



Sustainability Report 2023

REPORTING YEAR 2022

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The Managing Directors of J. Schmalz GmbH (from left): Dr Kurt Schmalz, Andreas Beutel

Hard times prove: Sustainability is the only way to go!

We have been living sustainability here in the Black Forest long before the term became popular. Since the founding of our company in Glatten in 1910, efficient and resource-saving management has been one of the company's basic principles. Sustainability has tradition with us - a tradition that has developed into a success factor in the face of manifold global changes.

Today, we are concerned with different issues than we were more than 100 years ago. The guard rails for sustainable action must therefore be adapted again and again and redefined along current issues. These include current global issues such as rising energy prices and declining availability. Especially in difficult times like these, it is proven that long-term success and energy independence can only be achieved with sustainability.

But long-term megatrends are also driving us: How can we

use the opportunities of digitalisation? How can we counteract the shortage of skilled workers? How do we meet the growing demands of international markets?

We are challenged to find answers to these questions - as well as to increased customer demands and growing global competition. The decisive factor long-term strategic orientation of our company is crucial.

For 113 years now, sustainability has been a compass for us that keeps us on course when it comes to economic, ecological and social issues. We will continue to do so in the future.

We do not pursue sustainability as an end in itself. It creates added value for our customers and partners, for our employees, for society as a whole and, of course, for the environment. We are happy to be measured by this standard.

Dr. Kurt Schmalz

Andreas Beutel

Sustainability in all Areas

A Portrait of Responsibility

Sustainability is a dynamic topic that is influenced by many factors: Schmalz's actions are as much determined by national and international climate protection targets as they are by the United Nation's Sustainable Development Goals or the cooperation with other companies.

Global Reporting Initiative

Schmalz's sustainability reporting is based on the requirements of the Global Reporting Initiative. The key figures presented in this report refer to J. Schmalz GmbH in Glatten.

Climate Alliance Baden-Württemberg

Schmalz was one of the first companies to commit to the ambitious climate protection goals of the new Baden-Württemberg Climate Protection Alliance. The intention to become climate neutral, to reduce the total energy consumption and to produce products as free of carbon dioxide as possible is in the foreground.

Membership in Key Networks

Schmalz is a member of the "Companies for Climate Protection," a group initiated by the Federal Environment Ministry, the Federal Ministry of Economics and the German Chambers of Industry and Commerce.

Schmalz is a member of the Sustainable Business Initiative ("Wirtschaftsinitiative Nachhaltigkeit", or "WIN" for short) of the state of Baden-Württemberg. Schmalz was

one of the first companies to sign the **WIN-Charta**, a voluntary commitment to adhere to twelve guiding principles for sustainable management.

Standards and Specifications

With certified standards, Schmalz guarantees its partners work processes that are sustainable in terms of both quality and the environment.

- **Quality management** according to DIN ISO 9001, certified since 1994
- **Environmental management** according to DIN ISO 14001, certified since 1997
- **Energy management** according to DIN ISO 50001, certified since 2012
- Schmalz India: **quality management** according to ISO 9001, certified since 2018
- Schmalz USA: **quality management** according to ISO 9001, certified since 2018

Goals for Climate Protection and Sustainability

Schmalz acts in accordance with national and international climate protection goals and the Sustainable Development Goals of the United Nations. For example, Schmalz sees the Paris Agreement (to limit global warming to less than two degrees) as both an incentive and an obligation to make a difference – by using materials and energy in a way that conserves resources as well as through targeted campaigns that raise awareness of sustainable action among employees and the public.



Coordinated and Effective Action

The Schmalz ecoSYSTEM

Sustainability has many dimensions. Long-term stability can only be achieved if economic success, ecological responsibility and social commitment function as a whole. The various aspects of this ecosystem are interdependent and require a sensitive touch to keep them in balance.

That's why Schmalz bundles all sustainability activities into the Schmalz ecoSYSTEM, an interface that ensures efficient solutions, responsibility to future generations, and fair play toward customers, employees, suppliers and society.

Sustainability Goals from the Schmalz ecoSYSTEM

To avoid getting lost in arbitrary and ineffective sustainability measures, you need clear goals. Schmalz has therefore formulated goals for its three cornerstones of sustainability: economy, ecology and social commitment.

A wide variety of measures are implemented to achieve these goals. Because sustainability doesn't mean doing everything under the sun; it means doing what is feasible and doing it with conviction – like Schmalz.

Ecological Goals

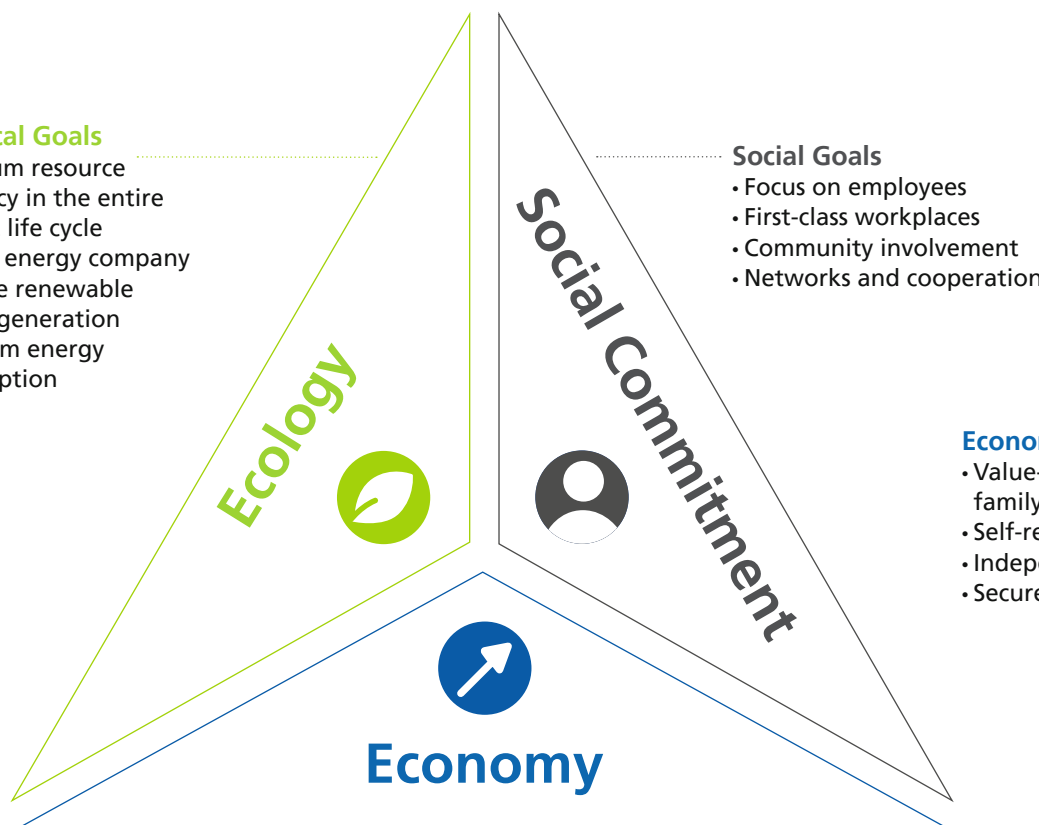
- Maximum resource efficiency in the entire product life cycle
- Positive energy company
- In-house renewable energy generation
- Minimum energy consumption

Social Goals

- Focus on employees
- First-class workplaces
- Community involvement
- Networks and cooperation

Economic Goals

- Value-oriented family business
- Self-reliance
- Independence
- Secure jobs





Focus on the customer:
Schmalz always puts the
benefit for the customer
first when developing new
products.

Economy

The word is derived from the ancient Greek terms for “household” and “manage” and describes the activities of the “oikonomos”, a “good housekeeper”.

To be commercially successful in the long term, one needs strong economic skills. At Schmalz, our success depends on having a solid financial basis and the courage to consistently focus on innovation.

Vacuum offers Limitless possibilities

Whether vacuum suction pads, tube lifters or crane systems - the family-owned company with around 1,800 employees in 2022 is one of the leading companies in automation with vacuum as well as for ergonomic handling systems.

Schmalz products are always used when individual parts are held or moved in the production process. The possible applications for vacuum technology are as diverse as the production landscape itself. They range from medium-sized sawmills to large automotive groups and international smartphone manufacturers.

Vacuum can be used to move heavy wooden boards, car body components or wind turbine rotor blades, but also foodstuffs or sensitive electronic boards.

