

# Sustainability Report

**Raumedic AG 2021**

# We develop solutions for life together with people who care.

Dear Readers,

as a leading developer and manufacturer of systems and components for the medical technology and pharmaceutical industry, we are aware of our responsibility to our customers and future generations.

Naturally we want to create long-term value with our business activities. But in the process, we keep a number of perspectives in view – first and foremost that of our customers. Our products are characterized by excellent functionality, durability, and top quality to deliver our customers sustainable value.

In development and manufacture and throughout all of our business operations, we strive continuously to minimize negative influences on people, nature, and the environment. We consider alternative raw materials and adopt approaches that reintroduce our products into the materials cycle after use. This high level of technological and process expertise, which supports the implementation of these sustainability endeavors, is our second perspective.

We wish to offer our employees jobs that are attractive over the long term in a healthy environment that promotes their personal development and in which equality is a matter of course.

On the commercial side, too, we want to meet our targets sustainably so that we can be a long-term, reliable partner to our customers, a partner that drives innovation from within and produces high-quality products that are commercially successful.

All of these perspectives can be summed up as “Creating Sustainable Value,” which serves as the guiding principle for our company’s sustainability management.

In joining the UN Global Compact, we explicitly acknowledge its Ten Principles in the areas of human rights, labor standards, environmental protection, and anti-corruption. In this report, we present the progress we have made in these areas and report on how we intend to tackle the existing challenges in the future.

Thank you for your interest!

Yours,

**Stefan Seuferling**





<b>3</b>	<b>Foreword</b>
<b>5</b>	<b>Table of contents</b>
<b>6</b>	<b>Organization</b>
<b>19</b>	<b>Determining the material topics</b>
<b>22</b>	<b>Economic responsibility</b>
<b>27</b>	<b>Environmental protection</b>
<b>37</b>	<b>Social responsibility</b>
<b>46</b>	<b>About this report</b>
<b>47</b>	<b>Glossary</b>
<b>48</b>	<b>GRI content index</b>

## Organization

The founder of Raumedic, Mr. Helmut Wagner, began with the manufacture of piping and water tubes in Rehau in 1948. Production developed rapidly, enabling the company REHAU, which was named for the place in which it was founded, to quickly build up its success on the broad foundations of its thousands of different products and systems.

REHAU and Raumedic made names for themselves by developing and manufacturing sophisticated technical parts and systems featuring a great deal of proprietary expertise. Raumedic AG was spun off and established as a solid, medium-sized medical technology company in 2004 and has grown steadily ever since. Raumedic has its company headquarters in Münchberg. Its main administrative and production site is in Helmbrechts. Both of these are located in the Upper Franconia administrative region in Bavaria, Germany.

Raumedic is part of the global REHAU Group. The company REHAU Verwaltungszentrale AG in Muri near Bern in Switzerland is the sole shareholder of Raumedic AG. As such, in accordance with Section 17 of Germany's Stock Corporation Act (AktG), Raumedic AG is deemed a controlled company and REHAU Verwaltungszentrale AG a controlling company.

The Raumedic vision is to be the best and most professional company in the industry – globally. The guiding principle of "Creating Sustainable Value" describes this mission. This is how the company intends to achieve this overarching aim.

## Business activities of the OEM and Clinical Product divisions

A new organizational setup and a customer-oriented strategic orientation have been in place at Raumedic AG since January 2021. Its business activities are basically divided into the divisions OEM and Clinical Products.

The OEM (Original Equipment Manufacturer) division manufactures tubing and molded parts for medical technology and the pharma industry using all the common thermoplastics and silicone rubber.

The manufacturing competence of the Clinical Products division includes processing microchip technology to produce precise intercranial pressure measuring catheters.

In 2016, the affiliated company Raumedic Inc. in the USA began with the production of its own products in addition to distributing Raumedic AG products. Another new Raumedic Group production site was added in August 2021: acquisition of the company AS (aktsiaselts) in Tallinn, Estonia, as a new Raumedic AG affiliated company has significantly expanded the Group's assembly capacities, with the Estonian site set to be steadily developed and expanded.

## Sales organization

**Raumedic AG's sales** were broken down into the following sales regions in 2021: Germany, Western Europe, Northern, Southern, Central/Eastern Europe, North America, and Asia/Australia.

The Western Europe region is overseen by Raumedic SA in Switzerland (Villars-sur-Glâne) and Raumedic S.A.R.L. in France (Voiron), the Northern Europe region by Raumedic UK Ltd. in the UK (Ross-on-Wye), the Southern Europe region by Raumedic S.R.L. in Italy (Monza), the North America region by Raumedic Inc. in the USA (Mills River), and the Asia/Australia region by Raumedic PTE Ltd. in Singapore. An additional distribution company was founded in China in September 2021: Raumedic Medical Technology (Shanghai) Co., Ltd. is set to complement the sales activities in Asia in the course of 2022. There are additionally some REHAU Group companies which act as Raumedic product agents, primarily in Austria, Russia, and Denmark. The distribution companies are all affiliated companies of Raumedic AG.

## Reporting practice

The first Raumedic AG Sustainability Report relates exclusively to the Helmbrechts site as the administrative headquarters and the largest production site with more than 700 employees in total (Figure 1). This equates to the consolidation limits of Raumedic AG's 2020 annual financial statements dated November 26, 2021. This excludes Raumedic Inc., USA, the above-mentioned sales organizations outside of Germany, and the smaller German production sites in Zwönitz and Feuchtwangen.

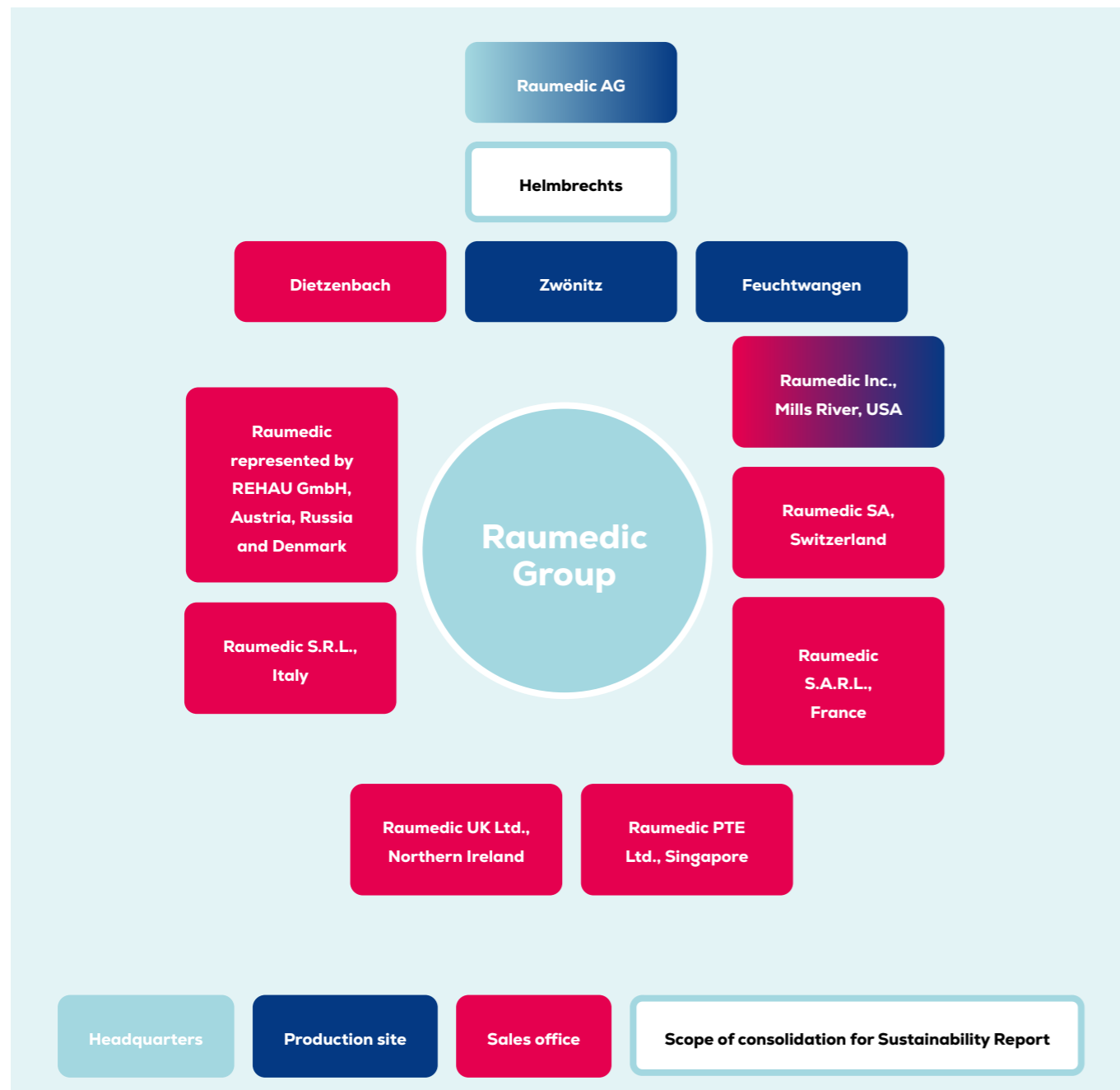


Figure 1

Like the annual management report, this first Sustainability Report relates to the reporting period from January 1, 2021, to December 31, 2021. Starting in 2022, Raumedic AG will publish a Sustainability Report annually. The editorial deadline for this report was June 30, 2022. The contact point for questions regarding the report or the information it contains is Mr Maximilian Hofmann, Sustainability Manager at Raumedic AG. Inquiries should be sent to [sustainability@raumedic.com](mailto:sustainability@raumedic.com). The United Nations Sustainable Development Goals (SDGs) serve as an additional frame of reference. Where we highlight a contribution made by Raumedic AG to the SDGs, this is labeled in accordance with the Business Reporting on the SDGs guide.

The same goes for the Ten Principles of the UN Global Compact, which the company joined in August 2021. Our Sustainability Report was created on the basis of the sustainability reporting standards of the Global Reporting Initiative (GRI Standards). Raumedic reports in accordance with the 2021 GRI Universal Standards. For more information, please refer to the “About this report” section (p. 46).

### External auditor’s report

The information presented in this report was submitted to the Executive Board of Raumedic AG for their attention and examination on November 24, 2022.

This report uses the economic key figures reported in Raumedic AG’s audited 2021 annual financial statements. Their accuracy was audited by the independent auditor Deloitte. The raw environmental data (GRI 300) are additionally regularly reviewed as part of an ISO 50001 energy audit.

### Activities, value chain and other business relationships

The **OEM** division’s product portfolio features various dimensions. These include tubing and profiles subject to tight tolerance limits for pump applications, micro tubing for catheters, and standard lines for infusions, dialysis, heart-lung machines, and gas supply. In addition, based on the broad assembly repertoire, the secondary processing of tubing and molded parts can be offered in common production technologies, from “basic” tube lengths, tubing sets, and catheters to sterile and certified medical devices. The OEM division also develops and manufactures customized molded parts and systems for the medical technology and pharmaceutical industry, in particular drug application systems, injection systems, assemblies, and devices.

The manufacturing competence of the **Clinical Products** division ranges from fully automated assembly production to electronic measuring instruments. The products are used first and foremost in neurosurgery.

The Raumedic employees did everything they could in 2021 to do justice to our social responsibility as a medical company. Millions of people fell ill with the SARS-CoV-2 virus and we played our part with silicone tubing for ventilators and tubing for extracorporeal life support (ECLS). We believe that “Creating Sustainable Value” applies to our customers and patients, too.

Raumedic processes all thermoplastic polymers and silicones at medical-grade quality. Customer satisfaction and compliance with all relevant statutory, normative, and official requirements are the focus of our quality concept.

Raumedic has established an extensive, certified quality management system consisting of:

- Certified QM system in accordance with DIN EN ISO 13485
- Certification in accordance with ISO 15378 (Primary packaging materials for medicinal products)
- Clean room production in accordance with DIN EN ISO 14644, Class 7
- Manufacturing in accordance with good manufacturing practice (GMP) standards
- CE approvals for Raumedic medical devices
- Certified energy management in accordance with ISO 50001

