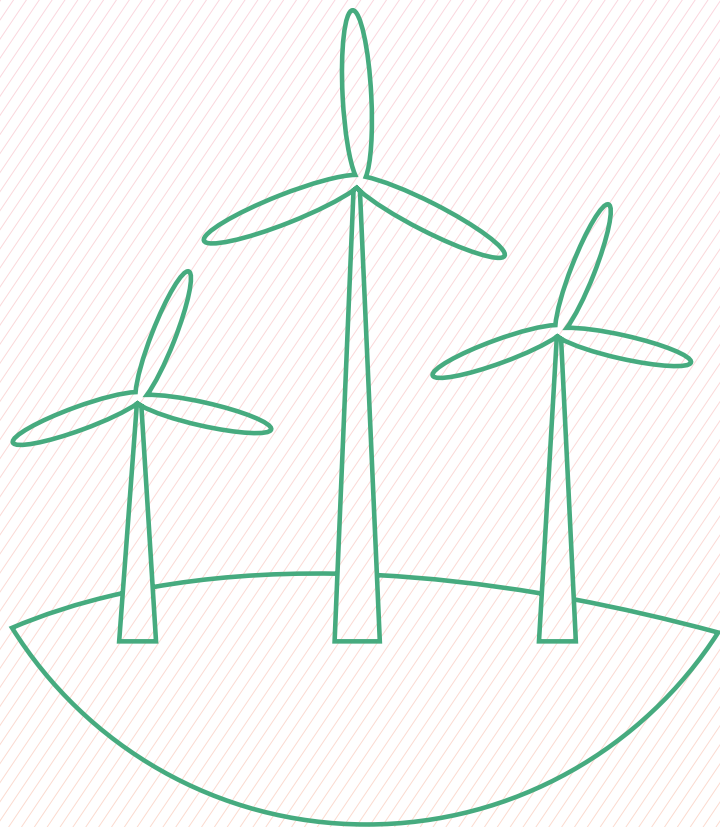
To achieve this we must reduce our Scope 1 & 2 CO2 emissions (electricity, gas and company vehicles) by 46% by 2030 compared to 2019.



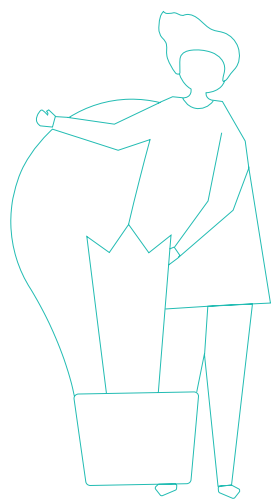
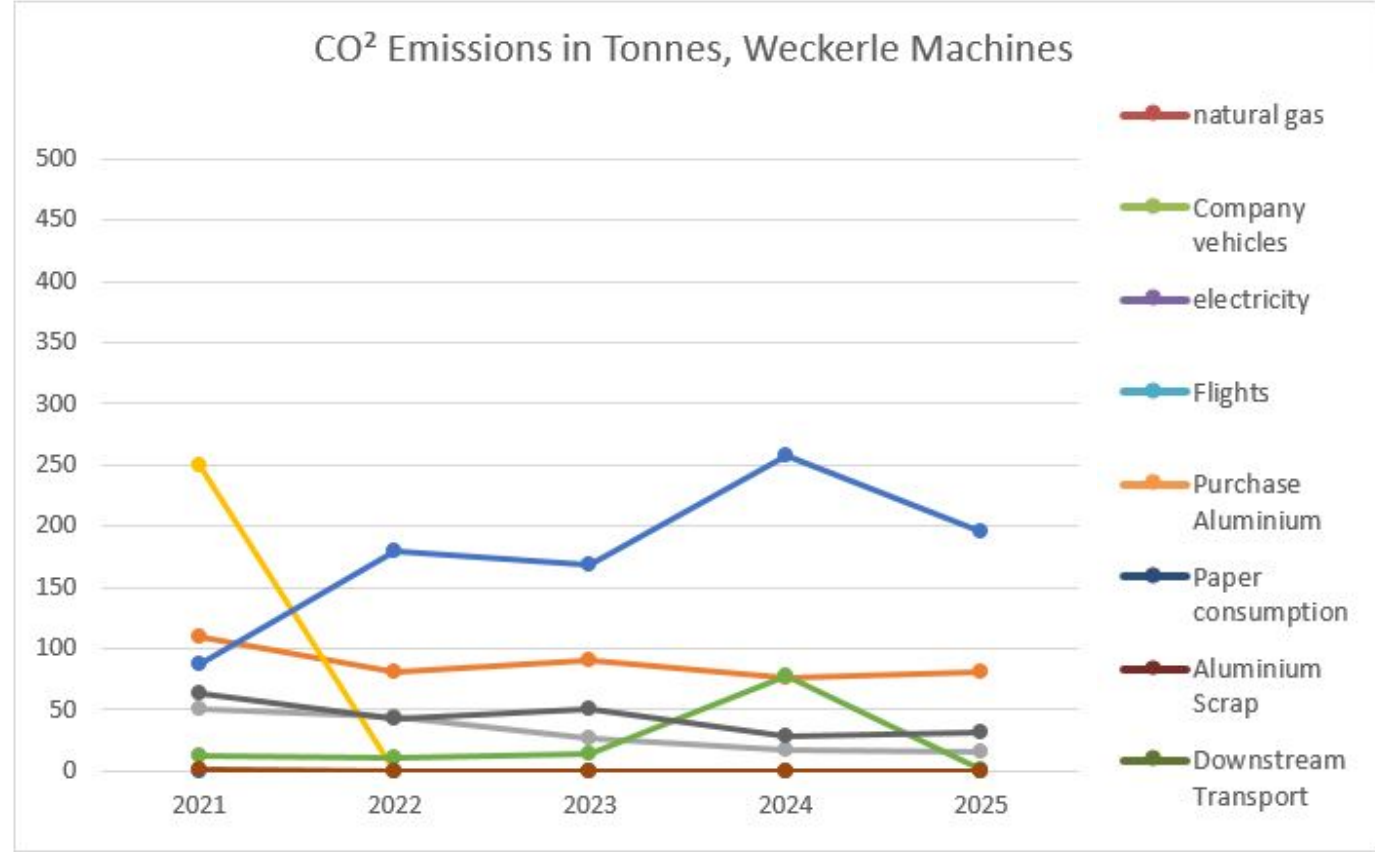
Our Priorities CO2-Emissions