On the road in dynamic markets - with innovative products

Schmalz's portfolio is correspondingly broad: products for vacuum automation are just as much a part of the portfolio as lifting devices. Highly specialised solutions for different sectors, including industries with great growth potential: thanks to this strategy, Schmalz operates independently of economic fluctuations. What's more, the company uses the dynamics of individual segments to further expand its position with innovative products and new business units.



Vacuum gripper for food



Vacuum lifter for heavy wooden boards



Handling of small printed circuit boards



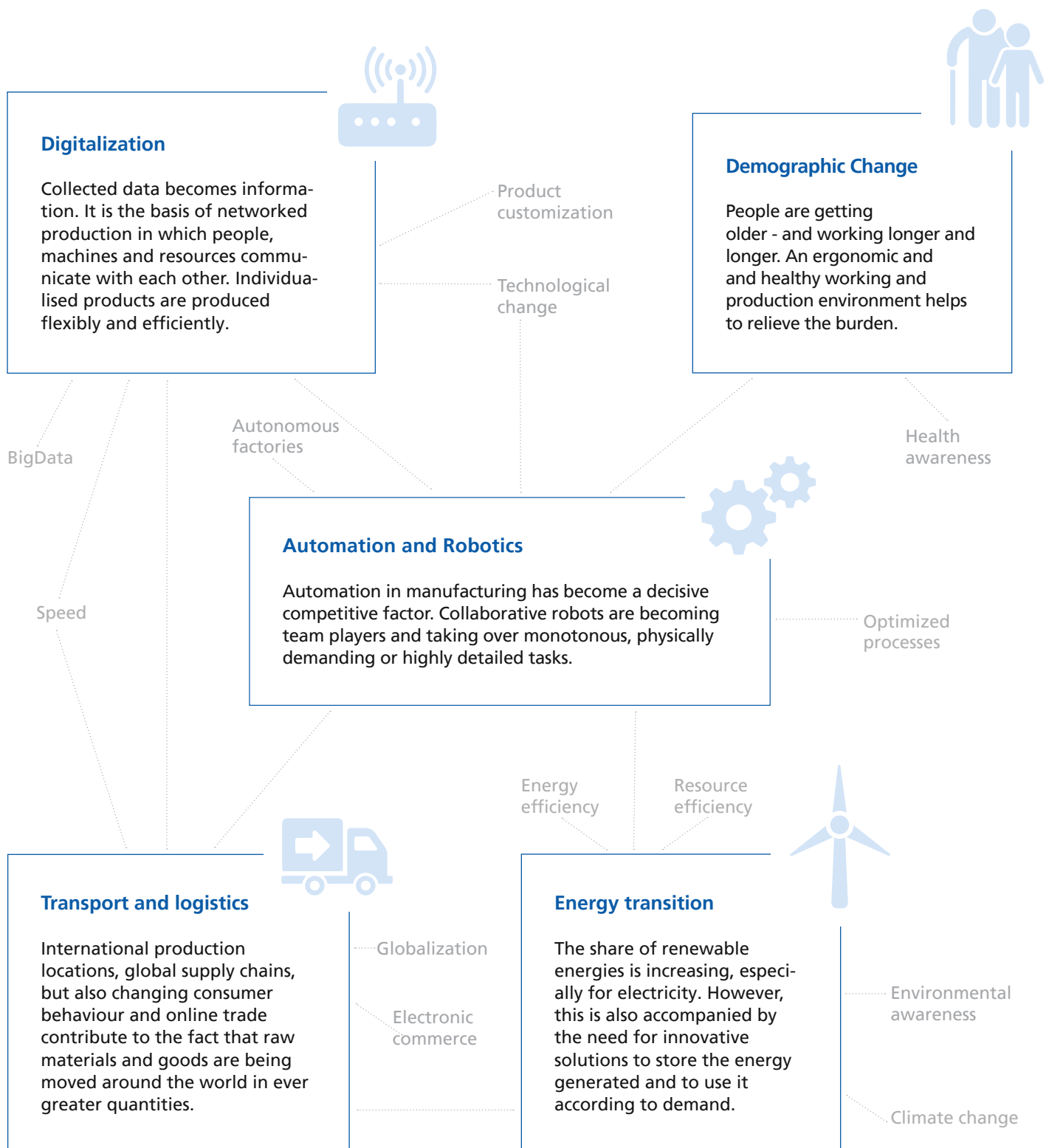
Manual handling of cartons



Vacuum lightweight layer gripper

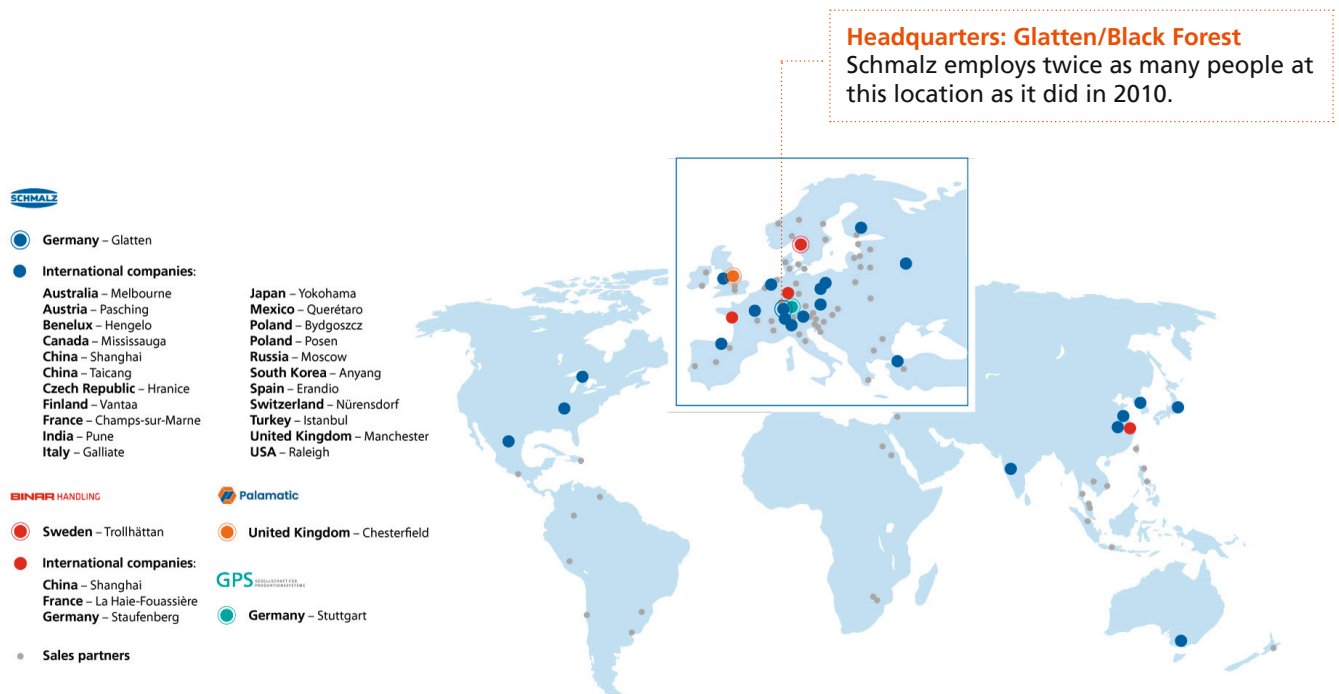
The Future is Within Reach

The world is in a state of flux. Megatrends such as digitalisation or the energy transition are leading to serious changes in our professional and everyday life. At Schmalz, these trends have long since arrived - in the form of innovative solutions.



A Growing Family Business

Schmalz employed around 1,800 people worldwide in 2022. And the trend is rising.



The newest member of the international Schmalz Group is Schmalz Czech Republic, based in Hranice na Morave.

The Schmalz Group - On site worldwide

With the acquisition of the two companies Palamatic and Binar Handling, Schmalz is taking another big step towards global growth.

On 26 January 2022, Schmalz acquired the company Palamatic Ltd. The company, based in Chesterfield, England, is an expert in handling solutions. Its portfolio includes vacuum tube lifters, support gantries and special solutions for the chemical and pharmaceutical industries.

The next acquisition followed directly in March: Binar Handling AB also belongs to Schmalz from now on. The company, headquartered in Trollhättan, Sweden, has further subsidiaries in China, France, Turkey and Germany. Binar is a leading manufacturer of cranes and balancers, including grippers.

"We have considered these acquisitions carefully," says Dr Kurt Schmalz, Managing Shareholder of Schmalz. "The products of the two companies are an optimal addition to our handling portfolio."

