

# Sustainability Report 2021

We take responsibility – now and in the future






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# Welcome to our new cross-media Sustainability Report

For your convenience, we have linked selected content with further information that you can easily access with one click. Look out for underscored text passages. 



Links in the text lead to further content within this report or on external websites.

 Link in the document

 Link to websites

At a glance: In the interactive table of contents you can access selected texts directly.

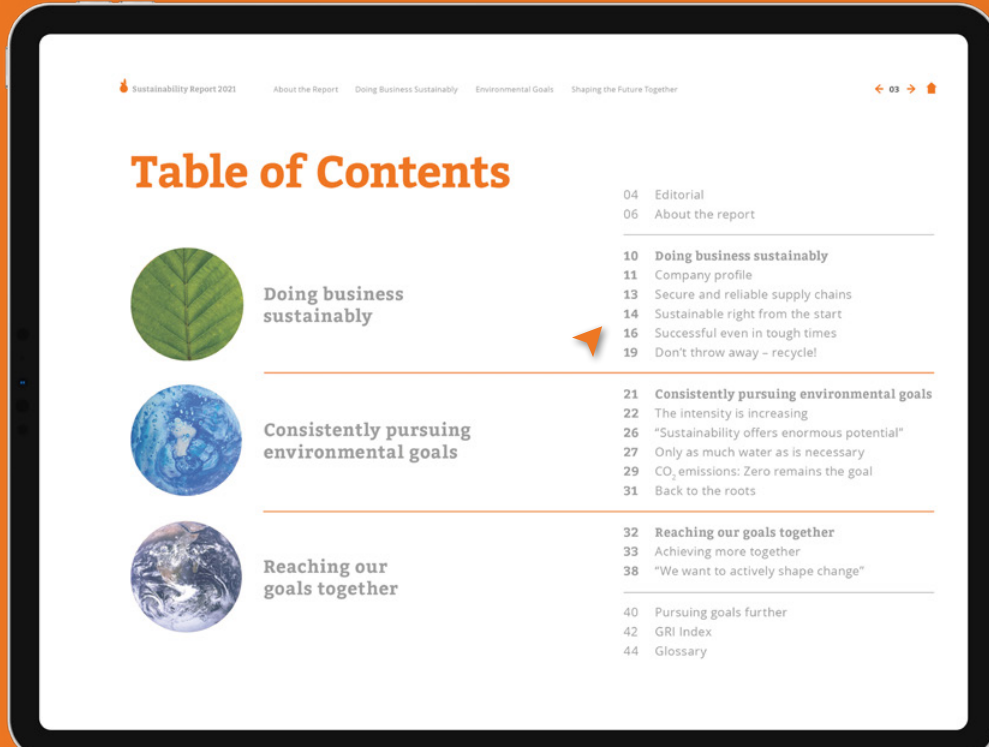



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# Thinking and acting in the long term

**We are living in challenging times: we are experiencing climate catastrophes, a tense global economic situation and supply bottlenecks in areas relevant to our business. The 2021/22 financial year was special in the company's history once again. Yet thanks to a good economic starting position we also mastered this well and continued our path towards a more sustainable future.**

As a family business with a history stretching back more than 100 years, we are aware of our responsibility towards our employees, our global business network, the environment and society. Responsibility is one of our six corporate values and is firmly anchored in our corporate culture. For us, responsible, sustainable action and economic success go hand in hand. Consequently, we record our efforts, successes and our forthcoming actions in the form of a Sustainability Report. This third edition shows that we have already been able to achieve some milestones, which has encouraged us to question defined goals and set them even more ambitiously than before. We do not want to take the easy route, but rather, deliberately shorten periods of time. We want to reduce our CO<sub>2</sub> emissions to zero by 2035 rather than 2050, in accordance with the GHG Protocol, SCOPE 2. Zero is the most important number for us to keep in mind in all our activities. We are therefore currently defining guidelines based on which we want to direct the actions of our Group in the future. Always

with the objective of securing further growth by balancing our economic, ecological and social goals. We set an important course for this during the 2021/22 financial year, which has caused figures to rise in some places. In the long term, however, this will ensure that we consume less energy. We know that sustainability is a marathon, not a sprint, which is why we always put long-term thinking and action before quick but short-lived success. This is what we demand of ourselves, and our work. 

Peter Stockmeier



## **Sustainable for me as an entrepreneur:**

**"STOCKMEIER's economic success forms the basis of our sustainability efforts. If we are successful, we can give something back to the environment and the people who work for and with us, thereby shaping the future together."**

**Peter Stockmeier**

CEO


STOCKMEIER Holding GmbH





### **The management team at Stockmeier Holding GmbH**




A demanding 2021/22 financial year with several challenges was successfully negotiated. The management – consisting of Matthias Vogt, Peter Stockmeier, Dr Uwe Damrau, Heinrich Eickmann and Oliver Rechtsprecher (from left to right) – continues to focus on achieving the defined sustainability goals.

 [www.stockmeier.com/en/company/group/about-us/](https://www.stockmeier.com/en/company/group/about-us/)




# About the Report

**This document covers the financial year from 1 March 2021 to 28 February 2022. In our third Sustainability Report, we present the status quo of the STOCKMEIER Group's sustainability activities and our progress over the past reporting year.**

We continue to focus on sustainable action. This is a long-term process in which we are constantly evolving. While our last reports were primarily oriented towards the [Guidelines of the Global Reporting Initiative \(GRI\)](#),  this edition focuses more on the [Sustainable Development Goals \(SDG\)](#) –  without completely replacing the GRI standard. It continues to provide continuity in reporting on our commitment to sustainability, but in this edition it is more of a downstream orientation system that, in addition to internally linked cross-references  on individual pages, primarily comes into play with the tables from [page 42](#).  Mike Dannenberg, Managing Director of STOCKMEIER Chemie, explains this as follows: "Using the GRI standard provides a good classification and reporting system, but the SDGs are more tangible and easier to follow from a human perspective." In addition, the public are already more aware of the SDGs, which also form the basis of discussions with business partners. This report focuses on six SDGs we have selected – we explain which ones they are and why on [page 9](#). 

## **"We are sticking to our goals"**

This realignment does not change our [long-term goals for 2035](#),  emphasises Dr Uwe Damrau from the management team of STOCKMEIER Holding: "Our sustainability goals may be ambitious, but we are not giving up on them. And it is important that we continue to look to them for guidance." While selected goals – such as the planned conversion of the STOCKMEIER vehicle fleet – currently still pose a certain challenge, we have made more progress in other areas and are confident that we will achieve the defined goals on time – for example, with converting heating systems to more efficient systems such as heat pumps.