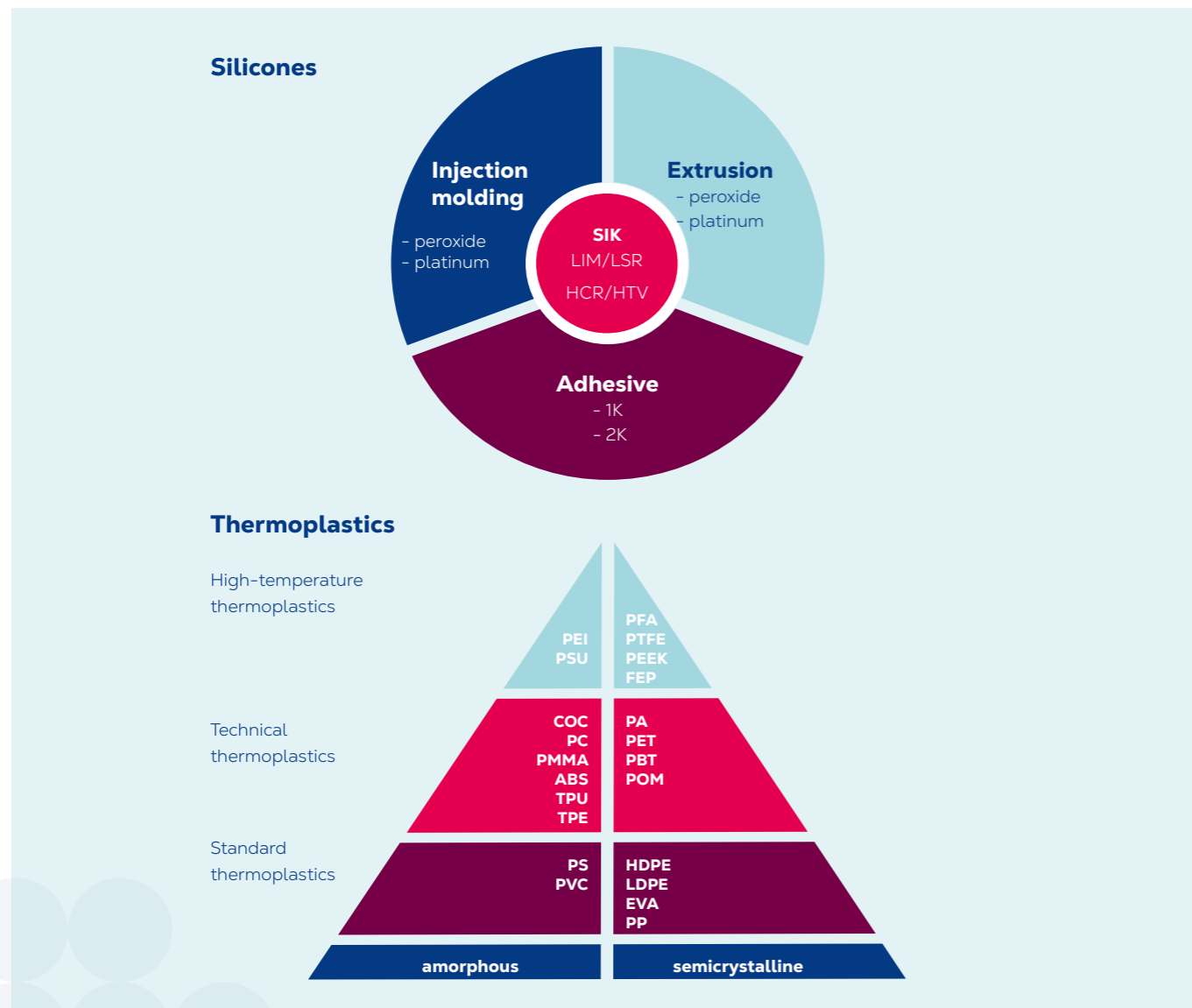


Figure 2

In the medical and pharmaceutical segment, plastics offer endless opportunities for realizing a product in accordance with the customer's wishes. For us, material variety and the related technical expertise therefore have an especially important role to play. Raumedic's materials portfolio ranges from standard thermoplastics such as polyolefins and technical thermoplastics like polyamides through to high-temperature thermoplastics such as PEEK. Silicone is also an excellent material for medical technology applications. Due to its elastomeric, i.e. dimensionally stable yet elastically formable, nature, it offers unique properties that cannot be achieved with thermoplastic materials (Figure 2).

Thermoplastics can be plastically deformed if exposed to heat. Thermoplastics usually consist of polymers, of linear or slightly dendritic chain molecules. They can be melted down and remolded again and again. The various thermoplastics manufactured by Raumedic have a petrochemical basis.

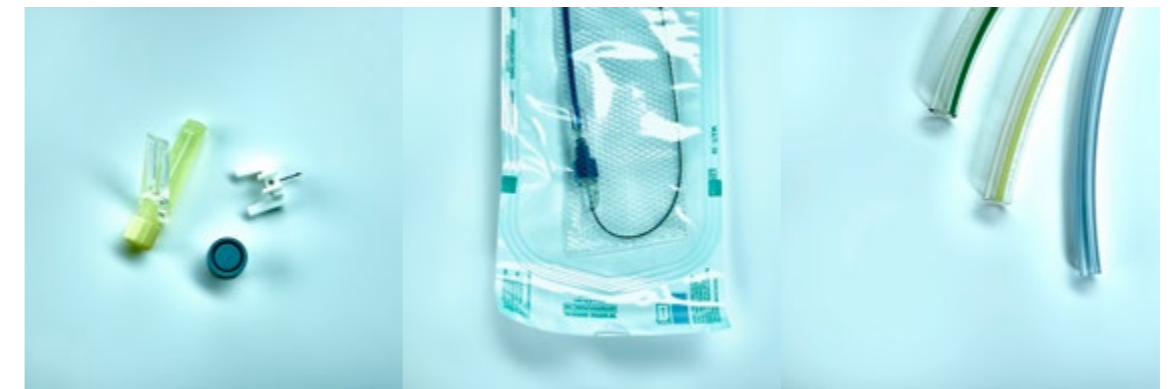


Figure 3

The input materials used to manufacture silicone are pulverized silicon (Si) and methyl chloride (CH<sub>3</sub>Cl). Using copper as a catalyst, these are converted into chlormethylsilanes at approximately 300°C (Müller-Rochow synthesis).

Raumedic purchases raw materials and services primarily in order to make semi-finished products. Its raw material manufacture involves energy-intensive processes and was based first and foremost on fossil input materials in the reporting period.

In close consultation with our customers, a team dedicated specifically to materials management ensures that there is optimum material selection across the board of the material areas. For example, they address everything from biocompatibility issues to interactions with contact media such as infusion solutions. Secondary processing and assembly aspects are also taken into consideration during material selection. This allows the perfect plastic to be selected for the customer's requirements and its area of application.



8.5 "Employment and workforce"  
8.8 "Freedom of association and collective bargaining"



10.3 "Equal opportunity"  
UNGC PRINCIPLES 3 6



## General disclosures regarding employees

Raumedic is a global company which is continuously growing. The employees' skills and dedication are crucial to the company's success. There was an average of 636 employees at the Helmbrechts site, which is the administrative headquarters and the largest production site, in the reporting period (Figure 4). Of these, 600 were full-time employees (62.9% men, 37.1% women). Over the same period, there were 36 part-time employees (91.7% women, 8.3% men). There was a total of 55 temporary employees in the reporting period (54.4% men, 45.6% women). No workers from temporary employment agencies were employed.

Pay is based on Raumedic's internal compensation model which is company-specific and is not based on collective agreements.

The number of employees stated is an average headcount for the entire reporting period.

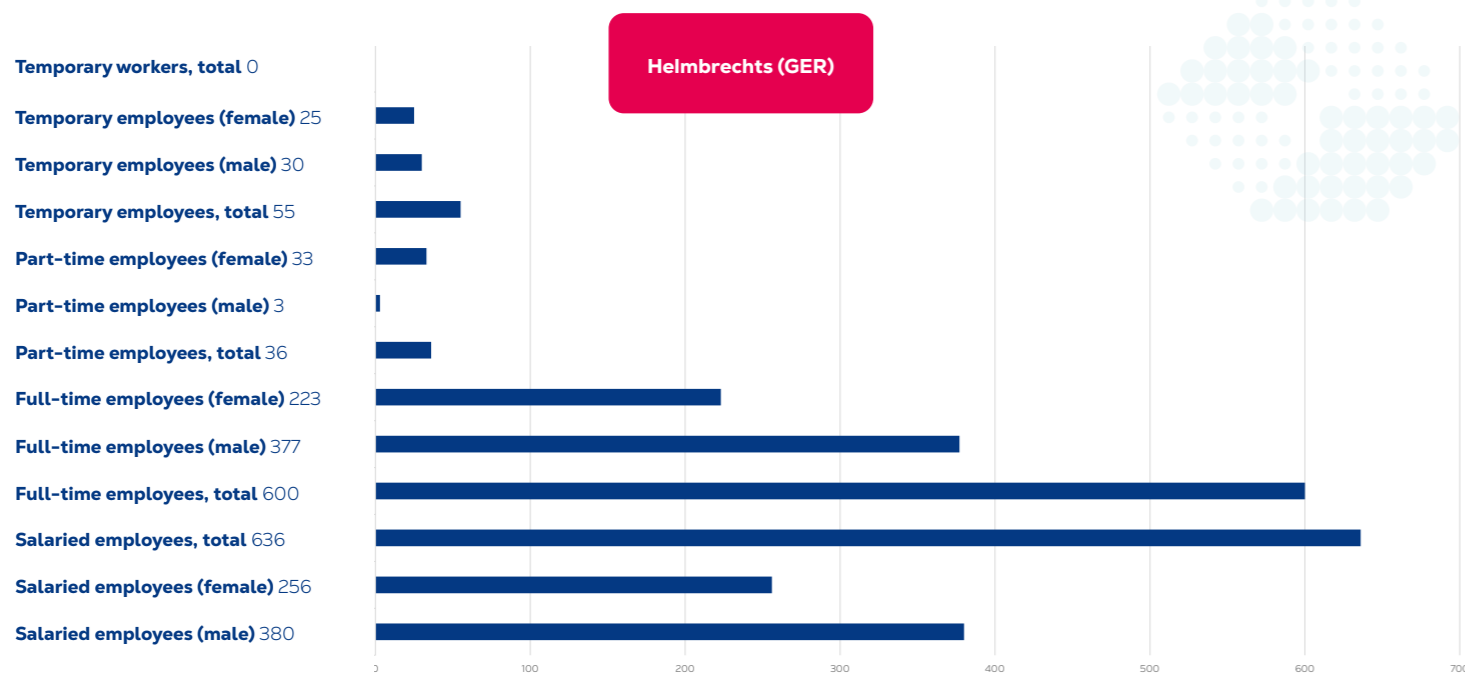


Figure 4

## Disclosures regarding executive bodies

In the reporting period, the managing Executive Board was as follows:

- Mr. Stefan Seuferling, Chairman of the Executive Board, Chief Executive Officer (CEO)
- Mr. Thomas Knechtel, member of the Executive Board and Chief Technology Officer (CTO)
- Mr. Martin Schenkel, member of the Executive Board and Chief Operating Officer (COO)
- Mr. Daniel Seibert, member of the Executive Board and Chief Financial Officer (CFO)

The Board of Directors was as follows:

- Dipl. Kfm. Jürgen Werner, Head of Furniture & Industrial Solutions, Fa. REHAU AG & Co. (Chair of the Board of Directors)
- Dr. Ulrich Günther, engineer
- Dipl. Wirtschaftsprüfer Thomas Wälti, REHAU Verwaltungszentrale AG, Muri, Switzerland
- Dipl.-Ing. Wolfgang Süßle, CEO of Lohmann & Rauscher International GmbH & Co. KG, Neuwied
- Dr. Katharina Gasser, Managing Director of Biogen Switzerland AG, Baar, Switzerland (from March 1, 2021)

The managing Executive Board of Raumedic AG therefore consists entirely of men. The Board of Directors is 20% women. The term of office on the Board of Directors is three years. The Board of Directors of Raumedic AG is selected and appointed by the Supervisory Board of the REHAU Group. During selection, consideration is given in particular to the owners' confidence and interests, and expertise is expected in the areas of management, finance, technology, and governance. Diversity is expressly welcomed and is also represented; 60% of the members of the Board of Directors do not work within the REHAU Group and are therefore entirely independent.



5.5 "Women in leadership"  
16.6 "Effective, accountable and transparent governance"



16.7 "Inclusive decision making"  
UNGC PRINCIPLES 6 10



16.6 "Effective, accountable and transparent governance"



16.7 "Inclusive decision making"  
UNGC PRINCIPLES 6 10

## Governance of sustainability management and reporting

The Board of Directors of Raumedic AG regularly addresses matters of sustainable corporate governance. The effectiveness of the processes and process organization, including environmental and social aspects, is reviewed and independently confirmed in the course of internal and external audits. The Board of Directors assigned overall responsibility for operational sustainability management within the company to Mr. Stefan Seuferling, Chief Executive Officer of the managing Executive Board. In the reporting period, Dr. Stefan Wagner, Head of Project Office, was appointed Head of Sustainability Management by the Executive Board (Figure 5), with regular reports being given during Executive Board meetings. The Executive Board notifies the members of the Board of Directors regarding the company's sustainability activities and reporting (Figure 5).

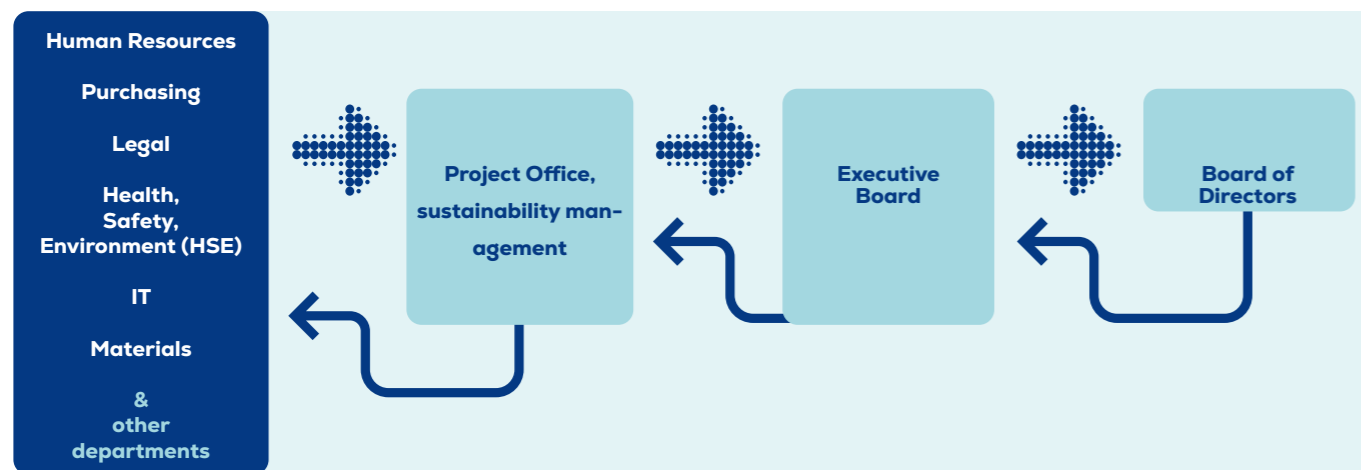


Figure 5

## Avoidance of conflicts of interest

The Board of Directors of Raumedic AG ensures that conflicts of interest are prevented when its positions are filled. Among other things, this is achieved on the basis of its members not only assuming positions within the REHAU Group, but also having executive positions outside of the REHAU Group. The names of the individual members of the Board of Directors, their expertise, and their positions are disclosed in the company's management report. Additionally, the detailed risk and opportunity report within Raumedic AG's management report gives an overview of all the company's material, critical, and forward-looking matters.