With the expertise of both companies, we can grow even faster in this field and meet customer requirements and market conditions even better."

And since, as is well known, all good things come in threes, another new addition followed in October: Schmalz opened its 29th location and is now responsible for the distribution of its products in the Czech Republic itself. Under the management of Dr. Ales Havranek, the products are brought to the customers in the Czech Republic from Hranice na Morave.

With the acquisitions, Schmalz underlines its efforts to further strengthen the resilience of the company. Because resilience is one of the key competencies in an increasingly uncertain business environment. It is necessary to adapt to changes, overcome challenges and quickly adjust to new circumstances.

Stacks for Energy Storage Devices

Schmalz transforms trends into innovations.

A successful switch to renewable energies will crucially depend on solutions that can store electricity and heat. Schmalz is taking advantage of this demand to establish a new business unit.

At its headquarters in Glatten, the company develops and manufactures redox flow stacks for energy storage in large stationary batteries. With these converter units, electrical energy, for example from wind turbines, can be temporarily stored in special tanks in a completely scalable manner and released again as needed.

The stacks also form the heart of a demonstrator in Glatten: At this facility, Schmalz tests the scalable energy storage of redox flow battery systems and presents the benefits of such systems to interested customers - and thus a piece of the future "made in Germany".

The necessary skills are all there: Schmalz is familiar with modern production methods, with plastics and process technology and with the handling of sensitive components. What's more: the expert in vacuum technology generates energy from renewable sources himself.



The redox-flow large-battery storage facility at the Fraunhofer ICT in Pfinztal: the pilot system is equipped with Schmalz Stacks.

Making Good Even Better

Efficient processes increase value creation.

The more global a company is, the more complex its processes become. To make operational processes as efficient as possible in all areas of value creation, employees can submit suggestions for improvement, both for the company as a whole and within their own team.

Approximately

6.399

suggestions

were submitted by employees in 2022.

A Seventh Sense for New Products

If you want to be innovative, you have to be open to new ideas.

From razor blades to transport devices to vacuum technology, Schmalz has repeatedly succeeded in recognizing new trends, identifying relevant requirements and continuously expanding its product range.

It's no wonder, then, that Schmalz is also playing a leading role in Industry 4.0, automation and robotics – with products such as the lightweight gripping system SLG or the vision & handling sets 3D-R for collaborative robotics.



9 %

of sales flow into new ideas and products.

More than
100

employees work in research and development.

580

industrial property rights demonstrate Schmalz's talent for innovation.



Digitization in Vacuum Automation

Schmalz gets its customers ready for networked production, helping them to control their devices and systems and retrieve relevant data on a mobile device.

Schmalz 4.0

Schmalz develops and manufactures efficient and intelligent automation solutions for the digitally networked factory.

Smart glasses, smart watches, smart homes – the digital transformation is already underway in our everyday lives. Automation, robotics and artificial intelligence are the buzzwords of this trend, which no company can ignore. Digital transformation is changing the way we work and communicate, how we think and learn, how we produce, cooperate, consume and transport.

A company like Schmalz, which is active in the field of vacuum automation and whose customers include manufacturers of automobiles, smartphones and wind turbines, must adapt to the high dynamics of these markets. But it's even better to be one step ahead. That means no more long development phases, but rather extremely short innovation cycles. Not standard products off the rack, but rather custom solutions tailored to customer requirements. With a transformation of this magnitude, all processes must be rethought from a digital perspective – from brainstorming to production and sales.

New Products and Business Models

Schmalz has already taken several key steps in this regard: Agile project teams work on customer-specific solutions across disciplines and countries. We use digital tools and learning platforms and modern creativity techniques to support our design and development processes. Such measures drive the digitalization process within the company further, creating innovative solutions for customers. Not only are products becoming smarter and smarter, Schmalz is also offering more and more digitally networked functions for research and ordering. For example, customers can individually

configure the Schmalz lightweight gripper SLG via the website - flexibly adapted to the workpiece. Thanks to additive manufacturing, the grippers are particularly light, robust, printed quickly and delivered even faster.

Short Data Paths – From Configuration Directly to Production

Schmalz also relies on digitalization in the production of large-area grippers: Each vacuum gripper ordered by our customer receives a digital code. This product code contains all information relevant for production. It is carried out in a one-piece flow process. Only

***„We use only
the materials
that the customer
actually ordered.“***

Andreas Beutel, Managing Director

the material that has been ordered is used. For example, one machine cuts the right foam mat for each gripper. The aluminum profiles are also milled individually.





The walkway with photovoltaic collectors connects the production and office buildings with the communication centre, saves running time and still supplies energy at the same time.

Ecology

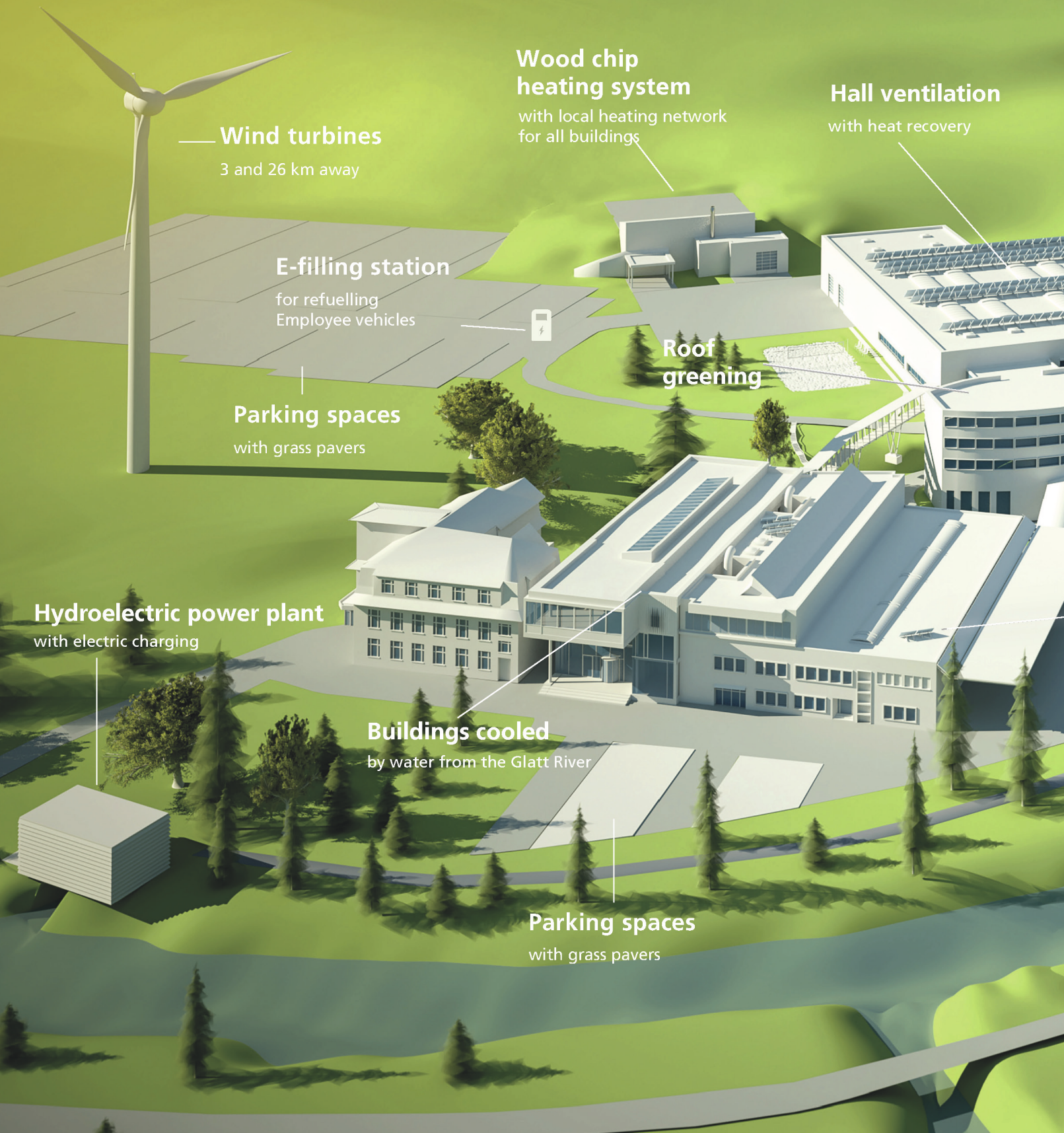
The term ecology describes the science of “interactions between living beings and their environment.” It posits an ideal of peaceful coexistence in our “shared natural economy.”