Our Climate Change Strategy

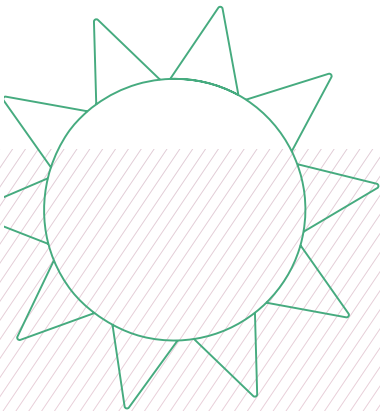
- **CALCULATE CO2:** since many years we participate at the **Carbon Disclosure Project (CDP)**. As a non-profit-organization, CDP discloses the greenhouse gas emission of companies with the target to reduce the worldwide CO2 emissions.
- **REDUCE CO2:** Participating at CDP helps us to find out where we can reduce our CO2-Emissions.



Our Path to Carbon Neutral Company



Our Priorities
CO₂-Emissions



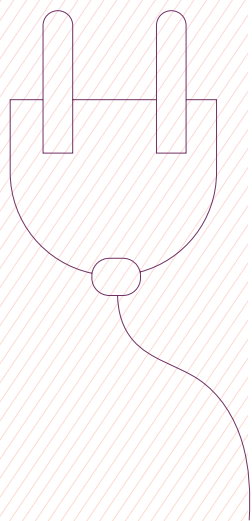
Current Status 2026

CALCULATE:

- CDP: In 2025 Weckerle Machines received a **B-Score** which is above the Powered machinery sector average.

REDUCE:

- Since 01.01.2022 we are sourcing **100% green electricity**.
- With three **charging stations** at the company site, we are helping to promote electromobility. Moreover new company vehicles were converted to hybrid or electric cars
- Flexible, **mobile working** from home allows for less commuting. In addition, an attractive **bike leasing** program is available to our employees.



Our Priorities Awareness

As a company, we have a responsibility to work for a future worth living and to anchor sustainability strategically!

We take this responsibility seriously and are pleased to announce that we are since August 2022 a **participant of the United Nations Global Compact**, the world's largest initiative for sustainable and responsible corporate governance.

As a special initiative of the UN Secretary-General, the United Nations Global Compact is a call to companies everywhere to align their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption, and to take action in support of UN goals.

By participating, we are setting an example and committing to the ten principles of the UN Global Compact and the global Sustainable Development Goals (SDGs).

- ✔ Build a team that includes our suppliers and our customers for:
 - ✔ Sustainable innovation
 - ✔ Sustainable supplier self-assessment
- ✔ Ethics and Human Rights Audit program
- ✔ Solidarity Sourcing Projects
- ✔ Regular Training for our Employees
- ✔ 0 accidents

Current Status 2026

In July 2023 we passed the last **SMETA-Audit** (Social Compliance Audit) successfully.