Step by step, we are getting closer to our main major goal of operating in a climate-neutral and environmentally-friendly manner. "Many things are already being implemented on a daily basis – an investment here, a purchase there. The important thing is to look to the future and get it right from the



## **What motivates me to act in a sustainable manner:**

"Humanity has contributed towards the current state of the planet. I want to help to correct this development – for example by re-insulating my home and installing a new heating system."

**Mike Dannenberg**  
Managing Director STOCKMEIER Chemie



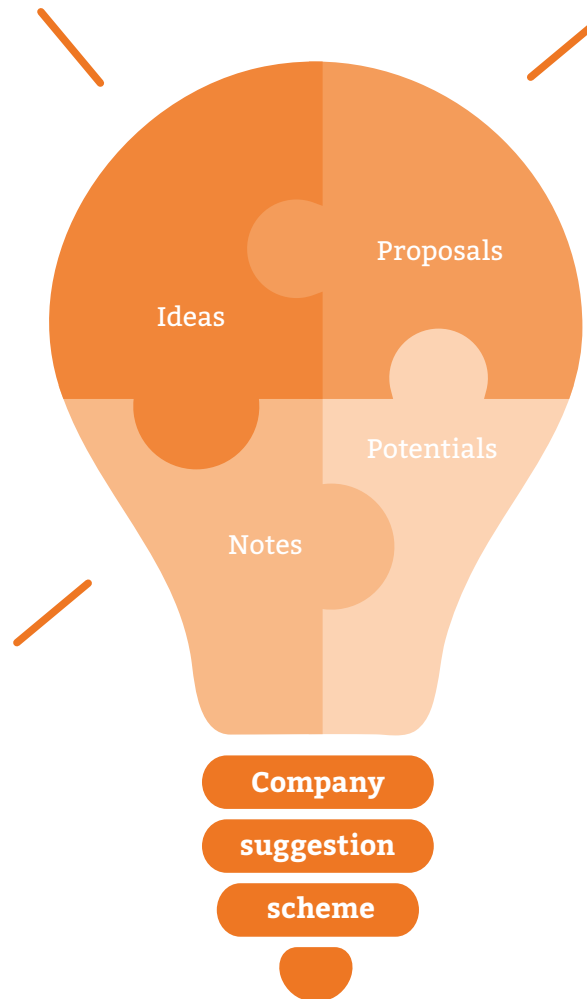


start”, says Dr Uwe Damrau, Managing Director, Technical Division. Going by this motto, investments, measures or conversions are also tackled that may not be immediately profitable at first glance. However, these are activities that will prove worthwhile for the STOCKMEIER Group, the environment and the climate, especially in the long term.

### An interdisciplinary team

To be able to pool our energies in a targeted manner, we continued to rely on our Sustainability Team in 2021, which combines the expertise of specialist employees and various departments: they include Laura Voges from Marketing, Anna Carina Lenze for the topic of Sustainable Procurement and Lara Kunau for Health Protection and Occupational Safety. Operations are the responsibility of Andreas Bardosseck and Mike Dannenberg, while Rüdiger Striewe is in charge of Human Labour, Training and Further Education. The team is rounded off by Dr Uwe Damrau, who focuses on the topics of Investment and Compliance.

Participation is welcome in all our activities and measures. This is why we are introducing the company suggestion scheme STOCKMEIER IDEA MANAGEMENT (SIM), through which employees can submit their own ideas, suggestions and comments. Each proposal is screened and reviewed, while the author receives detailed feedback in a timely manner. At other companies, such suggestions have already resulted in creative ideas for action. What seems like a low ratio at first glance soon adds up – good ideas have already formed the basis for new jobs. For example, a position was created for the organisation and evaluation of the company suggestion scheme, so



STOCKMEIER IDEA MANAGEMENT (SIM) offers all employees the opportunity to get actively involved



**By exchanging opinions and expertise, we develop a vision that everyone shares.**

**Dr Uwe Damrau**

Managing Director, Technical Division

that the ideas submitted can be put to the test in close cooperation with the specialist departments. Proposals that have not been put into action (yet) are not lost – they are collected and kept for three years.

### Overcoming boundaries

One of our next steps in realising a uniform sustainability culture entails expanding corresponding activities at our international locations, such as STOCKMEIER Química or STOCKMEIER Chemia. An effective way to achieve this goal is to make related investments in modern technologies. As cultures and local conditions may differ from those in Germany, these transformations are not always without challenges. Here we rely on intensive exchanges of opinions and expertise between the respective countries. Only in this way can we achieve a common understanding about sustainability and develop a vision that all stakeholders share.



### **The Sustainability Team**

The team holds weekly meetings to discuss and review the status quo of sustainability activities in the STOCKMEIER Group. The SDGs of relevance to this report were jointly defined in a workshop.

 [www.stockmeier.com/en/responsibility/sustainability/](http://www.stockmeier.com/en/responsibility/sustainability/)






# Our sustainability priorities

**Sustainability efforts require defined goals. In this report, we are guided by the Sustainable Development Goals (SDGs) adopted by the United Nations.**

The SDGs were defined by the United Nations to fight poverty, protect the planet, and ensure peace and prosperity for the global population. They are used in industrialised and developing countries alike.

In this year's Sustainability Report, we want to report on the following SDGs, which constitute the focus of the STOCKMEIER Group's activities: "Gender equality" (5), "Clean water and sanitation" (6), "Affordable and clean energy" (7), "Responsible consumption and production" (12), "Climate action" (13) and "Life on land" (15). The six SDGs which we can particularly influence as a group – together with our supply chain – were determined in a workshop. The selection does not mean any prioritisation over the other goals – in our eyes, all SDGs are of equal relevance. In the years to come, the STOCKMEIER Sustainability Reports may be supplemented with further goals. In the following sections, we present our six sustainability goals and our activities around these topics in more detail. 

**SUSTAINABLE  
DEVELOPMENT  
GOALS**



Further information on the SDGs and tips for more sustainability in everyday life can be found at:  
[unric.org/en/](https://unric.org/en/)





# Doing business sustainably

Our corporate responsibility begins long before the transport of goods or production. The procurement of raw materials and supplies also requires a sense of judgment and transparency at all levels to be able to act fully sustainably as a company.

## 1,400 companies

around the world supply the STOCKMEIER Group with raw materials and supplies for our own production.





# Company profile

**GRI 102** The STOCKMEIER Group can look back on a corporate history of more than 100 years. Our successful past and present mean we can influence various aspects of sustainability, which we try to comply with.