To coincide with the meetings of the Board of Directors, the members of the Board of Directors individually take it in turns to spend half a day on-site for all the employees to consult them without prior arrangement (see p. 39 f., "Labor/management relations"). The information discussed is confidential and is only accessible to the Board of Directors. This allows the highest governance body to be notified directly of any critical matters.

There is ongoing dialogue between the Board of Directors and the Raumedic management on the topic of sustainability (see p. 14, "Governance"). This had not yet been formalized to such an extent in the reporting period that information can be given on the Board of Directors systematically expanding its knowledge regarding sustainability or on a corresponding evaluation process. There are, however, plans to develop a governance process.

## Compensation policy

In addition to personnel expenses, the total compensation both of the members of the Board of Directors and of the Executive Board members is published annually in the management report.

As is the case for all Raumedic AG employees, in consultation with the Board of Directors, the Executive Board members and senior staff are paid according to their highlighted activities or according to their Raumedic pay grade.

Compensation for all employees across all the hierarchical levels generally consists of a fixed compensation component and a variable component of up to 36%. Different compensation systems are used to determine the variable compensation component depending on the employee group or function. Sustainability targets are also taken into account according to an employee's tasks and roles.

Due to the reduction in recent years in the benefits paid as statutory pension insurance and in the scope of state social benefits, there is a greater need for employees to pay into pensions to safeguard their living standards in old age. Raumedic assumes social responsibility here and offers all of its employees a company pension scheme.



16.7 "Inclusive decision making"

UNGC PRINCIPLES 6 10



16.3 "Ethical and lawful behavior,"

"Compliance with laws and regulations"

UNGC PRINCIPLES

1 2 3 4 5 6 10



## Code of Conduct

As a value-oriented family business, we have always been committed to the fundamental principles as expressed in our corporate culture. The Code of Conduct sets these fundamental principles out as binding guidelines for conduct in certain situations in everyday business life.

The Raumedic AG Code of Conduct was approved by the Executive Board and applies to all employees at all hierarchical levels and in all forms of employment, and is an integral part of the contract of employment. The Code of Conduct must be signed by all employees without exception as written confirmation of their acknowledgment of and approval of the application of the Code of Conduct in all business relations. Breaches of the rules laid out in the Code of Conduct result in disciplinary action all the way up to employment termination.

Raumedic has been a member of the UN Global Compact since August 2021 (link: <https://www.unglobalcompact.org/what-is-gc/participants/147625-Raumedic-AG>). Its Ten Principles are therefore also fundamental to the company's Code of Conduct. For example, Raumedic undertakes to observe globally accepted human rights and to meet the corresponding duty of care and due diligence obligations.

The company recognizes people's right to freedom of association as well as detailed information and assistance – including far beyond compliance with the Raumedic Code of Conduct. The company has an "employee manual," which likewise constitutes part of every contract of employment. Training is provided, some of which is mandatory, and the Legal and Compliance and Human Resources departments are available to be contacted, as are the employees' respective supervisors.

## Whistle-blower system

Preventing rule violations and detecting potential violations at an early stage are fundamental for Raumedic. To ensure this, the company introduced an efficient electronic whistle-blower system (Compliance Communication System; CoCoS), which anyone around the world can access via the following link: <https://www.bkms-system.ch/Raumedic>.

If a report is filed, it must be assigned to one of the following categories: corruption, competition law, environmental law, money laundering/foreign trade law, property offenses, breaches of the Raumedic Code of Conduct, other violations of the law. The individual topics are discussed in greater detail in the relevant section of the system. A whistle-blower is afforded particular protection in relation to the aspects of confidentiality and data protection ("non-retaliation").

If necessary, CoCoS can also be used for anonymous communication. As soon as a report is logged in the system, the system automatically sends an email to the persons responsible. These then process the reports received entirely independently.

No violations of the law and regulations were reported and no fines were paid for violations of the law and regulations in the reporting period.

## Membership of associations

Raumedic AG was a member of the following international and national organizations in the reporting period:

- German Medical Technology Association (BVMed)
- Arbeitsgemeinschaft PVC und UMWELT e.V.
- Forum MedTech Pharma e.V.
- Unternehmerinitiative Hochfranken
- Wirtschaftsregion Hochfranken e.V.
- Medical Valley EMN
- Kunststoff-Netzwerk Franken e.V.
- Arbeitsgemeinschaft Spina Bifida und Hydrocephalus e.V.
- TechnologyMountains e.V.
- Interest Group of Plastics Manufacturers in Medical Business
- Deutsche Gesellschaft für Projektmanagement e. V.
- German-Baltic Chamber of Commerce in Estonia, Latvia, Lithuania



### 16.3 "Grievance mechanisms"

UNGC PRINCIPLES



## In dialogue with stakeholders and experts

To determine the positive and negative topics of material relevance to Raumedic AG regarding economic, social, and environmental sustainability, we systematically involve our stakeholders in a variety of ways (Figure 6) and consider the company from a holistic perspective that includes its functions and its value chain according to the motto of "Creating Sustainable Value" (see p. 19 f).

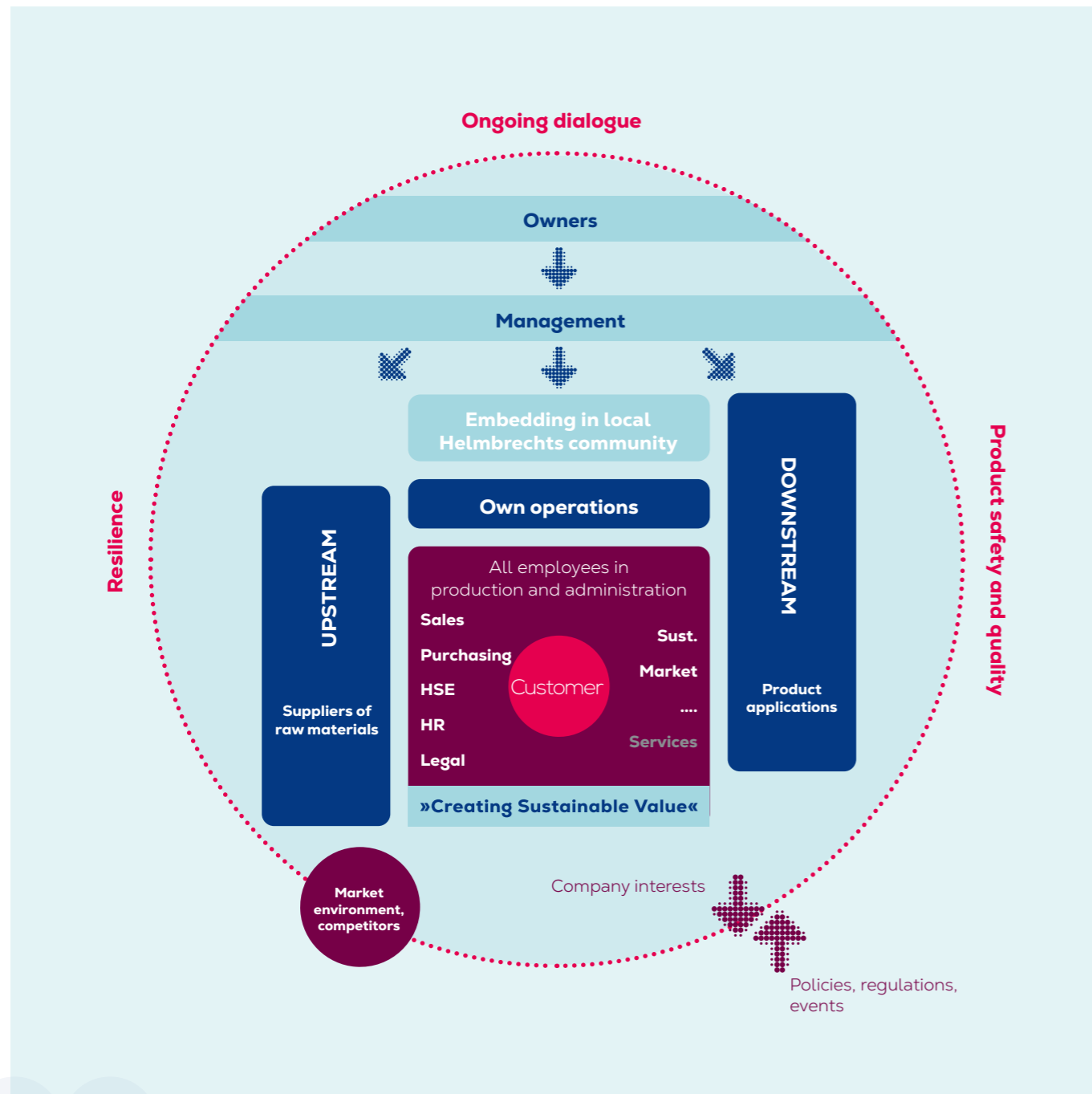


Figure 6

The customer and the requirements they make of the product are at the heart of the interests of the owners, the management, and all those who work in production and administration.

Environmental and social responsibility issues are included as a matter of course, right from the beginning of the value chain and all the way through to the products' various applications.

Other important aspects include embedding the company in the local community at the production and administrative site in Helmbrechts, ongoing evaluation of the market environment, and dialogue, for example through industry association memberships and with the business world and policymakers. The outstanding targets of this ongoing dialogue, which will be systematized step by step, are maximum product safety and quality for the customers and business model resilience.

Examples of dialogue formats in the reporting period include assessments, systematic surveys, participation in expert committees, direct, specialized communication, meetings of the Executive Board and the Board of Directors, and evaluations.

## Determining the material topics (GRI 3)

### “Creating Sustainable Value”

The actual and potential positive and negative impacts that the business activities of Raumedic have on the economy, the environment, and people, including their impact on human rights, were identified on the basis of:

- Analysis of the value chain, beginning with the procurement of raw materials and ending with questions concerning product recycling/product disposal (Figure 7)
- The expectations and concerns of the company's most important stakeholders, as already articulated

This process only takes into account the medium- and long-term impacts of the company's activities – both positive and negative.

This is complemented by the risk and opportunity report published annually as part of the management report, which lists the foreseeable short-term positive

and negative impacts on the company. It also highlights how the environment might impact the company's business activities positively and negatively in the short, medium, and long term.

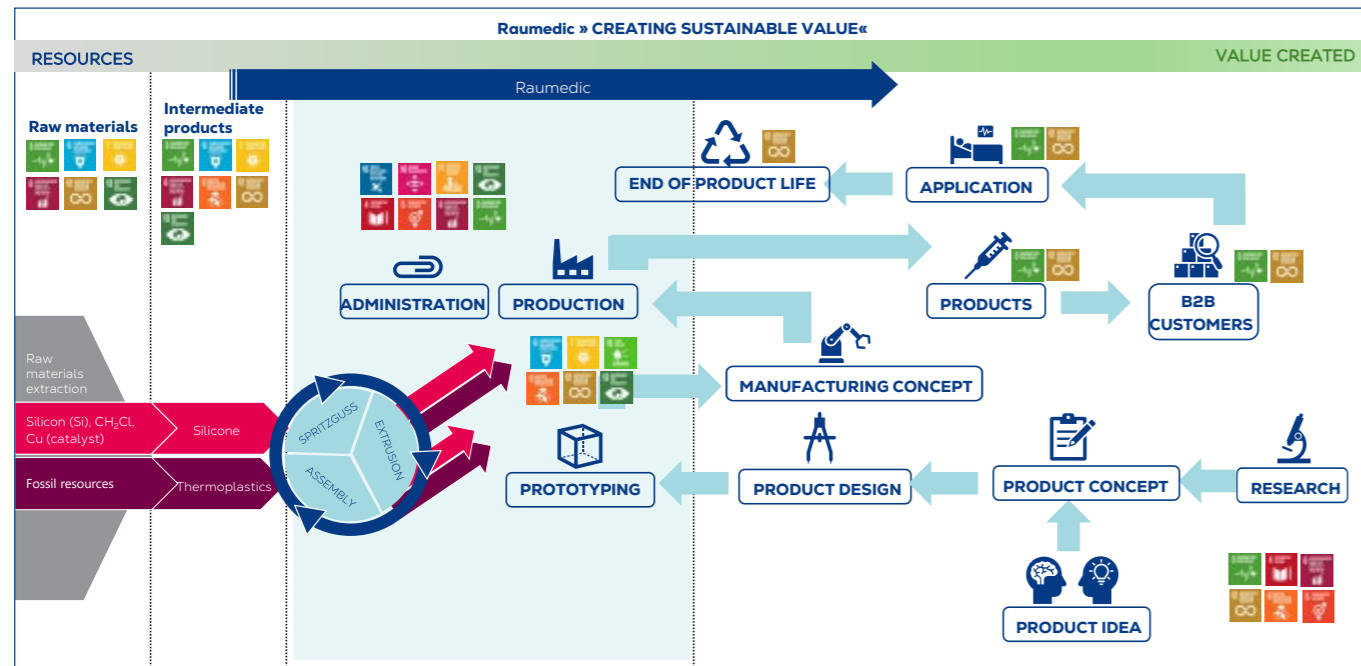


Figure 7

### Prioritization of the impacts

To prioritize the impacts, we applied a methodology that distinguishes between impacts which we cause and those to which we contribute or to which we are directly linked by our business relations.

