



Sustainability report

# WE.CARE

## Sustainability at WEICON





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completes dual study programme

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keeping the city clean

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#### Publishing information

**Publisher:**

WEICON GmbH & Co. KG  
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**Layout & typesetting:** Lennart Busch, Philipp Knüppel

**Photos & Graphics:** WEICON GmbH & Co KG, Joachim Grothus (p. 11, 31), Adobe Stock (p. 16), Pixabay (p. 19), freepik (p. 39), Michael Mücke (p. 10)

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## Dear readers,

We are pleased to present you Sustainability Report 2024 to you.

Our internationally active family business has been manufacturing chemical products for over 75 years. We keep the world's industries running with our adhesives and sealants, which are used in production, repair, maintenance and servicing. But the question inevitably and rightly arises: can we as a chemical company really act sustainably?

Our answer to that is definitely yes. Every company today has the responsibility to address the issue of sustainability in depth. And every company can take measures within its means to enable future generations to have a future worth living.

Sustainability has become a fundamental aspect of our strategic and operational focus. Our commitment to sustainability is deeply rooted in our goals, our mission and our values. We are convinced that we can have a direct, positive impact on the world through our actions. For us, striving for sustainability means actively helping to shape a better and more sustainable world.

Our customers are placing increasing value on sustainable products and business practices. By fulfilling their expectations, we not only strengthen their loyalty to our company, but also contribute to a more sustainable market. We are aware that social responsibility and sustainable action not only increase job satisfaction, but also help to motivate employees and retain them in the company in the long term.

Climate change is the greatest challenge facing humanity since the end of the ice age and is the defining issue of our time. The consequences of global warming are becoming more and more noticeable and the pressure on politicians and companies is increasing. There is now a global consensus that we urgently need to combat man-made climate change. Sustainability is not only an ethical obligation, but also an opportunity to develop innovative paths for further growth.

The success of emission reductions depends to a large extent on voluntary and consistent action taken by the industrial sector in the developed countries. We at WEICON are willing to take responsibility for the world that we leave to our children and grandchildren.

Best regards,

Ralph Weidling

Ann-Katrin Weidling

**1947**

**Foundation**  
P. W. Weidling & Sohn  
by Paul Wilhelm Weidling

**1958**

**First trade fair participation**  
Mining exhibition in Essen

**1987**

**Ralph Weidling**  
joins the company

**1967**

**Establishment of new product line: Stripping tools WEICON TOOLS**

**2002**

**Change of name to**  
WEICON GmbH & Co. KG

**2005**

**The first branch office:**  
**WEICON Middle East LLC**  
in Dubai – there are now ten  
foreign branches worldwide

**2014**

**WEICON takes part in**  
**52 trade fairs** in  
Germany and abroad

**2010**

**Expansion of the company**  
**premises** in Münster by a  
total of 15,200 m<sup>2</sup>

**2019**

**Awarded 1st place as top employer in the SME sector 2019 (Top Arbeitgeber Mittelstand)** in the chemical and pharmaceutical industry – sixth award in a row in 2024

**2020**

**Ann-Katrin Weidling**  
joins the management team

**2023**

**Honoured as finalist in major award competition (Großer Preis des Mittelstandes)** **Opening of the new building** in Münster. **Start of production** in RO and CZ.

**2022**

**Development of the Green Line tool series**



#### WEICON TODAY

## From tool retailer to global player

WEICON is a family business in its fourth generation. WEICON was founded in 1947 by Paul-Wilhelm Weidling under the name P.W. Weidling & Sohn. The company started off as a small tool retailer and has developed over the last 75 years into an internationally active manufacturer of speciality chemical products with ten international branches, production sites in Ascheberg and the Rhineland, over 350 employees and around 1,200 trading partners.

After tools such as hammers, pipe wrenches etc., speciality chemical products were added to the WEICON product range in the mid-1950s. Today, the company offers more than 450 adhesives, sealants, technical sprays, high-performance assembly pastes, greases and stripping tools, which are supplied from Münster to all areas of industry throughout the world.

### WEICON Chemical Products

Our comprehensive range of products includes special adhesives and sealants, technical sprays as well as high-performance assembly pastes and lubricants for all industrial areas – from production and repair to maintenance and servicing.

### WEICON TOOLS

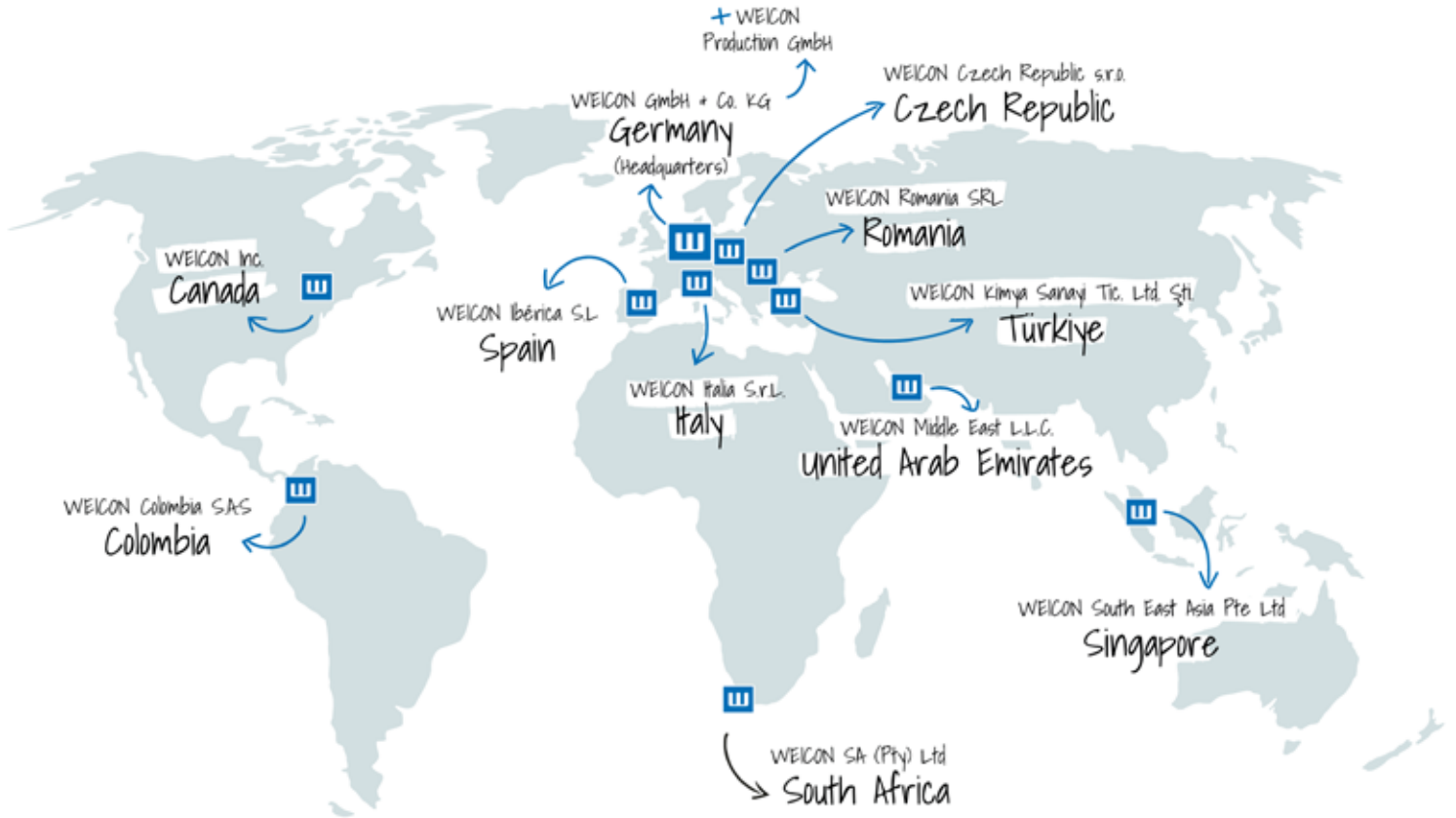
Aside from our chemical products, we develop and distribute high-quality stripping tools under the brand name WEICON TOOLS.