Schmalz works toward this goal with consistency and conviction.

That means: Generating more electricity and heat than we consume ourselves. Being efficient with materials and other valuable resources. Reducing CO₂ emissions. Being respectful in the broadest sense of the word.

We Are Our Own Power Plant

At its headquarters in Glatten, Schmalz is carrying out its own energy revolution. The goal: to consume no more electricity and heat than the company produces from renewable sources.



Wind turbines
3 and 26 km away

Wood chip heating system
with local heating network for all buildings

Hall ventilation
with heat recovery

E-filling station
for refuelling
Employee vehicles

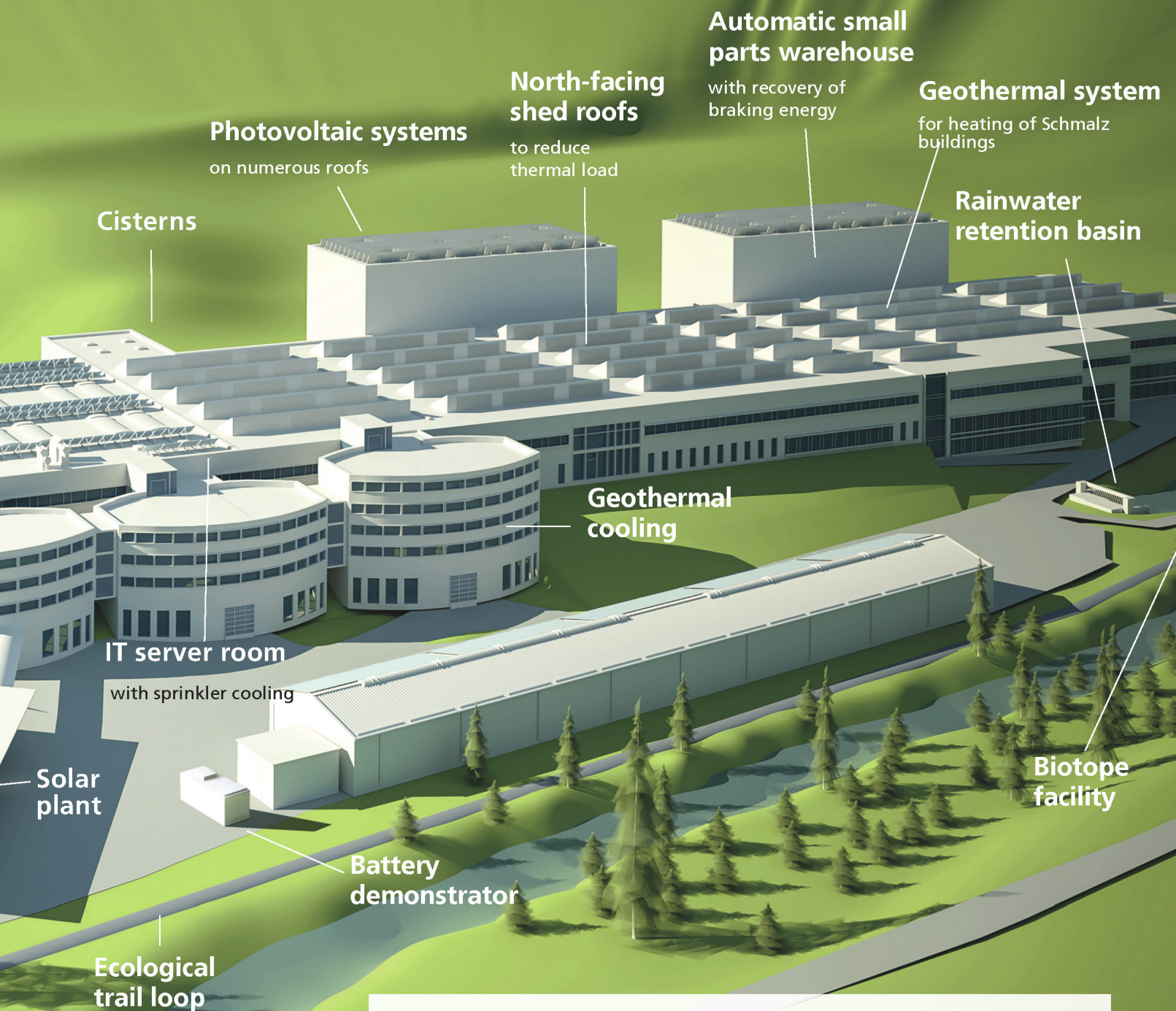
Parking spaces
with grass pavers

Roof greening

Hydroelectric power plant
with electric charging

Buildings cooled
by water from the Glatt River

Parking spaces
with grass pavers

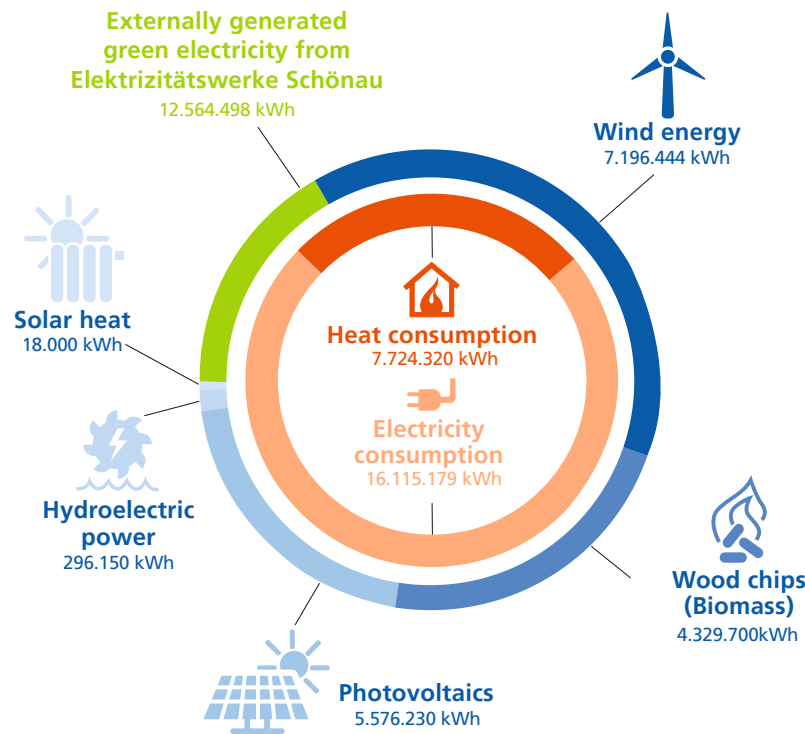


6.333.918 kWh

were generated by Schmalz in 2022 from renewable sources.

Full Steam Ahead for a positive Energy Balance

Schmalz covers a large part of its energy needs from its own renewable sources.



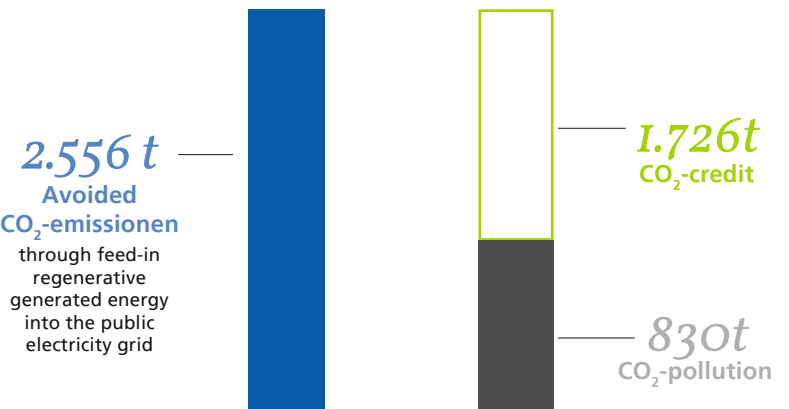
Energy balance 2020 to 2022 ■ Energy consumption ■ Energy origin

Schmalz pursues the goal of being a positive energy company. Looking at the period from 2020 to 2022, the company covers 73 percent of its energy needs from its own renewable energy sources. The facilities required for this, such as wind turbines and photovoltaic collectors have been continuously expanded for decades.

Renewable energy generation is a first contribution to a balanced energy budget. Another is to permanently reduce one's own energy consumption. In addition, the right energy supplier must be chosen: Because as long as storage technologies are still being developed, external energy sources are necessary to cover peaks in demand. Schmalz has therefore been working for years with Elektrizitätswerke Schönau - a multi-award-winning provider of green electricity.