We considered all the topics that Raumedic deems material (Figure 8) on the one hand with regard to natural resource consumption, in other words the extraction of natural resources like water, energy resources, raw materials for our materials, and air emissions ("Use of resources"). The raw materials needed to manufacture the medical devices are primarily of fossil origin and cannot be easily substituted. The manufacturing process including the intermediate products is energy-intensive (see p. 23 and p. 28, "Energy"). Material recycling of the used end products and the subsequent reintroduction of the materials into materials cycles is very challenging or virtually out of the question, not least because of the hygiene requirements (see p. 27).

The high requirements of our certified quality and health, safety, and environment (HSE) management systems, our dedicated resource consumption reduction targets at the Helmbrechts site, and, not least, our customers' ever greater expectations regarding climate and environmental protection spur us to continue to minimize our impacts in this area (see p. 28 f.).

It was also important that we see the people who work in the preliminary stages of our supply chain as well as the Raumedic employees (see p. 37) and understand our duty of care toward them – not forgetting those people around the world who work with and receive our products in the context of health promotion

("Sustainable value creation") (see p. 9, "Business activities").

This affords Raumedic AG a very positive, social multiplication effect: in its capacity as an employer, the company creates jobs in the region, trains people to a high level, and believes in the continuous qualification of its employees, enabling it to be an innovator in the medical technology sector (see p. 38, "Employment").

Our experts and our products serve the health of many people around the world. This perspective likewise contributes to "Creating Sustainable Value."

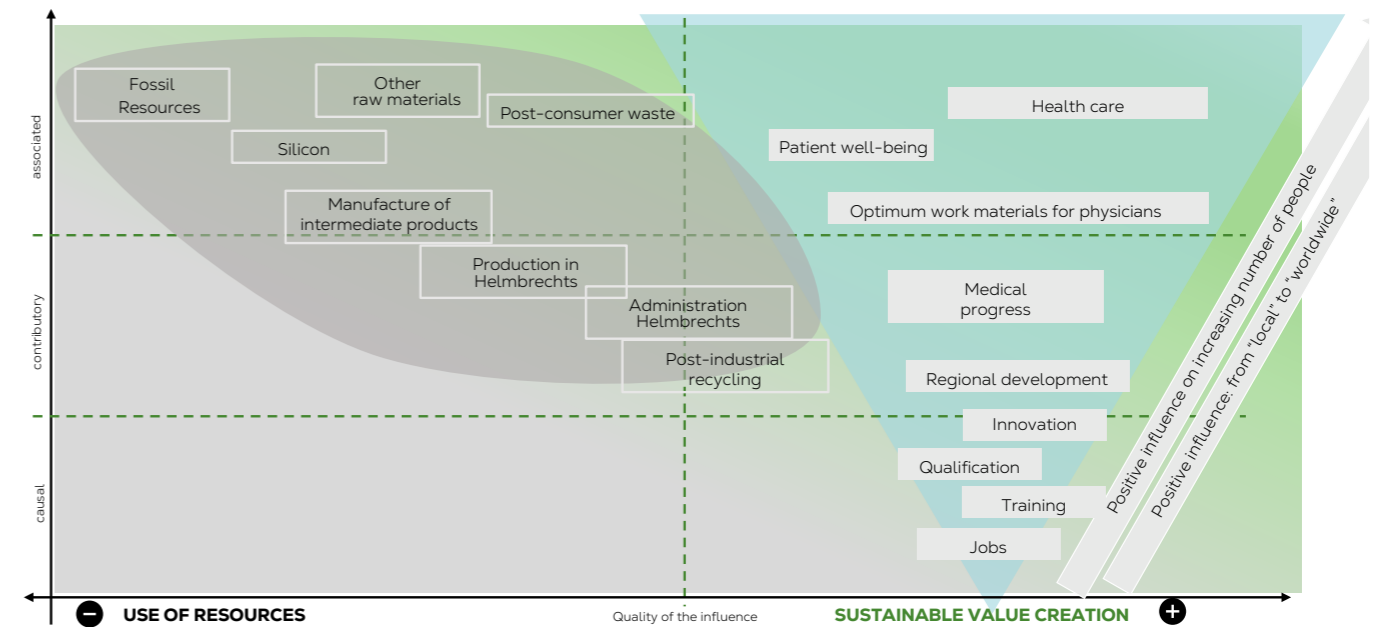


Figure 8

### Management of the material topics

This report features the following in the context of the relevant topic disclosures as per the 2021 GRI Universal Standards:

- A detailed presentation of the topics identified as material to Raumedic
- Classification of the topics in the context of the company's business relations
- A description of the management approach, including the principles upon which it is based

As this is Raumedic AG's first Sustainability Report, no comparison of the material topics can be made with a previous reporting period. On page 17 f. of this report, we explain how we involved stakeholders and experts in determining our material positive and negative topics.

# Economic responsibility (GRI 200)

## Economic performance: management of the material topics

As REHAU Verwaltungszentrale AG based in Muri, Switzerland, is the sole shareholder of Raumedic AG, the annual financial statements are included in this company's consolidated financial statements for the smallest scope of consolidation, with this in turn being included in the largest scope of consolidation of WAGNER GENERATIONS AG based in Muri, Switzerland. The consolidated financial statements are not disclosed in accordance with the Swiss Code of Obligations.




## Raumedic AG revenues

Raumedic AG generated revenues in the amount of EUR 135.4 million in 2021 (previous year: EUR 126.2 million). The net assets, financial position and results of operation and the financial performance indicators are included in the annual financial statements for the fiscal year from January 1, 2021, to December 31, 2021. These can be publicly accessed in the Federal Gazette, the central platform of the Federal Ministry of Justice for official announcements and notices and for legally relevant company news ([www.bundesanzeiger.de](http://www.bundesanzeiger.de)).

## Financial consequences of climate change: framework conditions

Energy prices in Europe have increased sharply since 2021. This is first and foremost attributable to a global increase in demand for energy, in particular gas, due to the economic recovery following the COVID-19 crisis. Additionally, Russia's invasion of Ukraine in 2022 drastically changed the energy markets, although this lies outside of the reporting period.

Furthermore, the price of European CO<sub>2</sub> increased sharply in 2021, too, albeit not to the same extent as the price of gas. The price increase is due to greater demand for certificates, this being attributable among other things to increasing economic activity following COVID-19 and expectations in relation to the European Union's climate targets for 2030. In the context of the energy transition, the European Union is aiming to reduce its dependence on fossil fuels and thereby generally reduce its energy dependence. These measures take time and money, and had therefore not yet had an impact on energy prices in 2021.

	<b>8.1, 8.2 "Economic value"</b>		<b>9.1, 9.4, 9.5 "Economic value"</b>	UNGC PRINCIPLES <span style="border: 1px solid black; border-radius: 50%; padding: 2px 5px;">9</span>
	<b>13.1 "Risk and opportunities due to climate change"</b>	UNGC PRINCIPLES <span style="border: 1px solid black; border-radius: 50%; padding: 2px 5px;">7</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px 5px;">8</span> <span style="border: 1px solid black; border-radius: 50%; padding: 2px 5px;">9</span>		

## Raumedic's future energy policy

Raumedic purchases the energy it needs for its largest production and administrative site in Helmbrechts in the form of natural gas and electricity. Renewable energy sources account for approximately 35% of its power mix. While the increase in energy prices cannot be directly attributed to climate change, Raumedic sees it as an opportunity to focus even more than before on carbon-neutral energy from renewable sources and independence from the energy market. In 2021, the price increase affected both production energy costs and the prices of raw materials.

## Pensions and other post-employment benefit costs

The social security contributions, pensions, and other post-employment benefit costs for Raumedic employees can be found in the income statement in the annual financial statements. Information about the company pension scheme is summarized on p. 15 under "Compensation policy".

## Financial assistance received from government

In the reporting period, Raumedic AG received funding in the amount of EUR 4.33 million from the Bavarian Ministry of Economic Affairs, Regional Development and Energy for its silicon new build at the Helmbrechts site as part of a funding project of the Joint Federal/Länder Task for the Improvement of Regional Economic Structures (GRW). The funds will be provided in two installments of EUR 1.57 million and EUR 2.76 million in 2023 and 2024 respectively.

Raumedic AG received no other monetary assistance from government, either in the form of tax breaks and/or credits, subsidies, investment grants, grants for research and development, awards, license exemptions, financial assistance from export credit agencies, or other financial incentives or benefits. There is no state participation in Raumedic AG.

	<b>1.2 "Earnings, wages and benefits"</b>		<b>5.1 "Gender equality"</b>
---	---	---	------------------------------

## Attractiveness as an employer

A high level of employee qualification and commitment is an extremely important factor for Raumedic AG with regard to sustainable value creation (see p. 19, "Creating Sustainable Value"). In addition to job responsibilities and governance, the compensation model plays a part in the company being considered an attractive employer.

As the majority of the employees as well as all other Raumedic workers receive compensation above the statutory minimum wage in Germany, disclosure of the entry-level salaries broken down by gender in comparison to the local minimum wage in Helmbrechts is dispensed with. Raumedic is an important employer in Bavaria's Upper Franconia region, as illustrated by the large number of employees living in the Hof district or neighboring districts.

### Indirect economic impacts: capital expenditure

Raumedic continuously invests in its technical facilities and machines and in research and development in order to sustainably expand and consolidate the company's market position. This has a positive effect on business relations with customers and suppliers and secures jobs and municipal tax revenue.

In fiscal year 2021, a budget totaling EUR 14.0 million was available for measures to expand production capacities above and beyond the Helmbrechts site. A new plant for silicone extrusion is being developed at the headquarters. All the important aspects of sustainable construction are being taken into account here, such as soil sealing and energy efficient buildings. The same applies to how the plant will be fitted out.

In addition, a partner was acquired in the reporting period in order to expand capacities in the area of manual assembly (see p. 6). With these investment measures, Raumedic is doing justice to its aspiration of "Creating Sustainable Value": making its necessary use of natural resources as sparing as possible and helping to shape the Upper Franconia region by creating qualified jobs so that innovative, top-quality medical products can play a part in improving the lives of many people around the world.

## Supply chain

Every transport kilometer that a resource does not have to travel to our Helmbrechts site is valuable. This reduces the energy used for transportation as well as the costs involved.

It is not possible to state precisely for the reporting period the percentage of goods that Raumedic sources in Germany. We aim to be able to publish such information in the next report.

### Anti-corruption

A compliance management system tailored to Raumedic AG's risk situation, risk type, and size ensures that all Raumedic employees and in particular the supervisors live up to their responsibility of guaranteeing legal compliance in their specific area.

Raumedic's Anti-Corruption Directive clarifies the principles laid out in the company's Code of Conduct (see p. 16) regarding dealing with business partners and decision-makers.

Like the Code of Conduct, it applies to all of the company's employees across all hierarchical levels throughout the Group without exception. Compliance with the Anti-Corruption Directive is strictly monitored in all of the Raumedic Group's operations (see p. 6). Breaches of the rules laid out in the Code of Conduct result in disciplinary action all the way up to employment termination. A corruption risk exists, for example, in the offering, promising, or granting of undue financial, legal, or personal benefits.

Indirect corruption by involving intermediaries or by directing benefits to third parties instead of to the affected contact person is likewise forbidden. If intermediaries are involved for the purposes of obtaining or executing a contract, the person responsible for the concrete business must do as follows in the interests of minimizing the corruption risks:

- Perform an appropriate, documented verification of the intermediary ("due diligence")
- Give notification of Raumedic's anti-corruption principles
- Obtain a contractual commitment from the intermediary regarding their compliance



5.4 "Infrastructure investment"



9.1 "Infrastructure investment"  
9.4 "Expenditure and investment"

UNGC PRINCIPLES 3 4 5 6 10



11.2 "Infrastructure investment"



8.2, 8.3, 8.5 "Indirect economic impact," "Local procurement"

UNGC PRINCIPLES 9



16.5 "Anti-corruption"

UNGC PRINCIPLES 10



**Communication and training about anti-corruption policies and procedures**

All employees and all the members of the Board of Directors and the managing Executive Board are given regular training with regard to anti-corruption and the Anti-Corruption Directive. No incidents of corruption were reported at Raumedic AG in the reporting period.

**Anti-competitive behavior**

Raumedic is committed to fair and undistorted competition and rejects all forms of anti-competitive behavior. Agreement/collusion regarding

- competition conditions such as prices, discounts, sales and payment conditions, or technical features; and
- behavior concerning sales channels, sales regions, the allocation of market shares and target customers

is not permitted. Raumedic employees may not therefore share any relevant information with competitors. In this way, Raumedic protects its own expertise and respects trade secrets and third-party intellectual property rights. In cases of doubt, all the employees have access to contacts in the Legal and Compliance department. In the reporting period, there were neither legal actions for anti-competitive behavior in contravention of antitrust and monopoly legislation, nor were any pending actions concluded or new actions initiated.

**Taxes: management of the material topics**

Raumedic AG has its registered office in Münchberg, Germany, has been entered into the Commercial Register at the Hof Local Court, and is subject to trade tax as a large share capital company within the meaning of Section 267 of the German Commercial Code (HGB). Responsibility for the payment of taxes in compliance with the law is borne by the share capital company's legal representatives; the Board of Directors is responsible for overseeing the company's accounting process for preparation of the management report and the annual financial statements, which must include disclosures regarding income taxes (see income statement for the period January 1, 2021, to December 31, 2021, in Raumedic AG's annual financial statements). The annual financial statements also include an independent auditor's report.

# Environmental protection (GRI 300)

**Materials used: management of the material topics**

Raumedic exclusively used primary raw materials for its products in the reporting period. In other words, no use was made of secondary raw materials for products and packaging. Recycling medical devices after use is very difficult due to hygiene regulations. To nevertheless make a contribution to the circular economy within our means, the post-industrial production waste that accrues at the Helmbrechts site is passed on to external service providers in the recycling industry, enabling it to be used in a non-medical environment.