Cable Stripper No. 4-28 G  
was introduced in 1967 as  
our first tool

AVAILABLE WORLDWIDE

# WEICON branches

WEICON products are available worldwide. In addition to its headquarters in Münster, WEICON has branch offices in Dubai, Canada, Türkiye, Romania, South Africa, Singapore, the Czech Republic, Spain, Italy and Colombia and supplies products to more than 120 countries worldwide.



**WEICON Middle East L.L.C, United Arab Emirates**



**WEICON Ibérica S.L, Spain**



**WEICON Inc. Canada**



WHAT WE STAND FOR

# Corporate values at WEICON



## Responsibility & sustainability

Responsible and sustainable action is very important to us. At WEICON, we use resources consciously and responsibly. This applies both to our employees and to WEICON as a company. Everyone is called upon to make a contribution and produce as little harmful carbon dioxide as possible. For this reason, we have taken many different measures to reduce our carbon emissions.



## Communication

At WEICON, we attach great importance to transparent communication. We are always open to questions and suggestions from colleagues. Our company has a relaxed and friendly atmosphere. We want to have fun at work and a smile is simply part of that.



## Team spirit

WEICON is characterised by a high level of employee satisfaction. We focus on continuity in all areas. We want our employees to work for us long-term and enjoy being part of the team. Good cooperation and a strong sense of solidarity in our team are the key to our success. We support and help each other.





## Respect

We always treat each other as equals, are open-minded and tolerant and show interest in our fellow human beings. We show our appreciation for our colleagues through regular feedback. The doors of the office of our management team are open to all employees – every day! At WEICON, we deal with mistakes in a constructive way and create an environment in which to learn from them. We all make mistakes from time to time. However, we approach mistakes proactively, analyse them and see them as an opportunity to become even better and more successful.



## Open-mindedness

We at WEICON are very open – open to suggestions and proposals, open to constructive criticism, open to innovation and open to change. We like to leave the beaten track and try out new things. “We’ve always done it this way” is no sufficient reason for us – we challenge the previous approach and try to achieve the best result by thinking outside the box. With us, you can and are actively encouraged to express your ideas and opinions openly and freely – this enables different perspectives and points of view and helps the whole team to develop continuously.



## Reliability

We can rely on our team. We are there for each other – even in difficult times, we never let our colleagues, customers or suppliers down. We tackle challenging tasks and negative issues together in order to work on them and find solutions.



## RESPONSIBILITY

# Our approach to sustainability

WEICON's WE.Care approach was developed to bring our sustainability mission to life. Our sustainability mission is to manage the environmental, social and economic impact of our business activities on society and the planet in a responsible manner. This includes managing the impact in our business processes and focusing on the issues that are most important to our colleagues, customers and suppliers.

We have identified the central pillars of our approach – People, Planet, Profit – which are supported by our corporate purpose and values. This makes it easier for our stakeholders to understand our sustainability priorities and the measures we have taken.



## People – Being an employer of choice.

We enable our employees to realise their full potential by promoting an open-minded corporate culture, offering career and development opportunities to our staff, supporting their well-being and making a contribution to the community.

## Planet – Reducing our ecological footprint.

We wish to take sustainable decisions, reduce our impact on the environment, minimise waste and promote environmentally friendly working methods.

## Profit – Building a sustainable and robust business for the future.

Our aim is to promote a corporate culture of ethics and integrity, build strong partnerships and maintain effective internal control and risk management processes. We are also actively developing a more sustainable product portfolio.

## OVERVIEW

# 2023 WE.Care Highlights

**6 times awarded top employer in the SME sector**

**Switch to green electricity at headquarters in Münster**

**35 % female managers**

**4 events for knowledge transfer on the topic of sustainability**

**8 out of 10 main suppliers from Germany**

**22 training courses and workshops**

**29 e-charging stations and increasing number of e-vehicles**

**Urban Bistro & leisure activities**

**Irrigation system with rainwater**

**EcoVadis certification**

**34 social projects supported since 2017**

**Natural swimming pond**

Golf



## WE.CARE APPROACH

# Our commitment to the Sustainable Development Goals

**Society is increasingly interested in how companies identify and tackle the most pressing issues – especially those that have an impact on corporate visibility and contribute to environmental pollution.**

In identifying the areas where we can have the greatest impact – as part of People, Planet, Profit – we have taken into account industry guidelines such as the Responsible Care Global Charter and the United Nations Sustainable Development Goals.

This collective input allows us to shape our approach, set priorities, identify gaps and determine the areas where we can have the greatest impact. Our WE.Care approach encompasses initiatives in the areas of well-being, health, society, resource utilisation, climate protection and responsible business practices.

We have aligned every area of our WE.Care approach with the United Nations Sustainable Development Goals, carefully considering on which of these goals we have the greatest influence.



## People



- ▶ Promoting diversity and equal opportunities
- ▶ Ensuring well-being and safety
- ▶ Expanding career and talent management
- ▶ Social commitment

## Planet



- ▶ Improving resource efficiency
- ▶ Climate protection
- ▶ Promoting sustainable practices

## Profit



- ▶ Business ethics and a sense of responsibility
- ▶ Customer satisfaction and relationships
- ▶ More sustainable development of our product portfolio
- ▶ Knowledge transfer

# Implementation and control

Our EHSC team (Environment, Health, Safety and Compliance) is responsible for the implementation and management of sustainability reports, assessments, certifications and enquiries on sustainability topics.

Sustainability activities are cross-organisational and involve various teams and departments within WEICON, such as marketing, human resources, product development, PR, logistics and management.

The EHSC team is also responsible together with brand management for the development and implementation of sustainable internal and external communication in order to raise awareness of our sustainability approaches and of our progress towards our sustainability goals. These communication measures aim to reach all stakeholder groups, including employees, customers, suppliers and communities.

## Impact on our stakeholders

<b>Employees</b>	<b>We are committed to protecting the human rights of our employees and treating them with dignity and respect, in accordance with applicable labour and health and safety laws.</b>
<b>Customers</b>	<b>Our aim is to offer our customers high-quality products, understand their needs, ensure their satisfaction and deal responsibly with their concerns.</b>
<b>Suppliers</b>	<b>When working with our suppliers, we strive for fair and ethical business practices. We emphasise transparency and clear communication.</b>
<b>Business partners</b>	<b>We attach great importance to ethical business behaviour and strive to promote fair, transparent and sustainable business practices.</b>
<b>Communities</b>	<b>We support global initiatives and are actively involved in the communities in which we operate. This includes supporting local initiatives, taking social responsibility and minimising negative effects on the environment.</b>

Sustainability and environmental management are complex and time-consuming. For this reason, WEICON has appointed Henning Voß to be in charge of this topic as head of EHSC management.