Schmalz is in the Green

The company generated a total CO₂ credit of 1,726 tonnes in 2022.



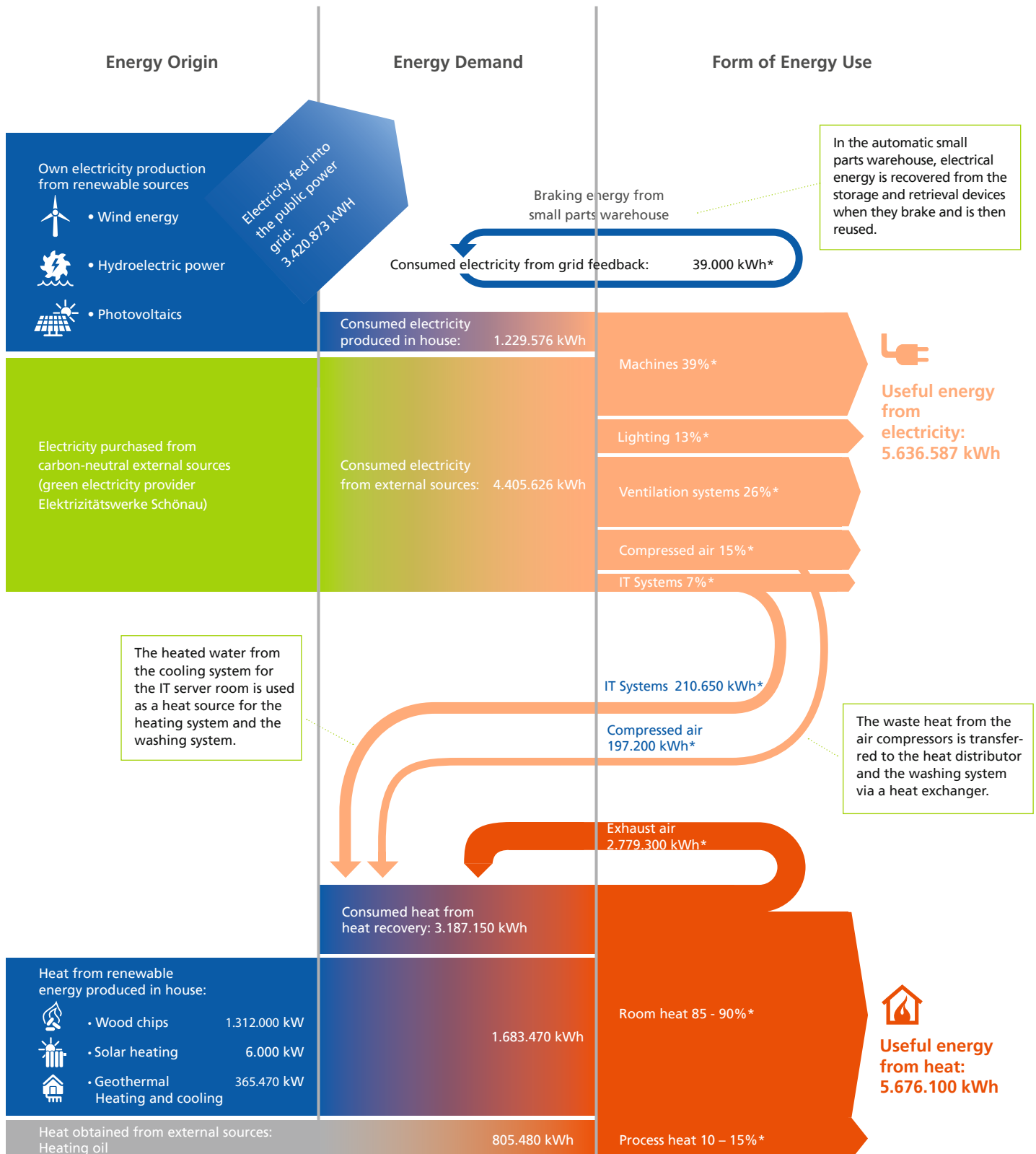
CO₂ balance 2022

The energy from the company's own facilities that is not consumed by the company itself is fed into the public power grid. In this way, Schmalz avoids CO₂ emissions that would otherwise be generated by conventional power generation.

The result: a big plus for the environment and a showcase for the manufacturing industry.

Everything in Flow

The three components of a flexible energy system: in-house energy sources, carbon-neutral electricity providers and a range of energy recovery measures.



Less CO₂ Baggage

Schmalz products have a significantly lower product carbon footprint than comparable products on the market.

The "CO₂ baggage" of a Schmalz product is significantly smaller than that of comparable products on the market. By using its own renewable energy sources and numerous energy-saving measures, Schmalz

produces in a CO₂-neutral manner. The company also designs its upstream and downstream processes to be as resource-friendly as possible - from development to recycling.

This is how a resource-efficient product life cycle works



Design-related factors have the largest impact on a product's carbon footprint. Schmalz reduces energy-intensive materials and manufacturing processes as early as the development phase.

Example:

The area gripper FXCB is now 30 percent lighter - which saves material and energy.

According to the German Environment Agency, absolute carbon dioxide emissions from land transport are now 20 percent higher than in 1995. Schmalz seeks out short transport distances to keep CO₂ emissions as low as possible.

Example:

Almost 80 per cent of the suppliers come from Germany, 50 per cent of them from their own federal state.

The product carbon footprint captures all greenhouse gas emissions that occur in the life cycle of a product. Because Schmalz's production processes are carbon neutral, our ecological footprint does not increase during the manufacturing process.

Example:

The CO₂ balance of all goods produced at Schmalz is significantly reduced in the manufacturing process.



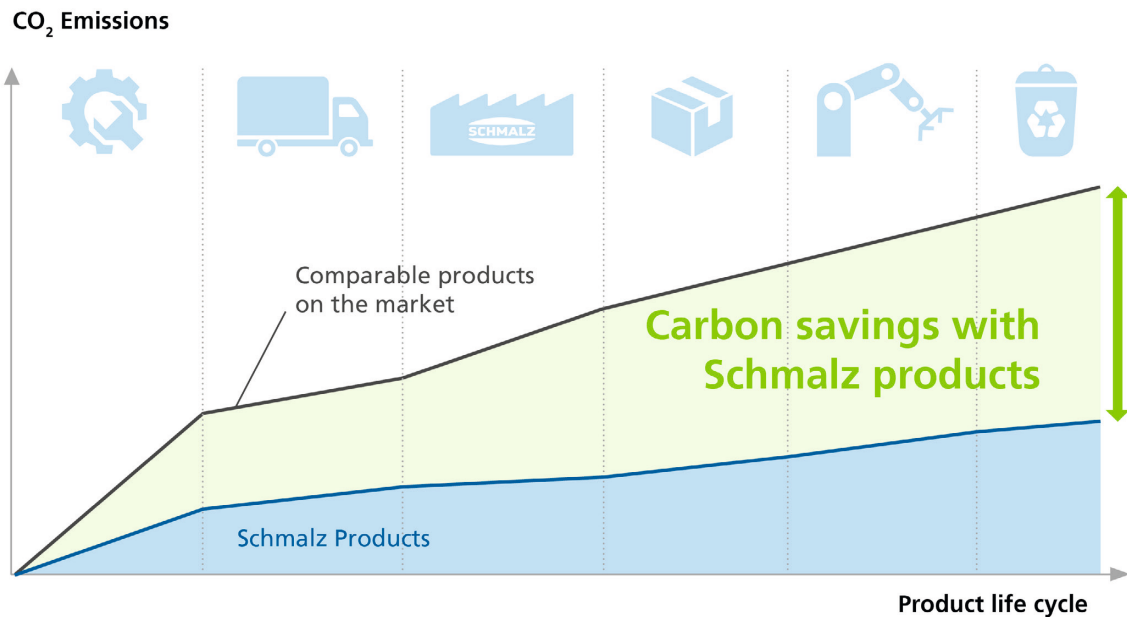
Area gripper FXCB for cobots

Around
50
percent
of our German
suppliers come from
Baden-Württemberg.



A view into the production hall

Development of CO₂ Emissions during the Product Life Cycle



Sales



Use



Recycling

Globalised production chains and flows of goods are major ecological challenges. Schmalz is represented at 29 locations worldwide - and therefore relies on a sustainable distribution system.

Example:

Schmalz bundles the deliveries to the foreign subsidiaries and uses CO₂-optimised shipping methods.