**Materials used by weight or volume**

The company exclusively used plastics and silicones in the 2021 reporting year. The raw materials used for this came from non-renewable sources. No materials made from renewable raw materials or recyclates were used in order to guarantee the high product attribute requirements made of medical devices. The chart below (Figure 9) shows the materials used at the Helmbrechts site in 2021 by weight and type:

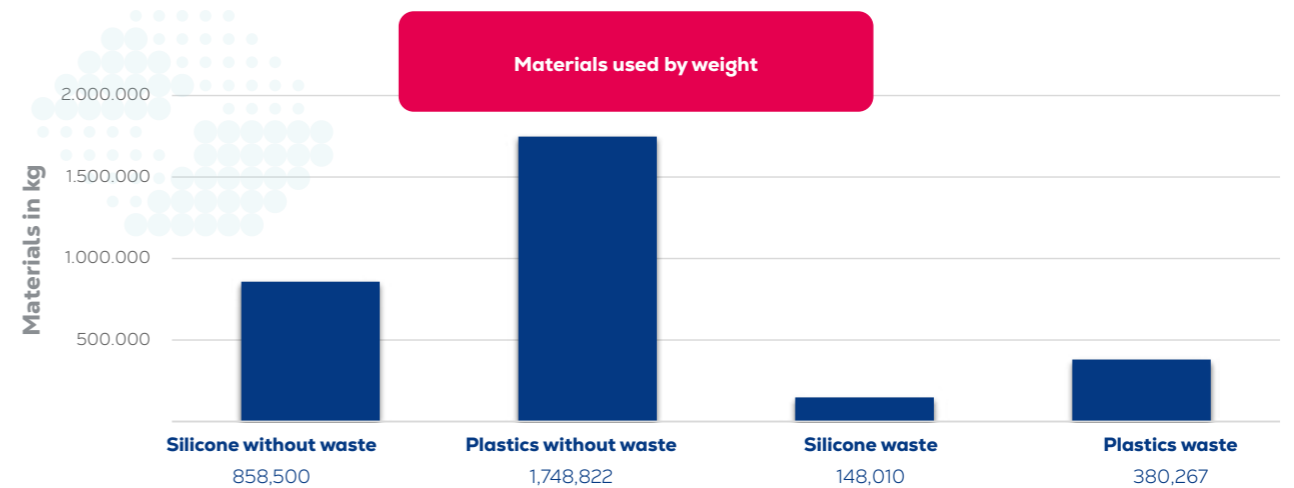


Figure 9

**16** FRIEDEN, GERECHTIGKEIT UND STARKE INSTITUTIONEN  
**16.3 "Compliance with laws and regulations"**  
 UNGC PRINCIPLES 10

**10** WENIGER UNGLEICHHEITEN  
**10.4 "Fiscal policies"**  
 UNGC PRINCIPLES 10

**8** MENSCHENWÜRDIGE ARBEIT UND WIRTSCHAFTLICHES WACHSTUM  
**8.4 "Material efficiency"**

**12** NACHHALTIGER KONSUM UND PRODUKTION  
**12.2 "Material efficiency"**  
**12.5 "Materials recycling"**  
 UNGC PRINCIPLES 7 8 9



### Recycled input materials used

Although we do not use any secondary raw materials for our products, we do attach importance to materials being kept in materials cycles as much as possible. For example, 55.04% of the silicone and plastic waste accrued at our Helmbrechts site in the reporting period was reused by third parties. We base our calculation on our internal waste data and on the recycling processes reported by the waste disposal company as per Section 3 of the Commercial Waste Ordinance (GewAbfV).

### Reclaimed products and their packaging materials

Manufacturing new products from used medical-grade materials is not currently possible for hygiene reasons. This also applies to Raumedic's products and packaging.

### Energy: management of the material topics

Raumedic has high electricity and gas needs due to its energy-intensive manufacture in clean rooms (see p. 22, "Financial consequences of climate change"). We are aware that this consumption also results in emissions (see p. 32, "Emissions") that contribute to global warming.

The systematic reduction of energy consumption in relation to the product is therefore an essential pillar of Raumedic's internal energy management, with the aim of reducing the impacts of its production on the environment.

The Helmbrechts site has had an energy monitoring system certified in accordance with DIN EN ISO 50001 and an energy manager since 2014. This has enabled the consumption levels to be permanently reduced, thereby conserving resources and lowering carbon emissions.

### Energy consumption within the organization

The energy required for the Helmbrechts production and administrative site was entirely bought in. The natural gas used is entirely of fossil origin. Renewable energies account for approximately 35% of the purchased power mix. No other energy forms are sourced externally and no energy is sold to third parties. The energy utilities' annual invoices and the energy monitoring system serve as the data basis.

Figure 10 shows total energy consumption at the Helmbrechts site broken down into electricity and natural gas:

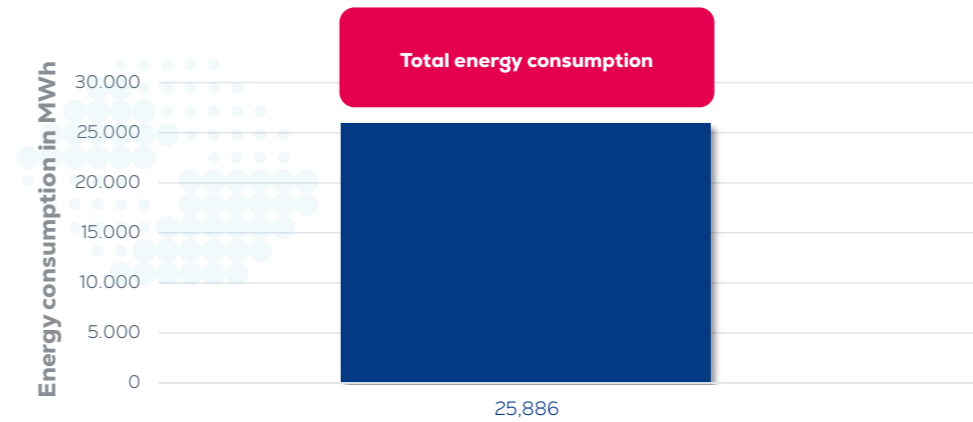


Figure 10

### Energy consumption outside of the organization

Raumedic does not have any energy consumption outside of the organization at the Helmbrechts site. Remarks regarding our Scope 3 emissions in accordance with the Greenhouse Gas Protocol (GHGP) can be found on p. 32, "Emissions".

### Energy intensity

The energy intensity quotient at the Helmbrechts site is €0.206/kWh and is calculated on the basis of the sales generated in euros ("€") and total energy consumption in the form of gas and electricity in kilowatt-hours ("kWh").

### Reduction of energy consumption

Raumedic has succeeded in saving a total of 4.52 million kWh of energy in the past on the basis of energy monitoring. This equates to the annual consumption of approximately 800 four-person households in Germany. A considerable energy saving was achieved in 2021 thanks to system optimization. Following implementation of the energy efficiency improvement, approximately 1,000 kWh a week were saved in comparison to the base year 2020. This equates to the weekly needs of approximately 13 four-person households in Germany. Internal energy monitoring software allowed these savings to be evaluated.

No product-specific calculation of energy savings was performed for the more than 1,000 products or per produced product unit.

### Water and effluents: management of the material topics

Raumedic's water consumption levels have likewise been monitored since the energy monitoring system was introduced and are included in the annual environmental report. The effluents generated are regularly checked and examined for germs. Our aim is to keep our water consumption steady while our sales grow and to decouple it from growth. This consumption reduction

12 **NACHHALTIGKEIT**  
ZUSAMMENHANG  
PROJEKTION

12.2 "Energy efficiency"  
12.5 "Extended producer resp

7 **BEZAHLBARE UND  
SAUBERE ENERGIE**

7.2, 7.3 "Energy consumption"

UNGC PRINCIPLES 7 8 9

8 **MENSCHENWÜRDIGE  
ARBEIT UND  
WIRTSCHAFTLICHES  
WACHSTUM**

8.4 "Energy efficiency"

13 **MASSNAHMEN  
ZUM  
KLIMASCHUTZ**

13.1 "Energy efficiency"

UNGC PRINCIPLES 7 8 9

in relation to increasing productivity is an important step in the direction of "Creating Sustainable Value" within our value chain.

### Interactions with water as a shared resource

Raumedic uses water for sanitation and production facilities. This does not result in the creation of contaminated or hazardous effluents. The water used is disposed of via the sewage system with no additional treatment required.

Figure 11 below shows water consumption at Raumedic AG's Helmbrechts site in 2021 broken down into effluents, loss, and total consumption:

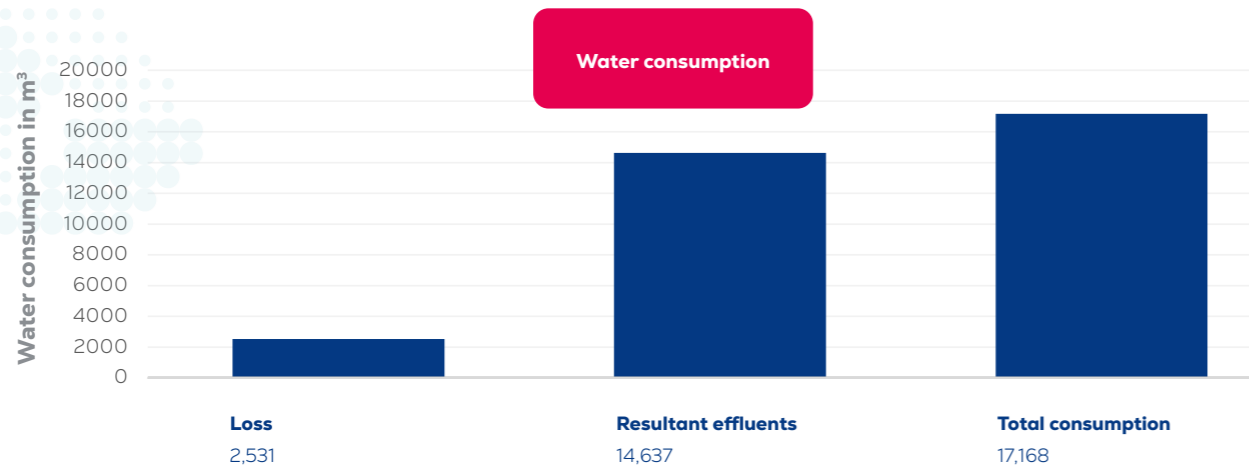


Figure 11

Surface water is returned to the environment without adding any pollution. The threshold set for our process water is 100 CFU (colony-forming units; method of quantifying living microorganisms) and is examined weekly or quarterly depending on the application. The pollution level therefore equates to that of common residential effluents. Raumedic complies with the wastewater regulations of the town of Helmbrechts, which belongs to the Selbitztal Wastewater Association.

### Management of water discharge-related impacts

The effluent discharge regulations of the Selbitztal Naila Wastewater Association apply. Pursuant to Section 6 (58) of the Water and Land Utilization Act, this association issues bylaws which have been approved by the Hof District Administration Office. These bylaws stipulate effluent treatment at a sewage treatment plant using mechanical, biological, and chemical treatment stages. Pursuant to the bylaws, no additional effluent treatment measures are necessary. In the 2021 reporting year, 14,637m³ of effluents resulting from the company's activities were discharged by third parties.

### Water withdrawal

A total of 17,168 m³ of water were consumed in 2021. This amount equates to the consumption of approximately 93 four-person households. The water was withdrawn exclusively by third parties (public water network), with no water being stored. No data are available regarding water stress and water quality at the site.

### Biodiversity: management of the material topics

The Helmbrechts site is located in a predominantly rural region. We are aware that our buildings constitute an encroachment on the local flora and fauna. The local biodiversity is nevertheless not permanently harmed as a permanent negative influence on biodiversity would be at direct odds with our sustainability endeavors and our guiding principle of "Creating Sustainable Value."

### Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas

In 2021, Raumedic AG had its own flowering meadow/food plot measuring approximately 8,000 m². (This is approximately the size of a German Bundesliga soccer pitch.) The entire production site is around 13 times as big and covers an area of approximately 104,880 m². Office and production buildings are located in this space. There are no areas designated as nature reserves by the Free State of Bavaria on Raumedic AG's grounds. The nearest water protection area is approximately two kilometers from the site.

### Significant impacts of activities, products and services on biodiversity

No construction work was performed which could have jeopardized the food plot or the nearby water protection area. Temporary offices were erected on part of the flowering meadow. This land will be renaturalized upon conclusion of the operational extensions at the site.

Raumedic AG neither imports animals, nor are they part of our value chain. In addition, no encroachments were made on the ecological processes at the site and no species were destroyed or controlled. On the contrary – the flowering meadow is not mowed, thus creating a habitat for animals on the company grounds in Helmbrechts. This space was available to insects and birds at all times.



6.3 "Recycle and reuse"  
6.4 "Water withdrawal"



15.1 "Impact on biodiversity and ecosystems"

UNGC PRINCIPLES 7 8 9



6.4 "Water withdrawal"  
6.6 "Impact on biodiversity and ecosystems"



14.2, 15.1, 15.5 "Impact on biodiversity and ecosystems"

UNGC PRINCIPLES 7 8 9

### Habitats protected or restored

The flowering meadow and food plot are protected by Raumedic and do not constitute part of the business activities. They were not protected or assessed by any external organization in the reporting period.

### IUCN Red List species and national conservation list species with habitats in areas affected by operations

No data are collected regarding wildlife and wildlife numbers. The same applies to animals on the Red List or national conservation lists of protected species.

### Emissions: management of the material topics

The reduction of the greenhouse gas emissions caused by the use of fossil fuels in Raumedic's upstream value chain and at the administrative and production site in Helmbrechts is a top priority. We assume responsibility for our emissions and began to systematically record our direct (Scope 1) and indirect emissions (Scope 2) in the reporting period.