„SUSTAINABLE ACTION IS NOT A TO-DO THAT YOU CAN TICK OFF AT SOME POINT. SUSTAINABLE ACTION IS A CONTINUOUS PROCESS WITHOUT AN EXPIRY DATE. WE KNOW THAT WE ARE NOT PERFECT AND THAT THERE ARE STILL ADJUSTMENTS WE NEED TO MAKE IN ORDER TO ACT IN AN EVEN MORE ENVIRONMENTALLY CONSCIOUS WAY. WE CANNOT WORK MIRACLES AND TURN CHEMICAL PRODUCTS INTO CANDY, BUT WE ARE CONSTANTLY REVIEWING THE IMPLEMENTATION OF VARIOUS TOPICS AND PROCESSES. FOR EXAMPLE, WE ARE CURRENTLY LOOKING AT FURTHER ENERGY EFFICIENCY MEASURES IN EXISTING BUILDINGS. THIS INCLUDES THE USE OF NEW TECHNOLOGY IN TERMS OF LIGHTING, AIR CONDITIONING, HEATING, ETC. OR THE EXPANSION OF OUR PHOTOVOLTAIC SYSTEMS. EVEN AS A CHEMICAL COMPANY, WE CAN DO A GREAT DEAL IN TERMS OF SUSTAINABILITY. I REGULARLY EVALUATE WITH OUR TEAM AND EXTERNAL EXPERTS WHAT WE CAN IMPLEMENT WITHIN THE RANGE OF OUR ABILITIES.“



**Henning Voß,**  
**Head of**  
**EHSC management**

# People

## Being an employer of choice

We enable our employees to realise their full potential by promoting an open-minded corporate culture, offering career and development opportunities to our staff, supporting their well-being and making a contribution to the community.

Our commitment to the  
Sustainable Development Goals



## Facts, figures and data:

- ▶ **378 employees** – 31 % female, 69 % male (as at 06/2024)
- ▶ **37 – average age** (between 18 and 67 years)
- ▶ **18 trainees** and **students** enrolled in dual study programmes
- ▶ **22 internal training courses** (10 online, 11 in person, 1 in workshop) with 309 participants; 96 % were either satisfied or very satisfied
- ▶ **34 social projects** have been supported since 2017

## Diversity and equal opportunities

- ▶ **Increasing the proportion of women** in specialist and management positions
- ▶ Employees from **20 nations** make up our team
- ▶ Promoting **flexible work** and **a good work-life balance**

## Well-being and safety

- ▶ Providing support to **physical** and **mental well-being**
- ▶ **Occupational health** and **safety**

## Career and talent management

- ▶ Professional **training** and lifelong learning opportunities
- ▶ **Career** start for young **talents**

## Social commitment

- ▶ Support for **global initiatives**
- ▶ Encouragement of **social commitment** of employees



„**NOWADAYS, IT IS BECOMING INCREASINGLY RELEVANT FOR APPLICANTS THAT THEIR FUTURE EMPLOYER ATTACHES GREAT IMPORTANCE TO SUSTAINABILITY. IN ADDITION TO A HEALTHY ECONOMIC SITUATION, OPPORTUNITIES FOR PERSONAL FULFILMENT, THE WORKING ATMOSPHERE, MEANINGFUL TASKS, A GOOD WORK-LIFE BALANCE, INTERESTING BENEFITS AND SUSTAINABLE ACTION ARE AMONG THE CRITERIA THAT MAKE A GOOD AND INTERESTING EMPLOYER. WE WISH TO MAKE A CLEAR STATEMENT HERE AND SHOW THAT WE TAKE THE ISSUE OF SUSTAINABILITY VERY SERIOUSLY.**“



**Dr Iulia Stroila,**  
**WE CARE project**  
**coordination, EHSC**

Leading women at WEICON!

CORPORATE CULTURE

# Diversity and equal opportunities

## Goals

- ▶ Increasing the proportion of women in specialist and management positions
- ▶ Promoting flexible work and a good work-life balance



Ann-Katrin Weidling

Co-partner of the WEICON Group



Angela Nour

Office Manager Italy



Katherina Viethmeier

Branch Manager Spain



Jennifer Schlattmann

Head of Product Management

## Increasing the proportion of women in specialist and management positions

At WEICON, we promote equal opportunities. A key objective is to increase the proportion of women in specialist and management positions. **We are proud of the fact that 35 % of WEICON's managers are women.**

This figure reflects our commitment to an open-minded corporate culture in which individual strengths are valued regardless of gender, origin or personal background. We are continuously committed to strengthening diversity in our team and promoting equal opportunities for all employees. This approach reflects our understanding that different perspectives and experiences drive the success and innovative strength of our company.

IMPACT STORY

## WE.Lead project



The aim of the future-oriented initiative WE.Lead – Women Empowered to Lead – is to investigate the entrepreneurial behaviour of women in business and the support mechanisms for female company founders in the startup ecosystem. WEICON is actively involved in this project and supports its realisation.

The background to the research and development project of FH Münster, University of Applied Sciences,

and five medium-sized companies from the Münsterland region is the still very low proportion of female entrepreneurs and women in management positions in the German economy.

During the three-year project phase, the WE.Lead research project will exchange ideas with female managers in order to strengthen and promote women in management positions and in business start-ups. A training pro-

gramme “WE.Lead Academy” is being developed that offers workshops and panel discussions.

WEICON has been involved in the project from the very beginning and we are excited to see where we will be in three years' time.

**To the press release of University of Applied Sciences FH Münster:**



Kimberly Erben

Head of Procurement



Tina Spengler

Head of Marketing



Verena Klaus

Head of Inside Sales Germany, Austria, Switzerland

## Promoting flexible work and a good work-life balance

A healthy work-life balance is not a passing trend for us, but a core value that we take seriously. At WEICON, we know how important it is to balance professional responsibility and personal well-being. To enable our team members to achieve this balance, we offer flexible working hours, the opportunity to work from home and uncomplicated holiday planning.

Our commitment to a good work-life balance reflects our understanding that a fulfilling and well-balanced life outside of work has a positive effect on performance and satisfaction at work. We are convinced that flexible time management contributes to more motivated, more productive and more satisfied employees.

## Space for new working models

The completely refurbished building has been designed to fulfil the requirements of new working models. We have decided that there will no longer be any permanent workstations there. All employees are free to choose their workspace freely instead of working at a fixed desk day after day. Each member of staff may easily book their preferred workspace. For many colleagues, this is a welcome change – it encourages contact and exchange between our staff and stimulates creative ideas.



## Top employer in the SME sector 2024

We have been honoured as a top employer in the SME sector by Focus Business six times in a row (2019 to 2024) and are one of the best industrial companies in Germany. To determine the top employers in the SME sector, the editorial team of Focus-Business, in cooperation with the employer rating platform Kununu, analysed 900,000 company profiles with around four million employer ratings.



Probably the greatest proof of a satisfied team is our low staff turnover rate. Many employees even spend their entire professional life at WEICON, in some cases 50 years.

## Kununu Top Company 2022

The Kununu rating platform, which is well-known in Germany, has awarded us the Top Company 2022 seal of approval. This makes us a “top employer”, and we are ranked among the top five percent of the most popular companies on Kununu.

“We are especially pleased with the Kununu Top Company seal of approval because it is based on the ratings of our team. It demonstrates that we are doing a lot of things right. The evaluations give us a realistic idea of what is going well and where there is still room for improvement,” says Ann-Katrin Weidling.





HEALTH MANAGEMENT

# Well-being and safety

## Goals

- ▶ Providing support to physical and mental well-being
- ▶ Occupational health and safety

Occupational health management is the systematic and structured development, planning and control of operational structures and processes with the aim of maintaining and promoting the health of employees. WEICON offers many services to promote health.

## Healthy Employer 2023/24

The regional “Healthy Employer” (Gesunder Arbeitgeber) award by EUPD Research is based on the Corporate Health Evaluation Standard (CHES model) established throughout Germany. We received the award for our outstanding occupational health management. At WEICON, there is a whole range of measures that focus on the health of our employees. These include, for example, height-adjustable desks for all employees, an in-house physiotherapy practice, company bikes and a varied range of healthy meals in the company’s own bistro.

### WEICON is a member of the Corporate Health Committee

Henning Voß, Head of EHSC Management at WEICON, was appointed as a member of the Corporate Health Committee. This collaborative body is made up of experienced specialists who have extensive strategic and technical knowledge of occupational health management (OHM). With their practical expertise, the members of the Corporate Health Committee contribute significantly to the further development of the Corporate Health Evaluation Standard and thus make a valuable contribution to the nationwide professionalisation of occupational health management. We at WEICON are also convinced that a healthy working environment contributes to a positive corporate culture.