A large part of the greenhouse gas emissions are caused by the customer's use of the products. Schmalz therefore develops products that also reduce energy consumption on the customer side.

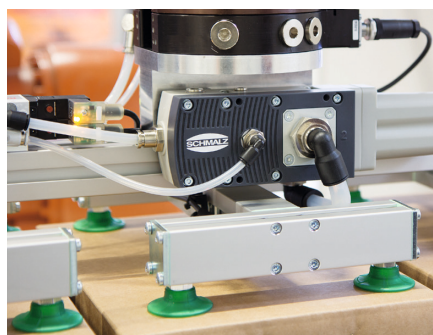
Example:

The basic ejector SBPL requires eleven percent less compressed air than its predecessor despite its higher suction capacity.

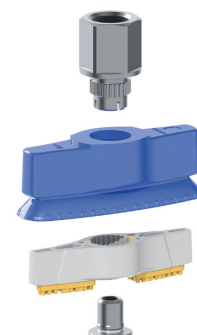
The best waste is that which is not produced in the first place. As early as the development stage, Schmalz makes sure that wearing parts can be replaced and that different materials can be easily separated and recycled.

Example:

Wearing parts can be replaced without having to replace the entire suction pad.



Basic ejector SBPL



Suction cup consisting of four single components



The GCPI is designed to enable customers to generate compressed air electrically in the future. This saves energy.

Sustainability as a Competitive Advantage

An ecological orientation would be at the expense of economic success, some say. But J. Schmalz GmbH shows that it can be done differently. Because for us, climate protection is not a compulsory task, but a great opportunity to gain a competitive advantage.

As a B2B company like Schmalz, the interests of the customers come first. It is therefore important to have an ear to the market and to recognise in good time where customer demands are heading. And the tenor is clear: supply chains must become climate-neutral! Because it is no longer

only the CO₂ impact of the company itself (Scope 1 & 2) that counts, but also the ecological rucksack along the value chain (Scope 3).

And that's where Schmalz comes in. Because the Glatten-based company has had a maxim for years: every new

product must be more energy-efficient than the predecessor model. In the vacuum sector, this can be achieved primarily through intelligent systems that throttle the required power during the suction process whenever possible and only run at the highest level during the



Two important components of the company's own energy generation: the wood chip plant (left) and photovoltaics on the company roofs.

brief moments when the full suction power is actually needed. This saves the customer energy and money in use - so it's a win both economically and ecologically. Schmalz aims to support its customers in making their production processes climate-neutral - a real competitive advantage.

But sustainability also pays off in other areas. And in the truest sense of the word. Schmalz's premises in Glatten function as their own small power plant (see 16/17). Some of the electricity generated from renewable sources is fed into the grid. This in turn generates revenue for Schmalz, which is good for the economic balance sheet - especially since the investments in wind power and photovoltaic systems as well as in the

wood chip plant and the hydroelectric power plant have long since been fully amortised.

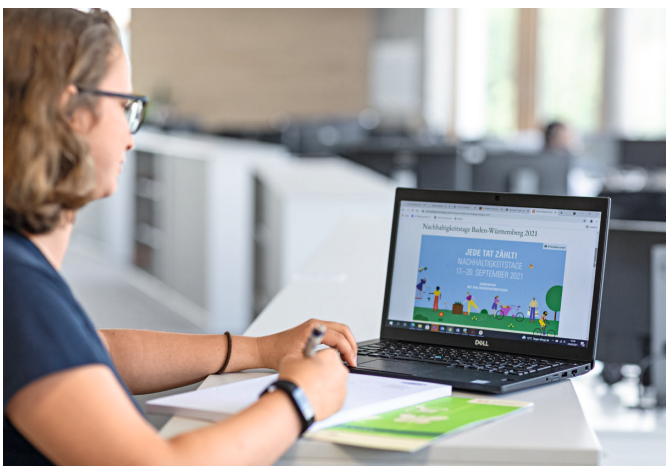
And finally, sustainability is also a success factor on the labour market. Young applicants in particular are

***„We want to
Make our contribution and lead
by example“***

Andreas Beutel, Managing Director

increasingly concerned about this issue. More and more often, career starters in particular are interested in the orientation of the potential employer. The fact that Schmalz operates in a very sustainable manner is increasingly being cited as a decisive factor for an application.

To underpin its sustainable commitment, Schmalz 2020 is the first signatory to join the new Baden-Württemberg Climate Alliance. In doing so, the company is committing to the state's ambitious climate protection goals. "By joining the new climate protection alliance, we want to make our contribution to the necessary change and actively lead by example," says Schmalz Managing Director Andreas Beutel.



A sustainable focus is especially important for young applicants.



Each product must be more energy efficient than its predecessor.



The Schmalz Kinderwelt daycare center helps employees balance family and career.

Social Commitment

The word “social” refers to how people work together and coexist in a society. Social harmony requires individuals, organizations and companies to actively contribute to and invest in their community.

Specifically, that means: Giving our employees the freedom and support they need in all areas of their life. Supporting opportunities and education for young people. And looking out for those less fortunate than ourselves.

That’s Schmalz’s view, and it’s the foundation of our social commitment.

A Motivated Team Can Do Anything

The equation is simple: The more satisfied your employees, the better and more productive they are. The company and the employees benefit in equal measure. This explains why Schmalz does so much for the wellbeing of its employees, both during and outside of work.



Schmalz supports its employees in all areas of their professional and private lives. A wide range of employer benefits are offered as part of the "LIFE+" program. Profit sharing, a gym, an extensive range of hobbies and leisure activities, local recreation on the company premises and good career opportunities are just a few of the benefits that Schmalz offers in the following five areas of life.



Finances & Stability

As a family business, Schmalz offers long-term secure jobs, fair pay and attractive remuneration packages.



Future Prospects & Education

As a future-oriented company, we do not want our employees to stand still. We offer optimal perspectives - in return we expect motivation and willingness to perform.



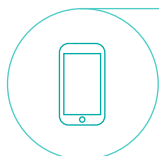
Health & Well-being

Schmalz offers state-of-the-art workplaces and free offers for healthy nutrition, exercise and relaxation. Numerous additional measures have been taken to protect against COVID-19.



Family & Leisure Time

We offer models for the individual design of working hours and location, an own infant care and for example an annual children's holiday program.



Mobility & Digital Life

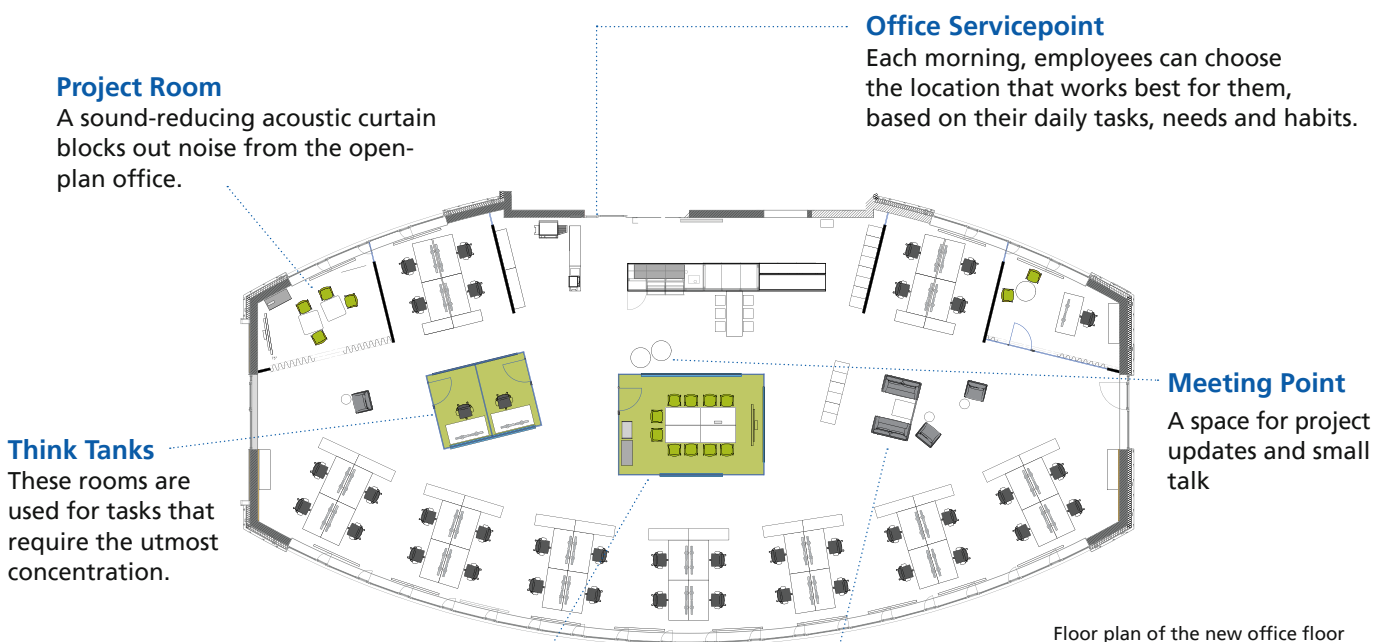
We create the conditions for employees to work as flexible as possible – whether they are in the office, at home or work mobile from elsewhere.