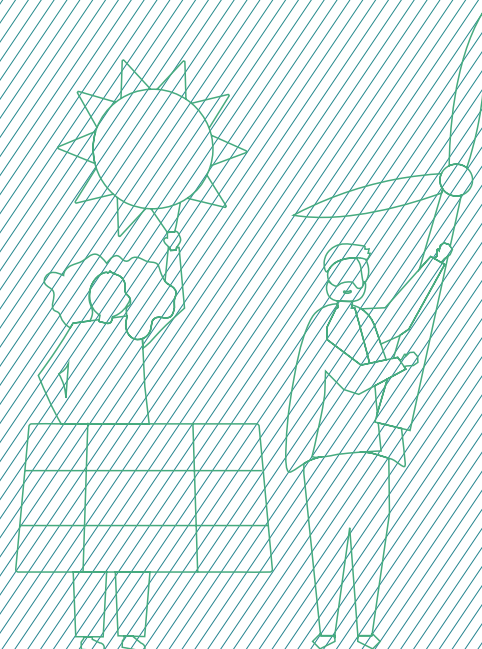
Stating that we are a **Sedex Member** since many years is a great way to show our customers, stakeholders and investors that we are committed to being a responsible business and sourcing responsibly.

Sedex Member



OUR COMMITMENT:
MAKE THE UN GLOBAL COMPACT AND ITS TEN PRINCIPLES AN INTEGRAL PART OF OUR BUSINESS STRATEGY, DAY-TO-DAY OPERATIONS AND ORGANIZATIONAL STRUCTURE

#UnitingBusiness



Objectives and Success Indicators

We have aligned our sustainability goals with the 17 Sustainable Development Goals (SDGs) of the United Nations (UN).

	Environment	2022	2023	2024	2025	Target 2030	Rating
	Energy consumption Electricity consumption in kWh/working hours	4,12	3,25	2,71	2,94	Reduce by 10% compared to 2022	
	Electricity kWh per year	664.567	554.180	570.170	538.778	< 720.000	
	Natural gas kWh per year	406.389	447.930	378.703	405.780	< 444.000	
	Water consumption Water consumption in m³/working hours*1000	7,48	7,03	5,91	7,89	Reduce by 10% compared to 2022	
	Water consumption m³ per year	1.207	1.199	1.144	1.445	< 1.080	
	Carbon Footprint Annual CO2 consumption in to/working hours*1000	2,23	2,05	2,16	1,77	Reduce by 10% compared to 2022	
	Scope 1	126,6	117,4	93,16	96,58	-	
	Scope 2	0	0	0	0	-	
	Scope 3	233,88	232,8	363,1	227,99	-	
	Waste Waste volume in to/working hours*1000	0,22	0,26	0,26	0,12	Reduce by 10% compared to 2022	
	Waste (summary) in to	35,98	44	54,9	22,14	<30 to / year	
	Waste non recyclable in to	32	22,5	30,75	12,55	-	
	Waste recyclable in %	34	49	44	43	-	
	Hazardous waste in %	19	8	6	3	-	

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Labor & Human Rights	2022	2023	2024	2025	Target 2030	Rating
 Accidents, causing absence	4	2	2	1	0	
amount of absent days due to accidents	41	13	45	21	0	
Sick rate [%]	7,7	5	3,38	3,48	3	
 Average Safety training per year and employee	1,33	2,03	2,99	1,92	4	
Trainings per year and employee (not only safety training)	4,84	9,37	5,9	6,57	-	-
Noise level		85,5 dB	64 dB	64 dB	<= 85dB	
percentage of women in managerial positions	14,3	18	18,75	25	-	-

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Ethics	2022	2023	2024	2025	Target	Rating
External complaints	0	0	0	0	0	
Cases of environment pollution	0	0	0	0	0	
Cases of discrimination	0	0	0	0	0	
Whistle-blower proceedings	0	0	0	0	0	
Cases of corruption	0	0	0	0	0	
Data security cases	0	0	0	0	0	

Objectives and Success Indicators

We have aligned our sustainability goals with the 17 Sustainable Development Goals (SDGs) of the United Nations (UN).

Sustainable Procurement	2022	2023	2024	2025	Target 2030	Rating
Confirmed Code of Conducts by supplier [%]	42,3	51	51,7	52,1	TBD	
Confirmed VQS by supplier [%] Includes environment and ethics	25,5	29,8	30,4	52,1	TBD	
A- and B-suppliers with ISO14001 certification [%]	16,66	30	36	50	TBD	
A- and B-suppliers with EcoVadis medal [%]	8,3	30	21	40	TBD	



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<https://www.weckerle.com/machines/sustainability/>

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Credits

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