The four pillars **EAT** (healthy meals), **MOVE** (exercise), **MIND** (psychological support) and **SAFETY** (occupational safety) are the key components of our health management.



## EAT



We opened our Urban Bistro in summer 2023. Our aim is to offer our employees healthy, varied and regional cuisine. The bistro is intended to create an atmosphere in which employees can enjoy high-quality, balanced and mainly vegetarian meals without this causing a financial burden to them. Because we believe that mainly vegetarian and healthy food should not only taste good, but also be affordable for everyone.

In addition to the Urban Bistro, we also have an internal blog where we publish recipes and information on healthy eating. With these activities, we want to support our employees in making conscious decisions about their diet and thus positively influence their general well-being.

## MOVE



We promote the physical health of our employees through fitness courses, stretching workshops, the Peleton group and running training. In 2023, we opened our physiotherapy practice, which not only has treatment rooms, but also changing rooms, showers and a large training room.

Courses such as Pilates, back fitness and TRX are regularly offered here. Our practice has a total area of approx. 190 m<sup>2</sup> – plenty of space for the fitness and physical health of our employees.

We have also entered into a partnership with Hansefit. In addition to classic facilities such as gyms and yoga studios or swimming pools, there are also unusual offers such as climbing walls, physiotherapy practices or dance schools. WEICON pays for a large part of the costs, so that the personal contribution is very low.

## MIND



The global uncertainty of recent years has affected us all in different ways. We have thought about how we can support our employees in terms of their physical and mental well-being.

Through our partnership with Likeminded, we fully fund subscriptions to the app, which provides our employees with access to resources that help with mindfulness, meditation, personal development and overall wellbeing. To this end, the app offers regular workshops and masterclasses on mental well-being as well as on-demand content.

In 2023, an internal survey revealed that our employees are increasingly interested in their well-being. We were able to successfully support them with our programme.

## SAFETY



Health and safety in the workplace are of great importance to our employees. Sitting and standing correctly, especially at a desk, play a decisive role in well-being and the prevention of back problems. All our workstations are equipped with ergonomic office furniture.

Regular training courses and an increased awareness aim to draw attention among employees to potential hazards and to help prevent accidents.

Another aspect of occupational safety at WEICON is fire protection. By means of targeted measures, our employees are trained once a year to prevent fires and minimise their impact in the event of an emergency.

## FURTHER TRAINING

# Career and talent management

## Goals

- ▶ Professional training and lifelong learning opportunities
- ▶ Career start for young talents

## Professional training and lifelong learning opportunities

WEICON promotes a culture of lifelong learning in which employees are involved in a dynamic learning and teaching process via various channels. Our learning philosophy includes hands-on experience, collaboration, observation, education and training.

Training courses are primarily offered for product groups such as sprays, epoxy resin systems and cyanoacrylate adhesives. In addition, areas and tasks of various departments here at WEICON are also presented, such as Brand Management, E-Commerce or Marketing. Employees not only gain insights into other fields of work, but also learn things outside the typical WEICON universe that are useful for everyday life and work. For example, they learn about data protection in the area of e-mail security or gain an understanding of the world of product liability law.

We believe that the future of people development lies in expanding informal learning opportunities through the people we interact with – our colleagues, managers, customers and communities. Sharing knowledge is an important part of our corporate culture – we even have a slogan for it: “Everyone knows everyone”, which means that everyone at WEICON can pass on knowledge within the company. We encourage all our employees to share their ideas and experience with others, both in person or as part of training programmes.



## IMPACT STORY

## Training on the job

At WEICON, we focus on learning through practical experience and one of our initiatives in this direction is “Training on the Job”. There was a clear example of this at the beginning of the year when the team from our Turkish branch visited Münster for three days. In addition to the usual programme which included company presentations and product trainings, our colleagues from Istanbul had a special opportunity: they were able to watch their German colleagues as work.

This provided team members from the accounting, purchasing, internal sales, e-commerce, warehouse and marketing departments with direct insights into the processes at our headquarters. This informal on-the-job training enabled them to gain practical insights, tips and ideas directly from their German colleagues and get a slightly different perspective on their day-to-day work.

By focusing on practical experience and collaboration, we are developing a company culture in which knowledge sharing is an essential part of the way we work.

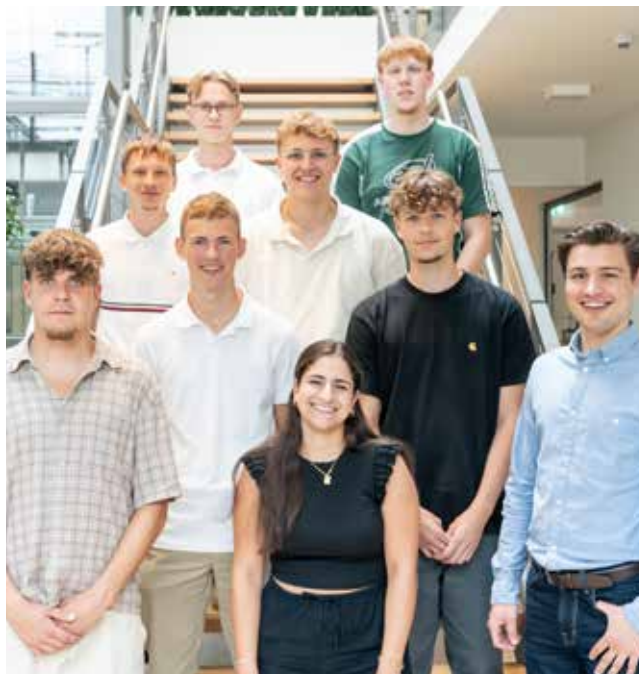


## Career start for young talents

Starting a career is an exciting phase, especially for talented young people taking their first steps in the professional world. At WEICON, we pay special attention to this phase and attach great importance to encouraging young talents and developing their skills.

Our corporate culture supports ambitious specialists who wish to develop their potential. We not only offer qualified training positions, but also dual study programmes that enable young people to combine theory and practice.

Our aim is to make the career start for young talents not only educational, but also inspiring. We offer support, mentoring and a dynamic environment in which individual skills are strengthened. One highlight for our trainees is the opportunity to do an internship in one of our ten foreign branches. At WEICON, we believe that the development of young talent is crucial to the success of our company and we are proud to contribute to their professional development.



### IMPACT STORY

## First student at WEICON completes dual study programme

One example of our encouragement of young people is our commitment to students enrolled in dual study programmes: one of them is Fabian Filip, who recently completed his Bachelor's degree in Business Administration.

He was the first "guinea pig" to complete the dual study programme at WEICON. When asked how he felt now, he replied: "I needed a moment at first, but now it's a very cool feeling and I'm glad that I chose this path back then." An immense workload, six-day weeks, little time for holidays – according to Fabian, these are all things you have to accept if you want to do a dual study programme. But he has no regrets. He went on to explain: "I would always choose this career path again. However, what I underestimated at the beginning is that you have to be incredibly well organised in order to reconcile work and university. But you grow into it." Fabian has stayed with WEICON – as a member of our Export department. Eventually, he might want to pursue a part-time Master's degree – but for now, he's enjoying the fact that he can really call it a day after work.



## SUPPORT AND PROMOTION

# Social commitment

## Goals

- ▶ Support for global initiatives
- ▶ Support for sports clubs
- ▶ Encouragement of social commitment of employees

## Support for global initiatives

WEICON is aware of its social responsibility and actively supports social and sporting projects and events. This includes, for example, donations to schools, children's homes or DKMS (German database of bone marrow donors) typification campaigns, as well as sponsoring sports clubs and cultural events. Since 2017, we have supported 17 charitable organisations with 34 social projects worldwide.