More than  
**50**  
locations  
worldwide



**1,700 +**  
employees in 2021



**45.3 %**  
equity ratio



**2,5 mnt**  
sales volume

In the 2021/22 financial year, the sales revenues of STOCKMEIER Holding GmbH, headquartered in Bielefeld, amounted to EUR 1.33 billion. Much of this business is still in Germany, but more than a third is already generated at operating locations abroad, in the Netherlands, Belgium, Italy, France, Austria, Poland, the Czech Republic, Romania, Hungary, Slovakia, Great Britain, Spain and North America. Our Group primarily handles the procurement of large volumes of chemicals from producers, which are then sold in smaller quantities to our customers worldwide. Our clientele includes companies representing numerous industries (including automotive and transport, chemicals, coatings and construction chemicals, distribution, food and beverages, municipal

sectors, paper and packaging, as well as personal care and cleaning). Complementary services for our customers include warehousing, stocking, technical consulting and on-site support.



We exchange information intensively with our internal and external stakeholders. These include our employees, suppliers and customers, as well as shareholders and financial partners – we take their views into account when making decisions. In addition, as a member of numerous industry and trade associations, we interact with a variety of industry groups, for example Verband Chemiehandel e. V. (VCH), Verband der Chemischen Industrie e. V. (VCI) and Industrieverband Hy-

giene & Oberflächenschutz (IHO). In all its decisions and activities, STOCKMEIER follows the precautionary approach of the Rio Declaration on Environment and Development from 1992. Accordingly, we carefully identify the hazards, risks and effects of our products, and follow the criteria of the Globally Harmonised System of Classification and Labelling of Chemicals (GHS). The GHS standard is implemented at STOCKMEIER by preparing safety data sheets in country-specific languages. We evaluate publicly available information from reputable sources to ensure thorough analyses of ingredients. Product risks are assessed in the company by several departments, including toxicology, industrial hygiene, sustainability, transport, and packaging technology. If risks are identified,

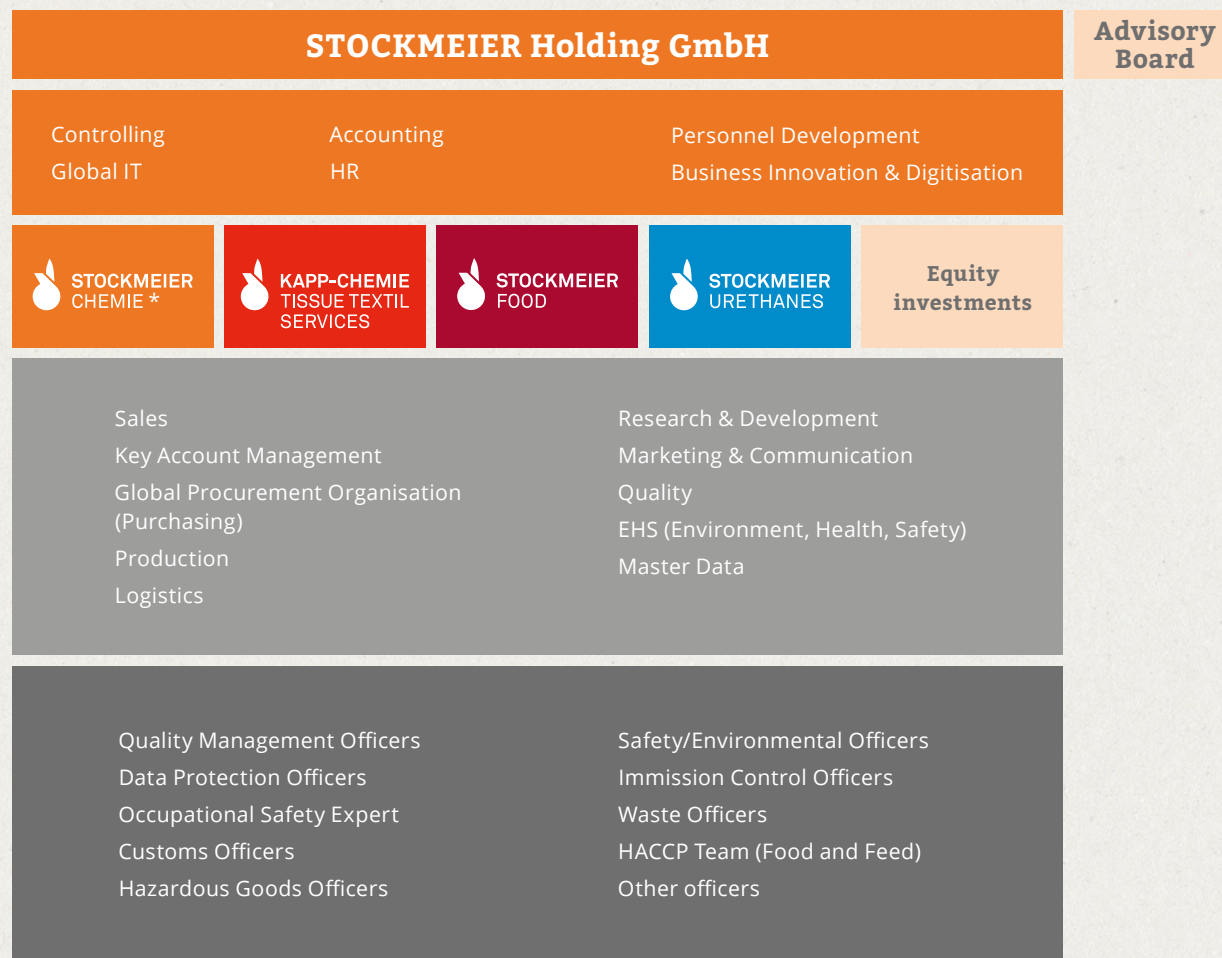




appropriate mitigation measures are implemented. No violations related to the health and safety impacts of products and services are known to date.

Consistently observing the precautionary principle is in line with the basic values and rules of conduct that have always characterised STOCKMEIER's business policy. With our [Code of Conduct and Guidelines for Quality, Environmental and Occupational Safety Management](#),  we have developed codes that we apply both within the company and in our relationships with external groups. Based on these principles we pursue a zero tolerance policy towards violations of competition/antitrust law, or any form of corruption. To do so we rely on various tools such as the dual control principle, the concept of the separation of functions, SAP authorisation, and our compliance culture. All STOCKMEIER companies are committed to respecting the law, implementing and complying with competition and antitrust standards, avoiding conflicts of interest, maintaining data protection and information security as well as business integrity, complying with country embargoes and sanction lists, as well as promoting and developing these principles in all areas of business. 