In view of the dramatic consequences of climate change, we do not intend to take the easy route and will henceforth also incorporate emissions not directly influenced by Raumedic (Scope 3) into our targets and calculations.

We are working on our own energy generation using renewable sources at the Helmbrechts site in order to, if possible, generate as much climate-neutral energy as possible ourselves on-site.

An important overarching aim is to decouple carbon emissions and water consumption from economic growth, insofar as this is possible. Swiftly reducing our carbon emissions to zero would only be possible with our involvement in third-party offsetting projects. The focus is on our own energy generation so as to live up to our aspiration of "Creating Sustainable Value" in this area, too.

### Direct (Scope 1) GHG emissions

Figure 11 below shows all of Raumedic AG's emissions at the Helmbrechts site, broken down into Scope 1 (direct), Scope 2 (indirect), and Scope 3 (indirect; up- and/or downstream) in accordance with the GHG Protocol. As it was not yet possible in the reporting period to determine reliable figures for our climate-relevant Scope 3 emissions, these are given as "0."

Approximately 2,318 tons of CO<sub>2</sub> were emitted at the Helmbrechts site in the 2021 reporting year. These emissions were the result of the use of natural gas. No

biogenic carbon emissions were caused. The year 2021 will serve as the base year for current and future reporting. There are therefore no changes in comparison to the base year in this report.

### Energy indirect (Scope 2) GHG emissions

Indirect carbon emissions due to the purchasing of electricity totaled 5,140 tons. Raumedic's total direct and indirect carbon emissions came to 7,458 tons; this is approximately the average amount of carbon emissions caused annually by 680 in Germany.

2021 will serve as the base year for current and future reporting of both direct (Scope 1) and indirect emissions (Scope 2). There are therefore no changes in comparison to the base year in this report. The emission factors for natural gas and electricity are provided by the energy utilities and the energy consumption levels are monitored by the energy monitoring system.

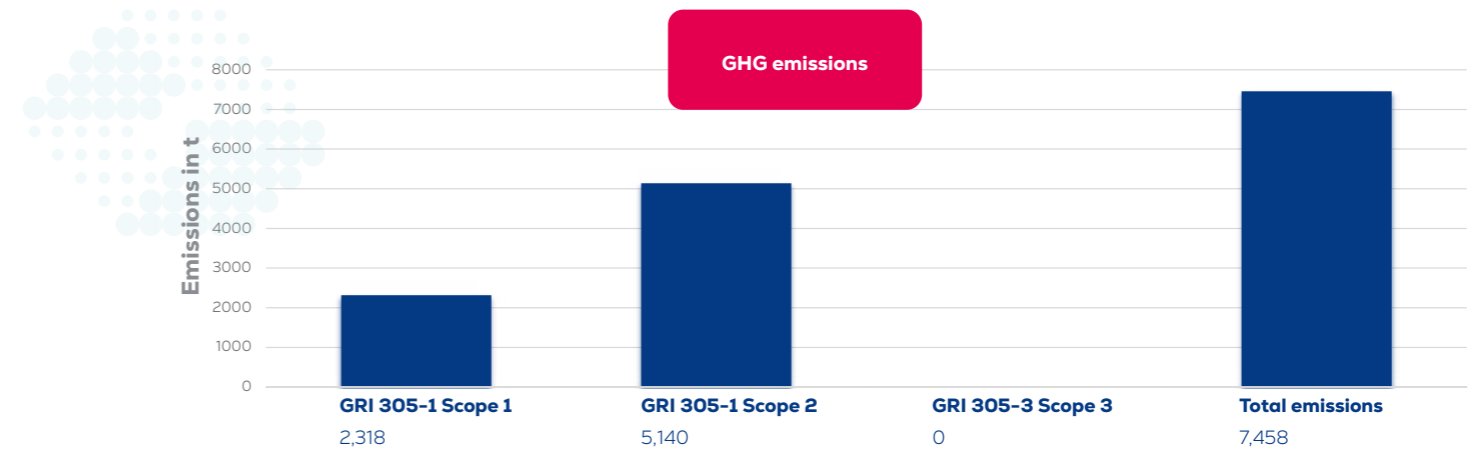


Figure 12

### Other indirect (Scope 3) GHG emissions

No data for Scope 3 emissions caused in the company's up- and/or downstream value chains are currently available for 2021. We are working hard on the systematic recording of Scope 3 emissions in order to incorporate these into our target systems in the future.

### GHG emissions intensity

Raumedic AG's intensity quotient totaled 2.86 kg of CO<sub>2</sub>e/kg of product in the reporting period. The quotient is calculated on the basis of the annual emissions (Scopes 1 and 2) and the annual production volume. 2021 served as the base year, meaning no changes in comparison to the base year can be presented.



3.9 "Air quality"



12.4 "GHG emissions"

UNGC PRINCIPLES 7 8 9



13.1 "GHG emissions"



14.3 "GHG emissions," "Air pollution"



15.2 "GHG emissions," "Air pollution"

UNGC PRINCIPLES 7 8 9

**Reduction of GHG emissions**

We will henceforth continuously measure the carbon footprint of our company's activities and reduce it as much as possible, and began to record our Scope 3 emissions in the current 2022 reporting period in order to be able to set ourselves ambitious reduction targets based on 2021 and live up to our climate responsibilities. With regard to reducing emissions, we understand "Creating Sustainable Value" as verifiably doing business which sustainably creates value. Developing our own energy generation at the Helmbrechts site, ideally using renewable sources, therefore takes precedence over our being involved in third-party carbon offsetting projects.

**Emissions of ozone-depleting substances (ODS)**

Raumedic does not use any materials that deplete ozone to a relevant degree. This is regularly reviewed by the Materials Development department as part of an internal monitoring program for the materials used, known as the Material Information Package.

**Nitrogen oxides (NO<sub>x</sub>), sulfur oxides (SO<sub>x</sub>), and other significant air emissions**

Emissions of nitrogen oxides (NO<sub>x</sub>), sulfur oxides (SO<sub>x</sub>), and other significant air emissions at the Helmbrechts site were not measured in the 2021 reporting year as this was not necessary according to the current legal provisions of the Ordinance on the Implementation of the Federal Immission Control Act (BImSchG).

**Waste: management of the material topics**

We are aware that plastic waste which cannot be recycled can be incinerated for thermal recovery, meaning it is not longer available to the materials cycles. We are therefore working on facilitating the recycling of our waste wherever possible. In addition, we dispose of all potentially hazardous substances correctly and, when planning workplaces and industrial facilities, we take care to avoid substances which are potentially very difficult to dispose of or to replace them with more environmentally friendly substances.

We consider the entire life cycle of our products and all the opportunities to make this part of a circular economy. At the same time, we are bound by various disposal regulations regarding contaminated waste from the medical field. Our post-industrial production waste at the Helmbrechts site is fed back into the materials cycle by third parties. Further, we have our own lean management

system which serves to optimally avoid production waste in the interests of continuous improvement.

**Waste generation and significant waste-related impacts**

No contaminated or hazardous waste was created in production. Potentially hazardous substances (paints, lubricants, etc.) were disposed of or recycled by an external waste disposal company. No waste in the up- and downstream value chains is currently taken into account. No explicit data regarding this are available; such data are not usually collected in the industry.

**Management of significant waste-related impacts**

The lean management system described above serves to reduce waste and uses what are known as "waste cards" in production to monitor and comply with the company's own standards. A great deal of importance is attached to the recycling of our waste in order to expedite the transformation of our material streams into a circular economy. No inspections were performed along the value chain in this regard in the reporting year. The recycling and waste disposal companies contracted by us must present their certification as a specialized waste management company. Raumedic ensures that the specialized waste management companies that work for it behave in compliance with the law by means of external audits conducted every two years.

**Waste generated and waste diverted from disposal**

Figure 13 shows all of Raumedic AG's relevant waste at the Helmbrechts site, broken down into silicones and plastics. This waste is generated in the course of production, for example due to rejects (see p. 29, "Water and effluents"). Waste is not reused or recycled internally in production.

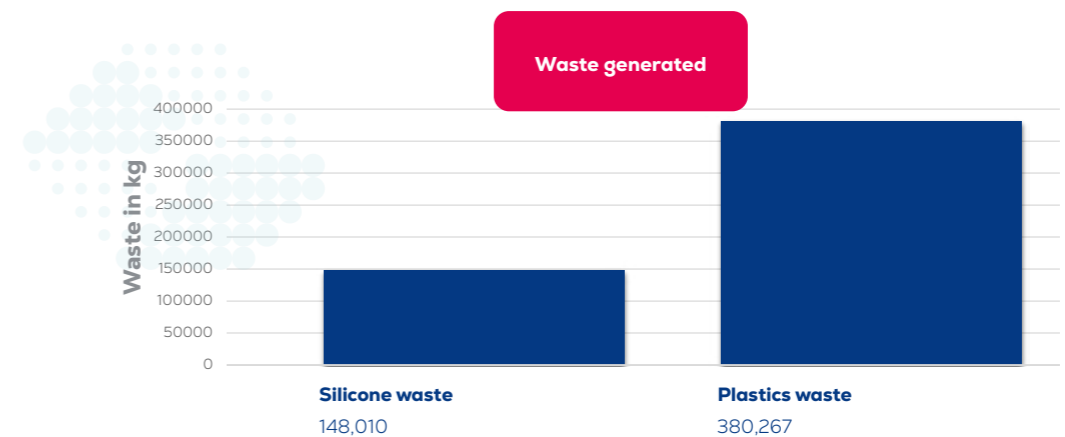



Figure 13

	<b>13.1 "GHG reduction/ renewable energy target"</b>		<b>14.3 "GHG emissions," "Air pollution"</b>		<b>15.2 "GHG emissions," "Air pollution"</b>
	<b>3.9 "Air quality"</b>		<b>12.4 "ODS emissions"</b>		

UNGC PRINCIPLES 7 8 9

	<b>3.9 "Waste"</b>		<b>6.3 "Recycle and reuse," "Waste and wastewater"</b>
	<b>12.4, 12.5 "Waste management"</b>		

UNGC PRINCIPLES 7 8 9

## Waste directed to disposal

Figure 14 shows the volumes of waste directed to disposal at the Helmbrechts site in 2021, broken down into mixed plastics and special waste.



Figure 14

## Supplier environmental assessment: management of the material topics

A campaign to raise awareness of a new supplier assessment system began in 2021. The aim is to establish legal compliance with the Supply Chain Due Diligence Act (LkSG), which will apply to Raumedic AG from January 1, 2024. We already comply with fundamental due diligence obligations by protecting ourselves with our purchasing conditions. All suppliers must consent to these in order to enter in business relations with Raumedic. In our purchasing conditions, the supplier guarantees that human rights will be upheld, child labor is forbidden, conflict-free raw materials will be used, and environmental standards will be observed in production.

# Social responsibility (GRI 400)

## Employment: management of the material topics

Only with very well trained and dedicated employees can Raumedic realize its vision of being the best and most professional company in the industry and of doing justice to its guiding principle of environmentally and socially sustainable value creation, "Creating Sustainable Value."

All Raumedic AG employees are part of the positive, social multiplication effect as they serve the health of many people around the world. Thanks to its ongoing growth, new jobs were created again in the reporting period.

However, as data collection for sustainability reporting is still under development, no conclusive quantitative disclosures can as yet be made regarding new employee hires and employee turnover in 2021.

## Benefits provided to full-time employees that are not provided to temporary or part-time employees

All temporary and permanent employees of Raumedic AG are offered the following:

- 30 days' leave and potentially additional leave in the administrative field
- Company special payments and vacation bonus
- Canteen
- Employer-financed occupational disability/pension insurance
- Work time account
- JobRad bike leasing
- Laptop and cell phone leasing
- Employee discounts
- Company activities (e.g. summer party, anniversaries)
- Flexible work hours and, if applicable, working from home
- Medical care
- Free Corona tests



15.1 "Spills"



6.6 "Impact on biodiversity and ecosystems"

UNGC PRINCIPLES





As the company is a non-listed stock corporation, there can be no employee equity participation.

**Parental leave**

When employees take parental leave, their employment relationship naturally continues to exist. The total number of employees entitled to parental leave and the number of employees who took parental leave and have since returned to work cannot yet be stated for the reporting period. Collection of this data is currently under development.

**Labor/management relations:  
management of the material topics**

Well-informed employees who are invested in what happens at the company are important to Raumedic. This results in greater satisfaction and motivation, and therefore to it being possible to realize the vision and mission together on a daily basis.

The instruments Raumedic uses for announcements regarding company changes are regular information events, employee bulletin boards, videos, and info screens in production.

In keeping with the principle of an open-door policy, all the employees can personally talk to their supervisor, contacts in the HR department, and the Executive Board anytime as well as with the Board of Directors on consultation days, to present ideas and suggestions. All the contacts are aware of their special role and are happy to assume this role.

**Occupational health and safety:  
management of the material topics**

The management of employee health and safety and of environmental protection (known as "health, safety, and environment" or HSE for short) is a material sustainability management topic at our Helmbrechts site. The principle of "Safety first!" applies. The procedural instructions of the comprehensive HSE management system are to be followed without exception by all employees, including the employees of contractors, with the objective of jeopardizing

neither themselves or others. This system therefore covers 100 percent of all the employees as well as all the workplaces.

**Management system for occupational health and safety**

Raumedic's HSE management system is described in an internal procedural instruction containing appropriate and proper instructions. However, this has not yet been audited or certified by any third parties. There is a dedicated HSE department at the Helmbrechts site.

This complies with all the authoritative requirements such as the specifications of the Safety and Health at Work Act (ArbSchG) and the Occupational Safety Act (ASiG) as well as their clarifying ordinances. As the employer, Raumedic fulfills its key obligation of performing hazard assessment for all work areas, with this being reproduced accordingly in internal procedural instructions. Compliance with all the statutory requirements is regularly audited on-site by the trade supervisory offices.