## Our impact stories: Education and humanitarian aid



### Lichtstrahl Uganda e.V.

Lichtstrahl Uganda e.V. is a small organisation from Münster that has been active in Gulu in northern Uganda for several years. The aim of the organisation is to ensure basic medical care and food supply in the region with the help of donations. By promoting medical care, a balanced diet and education, the programme helps to sustainably improve the quality of life in the community and create future prospects for the people of Gulu.

WEICON has been supporting this project since 2017. The partnership is based on the conviction that social development is a basic prerequisite for a sustainable society.



### LichtBlick Seniorenhilfe e.V.

Since 2003, LichtBlick Seniorenhilfe e.V. has been the first organisation of its kind in Germany to support senior citizens whose financial means are not sufficient for a life of dignity and social participation.



### HOPE FOR GIRLS & WOMEN Tanzania

Hope for Girls and Women was founded in 2017 by a Tanzanian activist with personal experience of female genital mutilation. The organisation runs safe houses in the Mara region of Tanzania that provide protection and support for girls who have fled from female genital mutilation, child marriage and other forms of gender-based violence. It also strives to organise alternative rites of passage that celebrate girls and their hopes for the future.

## Support for sports clubs

Anyone who is familiar with WEICON will be aware that many sports enthusiasts are part of our team. At the forefront of this is our management team – in fact, our Executive Manager takes part in the Münster Triathlon every year.

At WEICON, we attach great importance to promoting sporting activities and are actively involved in supporting sports clubs. Our corporate culture values the importance of community and teamwork – values that are also essential in sporting activities. We are convinced that promoting sporting activities not only contributes to physical health, but also strengthens the sense of community. We appreciate the positive values encouraged by sporting activities, such as team spirit, discipline and fair play. Our aim is to strengthen the local community by supporting sports clubs while promoting a healthy and active lifestyle.

Our initiative to support sports clubs includes financial contributions, sponsorship of events and the provision of funds for training and competition equipment. We also encourage our employees to get actively involved in local sports clubs.



**WEICON**  
TriFinish



**USC**  
Münster



### WEICON TriFinish Münster

With over 250 members, WEICON Tri Finish Münster is not only the largest triathlon club in North Rhine-Westphalia, but also one of the most successful. The professionals are organised in the German national league. But of course, there are also competitive amateur athletes among the members. Together in a team, training simply works best.



### USC Münster

We have been supporting the USC Münster team since the end of 2022 and are even represented on the club's advisory board. The first women's team of the volleyball club competes in the national league! With nine championship titles, eleven victories in the DVV Cup and four titles in the European Cup, the team is one of the most successful German teams.

## Encouragement of social commitment of employees

Supporting employee participation in social initiatives adds another meaningful dimension to our working environment. The aim is to motivate individuals to participate in activities that benefit the community and promote a sense of social responsibility and teamwork.



### ACTION

## Team committed to keeping the city clean

One example of our team's commitment is the "Clean Münster" campaign. Around 13,000 volunteers collected more than 27 tonnes of waste.

The week-long campaign is organised every spring by Münster's waste management companies. They not only provide gloves, litter pickers and bags, but also ensure that the waste is recycled or disposed of properly.

In addition to private individuals, daycare centres, schools, clubs and companies took part in the clean-up campaign. WEICON also participated and collected rubbish with several employees during the campaign week at the end of March. Within two hours, we filled 20 bin bags and even collected bulky waste.

The "Clean Münster" campaign is an excellent example of how social commitment can make a difference. By supporting such endeavours, we not only contribute to the well-being of the community, but also promote the commitment of our employees.





# Planet

## Minimising our environmental footprint

We wish to take sustainable decisions, reduce our impact on the environment, minimise waste and promote environmentally friendly working methods.

Our commitment to the  
Sustainable Development Goals



## Facts, figures and data:

- ▶ **29 e-charging stations** and an increasing number of e-vehicles
- ▶ **100 % green electricity** at our headquarters in Münster since 2022
- ▶ **Rainwater cistern** with a capacity of 30,000 litres (2022)
- ▶ **Carbon offsetting:** 1,427.50 tonnes per year in 2022 and 2023
- ▶ **LED lighting**
- ▶ **On-site photovoltaic system**

## Improving resource efficiency

- ▶ **Environmental management** of our activities
- ▶ **Software optimisation and digitalisation** of internal operating processes

## Climate protection

- ▶ **Saving, reducing and offsetting greenhouse gas emissions** at our headquarters in Münster

## Promoting sustainable practices

- ▶ Encouraging **sustainable mobility**
- ▶ Introduction **of sustainable and nutritional meals** at the company
- ▶ Implementation of small but **effective changes** in day-to-day operations



„**SUSTAINABILITY AFFECTS US ALL. ESPECIALLY AS A CHEMICAL COMPANY, WE MUST NOT SLACKEN OUR EFFORTS. THAT IS WHY WE ARE CONSTANTLY TRYING TO CONTRIBUTE TO A MORE SUSTAINABLE FUTURE BY MEANS OF SMALL AND LARGE CHANGES. WE ARE CONTINUOUSLY EXCHANGING IDEAS TO INVESTIGATE WHICH MEASURES ALLOW US TO IMPROVE FURTHER IN DIFFERENT AREAS, BECAUSE WE ARE CONVINCED THAT EVERYONE MUST TAKE RESPONSIBILITY FOR SUSTAINABLE ACTION.**“



**Philipp Knüppel,**  
Brand Manager

## ECOLOGICAL FOOTPRINT

# Improving resource efficiency

## Goals

- ▶ Environmental management of our activities
- ▶ Digitalisation of internal operating processes

## Environmental management of our activities

To reduce our environmental footprint, we are working to improve the recording and monitoring of our consumption of natural resources while minimising consumption and pollution in all its forms: reduction of energy consumption from fossil fuels and non-recyclable, environmentally harmful materials as well as reduction of the environmental impact of greenhouse gas emissions, waste and energy/heat losses.

We have already taken a number of measures to conserve and protect natural resources and promote sustainability in our workplaces:

- ▶ **checklists** for ecological sustainability
- ▶ energy-efficient, sensor-controlled **lighting**
- ▶ **separate collection of recyclable materials**
- ▶ **utilisation of renewable energies** at our headquarters in Münster

## Environmental management in accordance with the ISO 14001 standard

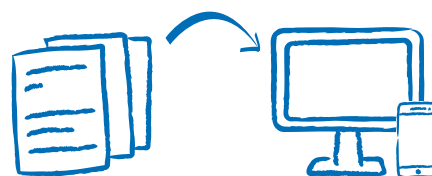
Since 2018, we have also been certified in accordance with ISO 14001, another globally recognised standard that defines the requirements for an efficient environmental management system within the company.



„ISO 14001 CERTIFICATION IS AN IMPORTANT TOOL FOR IMPLEMENTING SUSTAINABILITY IN EVERYDAY LIFE. IT IS A STANDARD FOR ENVIRONMENTAL MANAGEMENT SYSTEMS THAT HELPS ORGANISATIONS AND COMPANIES TO MANAGE AND CONTINUE TO IMPROVE THEIR ENVIRONMENTAL IMPACT. SERVING AS AN IMPORTANT GUIDELINE, IT ALLOWS THEM TO STAY ON THE RIGHT TRACK AND KEEP SUSTAINABILITY IN MIND AT ALL TIMES.“



Henning Voß,  
Head of  
EHSC Management



## Digitalisation of internal operating processes

The digitalisation of internal business processes is not only a technological feat, but also a contribution to environmental protection by reducing paper consumption. In German offices, an average of 18.7 sheets of paper are printed per person per day (source: Paperless Working Monitor 2020 - Fellow Digitals). Many companies, including WEICON, are aware of the opportunities offered by digitalisation to reduce paper consumption significantly.