### Organisational structure of the STOCKMEIER Group



\* STOCKMEIER Chemie, STOCKMEIER Fluids, BASSERMANN minerals, STAUB & CO. - SILBERMANN, STOCKMEIER Química, De Noord Chemicals, STOCKMEIER Chemicals Belux, INNOCHEM, STOCKMEIER France (formerly Quaron), KEMTAN, HDS-Chemie, STOCKMEIER Chemie Austria, STOCKMEIER Chemia

 Holding management  Departments  Officers





# Secure and reliable supply chains

**The principle of “a chain is only as strong as its weakest link” applies. This analogy can also be applied to a company’s supply chain. After all, sustainable production demands that the procurement of raw materials and supplies also corresponds to the values that the company lives by.**

## 90 % +

of companies reported  
raw material shortages  
or price hikes in 2021

We use supply chain risk management software to manage our supply chains



The strategic purchasing of chemicals is one of the key tasks in the STOCKMEIER Group. This area not only influences pricing in our company, but also the entire supply chain in the long term. We have set ourselves ambitious goals so we can benefit today, and future generations can profit later. But responsibility cannot simply be outsourced. This is why it is important for us in purchasing that our suppliers fulfil the same requirements that we place on ourselves when we take

action. Our long-term goal is not to source raw materials and products from production frameworks that are harmful to the environment and climate.

Our network of partner companies and suppliers is constantly growing, and also expanded in 2021. In view of the large number of suppliers to the STOCKMEIER Group and the increasingly rapid change in the political, economic and me-

teorological situation, it is practically impossible for us to examine every potential supplier individually – let alone demand changing information in real time. We therefore rely on two systems that have become indispensable in our sustainable procurement strategy: EcoVadis and riskmethods. These are software solutions, strategies, and consulting approaches in equal measure – representing a holistic service package for the comprehensive assessment of our suppliers. 🌱



# Sustainable right from the start

**Sustainability extends across all components of a supply chain. In view of the large number of business relationships, it is not always easy to keep track of everything. EcoVadis has become an indispensable tool and experienced partner of STOCKMEIER in this respect.**

**100.000+**

**companies  
have had themselves  
assessed via EcoVadis**

(as of September 2022)



How can we as a manufacturing company make our procurement more sustainable? Years ago, this question prompted us to take a closer look at the sustainability status of our suppliers. The Sustainability Rating from EcoVadis is a guide that we would no longer want to do without. Anna Carina Lenze is Programme Manager for Sustainable Procurement at STOCKMEIER, and has been working on our sustainable procurement strategy together with EcoVadis since the beginning. The EcoVadis assessment is based on four pillars: environment, labour and human rights, ethics, and sustainable procurement.

On the one hand, we subject ourselves to regular assessment by EcoVadis (this was carried out for the first time in 2015). The ranking is based on both disclosures by the company itself and the independent gathering of key figures and other updates that can have a direct impact on the rating. In the process, our team gained intensive insight into the assessment system and the way EcoVadis works. In addition, our Sustainability Team gleaned important knowledge for the Group from the assessment system, as Anna Carina Lenze remarked, looking back: "The numerous criteria that go into the EcoVadis ranking can inspire a company to further ideas and measures. For example, it showed that implementing an environmental management system is both important and expedient for us." Based on this joint cooperation we also succeeded in further increasing our score compared to the first assessment in 2015 – in the area of sustainable procurement alone we can report an increase of 30 points.



**What sustainability means for me:**  
"I am often worried by the thought of the global challenge posed by climate change. But I've realised that even small things count, like cycling instead of driving."

**Anna Carina Lenze**  
Programme Manager Sustainability  
in Procurement





Employees from the sales teams consult each other on sustainability issues

## Suppliers under review

Assessing the companies that supply STOCKMEIER is another area of cooperation with EcoVadis. Since the beginning of the sustainable procurement programme, regular meetings have been held in which first the structure and then the next steps in our strategy in terms of sustainable procurement were defined together with our team. "EcoVadis drew up a maturity report for us on this topic to determine our current status", summarised Anna Carina Lenze. There was close and intensive cooperation right from the start: EcoVadis advised STOCKMEIER in the form of workshops and training courses on goal-setting and establishing a governance model for a

sustainable procurement structure. To optimise the coordination of sustainable procurement, we increasingly dedicated ourselves to inviting selected suppliers to the EcoVadis platform in 2021. As part of the first wave of invitations, which was directed at around ten percent of the listed suppliers, we succeeded in securing 112 of them for an assessment (as of December 2021). Since they include some companies that have large order volumes, we have already covered the procurement of 39 percent of the raw materials and supplies delivered. Our target of having around 75 percent of volumes assessed by EcoVadis by 2025 will require more work and time on our part from now on due to the large number of smaller companies with lower delivery volumes. However, given the predominantly positive response from our suppliers so far – our rejection rate is below the average – we are confident we will be able to meet this target on time.

## Predominantly positive response

So far, there have only been a few individual cases of companies from the STOCKMEIER supply chain refusing an EcoVadis assessment – but we were subsequently able to convince many partners of the advantages of the assessment in the course of further contact. As our supplier assessment is still at an early stage, it is important that we gather further assessments to achieve the most meaningful result we can. No supplier has yet been excluded on account of their score or because they have not (yet) been assessed. From Anna Carina Lenze's point of view, this would not be the right approach either: "Together with our suppliers, we want to make a difference in terms of sustainability. That is why the focus is on collaboration." In December 2021, the average score of STOCKMEIER suppliers was 57 out of a maximum possible 100 points. 85 of the 112 participants received an award

based on their company score, which can be seen in their profile – depending on the score, a bronze, silver, gold or even platinum award is given. "For us, this constitutes a good and meaningful basis", Anna Carina Lenze affirms. "Especially in the chemical industry, it is important to be able to present such evidence. After all, the risks to people and the environment as well as the high degree of energy intensity are among the greatest criticisms of the industry." So the topics of sustainable procurement and corresponding assessment platforms are becoming increasingly important for the STOCKMEIER Group, but also for the industry as a whole. The new Supply Chain Act, which will come into force in 2023, will further increase awareness of such assessments. With many years of experience in implementing regulatory requirements and a wide range of solutions, EcoVadis forms the basis for the legally compliant auditing of human rights compliance along the entire supply chain. 🌱



## Sustainability well thought through

EcoVadis is a provider of sustainability ratings for companies. Based on powerful technologies and a global team of experts, the CSR scorecards provide practical actionable insights into environmental, social and ethical risks worldwide.

[www.ecovadis.com](https://www.ecovadis.com)

**ecovadis**



# Successful even in tough times

**Establishing a sustainable and, above all, crisis-proof supply chain is one of the greatest business challenges of our time. The past few years have clearly shown how sensitive the supply chain can be, especially at international level. The daily work of André Hahn and his colleagues in the Global Procurement Organisation requires a corresponding degree of flexibility and spontaneity.**

Hardly any other industrial nation is as intensively interwoven internationally as Germany – this becomes clear by looking at the volume of annual imports. After the United States and the People's Republic of China, Germany is the third largest importing nation in the world. The past few years have clearly shown how many variables can negatively influence a supply chain. There is probably no company in the world that has been able to operate without restrictions since the end of 2019. Although dealing with Covid-19 became somewhat routine in the 2021 financial year, the limitations and consequences of the previous lockdowns and waves of illness were still clearly tangible. It is barely possible to improvise in the chemical industry, as a substance in a formulation cannot simply be replaced. So

to remain capable of producing in the event of a delivery failure, we strive not to make ourselves dependent on individual suppliers – we usually purchase raw materials from several suppliers at the same time to be able to absorb any shortfalls.