**Hazard identification, risk assessment, and incident investigation as well as worker participation, consultation, and communication**

Raumedic employed two HSE managers in the reporting period; these are responsible for all the German sites (Helmbrechts, Zwönitz, Feuchtwangen, see p. 6). The relevant HSE manager performs a safety inspection in every work area of every site once a year. The Raumedic HSE managers are also obligated to undergo continuous further training. All the employees are given an annual safety briefing. The HSE managers are additionally responsible for modifying the HSE management system if this can result in improvements. Should a workplace accident nevertheless occur, this is discussed in the quarterly Occupational Safety Committee meeting (OSCM). This committee stipulates corrective and preventive measures in order to prevent future accidents. The OSCM is an employee-employer committee. It consists of representatives of the plant management and of the HR, HSE, PS, and Logistics departments, as well as the safety officers of other areas.

The workplace-specific hazard assessment provides information regarding hazards already identified. In the event of "near misses," an improvement proposal is drawn up. Additionally, any employee may produce a suggestion to improve a hazard situation anytime. And should the employee wish to remain anonymous, there is also the option of reporting hazard sources using the compliance communication system CoCoS.



3.2 "Insurance"



8.5 "Employment and workforce," "Remuneration and benefits," "Parental leave," "Training and education"  
8.6 "Employment condition"



10.3 "Ensure equal opportunity"



5.1 "Gender equality," "Non-discrimination," "Parental leave," "Equal remuneration and benefits"

UNGC PRINCIPLES 3 4 5 6



8.8 "Labor relations/management"



## Occupational health services

In the context of the Ordinance on Occupational Health Care (ArbMedVV), Raumedic is obligated as the employer to provide its employees with appropriate occupational health care. The aim of occupational health care is to record work-related stresses and to identify early on and prevent work-related ill health, including occupational diseases. Occupational health care also aims to contribute to maintaining employability and to further developing the company's health protection. Fitness tests are performed prior to recruitment or in the course of the employment relationship. The legal basis for this includes Section 7 of the Safety and Health at Work Act (ArbSchG).

This obligates the employer to ensure that they do not jeopardize the health of an employee or a third party with the responsibilities they assign.

A number of employees may be offered additional occupational health checkups or talks for other reasons, for example night workers in accordance with Section 6 of the Working Time Act (ArbZG) or in the context of occupational reintegration management following a long period of illness.

The company physicians are responsible for company fitness tests and preventive checkups. Strict physician-patient confidentiality applies across the board. No health-related details may be shared with the employer or third parties without the consent of the employee.

There were no instances of work-related ill health resulting in death at Raumedic in the 2021 reporting year.

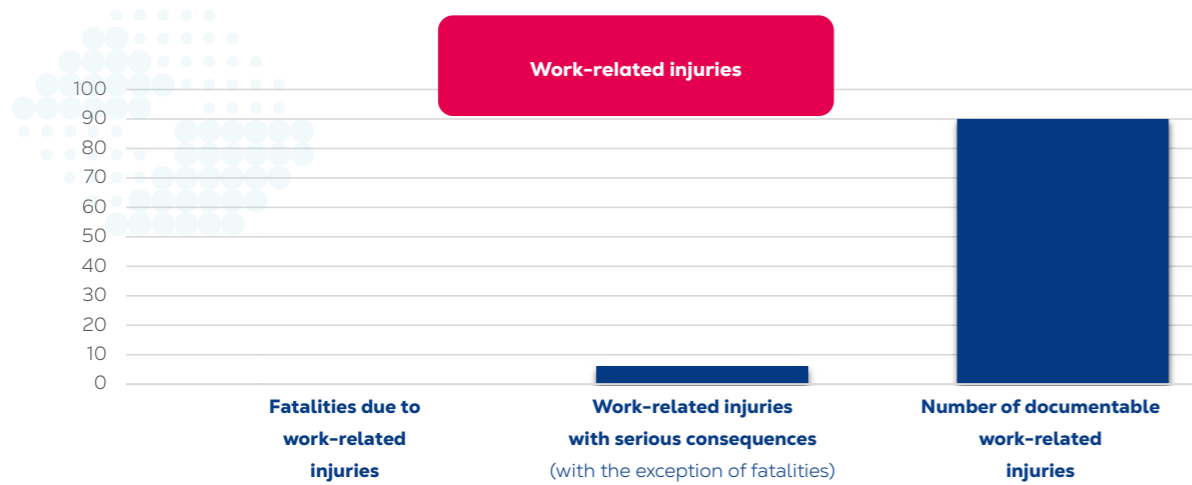


Figure 15

## Promotion of worker health

Raumedic performs workplace inspections on a rolling basis to contribute to their ergonomic improvement. Work-life balance is another factor which is very important to many employees. Flexible work hours were therefore introduced for administrative staff. Raumedic offers to cover the entry fee for the employees' participation in various sports events as well as subsidized conditions for nearby gyms and rehabilitation centers or JobRad e-bike leasing.

During Raumedic's regular Health Days, various health promotion offerings are presented.

A pandemic manager was appointed, who defined concrete measures in consultation with the Executive Board. It was decided that, for a time, FFP2 masks would be mandatory throughout the building and that visitors would need to present a negative test result or produce evidence of vaccination. Our employees were offered free rapid antigen tests and a vaccination campaign was specially organized at the site. There was an internal testing obligation in particular for employees working in the clean room and for those who came into contact with our products. The measures were adapted according to the situation. In this way, we lived up to our responsibility toward the subsequent users of our products.

## Prevention and mitigation of impacts directly linked with business relationships on occupational health and safety

Based on the workplace-specific hazard assessment (see above), Raumedic provides its employees with tailored personal protective equipment (PPE). The use of appropriate protective gloves and the wearing of goggles are mandatory when handling hazardous substances of any kind. Wearing the stipulated PPE is mandatory. Defective PPE must be replaced. The PPE specifications are an integral part of the HSE management system.

## Work-related injuries

There was a total of 1,053,232 working hours in the 2021 reporting year. No contract workers were employed. The majority of work-related injuries during the reporting period were cuts and impact injuries. Work-related hazards that represent a risk of injury with serious consequences are identified during the annual safety inspection and subsequently remedied (see "Hazard identification" p. 39). No workers or workplaces are excluded here. One example of a preventive improvement measure at the Helmbrechts site is the attachment of an information sign to the hydraulic garbage compactor stating that it may only be used by trained staff. Figure 15 shows all the work-related injuries at the Helmbrechts site in absolute figures.



- 3.3 "Occupational health and safety"
- 3.4 "Occupational health and safety"
- 3.5 "Prevention of substance abuse"
- 3.8 "Access to quality essential health care services"



- 16.7 "Responsive, inclusive, participatory and representative decision-making"



- 8.8 "Occupational health and safety"

UNGC PRINCIPLES



**Training and education: management of the material topics**

Raumedic invests in the personal development of all its employees as their qualification and motivation are material to the company's success. Its array of staff development offerings is diverse.

**Average hours of training per year per employee**

Raumedic places a particular focus on training within the company and has set itself the goal of taking junior employees on in permanent employment relationships upon the conclusion of their vocational training. The trainees work their way through all the departments relevant to training as well as other areas. This gives them a very broad insight into all the departments and processes already during their training. Raumedic also cooperates closely with schools and external partners. The occupations requiring training include electronics technician for industrial engineering, IT professional for system integration/IT system manager, industrial mechanic, technical product designer, and mechanic in plastics and rubber processing (molded parts/semi-finished products).

Dual studies at Raumedic are characterized by a conventional training occupation and simultaneous studies for a bachelor's degree, lasting 4.5 years. The study courses are generally run in cooperation with Hof University. The training stands out with its shortened training time of 2.5 years. During study-free periods, the student works in a Raumedic department. Both the practical semester and completion of the bachelor thesis happen at Raumedic.

To expand the trainees' knowledge and skills, Raumedic offers specific additional training opportunities during their training and studies, some of which are mandatory, such as stays in locations at home and abroad, acquisition of an instructor's license, or participation in customer and supplier appointments. As the KPI system for sustainability reporting is under development, the average hours of training per year per employee cannot currently be stated.

**Programs for upgrading employee skills and transition assistance programs**

Raumedic offers all its employees personal, future-oriented, and diverse development prospects. The employees may approach their supervisors anytime with further development requests. At the recommendation of the supervisor, who initiates the personnel development process, this is then followed by potential analysis, course selection, and additional steps in consultation with

the Personnel Development department. The company supports its employees in their further professional qualification and in development all the way up to supervisors with professional or disciplinary managerial responsibility. Raumedic uses a document management system (DMS) for its training system that features employee qualification management (EQM). This serves to verify and comprehensibly document the individual employees' qualification levels. There are currently no programs that assist with the transition to retirement.





**Percentage of employees receiving regular performance and career development reviews**

All the employees receive a regular review of their performance and their career development opportunities. However, it was not possible to break this information for the reporting period down into gender and type of employment. Raumedic has established a specific personnel development concept both for the industrial area and its administration employees.

In the industrial area, the key pillars of personnel development are the achievement principle, targeted further qualification while guaranteeing the workplace requirements are met, and differentiated wage setting.

To nurture and push talented individuals and potential junior managers and offer long-term prospects at Raumedic, supervisors have the option of nominating suitable candidates for the two-year JUMP talent program.

In addition to these two development programs, the employees can take advantage of individual measures. The training of agile coaches internally at Raumedic enables employees to gain experience in agile projects and apply agile methods.

 <p><b>4.3, 4.4, 4.5 "Employee training and education"</b></p>	 <p><b>8.2 "Training and education" 8.5 "Employment and workforce," "Remuneration and benefits," "Parental leave," "Training and education"</b></p>
 <p><b>5.1 "Gender equality"</b></p>	 <p><b>10.3 "Ensure equal opportunity"</b></p>

 <p><b>5.1 "Non-discrimination"</b> <b>5.2 "Eliminate all forms of violence against women and girls"</b> <b>5.5 "Women in leadership," "Gender equality"</b></p>	 <p><b>8.2 "Training and education"</b> <b>8.5 "Employment and workforce," "Remuneration and benefits," "Parental leave," "Training and education"</b></p>
 <p><b>10.3 "Ensure equal opportunity"</b></p>	 <p><b>16.1 "Workplace violence and harassment"</b> <b>16.2 "Abolition of child labor"</b></p>

**Diversity and equal opportunity:  
management of the material topics**

Disclosures regarding the diversity of governance bodies and employees at Raumedic AG can be found under "General disclosures re employees" on p. 12. Raumedic AG rewards all of its employees exclusively on the basis of performance. There is no preferential treatment or discrimination regarding compensation based on gender. Nor were any incidents of discrimination reported in the reporting period.

The right to freedom of association and collective bargaining is not violated at Raumedic AG's Helmbrechts site. In accordance with the work regulations, however, permission in writing is required for the holding of external assemblies of any kind, the putting up of posters, or the distribution of writings.

The monitoring of risks relating to the above topics in Raumedic's supply chain is currently under development. The same applies to the question of child labor or circumstances in which young workers could be exposed to dangerous work as well as to forced or compulsory labor in our supply chain.

No violations in the supply chains were brought to Raumedic's attention in the reporting period. The use of security personnel and violations involving rights of indigenous peoples are not issues relevant to the Helmbrechts production and administrative site. Disclosures regarding local community engagement and impact assessments in this regard can be found in "Indirect economic impacts" on p. 24.

**Public policy: management of the material topics**

Details of Raumedic AG's membership of associations can be found on p. 17. Raumedic made no political contributions in the 2021 reporting year and does not influence public policy in any other way.

**Customer health and safety, marketing and labeling, customer privacy:  
management of the material topics**

For Raumedic as a manufacturer of medical technology products, customer health and safety and the labeling of its products in compliance with the law are material topics.

The section "Activities" on p. 9 provides details regarding how the company lives up to the highest requirements with its certified quality management standards. No incidents of non-compliance concerning the health and safety impacts of products and services came to light in the reporting period. Nor were any fines paid.

100 percent of our products feature batch numbers that guarantee traceability. Our exclusive use of conflict-free raw materials is an integral part of our purchasing conditions.

Our instructions for use describe how to use each of our products safely and how to dispose of them correctly. In the 2021 reporting period, there were no violations of legal provisions at Raumedic or of regulations above and beyond these to which we have committed to compliance with. Nor were there any violations with regard to our product marketing and our product communication. There were no complaints from regulatory authorities, data thefts, or losses of customer data.



16.5 "Anti-corruption"  
16.3 "Compliance with laws and regulations"  
16.10 "Protection of privacy"



12.8 "People everywhere have the relevant information and awareness for sustainable development"

## About this report

Raumedic reports on its sustainability achievements for the first time in this 2021 Sustainability Report. This report transparently and comprehensively presents to our stakeholders our company's economic, environmental, and social sustainability achievements. The Sustainability Report also constitutes a Communication on Progress regarding Raumedic's Global Compact targets. Within the report, we reference our activities regarding the various goals and targets of the United Nations Sustainable Development Goals (SDGs). The SDGs additionally serve as guidance for our future activities and goals.

The United Nations adopted an extensive social and environmental reform program in 2015. Its aim is to effect crucial sustainable development steps within 15 years. The 2030 Agenda contains 17 Sustainable Development Goals (SDGs). These goals include a total of 169 targets.

The information in this report relates to our Helmbrechts site. We intend to broaden the scope of consolidation to include additional sites in future reports. The Raumedic AG Sustainability Report will henceforth be published annually.