> You can find more details and an informational video at www.schmalz.com/lifeplus



Flexible Work in New Office Environments

Imagine a working environment that provides the right conditions for every task and every stage in the project, from secluded areas for complex tasks requiring concentration to multifunctional spaces where you can be creative and bounce ideas off of colleagues. At Schmalz, it's not just wishful thinking, the dream has been a reality.



Meeting Rooms
The rooms are equipped with the optimal technology for presentations, meetings and video conferences to facilitate any kind of communication.



Sofa Corners
The ideal retreat for spontaneous meetings and short conversations. The high backs of the sofas keep employees visually and acoustically secluded without having to leave the open-plan office.



Office Floor
Whether in the open-plan office, a project room or a think tank, the flexible room layout at Schmalz allows employees to quickly set up and change their working environment.



Creative Room
The large creative room measures just under 100 square meters. The equipment supports all techniques for activating creativity, whether a meeting requires classical brainstorming or modern design thinking.

Laying the Foundations for the Employees of the Future

Training young people is very important to Schmalz. This is shown by the high training rate of around eight per cent. At the end of 2022, more than 100 trainees and DH students were employed in Glatten. With measures such as the Freudenstadt training initiative and the Black Forest Campus, the company wants to attract additional skilled workers. Schmalz has been very actively involved in both initiatives from the beginning.

Career opportunities for students with special needs

Those who are looking for a training place as a special school leaver have a hard time. The supply is scarce, the career prospects anything but rosy. For this reason, the Freudenstadt Training Initiative was founded. As a co-initiator, Schmalz was on board from hour one.



Training as a metal finisher takes three years.

In cooperation with special schools, vocational schools, the employment agency, the district of Freudenstadt and the Northern Black Forest Chamber of Industry and Commerce, numerous companies from the region have launched the training initiative for young people in need of support. The initiative aims to integrate young people into the world of work and society.

The initiative aims to integrate young people into the world of work and society, to teach them social skills and to actively support them in their personal development, for example with training in the metalworking sector. The training is accompanied by support and remedial teaching that is specially tailored to the needs of the target group.

Successes for the Initiative

- In 2011, the initiative received the award "Selected Landmark 2011" as part of the nationwide competition "365 Landmarks in the Land of Ideas".
- In 2018, the 100th metal finisher was trained.
- 90 per cent of metal finishers are still in permanent employment today.

Master's programmes in rural areas

The groundbreaking ceremony for the Black Forest Campus took place in July 2018, and the idea has been a reality since 2019. The Lord Mayor of Freudenstadt, Julian Osswald, had "not thought this unique combination of research and industry was possible".

Modern seminar rooms, laboratory halls, co-working zones, a library, a cafeteria and much more were created on a total area of 3,200 square metres. Away from the metropolitan regions of Stuttgart, Karlsruhe and Freiburg, but in the middle of the Black Forest technology region, home to numerous world market leaders. As co-initiator, Dr Kurt Schmalz established the Black Forest Campus in 2016 together with other regional companies, the district and city of Freudenstadt and the Northern Black Forest Chamber of Industry and Commerce. A cooperation partner was found in the University of Stuttgart, so that today students studying for a Master's degree in mechanical engineering can listen to lectures directly in Freudenstadt. The connection to the cooperating companies is close: for example, the laboratory hall is equipped with machines from the companies, and all information comes together in the Kaizen Lab. Executives from the regional companies give lectures and practical work can be written directly in the companies. These are the best prerequisites for attracting young professionals to the region and for advancing the campus' future topics of leadership, digitalisation and sustainability.

Furthermore, since 2018 there has been cooperation with the Academy at Pforzheim University of Applied Sciences (AHP) and Pforzheim University of Applied Sciences. Together, the part-time continuing education



The campus is a clear commitment to the Freudenstadt region.

programme "Smart Systems Engineering" is offered at the Black Forest Campus in a blended learning format and at university level. The programme deals with the topics of digital twins, robotics, artificial intelligence, automation, IoT and is open to experienced professionals, technicians, specialists and managers from plant and mechanical engineering, product development or production environments and developers from the MINT sector.

Since the beginning of 2022, the Black Forest Campus has also offered consulting services for process and

organisational development in the area of strategy alignment and innovation management.

At the end of 2022, the starting signal was given for the EU-funded lighthouse project "ReduCO2" at the H2BlackForest office, in which Schmalz is participating as an industrial company. The goal: to create a digital twin of the company, with the help of which the CO₂ consumption at the location and for the products can be determined. In the future, this could be used to model and evaluate supply chains in terms of the carbon footprint.



„We want to create an environment that trains and inspires young people from the region.“

Dr Kurt Schmalz, Managing Shareholder at Schmalz and co-initiator of the Black Forest Campus



Strong mentality in sport and at work

Values that characterise the partnership between Schmalz and SGM Stadt Dornstetten-Glatten:

- **Courage:** Act with self-confidence
- **Determination:** Pursue goals with determination
- **Willingness:** Showing responsibility and will for top performance
- **Resilience:** Never give up
- **Team spirit:** Solve tasks together with individual quality
- **Respect:** Appreciate, be down-to-earth, be humble
- **Optimism:** Measuring up to the best as a challenge

Aiming for success: Schmalz supports local youth soccer as the main sponsor of SGM Stadt Dornstetten-Glatten.

Achieving more Together

In 2017, the passion for football united the former derby rivals to form a youth team. Six youth teams from the local clubs of Aach, Dornstetten, Glatten and Hallwangen now play as SGM Stadt Dornstetten-Glatten under a newly designed crest.

The idea of a joint, value-oriented football youth development concept also excited those responsible at J. Schmalz GmbH. "The joint venture pursues an innovative concept that conveys values such as team spirit, discipline and respect through sport. We can identify very well with this," commented Dr Kurt Schmalz on the cooperation.

The partnership first became visible on the pitch with new jerseys. Everyone of the 160 youth players now wears the patchwork of the four club logos on the chest. Right above the Schmalz logo.

The strategy for many good chances

The cooperation goes beyond sponsoring the match clothing. In the meantime, there is also the team bus and the "Schmalz Award".

Daniel Just, Head of Human Resources at Schmalz, also has a clear goal in mind: "With our commitment, we want to inspire young people to take up an apprenticeship or dual study programme at Schmalz." Whether internships, holiday jobs, informational interviews or applicant training - Schmalz offer a broad portfolio of support options.

Because football training and vocational training have a lot in common: individual skills are developed and self-confidence is built up in a team.

Andreas Neff, Youth coordinator, looks back on a successful 2021/2022 season. "The teams have shown great



„A good partner creates entirely new opportunities.“

Daniel Just, Head of Human Resources at Schmalz

development. Our under 13 years and under 15 years old youth teams each celebrated the championship. The U19 and U17 junior teams have also developed great." The SGM also has clear goals for the upcoming season. In order to be able to keep up with the competition in the long term, they need a strong partner like J. Schmalz GmbH at their side.

For many children and young people, football is much more than just a

hobby. It creates a balance to everyday life, supports the young adults in their personal development and lets team mates become friends. Accordingly, the lockdown was a heavy burden for many members of the SGM Stadt Dornstetten-Glatten. However, thanks to the energetic support of the youth coaches, the challenge was successfully mastered and a total of several hundred hours of individual training were offered to the children and young people.

Milestones in 2022

The new Schmalz Academy goes live
The internal seminar and training programme goes live under a new name. In future, it will be divided into the areas "Schmalz Academy Live" and "Schmalz Academy Anytime".

Von Mitarbeitenden für Mitarbeitende.