André Hahn, who has been with STOCKMEIER since 2014, is confronted with these challenges on a daily basis as Deputy Head of Organics in the Global Procurement Organisation. "While 2020 saw individual raw materials such as alcohols in short supply, a year later the difficulties in the supply chain had spread to almost every other area", he remembers. "Disruptions to production, bad weather or raw material shortages actually kept us on our toes throughout the year."



## **What motivates me to act more sustainably:**

"My 11-year-old daughter regularly points out things we could do differently, and holds a mirror up to us. Sustainability is not about us, but about the following generations."

### **André Hahn**

Deputy Head of Organics in  
the Global Procurement Organisation





Smooth production processes demand a supply chain that works at all times

## Ethical and ecological responsibility

With the start of the war in Ukraine in February 2022, the next challenge for procurement quickly became apparent. “The war had an immediate impact on oil, gas and energy prices. But they really started to rise from March onwards.” The consequences of this explosive price increase are expected to have an even greater impact on the STOCKMEIER Group’s business in the 2022 reporting year. Due to the unpredictable situation in Eastern Europe, international purchasing itself is being questioned more frequently. “In such cases, it is important to check whether purchasing from certain countries still makes sense from both an ethical and a sustainability perspective.”

## Looking to the future

How can a functioning supply chain be ensured in view of the multitude of potential influences? Is it even possible to monitor almost 200 countries in terms of their different variables, keeping an eye on their political, economic, social or meteorological situations at all times? To a certain extent, it is possible for the STOCKMEIER Group to identify selected risk factors at an early stage before they become a problem.

We use the riskmethods system for this purpose. The limited liability company (GmbH) of the same name was founded in 2013, and STOCKMEIER has been a customer since 2015. riskmethods lists the entire supply chain on a map and assesses numerous factors in real time that could affect delivery capabilities. These include, for example, the local political situation, pending strikes, company insolvencies, or approaching bad weather. The suppliers are evaluated in the form of a traffic light system, and a warning is also sent by email if a status deteriorates. The system can also be used to highlight human rights violations, such as cases of corrup-



**Supplier changes and adjustments have become part of everyday life.**

**André Hahn**

Deputy Head of Organics, Global Procurement Organisation

tion or child labour. This way we safeguard ourselves and our supply chain while simultaneously enjoying the certainty of relying exclusively on suppliers acting in a responsible manner.

## Artificial intelligence to combat bottlenecks

In its work, riskmethods not only draws on proven methods of supply chain risk management (SCRM), but also relies on artificial intelligence that detects and reports impairments at an early stage. To this end, the system uses numerous interfaces: riskmethods is connected to message portals, but also to insurance companies, subject-specific databases, and sanction lists. As soon as one of the screened companies or its location appears in the list, the status is updated – often even before an official notification is made by the supplier. André Hahn: “The information we obtain via riskmethods is often more detailed and comprehensive than



from the actual supplier." This tool thus provides valuable assistance to the purchasing department – using the results, suppliers can be changed at short notice or larger orders can be placed to ensure that the corresponding product is in stock for a certain time. When it comes to making the supply chain more secure, riskmethods is a valuable asset. The evaluations are also carried out in line with the Supply Chain Act, as the criteria for a responsible supply chain listed therein are also covered by riskmethods. Although this system saved a lot of time and money in purchasing, the 2021 financial year was turbulent. As André Hahn sums up: "It has been an intense year, with supplier changes and adjustments becoming part of the daily routine." Due to the sheer volume of shortages, he and his colleagues were constantly busy with looking for solutions. But this effort paid off, because at STOCKMEIER there have been no significant production stoppages or inability to deliver due to a lack of raw materials. 🌱



### Prepared for all risks

riskmethods helps companies proactively identify, assess and mitigate all types of risks along the supply chain using AI-powered systems, machine learning, and real-time information.



[www.riskmethods.net](http://www.riskmethods.net)



**riskmethods**  
a sphera company



International supply chains can be affected or interrupted by numerous influences. riskmethods identifies potential risks at an early stage.





# Don't throw away – recycle!

**In addition to conserving natural raw materials such as wood and minerals and using as few new raw materials as possible, reducing our waste volumes for landfills and incineration plants is also one of STOCKMEIER's key sustainability goals.**

## 113 t

paper and cardboard waste  
was disposed of by the  
STOCKMEIER Group in 2021 –  
**around 29 percent  
less than in 2020**



Back into the cycle: recycling is facilitated by a strict separation of materials

## Sustainable consumption and production

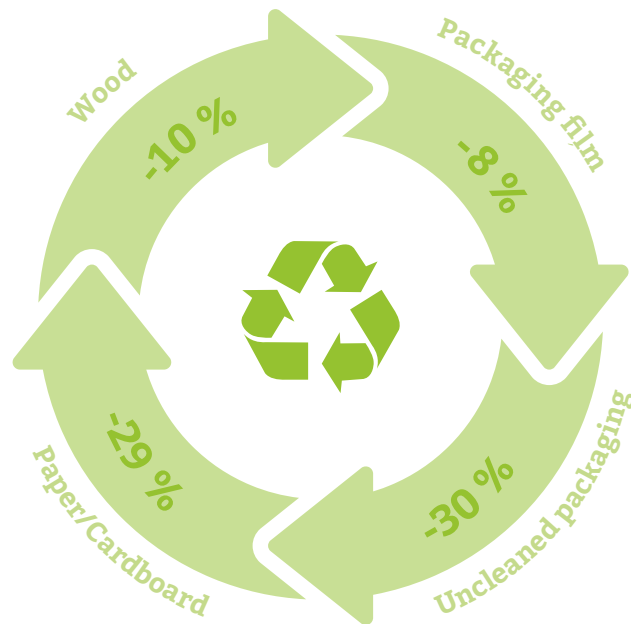
This goal focuses on the sustainable management and use of natural resources, the environmentally-sound handling of chemicals and waste, and the abolition of subsidies for fossil fuels.

Global material consumption has already risen to over 100 billion tonnes, and the trend is still rising – there is a need for action in all areas.

 [unric.org/en/sdg-12/](https://unric.org/en/sdg-12/)

It is precisely in this area that STOCKMEIER was able to make considerable progress in 2021. For example, waste volumes in the packaging, paper and cardboard, wood and plastics segments were significantly reduced during the period under review.