Measures that have already been implemented include the paperless design of our invoice filing system and the digitalisation of processes in the warehouse and in dispatch processing. These steps not only help to increase efficiency, but also demonstrate our commitment to sustainable operations. We are aware that the increased demand for shipping cartons due to growing online trade is a challenge. While we are pleased that we are already saving enormous amounts of paper in folders, we are continuously working on finding even better solutions for our cardboard consumption.



**Klaus Kleymann,  
Head of Logistics  
& Warehouse**



**„FROM 2024, WE WILL INTRODUCE THE ABAS ERP SOFTWARE TO INCREASE OPERATIONAL EFFICIENCY BY CENTRALISING ALL COMPANY FUNCTIONS. THIS WILL HELP US TO ENHANCE OUR SUPPLY CHAIN MANAGEMENT AND REDUCE OUR ENVIRONMENTAL IMPACT BY AUTOMATING PROCESSES AND IMPROVING COMMUNICATION WITH OUR SUPPLIERS.“**



#### EMISSIONS AND GREENHOUSE GASES

# Climate protection

## Goals

- ▶ Reducing and offsetting greenhouse gas emissions at our headquarters in Münster

We have reduced and offset greenhouse gas emissions at our headquarters in Münster. We are aware of our special responsibility as a company towards future generations and have acted accordingly. For this reason, Fokus Zukunft GmbH & Co KG has calculated the climate impact of our administration in Germany in accordance with the GHG standard. We provided the necessary data for the calculation in advance. By purchasing climate protection certificates for the years 2022 and 2023, we offset the greenhouse gas emissions that we produce.

With these certificates, we support a hydropower project in Türkiye that was certified under the leadership of VERRA based on the Verified Carbon Standard. The project is a run-of-river power station without a dam on the Uzundere stream in the Turkish Rize province. The aim of the project is to generate electricity from hydropower and feed it into the national grid. The hydropower project provides affordable and clean energy, creates decent jobs and economic growth, and contributes to climate protection by eliminating the use of fossil fuels. We chose Türkiye as a location for “personal reasons”, as we have our own branch there.

In the future, we would like to have regular recertifications carried out in order to fulfil our responsibility permanently. Our long-term goal is to record our CO<sub>2</sub> emissions worldwide and offset them for our subsidiaries.

## SUSTAINABLE ACTION

# Promoting sustainable practices

## Goals

- ▶ Encouraging sustainable mobility
- ▶ Introduction of sustainable and nutritional meals in the company
- ▶ Implementation of small but effective changes in daily operations

## Encouraging sustainable mobility

Sustainable behaviour is an important goal for all of us in order to keep our own CO<sub>2</sub> consumption as low as possible. For industrial companies, too, sustainability is a central aspect of their business activities. However, resource-efficient action is not limited to the operational processes involved in the production of goods and merchandise. All other processes in and around the company should also be analysed in terms of their impact on the carbon footprint.

One example of this is the road traffic caused by a company, e.g. through the transport of raw materials and manufactured products or through employees' journeys to work. Operational mobility management is used to minimise the volume of traffic.

It examines what kind of offers can be made to employees and customers to further support sustainable action. One possibility is to create incentives for increased use of public transport. Or to provide support for e-mobility, for example through company bicycles, the installation of charging points for e-cars and the conversion of the vehicle fleet to e-vehicles. The introduction and promotion of remote work is another example of support for sustainable mobility management.

We talked with Ralph and Ann-Katrin Weidling about mobility management at WEICON.



**Ann-Katrin, what does corporate mobility management involve at WEICON?**

„Many of our employees come from the Münster region and are dependent on their cars because public transport is not offered reliably everywhere. To increase our sustainability efforts in this respect, we have installed 29 on-site e-charging stations. Our team can here recharge their cars free of charge. In addition, we offer the option of comprehensive free advice on getting started with electromobility. This creates an incentive to switch to an electric car. The proportion of electric cars has continued to rise ever since we started this offer. We have also been offering company bikes for our team for years. And the offer is very popular! Many of our commuters get on their company bikes – weather permitting – and cycle to WEICON. It couldn't be more resource-efficient! We have also created the opportunity for many of our employees to spend part of their working time working from home. This offer is popular and our employees are happy to make use of it. It has already taken some of the traffic off the road. But we'll come up with even more ideas in the future to make travelling even more sustainable – there's still more we can do!“



**Ralph, why is corporate mobility management an important topic at WEICON?**

„Global warming has catastrophic consequences for people and nature. Everyone is called upon to make a contribution and produce as little harmful CO<sub>2</sub> as possible. WEICON is not only a company, but also part of society. We want to contribute to limiting global warming permanently. That is why protecting the environment is an integral part of our corporate principles. Measures such as sustainable corporate mobility management are able to reconcile environmental protection and economic efficiency in the best possible way. Thus, we fulfil our responsibility to minimise our carbon footprint.“

## Introduction of sustainable and nutritional meals in the company

A 2016 study by the University of Oxford concluded that switching the global diet to less meat and more fruit and vegetables could save eight million lives a year by 2050, reduce greenhouse gas emissions from agriculture by two thirds and lead to savings in healthcare and the avoidance of climate damage totalling USD 1.5 trillion (*Plant-based diets could save millions of lives... Oxford Martin School*).

Our Urban Bistro, which opened in 2023, is an example of our commitment to promoting a healthier lifestyle and reducing our carbon footprint. With a varied menu that offers almost exclusively plant-based and vegetarian options, we want to encourage our employees to make conscious choices that benefit both their own well-being and that of our planet.

With this initiative, we recognise that personal health, environmental sustainability and corporate responsibility are closely linked. By integrating sustainable food practices into our business, we hope to contribute to a global movement for a more respectful and harmonious approach to our planet. Together, we can make a big impact on our future by making small changes to our daily decisions.



## Implementation of small but effective changes in daily operations

Not only private individuals, but also companies should consider how small changes in everyday life can make a major contribution to environmental protection. Even small changes in behaviour can have a positive impact on our environment. For us, these include switching from regular batteries to rechargeable batteries for the keyboard and mouse, serving coffee milk in jugs instead of plastic capsules and switching to FSC-certified paper towels.

We also refrain from using advertising material. Already several years ago, we at WEICON decided to do without classic promotional gifts such as key rings, lighters and Christmas chocolates. This decision does not mean that we do not value our customers, but is based on our conviction that we need to use our planet's resources more responsibly. We believe that the money spent on such "small" advertising gifts can be invested more effectively in social projects.

Even if these measures appear trivial at first glance, they make a significant contribution to waste avoidance. A closer look often reveals that positive changes are possible even with little effort. Our philosophy is that every contribution, however small, is an important step towards environmental protection.



# Profit

## Building a sustainable and robust business for the future

Our aim is to promote a corporate culture of ethics and integrity, build strong partnerships and maintain effective internal control and risk management processes. We are also actively developing a more sustainable product portfolio.