Die Schmalz Academy steht für vor- und nachgelagerte Weiterbildung. Seit der Zeit des Lebensklobs „Jugendberufshilfe“ und ersten Lehrgängen 1974, jährlich bieten wir in der Academy mehr als 200 Kurse aus den unterschiedlichsten Bereichen an: von Sprachen und Kultur über Produktanleitungen, Werkzeuge und Qualitätsmanagement. Fachkurse für bis zu jahrelangen Schulungen für Persönlichkeitsentwicklung. Auch die individuelle Weiterbildung der Mitarbeitenden wird von Schmalz gefördert. Neben externen Referenten wird ein Großteil der Kurse von den eigenen Mitarbeitenden angeboten.

Gut qualifiziert. Voll motiviert.

Entdecken Sie Seminare aus den Kategorien:

Allgemeine Vorlesung	Denkwerkzeuge	Fachkurse	Hobby und Freizeit
IT Seminare	Optionale Erweiterungsschulungen	Persönlichkeitsentwicklung	Sport und Gesundheit
Sprachkurse	Standard Erweiterungsschulungen		



February



Fundraising Ukraine
Employees could donate their overtime and holiday days, which were then converted into a monetary amount.



April



Dr. Schmalz wins Rudolf Diesel Medal
He convinced the expert jury in the category "Most sustainable innovation achievement".



June



Schmalz Czech Republic is founded
Schmalz is now responsible for the distribution of its products in the Czech Republic. A subsidiary was founded in the east of the country for this purpose.



August



Schmalz remains certified
Audit time at Schmalz - with a pleasing result. Schmalz remains certified, and has been for 29 years now.



October



Energy saving campaign
To reduce the high electricity costs, Schmalz is launching a suggestion campaign for its employees. The best suggestions will be awarded a prize.



December





January



Schmalz buys Palamatic
Schmalz expands its international network and buys the company Palamatic in Chesterfield, England.



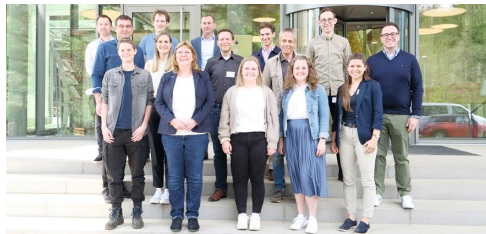
March



New member for the group
Schmalz takes over the Swedish Binar Handling AB and its four subsidiaries in Europe and Asia.



May



Schmalz meets Hansgrohe
In May, Hansgrohe's sustainability team came by for a joint exchange.



July



Shopping assistance starts
Inflation is very present in everyday life. To support Schmalz employees, everyone receives money on a monthly credit card - redeemable at petrol stations and supermarkets.



September



Sustainability days at Schmalz
As part of the sustainability days, primary school pupils came to visit and built an insect shelter for the eco-trail in cooperation with BUND.



November



Internal blood donation campaign
Around 80 people came to donate blood in November - a great success. Among the donors were also many first-time donors.

Economy

Ecology

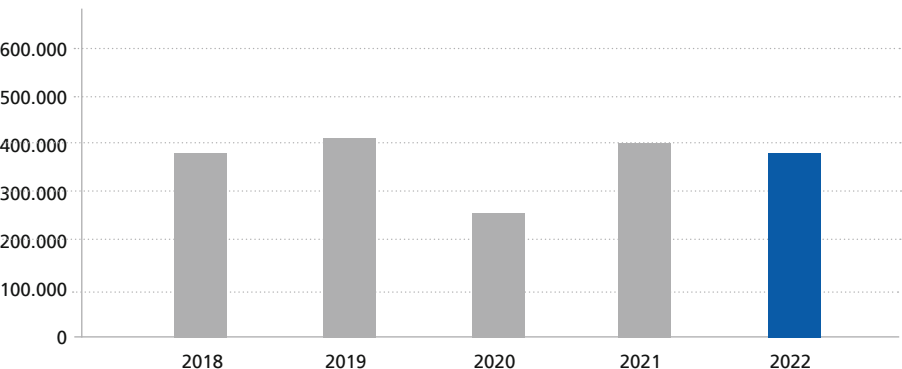
Social

Sustainable through the year: A variety of activities and measures pay off in the achievement of our sustainability goals.

ecoSYSTEM Balance

Saving Money With Good Ideas

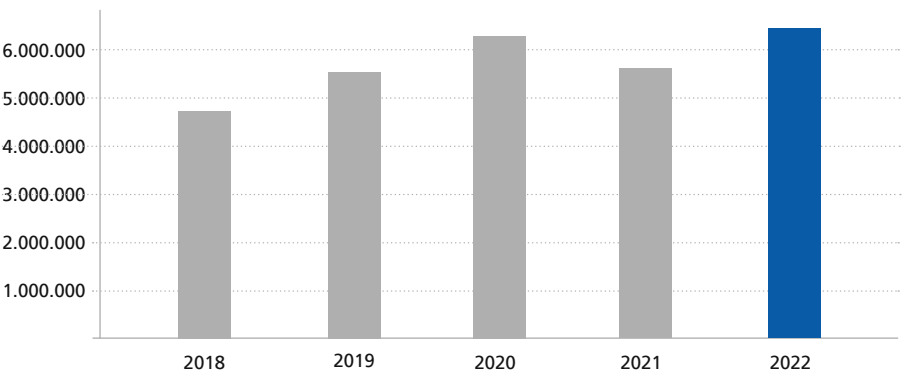
Savings in €



Employees can submit ideas for potential savings in the company, with the chance to win a bonus (see also p. 11). The suggestions are evaluated by the Lean and Idea Management department. Schmalz saves thousands of euros annually thanks to the improvements implemented.

We Love April Weather

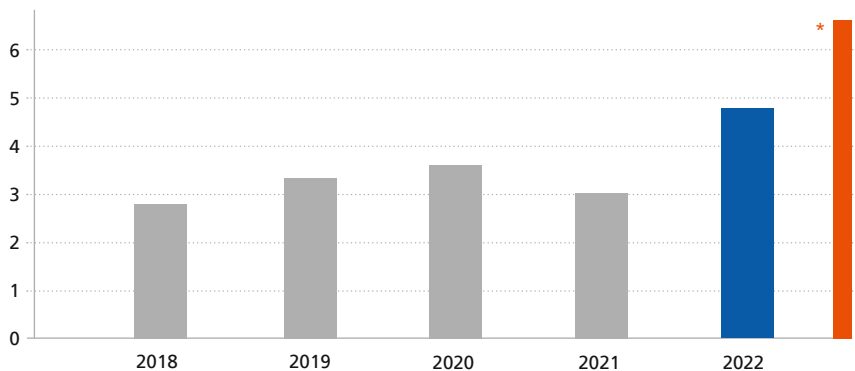
Jährliche regenerative Energieerzeugung mit eigenen Anlagen in kWh



Wind, sun or rain: Schmalz is at home in any weather. Wind is good for the wind turbines, and sun is a boon for the photovoltaic and solar heat modules. When it's raining, our hydroelectric plant kicks into high gear. That's in addition to our efficient wood chip heating system.

Health Comes First

Sickness absence rate in %



The sickness absence rate at Schmalz has been consistently low for years and is well below the industry average. Schmalz promotes the health of its employees with a range of measures: For example, during the winter months the company distributes about six tons of healthy apples, delivered free of charge to the employees.

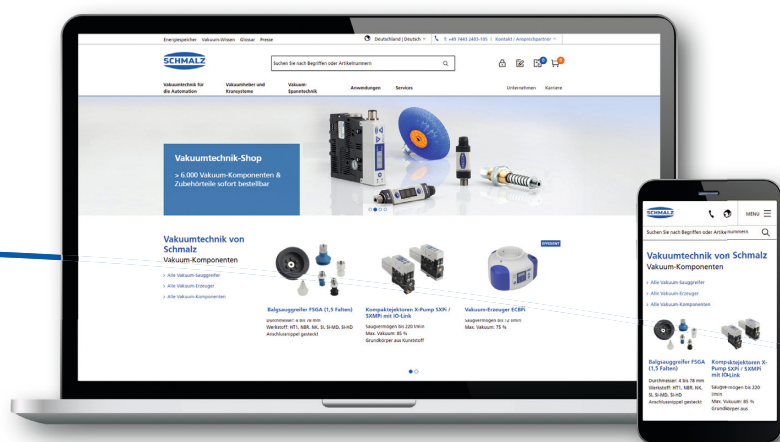
*Comparison sickness rate AOK (federal government sector) 6.70%

Want to know more about sustainability?

You can find the latest key figures and information at:

WWW.SCHMALZ.COM/SUSTAINABILITY





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