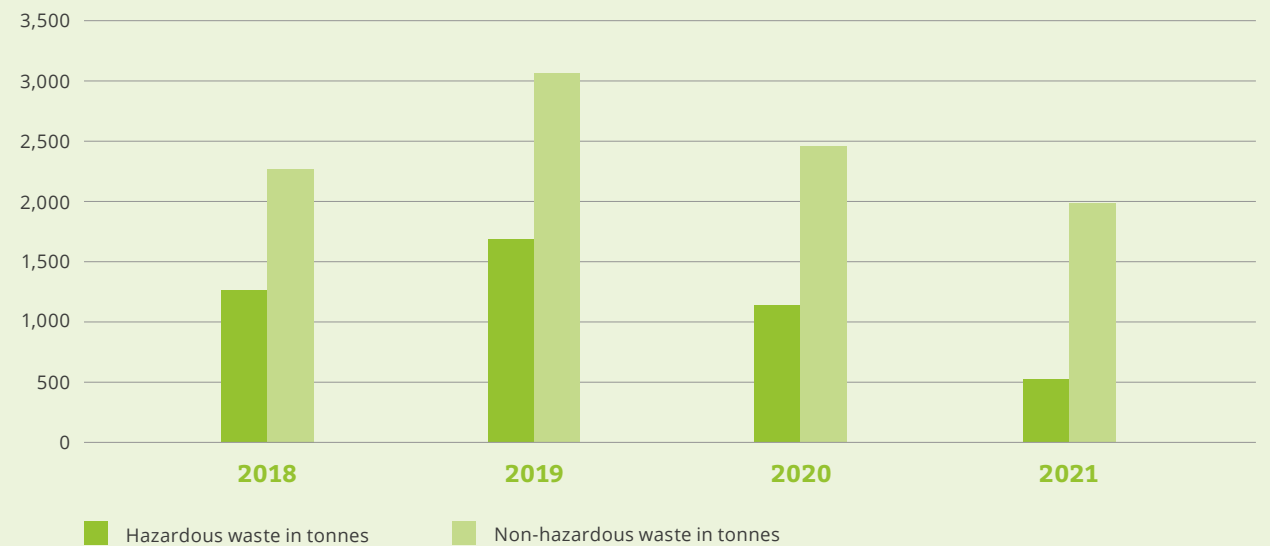
In addition to lowering quantities, waste management is also about the ongoing optimisation of processes. Therefore, 2021 saw STOCKMEIER introduce a new internal waste concept, among other things, to reduce the amount of residual waste. "We not only want to ensure that less waste is produced, but that it can also be sorted by type and carefully separated. That's why we look very closely at the processes, always



In 2021 we were able to reduce waste quantities (figures rounded). In addition, more and more materials are being recycled.



Waste in tonnage from 2018 until 2021



with the aim of becoming a little more sustainable”, explains Mike Dannenberg. The targets for the coming years are correspondingly clear: the volume of waste – both hazardous and non-hazardous – is to be further reduced.

### New ways to avoid waste

This continuous optimisation process has already brought about a number of innovative steps. These include, for example, re-using materials and packaging. In future, empty plastic canisters will be cleaned at STOCKMEIER, shredded

using the company's own shredder, and then fed back into production as recyclable material. The project is still in the start-up phase. However, it is to be rolled out further in the coming years. The same applies to the improved cleaning and sorted filling of containers, which makes it possible to recycle the containers and dispense with the purchase of new ones. “The use of recycled material and the re-use of containers are just two examples that show what possibilities are still out there, especially in the prevention of waste. We are reorganising ourselves here, and are definitely on the right track”, says Mike Dannenberg. 🌱





# Consistently pursuing environmental goals

As a business enterprise, we want to successfully shape the future in the interest of our stakeholders, and continue to grow – but not at any price, or at the expense of others. Therefore, we always keep an eye on the ecological impacts of our business activities.

# 18 %

fewer CO<sub>2</sub> emissions  
generated than in 2014



# The intensity is increasing

**Energy is a precious commodity – this realisation is becoming increasingly clear due to the scarcity of resources and rising prices. For STOCKMEIER, using fossil and renewable energy sources responsibly is an integral part of our corporate strategy. Our efforts when it comes to making energy consumption in the Group as efficient and sustainable as possible are accordingly intensive.**



## **My contribution towards increased sustainability:**

“My wife and I are very committed to living healthy lives. We are delighted our garden offers a habitat for bees and insects. In the future, we also want to grow more fruit and vegetables.”


**Andreas Bardossek**

Environmental Management Officer

## **Renewable energy**

The goals of the international community until 2030 are clearly defined: general access to energy services is to be secured, the share of renewable energies is to be significantly increased, and the rate of increase in energy efficiency is to be doubled. Although progress has been made in each of these three areas, there are still 800 million people and thus almost ten percent of the world's population without electricity.

 [unric.org/en/sdg-7/](https://unric.org/en/sdg-7/)

After years of continuous reductions, consumption values in the Group increased again for the first time in 2021: by 9.3 percent to around 40 million kilowatt-hours.  However, this is still significantly below the level of the first measurements in 2014 (-2.0 percent). “This development shows us that long-term energy management cannot be taken for granted, it is hard work that has to be tackled again and again”, says Andreas Bardossek, Environmental Management Officer. In this context, he believes the recent changes in the figures can easily be explained: “On the one hand, we had an unusually long and hard winter, which significantly extended the period heating was required. At the same time, new production facilities and warehouses were commissioned at several locations in 2021. The 4,200 square metre hall in Bielefeld alone, with helped us to improve working conditions for our colleagues in logistics, has increased our energy demand enormously. Of course, we





We are increasingly improving working conditions with long-term building projects

# 23 %

increase in  
energy intensity  
since 2014

GRI 302-3

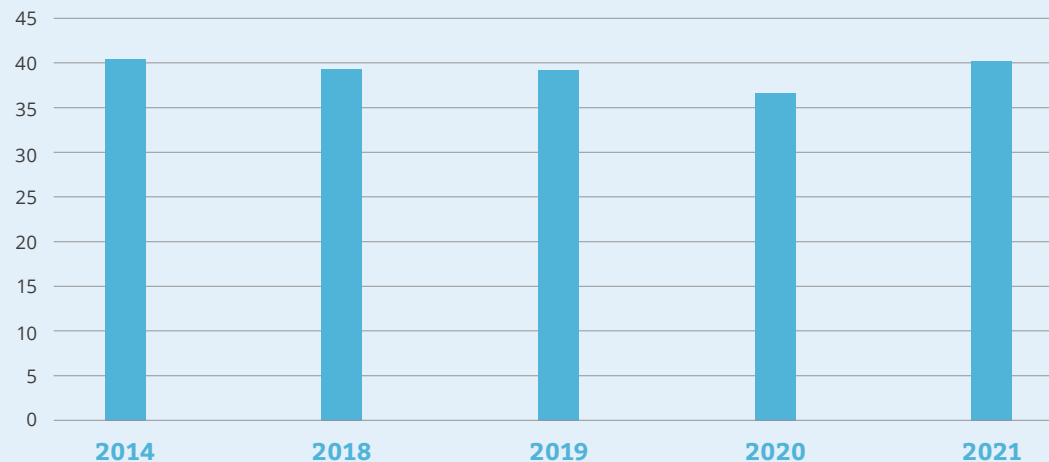


continue to optimise here, and we have already been able to identify and eliminate a few teething problems. We will therefore be able to reduce consumption again in the future.”