## Our commitment to the Sustainable Development Goals

8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



16 PEACE AND JUSTICE STRONG INSTITUTIONS



17 PARTNERSHIPS FOR THE GOALS



## Facts, figures and data:

- ▶ **8 out of 10** main suppliers from Germany
- ▶ **Fair Company** seal
- ▶ **4 events** – knowledge transfer on the **topic of sustainability**
- ▶ **EcoVadis** certification

## Business ethics and a sense of responsibility

- ▶ Support of **ethics, labour** and **human rights**
- ▶ Strengthening our internal **control system** and **risk management**

## Customer satisfaction and relationships

- ▶ Focus on **customer satisfaction**
- ▶ Improving our **business partner relationships**

## More sustainable development of our product portfolio

- ▶ Expanding the range of **sustainable tools** and **raising awareness of environmental aspects** in the industry

## Knowledge transfer

- ▶ Participation in **industry events** and **networks**
- ▶ Sponsorship of **local initiatives** promoting **sustainable practices**



„THE TOPIC OF SUSTAINABILITY PLAYS A MAJOR ROLE IN ALL AREAS OF OUR COMPANY. OUR THREE PILLARS „PLANET“, „PROFIT“ AND „PEOPLE“ PROVIDE A VALUABLE BASIS FOR DEVELOPING HOLISTIC AND SUSTAINABLE ACTION. LONG-TERM AND SUSTAINABLE RELATIONSHIPS WITH CUSTOMERS, EMPLOYEES AND SUPPLIERS ARE ESPECIALLY IMPORTANT TO US: WE LIKE TO BUILD CONNECTIONS THAT LAST.“



Ann-Katrin Weidling,  
Co-partner of the WEICON Group

*Guidelines for employees*



*The WEICON corporate policy!*



## CORPORATE POLICY

# Business ethics and a sense of responsibility

## Goals

- ▶ Support of ethics, labour and human rights
- ▶ Strengthening our internal control system and risk management

## Support of ethics, labour and human rights

In line with our values, everyone at WEICON should behave ethically, honestly and fairly towards our customers, partners, suppliers, colleagues and other business partners. We focus on creating a culture of mutual trust with people at the heart of it. Customers and employees must be able to rely on us to act responsibly.

**Our corporate policy** conveys a comprehensive understanding of our values and shows how we implement them in our day-to-day dealings with one another. It serves as the framework for our behaviour in the workplace and shows how we can act ethically in different business situations.

Our **Code of Conduct** is available on our website, which gives a quick overview of our principles on integrity, antitrust law, social responsibility, data protection, human rights, employment standards and law.

In addition to our corporate policy, our employees also have access to a SharePoint page with guidelines from A to Z. These have been designed to make it easier for new employees to join the company and to provide orientation to all employees. The guidelines contain information about career opportunities at WEICON as well as our labour practices and principles.

## Compliance with best practices in labour relations

WEICON was ranked as a Fair Company 2023 by the Fair Company Initiative. The initiative is known as Germany's largest employer initiative, which is systematically committed to a fair and sustainable working environment, especially for career starters and young professionals.

„We are very pleased to be honoured as Fair Company. Young talent has always played a major role in our family-run business. We are proud to be able to show the new talents on the market what values WEICON stands for in a straightforward way,” says Ann-Katrin Weidling. “The award confirms our efforts and demonstrates that we are on the right track. We will continue to offer fair working conditions to all employees, regardless of their position, and look forward to welcoming new talents who wish to join WEICON.“





## Internal control system and risk management

Our aim is to further strengthen the internal control system and risk management to ensure that we not only comply with quality and environmental standards, but also proactively identify and manage potential risks. Through these measures, we strive to improve our company processes continuously in order to meet the highest standards in terms of quality and environmental protection.

Since 2017, WEICON has been certified according to the internationally recognised ISO 9001 standard, which defines the requirements for effective quality management in a company.



## LASTING CONNECTIONS

# Customer satisfaction and relationships



## Goals

- ▶ Focus on customer satisfaction
- ▶ Improving our relationships with business partners

## Focus on customer satisfaction

We focus on our customers and we are there for them – at all times and worldwide. What is just an advertising promise at other companies is a reality at WEICON.

To make it easier for our customers to select suitable products, we offer a laboratory service for adhesive testing. We also test customised special solutions that are precisely tailored to the needs and conditions at the customers' premises. Our aim is to work with our customers to find the best solution for their applications.

Our sales support includes joint visits to the customers of our retail partners. We also offer customised product training courses on site, in Münster or online. Displays and shelving systems are available for the attractive presentation of our products. Sample parts are available to demonstrate the performance of our adhesives and sealants.

We provide support with customs and shipping issues, technical documentation and the creation of safety data sheets. Labels, catalogues and flyers are produced in different languages. From a certain purchase quantity, we offer the option of selling our products under a customer's own private label. Technical data sheets are available for all products, and we guarantee short delivery times worldwide.

Our customers are seen as partners and receive the individually-tailored support they need. We work closely with our customers on enquiries about specific applications in the manufacturing process. An interdisciplinary team from sales, application technology and the laboratory discusses the requirements, carries out bonding tests and makes product recommendations.

We are always willing to visit our customers on site to gain an impression of their production environment. Our comprehensive product training courses and the fact that our sales force is happy to participate in customer visits ensure professional advice. Suggestions from our customers are integrated into our innovation management.



## Improving our relationships with business partners

In 2023, WEICON was awarded a bronze medal by EcoVadis – an important milestone in our We.Care approach. This award recognises our ongoing commitment to our employees, our customers and the communities in which we operate.

Our EcoVadis 2023 certification means that we have achieved a consistent and very good level of positive sustainability performance that is also in line with our values. This puts us in the top 35 % of our industry in terms of integrating positive practices into our organisation.

EcoVadis is one of the world's largest and most reliable providers of sustainability assessments for companies based on international CSR standards such as the Global Reporting Initiative, the UN Global Compact and ISO 26000.

The EcoVadis scorecards offer detailed insights into four sustainability topics – environment, labour and human rights, ethics and sustainable procurement – and provide an overall assessment of a company's sustainability performance.



## More sustainable development of our portfolio

With our Green Line tool series, we have completely abandoned the use of conventional plastic.

### The material used:

- ▶ is based on vegetable oils, natural waxes, fibres and minerals
- ▶ is largely produced without the use of finite crude oil
- ▶ has properties similar to polyamide
- ▶ is produced with green electricity



**Our tools are manufactured almost exclusively from energy generated in-house – thanks to photovoltaic systems.**

**We melt down faulty tools and the sprue produced during injection moulding at the start of the production chain.**

**At the beginning of 2020, we switched the packaging of our WEICON TOOLS from plastic blister packs to recyclable cardboard packaging. This saves more than six tonnes of plastic packaging per year.**

**We have developed the WEICON TOOLS Green Line together with experts. This is a range of tools made from up to 97 % renewable and natural raw materials.**

## LEARNING TOGETHER

# Knowledge transfer for sustainable development

We are aware of the integration of sustainable approaches and are continuously working to increase our efforts in these areas. The transfer of knowledge on the topic of sustainability is a crucial process for us that promotes our continuous organisational development. We are aware of the importance of effective knowledge transfer and endeavour to share our knowledge in the region and learn from others. For this reason, we take part in various events, such as school events, the Climate City Week in Münster, the SiNN Congress and conferences. We also continuously exchange ideas with our employees on how we can improve our practices in the areas of well-being, work-life balance and sustainability.



## IMPACT STORY

## Climate City Week at WEICON



**The Climate City Week took place in Münster for the first time in October. Alongside many other organisations and institutions, such as the Allwetterzoo, the Natural History Museum and the waste management companies, we were the only industrial company to open its doors and provide information about our sustainability measures to interested members of the public.**

**Our contribution to Climate City Week was entitled: Chemicals & sustainability – is that even possible?**

With this text, the City of Münster looks back on the event, which was organised by our employees Henning Voß and Philipp Knüppel:

The company WEICON in the north of Münster specialises in adhesives and sealants, technical sprays, high-performance assembly pastes & greases and stripping tools. This raised the question: Climate protection and chemicals – how can they be reconciled? At the beginning, WEICON's sustainability concept was presented. It became clear that the internationally active family-owned company takes the issue of sustainability seriously and acts with great consistency in the categories "saving",

"reducing" and "offsetting". Examples presented included the use of green electricity and the company's own photovoltaic systems, the vegetarian bistro for employees and, in particular, the company's own "Green Line" range of tools, in which conventional petroleum-based plastic has been replaced by bioplastics.