## Glossary

Term	Explanation
CO <sub>2</sub>	Carbon dioxide is a chemical compound consisting of carbon and oxygen. Its gas state is a greenhouse gas which is produced during the combustion of energy sources containing carbon such as crude oil, coal, and natural gas, and which demonstrably contributes to climate change.
CoCoS	Electronic whistle-blower system (Compliance Communication System)
Code of Conduct	A code of conduct is a collection of rules of conduct which may or must be observed in all kinds of environments and contexts depending on the situation in question. Codes of honor or ethical codes are similar concepts.
Due diligence	Due diligence reviews analyze an object's strengths and weaknesses and the corresponding risks, and therefore have an important part to play in determining the object's value. The buyer and seller agree on the period and scope of the due diligence review, with the payment of a fee possibly being arranged in the event that no purchase is made. The advice of external consultants (tax consultants, business consultants, auditors, etc.) is generally sought during due diligence reviews.
Global Compact	Global Compact or the United Nations Global Compact is the name of a global pact concluded between businesses and the UN to make globalization more social and more environmental.
Greenhouse Gas Protocol	The Greenhouse Gas Protocol is a series of private, transnational standards for greenhouse gas emissions accounting and corresponding reporting by companies and increasingly also the public sector.
Catheter	Catheters are tubes of varying diameters made from plastic, rubber, silicone, metal, or glass used to probe, drain, fill, or flush out hollow organs such as the bladder, stomach, intestines, blood vessels, ear, and heart.
Quality	Quality is the term for a tangible state of systems and their attributes as defined over a specified period on the basis of certain system characteristics.
UN	The United Nations (UN) is an intergovernmental coalition of 193 states and, as a global organization, an unreservedly acknowledged subject of international law.

# GRI content index

## Evidence of application

Raumedic AG reported on the period from January 1 to December 31, 2021, in accordance with the GRI Universal Standards.

**GRI 1 application:**  
**GRI 1: Foundation**  
**2021**

## Applicable GRI Sector Standard(s)

Reference to the GRI Sector Standards is omitted as these were not yet available at the time of publication of this report.

## General disclosures

GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 2:</b> <b>General Disclosures 2021</b>	2-1 Organizational details	6			
	2-2 Entities included in the organization's sustainability reporting	7			
<b>GRI 1, Section 1:</b> <b>organization, reporting practices</b>	2-3 Reporting period, frequency and contact point	8			
	2-4 Restatements of information	8			
	2-5 External assurance	9			
<b>GRI 2, Section 2:</b> <b>Activities and workers</b>	2-6 Activities, value chain and other business relationships	9			
	2-7 Employees	12			
	2-8 Workers who are not employees	12			
<b>GRI 2, Section 3:</b> <b>Governance</b>	2-9 Governance structure and composition	13			
	2-10 Nomination and selection of the highest governance body	13			
	2-11 Chair of the highest governance body	13			
	2-12 Role of the highest governance body in overseeing the management of impacts	14			
	2-13 Delegation of responsibility for managing impacts	13			
	2-14 Role of the highest governance body in sustainability reporting	13			
	2-15 Conflicts of interest	14			
	2-16 Communication of critical concerns	14			
	2-17 Collective knowledge of the highest governance body	14			
	2-18 Evaluation of the performance of the highest governance body	15			
	2-19 Remuneration policies	15			
2-20 Process to determine remuneration	15				
2-21 Annual total compensation ratio	15				

GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 2, Section 4: Strategy, policies and practices</b>	2-22 Statement on sustainable development strategy	19			
	2-23 Policy commitments	16			
	2-24 Embedding policy commitments	16			
	2-25 Processes to remediate negative impacts	16			
	2-26 Mechanisms for seeking advice and raising concerns	16			
	2-27 Compliance with laws and regulations	16			
<b>GRI 2, Section 5: Stakeholder engagement</b>	2-28 Membership associations	17			
	2-29 Approach to stakeholder engagement	18			
	2-30 Collective bargaining agreements	12			

## Material topics

GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 3, Section 2: Disclosures on material topics 2021</b>	3-1 Process to determine material topics	21			
	3-2 List of material topics	21			

## Disclosure of individual topics

Economic performance					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	22			
	201-2 Financial implications and other risks and opportunities due to climate change	22			
	201-3 Defined benefit plan obligations and other retirement plans	23			
	201-4 Financial assistance received from government	23			

Market presence					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 3, Material Topics 2021</b>	<b>3-3 Management of material topics</b>	<b>24</b>			
<b>GRI 202: Market Presence 2016</b>	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	24			
	202-2 Proportion of senior management hired from the local community	24			

Indirect economic impacts					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 3, Material Topics 2021</b>	<b>3-3 Management of material topics</b>	<b>24</b>			
<b>GRI 203: Indirect Economic Impacts 2016</b>	203-1 Infrastructure investments and services supported	24			
	203-2 Significant indirect economic impacts	24			

Procurement practices					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 3, Material Topics 2021</b>	<b>3-3 Management of material topics</b>	<b>25</b>			
<b>GRI 204: Procurement Practices 2016</b>	204-1 Proportion of spending on local suppliers	25			

Anti-corruption					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 3, Material Topics 2021</b>	<b>3-3 Management of material topics</b>	<b>25</b>			
<b>GRI 205: Anti-Corruption 2016</b>	205-1 Operations assessed for risks related to corruption	25			
	205-2 Communication and training about anti-corruption policies and procedures	25			
	205-3 Confirmed incidents of corruption and actions taken	25			



Anti-competitive behavior					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reasons	Explanation
<b>GRI 3, Material Topics 2021</b>	<b>3-3 Management of material topics</b>	<b>26</b>			
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<b>26</b>			

Energy					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 3, Material Topics 2021</b>	<b>3-3 Management of material topics</b>	<b>28</b>			
	302-1 Energy consumption within the organization	<b>28</b>			
	302-2 Energy consumption outside of the organization	<b>29</b>			
<b>GRI 302: Energy 2016</b>	302-3 Energy intensity	<b>29</b>			
	302-4 Reduction of energy consumption	<b>29</b>			
	302-5 Reduction in energy requirements of products and services	<b>29</b>			

Taxes					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 3, Material Topics 2021</b>	<b>3-3 Management of material topics</b>	<b>26</b>			
	207-1 Approach to tax	<b>26</b>			
	207-2 Tax governance, control, and risk management	<b>26</b>			
<b>GRI 207: Tax 2019</b>	207-3 Stakeholder engagement and management of concerns related to tax	<b>26</b>			
	207-4 Country-by-country reporting	<b>26</b>			

Water and effluents					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 3, Material Topics 2021</b>	<b>3-3 Management of material topics</b>	<b>29</b>			
	303-1 Interactions with water as a shared resource	<b>30</b>			
	303-2 Management of water discharge-related impacts	<b>30</b>			
<b>GRI 303: Water and Effluents 2018</b>	303-3 Water withdrawal	<b>30</b>			
	303-4 Water discharge	<b>30</b>			
	303-5 Water consumption	<b>30</b>			

Materials					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 3, Material Topics 2021</b>	<b>3-3 Management of material topics</b>	<b>27</b>			
	301-1 Materials used by weight or volume	<b>27</b>			
<b>GRI 301: Materials 2016</b>	301-2 Recycled input materials used	<b>28</b>			
	301-3 Reclaimed products and their packaging materials	<b>28</b>			

Biodiversity					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 3, Material Topics 2021</b>	<b>3-3 Management of material topics</b>	<b>31</b>			
	304-1 Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	<b>31</b>			
<b>GRI 304: Biodiversity 2016</b>	304-2 Significant impacts of activities, products and services on biodiversity	<b>31</b>			
	304-3 Habitats protected or restored	<b>32</b>			
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	<b>32</b>			

Emissions					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reasons	Explanation
<b>GRI 305: Emissions 2016</b>	<b>3-3 Management of material topics</b>	<b>32</b>			
	305-1 Direct (Scope 1) GHG emissions	<b>33</b>			
	305-2 Energy indirect (Scope 2) GHG emissions	<b>33</b>			
	305-3 Other indirect (Scope 3) GHG emissions	<b>34</b>	305-3	Information not available/incomplete	No information is currently collected in this regard. Raumedic is working toward being able to collect this information in the future.
	305-6 Emissions of ozone-depleting substances (ODS)	<b>34</b>			
	305-7 Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	<b>35</b>			

Waste					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 3, Material Topics 2021</b>	<b>3-3 Management of material topics</b>	<b>35</b>			
<b>GRI 306: Waste</b>	306-1 Waste generation and significant waste-related impacts	<b>35</b>			
	306-2 Management of significant waste-related impacts	<b>36</b>			
	306-3 Waste generated	<b>36</b>			
	306-4 Waste diverted from disposal	<b>36</b>			
	306-5 Waste directed to disposal	<b>36</b>			

Supplier environmental assessment					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 3, Material Topics 2021</b>	<b>3-3 Management of material topics</b>	<b>37</b>			
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	<b>37</b>			
	308-2 Negative environmental impacts in the supply chain and actions taken	<b>37</b>			

Employment					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 3, Material Topics 2021</b>	<b>3-3 Management of material topics</b>	<b>37</b>			
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	<b>37</b>			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<b>38</b>			
	401-3 Parental leave	<b>38</b>			

Labor/management relations					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 3, Material Topics 2021</b>	<b>3-3 Management of material topics</b>	<b>39</b>			
<b>GRI 402: Labor/Management Relations 2016</b>	402-1 Minimum notice periods regarding operational changes	<b>39</b>			

Occupational health and safety					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 3, Material Topics 2021</b>	<b>3-3 Management of material topics</b>	<b>39</b>			
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	<b>39</b>			
	403-2 Hazard identification, risk assessment, and incident investigation	<b>40</b>			
	403-3 Occupational health services	<b>40</b>			
	403-4 Worker participation, consultation, and communication on occupational health and safety	<b>40</b>			
	403-5 Worker training on occupational health and safety	<b>40</b>			
	403-6 Promotion of worker health	<b>41</b>			
	403-7 Prevention and mitigation of impacts directly linked with business relationships on occupational health and safety	<b>42</b>			
	403-8 Workers covered by an occupational health and safety management system	<b>39</b>			
	403-9 Work-related injuries	<b>42</b>			
	403-10 Work-related ill health	<b>40</b>			

Training and education					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 3, Material Topics 2021</b>	<b>3-3 Management of material topics</b>	<b>43</b>			
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee		404-1	Information not available/incomplete	No information is currently collected in this regard. Raumedic is working toward being able to collect this information in the future.
	404-2 Programs for upgrading employee skills and transition assistance programs	<b>44</b>			
	404-3 Percentage of employees receiving regular performance and career development reviews	<b>44</b>			

Freedom of association and collective bargaining					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 3, Material Topics 2021</b>	<b>3-3 Management of material topics</b>	<b>45</b>			
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		<b>45</b>		

Child labor					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 3, Material Topics 2021</b>	<b>3-3 Management of material topics</b>	<b>25, 45</b>			
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor		408-1	Information not available/incomplete	No information is currently collected in this regard. Raumedic is working toward being able to collect this information in the future.

Diversity and equal opportunity					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 3, Material Topics 2021</b>	<b>3-3 Management of material topics</b>	<b>45</b>			
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees		<b>45</b>		
	405-2 Ratio of basic salary and remuneration of women to men		<b>45</b>		

Forced or compulsory labor					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		409-1	Information not available/incomplete	No information is currently collected in this regard. Raumedic is working toward being able to collect this information in the future.

Non-discrimination					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 3, Material Topics 2021</b>	<b>3-3 Management of material topics</b>	<b>44</b>			
<b>GRI 406: Non-discrimination 2016</b>	406-Incidents of discrimination and corrective actions taken		<b>44</b>		

Security practices					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reasons	Explanation
<b>GRI 410: Security Practices 2016</b>	410-1 Security personnel trained in human rights policies or procedures		410-1	Information not available/incomplete	Production is performed for Raumedic in locations where human rights are guaranteed by regional legislation. We respect human rights and are committed to the UN Global Compact.

Rights of indigenous peoples					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 411: Rights of Indigenous Peoples 2016</b>	411-1 Incidents of violations involving rights of indigenous peoples		411-1	Information not available/incomplete	Raumedic respects the rights of indigenous peoples. These are safeguarded at our production sites by means of compliance with regional legislation.

Local communities					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 3, Material Topics 2021</b>	<b>3-3 Management of material topics</b>	<b>8</b>			
	413-1 Operations with local community engagement, impact assessments, and development programs	<b>44</b>			
<b>GRI 413: Local Communities 2016</b>	413-2 Operations with significant actual and potential negative impacts on local communities		413-2	Information not available/incomplete	Raumedic ensures that it does not jeopardize local communities with its business activities. It does so by complying with regional regulations. Precise data on the requested issues is not yet collected.

Supplier social assessment					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 3, Material Topics 2021</b>	<b>3-3 Management of material topics</b>	<b>45</b>			
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	<b>45</b>			
	414-2 Negative social impacts in the supply chain and actions taken	<b>45</b>			

Public policy					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 3, Material Topics 2021</b>	<b>3-3 Management of material topics</b>	<b>45</b>			
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	<b>45</b>			

Customer health and safety					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 3, Material Topics 2021</b>	<b>3-3 Management of material topics</b>	<b>45</b>			
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	<b>46</b>			
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	<b>46</b>			

Marketing and labeling					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 3, Material Topics 2021</b>	<b>3-3 Management of material topics</b>	<b>46</b>			
<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Requirements for product and service information and labeling	<b>46</b>			
	417-2 Incidents of non-compliance concerning product and service information and labeling	<b>46</b>			
	417-3 Incidents of non-compliance concerning marketing communications	<b>46</b>			

Customer privacy					
GRI Standard	Disclosure	Page	Omission		
			Omitted requirements	Reason	Explanation
<b>GRI 3, Material Topics 2021</b>	<b>3-3 Management of material topics</b>	<b>46</b>			
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<b>46</b>			
	417-3 Incidents of non-compliance concerning marketing communications	<b>46</b>			



Global service

# What can we do for you?

**German headquarters**

Raumedic AG  
Hermann-Staudinger-Str. 2  
95233 Helmbrechts  
Germany  
+49-9252-359-0  
[contact@raumedic.com](mailto:contact@raumedic.com)