### Energy intensity further improved in 2021

Around 49 percent of total energy consumption pertains to the use of diesel fuels for company cars, delivery vehicles, and forklift trucks. The remaining energy expenditure at STOCKMEIER was generated by using natural gas, heating oil and electricity for heating and lighting, and by operating production facilities and offices. It goes without saying that these absolute figures are quite meaningful, but the decisive criterion is the energy intensity, explains Andreas Bardosse: “and we made further improvements in this regard in 2021”. The value that indicates the unit of energy consumed per unit of

Energy consumption by the STOCKMEIER Group in millions of kWh (2014–2021)




Energy consumption by the STOCKMEIER Group remains stable – despite rising production figures

GRI 302-1

economic activity decreased further by 9.82 per cent compared to the previous year, from 90 to 81 kilowatt hours per storage tonne. This is a change that becomes even more significant when looking at the time frame of 2014 to 2022. Energy consumption per production unit was reduced by 22.86 percent, or by almost a quarter, during this time. The continuous increase in productivity, which was possible without a proportional increase in energy consumption, is indicative of how efficient the production processes at STOCKMEIER have also become from an ecological point of view. In Mike Dannenberg's view, the energy balance for the year 2021 is thus positive: "Having harvested the 'low hanging fruits' in recent years, we now have to fight for every kilowatt hour saved. Nevertheless, in 2021 we made good progress again

towards becoming a sustainable and responsible company. Above all, we completed important structural work and thus created the conditions for achieving our long-term goals within the set time frame."

#### Precise recording for efficient measures

These structural measures also include the acquisition of new energy management software, which is intended to facilitate the [monitoring and documentation of energy consumption](#)  both in the Group and at the international locations. After the key figures of the three Spanish locations were included in the Group's life cycle assessment in 2021, further branches are to be connected to the system in the next few years; those in the

Benelux countries will probably be next. For Dr Uwe Damrau, this innovation is a key step on the way to better data collection and control within the entire Group: "In the face of skyrocketing energy costs, it was urgently necessary to record our energy consumption more precisely and across the entire company. With the new system, we can quickly identify which measures are worthwhile in terms of energy, and which are not. This



#### How I live more sustainably:

"At my house we heat with solar thermal support, we have insulated the roof and replaced the windows. That is not enough, but it is a start."

**Dr Uwe Damrau**

Managing Director, Technical Division





By continuously optimising energy-related measures, the STOCKMEIER Group saves more kilowatt hours every year



### New energy management system

The new system, which will be installed and put into operation at the headquarters in Bielefeld in the future, will help us with targeted analysis and consumption control. From 2023, it will also be rolled out at the other national locations of the STOCKMEIER Group.

starts with the repair of a leaking compressor and ends with the maintenance of the photovoltaic system."

### A holistic view of energy


These and numerous other measures at the other national and international locations make Andreas Bardossek optimistic about the future: "In the next few years, the main focus will be on coordinating the measures. Ultimately, all of these different components pay off towards a common goal: protecting nature and the environment by conserving



**The new system  
will design our  
energy management  
more efficiently  
and sustainably  
in the future.**

**Andreas Bardossek**

Environmental Management Officer

natural resources." In doing so, STOCKMEIER not only keeps an eye on the direct energy consumption of its own operating facilities and delivery vehicles, but also closely monitors the development of the energy and emission values of its forwarders who deliver the products to the end customer. This is important information that is not available for reporting, but nevertheless has a significant ecological impact, claims Andreas Bardossek: "Sustainable action can only be successful with a view to the supply chain as a whole. Therefore, we also take a holistic approach to the topic of energy, which is not limited to just our own activities. We are doing well with this, as you can see." 



# “Sustainability offers enormous potential”

**Rising energy prices and reduced gas supplies are shaking up suppliers and consumers alike. Sebastian Dodt, Head of Technical Purchasing, explains what strategy the STOCKMEIER Group is pursuing regarding energy supply.**



Sebastian Dodt is responsible for energy procurement at STOCKMEIER in Germany

## **How high is STOCKMEIER's energy requirement?**

Of the approximately 40 million kilowatt hours we consume in the Group, we generate around half through the use of electricity and gas (around 18.9 million kilowatt hours in 2021). This is roughly equivalent to the annual energy consumption of 1,500 private households.

## **Where does the company get its energy or energy sources from?**

At STOCKMEIER, we pursue several approaches: we procure energy through local municipal utilities, but we also work together with large producers in the energy industry. In doing so, we interact regularly with our con-

tacts and monitor current market events. This allows us to react at short notice if framework conditions change.

## **How do you ensure there is always enough energy available?**

We work with established energy suppliers who have good procurement channels even in difficult times. Currently, the supply of all our STOCKMEIER locations is secured. But there are also limits to our influence. Until recently, security of supply was taken for granted in Europe, but that has changed. Gas supplies to Europe have become a pawn in the geopolitical landscape, which is why we need to be particularly mindful of this issue.

## **Given the current situation, do you think a change in strategy is necessary in the future?**

We have already made a change in strategy in view of recent developments. We now give the topic of energy purchasing a much higher priority and have moved closer to the market. At the same time, we have positioned ourselves more flexibly in energy purchasing, so that we can buy for the long term and short term.

## **Do you see the “sustainability pressure” on companies more as an opportunity or a risk?**

Sustainability projects are often accompanied by high costs that are not immediately

recouped. However, sustainability and cost optimisation can go hand in hand. Take the example of plastic containers that we use to transport chemicals to the customer. Returning empty containers or plastics is sustainable and good for pricing. Our suppliers recycle the raw material and only require small quantities of new plastics for to make containers. So within the circular economy, there is enormous potential for corporate and environmental balance sheets lying dormant. 💧





Precise high-pressure nozzles allow more effective and efficient cleaning of the containers

# Only as much water as is necessary

**About two-thirds of the earth's surface is covered with water. However, at 0.3 percent, the proportion of fresh water accessible to humans is extremely low. This shows how important it is to treat this increasingly scarce resource with care.**