During the subsequent tour of the company premises, we were shown the production and bottling areas. Participants were especially impressed by the company's own swimming pond and the seating and rest areas next to it, where employees can relax and take a short break.

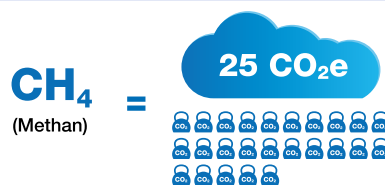
# A-Z of sustainability

# A

**Anfangen (starting):** Just start! Can you do anything wrong when it comes to climate protection? For fear of being accused of greenwashing, some companies seem paralysed and remain hesitant regarding sustainability measures despite good intentions. But if you do nothing at all for fear of doing something wrong, you are definitely doing something wrong!

# B

**Balance:** Our consumption (such as energy or fuel consumption) is converted to the CO<sub>2</sub> equivalent using emission factors. This figure is the result of the emissions balance on which our climate protection strategy is based. One tonne of methane, for example, represents 25 tonnes of CO<sub>2</sub> equivalent.



# C

**Corporate Carbon Footprint:** Together with Fokus Zukunft GmbH & Co. KG, we measured our corporate carbon footprint in Germany in 2022 based on the Greenhouse Gas Protocol. The carbon footprint is divided into Scope 1, 2 and 3. Scope 1 includes all self-generated emissions (for example, emissions generated by combustion in one's own facilities). Scope 2 includes emissions associated with purchased energy (for example electricity). Scope 3 includes emissions from services provided by third parties and purchased preliminary services (for example business travel, paper consumption, etc.). We have tried to calculate our carbon footprint in Germany as comprehensively as possible – Scope 3 emissions can only be partially accounted for, however, as not all processes along the entire value chain are known to us or can be influenced by us.

**Chemicals:** Many of our products are based on chemical substances that give them their specific properties, such as high adhesive strength or an especially high resistance to weathering. We pay close attention to the numerous legal requirements for our products and analyse and evaluate them further according to our own strict standards – also with regard to environmental compatibility.

D

**Digitalisation:** Many companies have now realised that the digitalisation of processes can significantly reduce CO<sub>2</sub> emissions in many areas. We have already taken several measures to digitalise our processes. For example, we have made our invoice filing or personnel administration paperless. We have also digitised processes in the warehouse and in the shipping process and replaced many face-to-face events with digital meetings.

E

**Employer branding:** Voluntarily reducing emissions and offsetting unavoidable emissions increases awareness among our employees, suppliers and customers for the way we use resources. Positioning ourselves as a sustainable employer is an integral part of our employer branding strategy.



F

**Bicycle:** Thanks to our bike leasing offer, our employees can make their way to work pollution-free. Of course, colleagues who live far away are still dependent on their car, but many people from Münster arrive by bike – as befits our bicycle-friendly city.



G

**Ganzheitlich (holistic):** Those who are serious about the fight against climate change do not merely rely on offsetting CO<sub>2</sub> through climate certificates. Only companies who take a holistic view of the three main pillars of carbon neutrality – i.e. saving, reducing and offsetting CO<sub>2</sub> – achieve more than mere damage limitation.



H

**Home office (remote work):** Working from home makes it unnecessary for many of our employees to travel to work by car, thus reducing the burden on the environment and, additionally, on the wallet.



Picture: www.freepik.com

I

**International climate protection:** Climate change is global, so it does not matter where in the world CO<sub>2</sub> is offset. The Kyoto Protocol, which is binding under international law, stipulates that climate protection projects that avoid or store greenhouse gas emissions should be located where they are most economical. Many projects are therefore carried out in emerging and developing countries, where they are also intended to contribute to improving the economic, social and environmental situation.

J

**Junges (young) team:** Many young people work at WEICON. The average age at our headquarters in Germany is 37. It is no secret that sustainability is becoming increasingly important, especially for the younger generations, and often plays a role in the choice of employer. All the more reason for a company to address this issue.

**Klimaschutzzertifikate (climate protection certificates):** We have acquired climate protection certificates for the years **2022 and 2023** for our administration in Münster. We will carry out regular recertifications in future and continue to promote climate protection by reducing and saving CO<sub>2</sub>.

K



**Kommunikation (communication):** Do good and talk about it. Many companies do not dare to speak openly about their sustainability measures for fear of greenwashing accusations. But honest and transparent communication can help inspire other companies and encourage them to take action themselves.

L

**Long-term:** We do not purchase our carbon neutrality for marketing purposes. By means of additional CO<sub>2</sub> reduction and avoidance measures, we wish to show that we are making a long-term and serious contribution to climate protection and to a world worth living in tomorrow.

M

**Messen (trade fairs):** We have reduced our participation in trade fairs, thus saving many flights, nights in hotels and kilometres driven by car. We have currently scaled down our presence at domestic fairs to the most important four or five ones.



N

**Nachhaltigkeitsziele der Vereinten Nationen (United Nations Sustainable Development Goals):** The United Nations has set 17 sustainable development goals. The goals take into account all three pillars of sustainability (environmental, economic and social) and include the fight against climate change.

**SUSTAINABLE  
DEVELOPMENT  
GOALS**



More information!

With our certification as a carbon-neutral company, we support a compensation project in Türkiye that includes three of the sustainability goals.



O

**ÖPNV (public transport):** Despite our location in an industrial area, we are directly connected to the public transport system via a nearby bus stop. In various industry associations, we repeatedly advocate, for example, that the frequency of buses be further expanded to make public transport even more attractive.

P

**People - Planet - Profit:** These terms refer to the three pillars of sustainability. With these three, equally-important pillars, companies can specify guidelines for sustainable action. The aim is to ensure and improve the environmental, economic and social performance of societies in this way.

Q

**Quality:** We attach the utmost importance to quality. This means that we pay attention to both high-quality materials and the usefulness of our products. We don't include products that are especially harmful to the environment nor products that offer no additional technical benefit in our product range.

R

**Reduce:** We are reducing our CO<sub>2</sub> impact in many areas along the value chain. Our specific measures for CO<sub>2</sub> reduction are explained on this page.



S

**Spenden (donations):** We have been supporting charitable organisations around the world since 2017. Among them are associations that campaign for the environment and the welfare of people and animals. Our employees decide on which organisations to support with our donations.



T

**Treibstoff (fuel):** Our vehicle fleet requires a large amount of petrol and diesel. That is why we are gradually converting our vehicle fleet in Germany to regenerative drives.



U

**Umverpackungen (repackaging):** We banned plastic blister packs from our tool range at the beginning of 2020. Since then, we have been packaging our WEICON TOOLS in recyclable cardboard boxes, thus saving around six tonnes of plastic every year.



V

**Vermeiden (saving):** Saving CO<sub>2</sub> should be part of any sustainability strategy. Because even if we offset a tonne of CO<sub>2</sub> elsewhere in the world, it remains a tonne of CO<sub>2</sub>. That is why we regularly examine and evaluate existing processes at our company to find out whether they can be optimised further in terms of sustainability.

W

**Work-life balance:** For us, sustainability also means consciously paying attention to people (human resources), starting with the people in our company. For example, we ensure that our employees benefit from a good work-life balance.

X &amp; Y

**Generation X, Y and Z:** When WEICON was founded in 1947, environmental issues played a minor role for many companies. We were no exception in that respect. But for the following generations Y and Z, the topic of sustainability is increasingly gaining in importance – also at WEICON. Being a millennial herself, Managing Director Ann-Katrin Weidling represents the fourth generation of our family business. It is extremely important to her that WEICON makes its own significant contribution to climate protection.

Z

**Ziele (targets):** Sustainable action is not an item on a to-do list that you can tick off at some point, but a continuous process. We never stop setting ourselves new targets to reduce our CO<sub>2</sub> emissions wherever we can.



**WEICON**  
App



**WhatsApp-**  
Service



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