## 39,000 m<sup>3</sup>

water

drawn by STOCKMEIER from  
its own wells in 2021

GRI 303



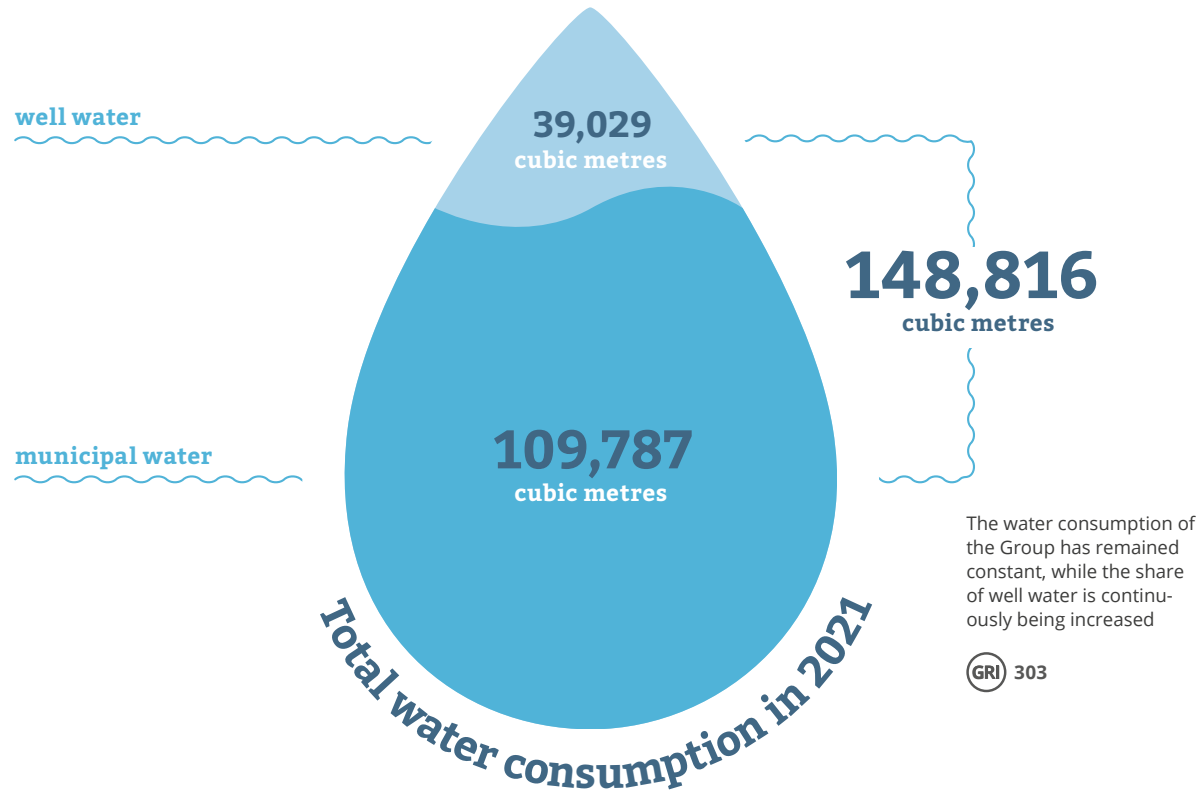
## Clean water and sanitary facilities

Billions of people still have no or inadequate access to clean drinking water and sanitary facilities.

The declared goals of the United Nations are to protect water-related ecosystems, increase water-use efficiency, adequate sanitation for all, and safe and affordable drinking water.

 [unric.org/en/sdg-6/](https://unric.org/en/sdg-6/)

Water plays a central role in STOCKMEIER's sustainability management: our declared goal is to reduce water consumption in the company to what is absolutely necessary. Thanks to a large number of individual measures, in 2021 we succeeded in keeping water consumption at almost the previous year's level. In total, 148,816 cubic metres of water were consumed. The proportion of water that flows directly into the end product as a component was reduced by 5.67 percent to around 77,737 cubic metres and thus approximately 52 percent of total consumption.



**We do not lose sight of our long-term goal of completely avoiding water recycling in the future.**

**Andreas Bardosseck**

Environmental Management Officer



### Water consumption at STOCKMEIER

In the company, large quantities of water are needed primarily as a raw material in the production plants for rinsing containers and tanks to remove chemical residues. The continuous water supply to the sanitary and kitchen facilities also plays an important role.

### Increasing consumption in production

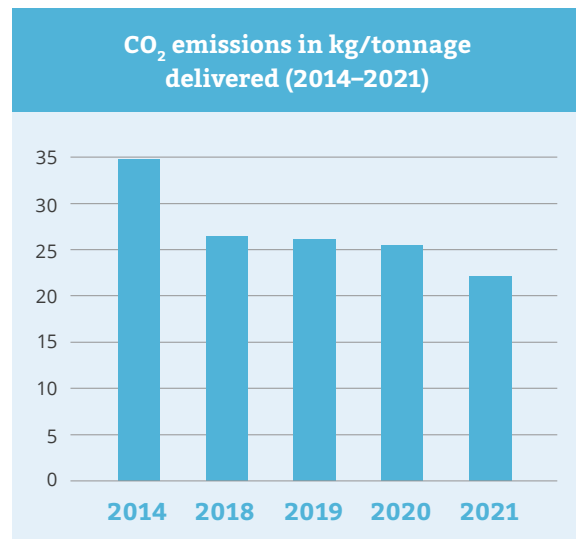
On the other hand, the trend is the opposite for wastewater, which is monitored and treated at the respective site before being returned to the municipal treatment plants via the sewage system. Here, the quantity produced increased by 16 percent to around 71,079 cubic metres, due in part to changes in production. This is a development that STOCKMEIER hopes to stop or reverse as soon as possible. The greatest hopes are pinned on a series of technical innovations that are currently being tested. These include, for example, new nozzles in the high-pressure cleaners used,

which enable even more precise control and thus optimised consumption of water. One other option is changes in production processes that allow us to fill a larger number of containers in a single-sort process. However, Andreas Bardosseck knows there are sometimes tight constraints to these considerations: "The legislator makes clear specifications particularly in the chemical industry, which we of course adhere to. In this respect, we must always carefully examine what is possible, and what is not. We therefore do not lose sight of our long-term goal of completely avoiding water recycling, i.e. the discharge of treated wastewater into the natural water cycle." 💧



# CO<sub>2</sub> emissions: zero remains the goal

**Over the coming decades, STOCKMEIER aims to reduce its own CO<sub>2</sub> emissions to zero. Last year, we came a little closer to this goal that was formulated clearly in 2019 and which we are pursuing with great commitment.**



CO<sub>2</sub> emissions by STOCKMEIER are decreasing



Although CO<sub>2</sub> emissions in the company increased by 5.1 percent overall to 10,858 tonnes in 2021 compared to the previous year, thanks to a significant increase in tonnage delivered and the inclusion of STOCKMEIER Química in this report, we were able to reduce CO<sub>2</sub> emissions per tonne delivered by more than 13 percent over the same period (see chart). It should be noted that our plants do not produce greenhouse gases as a direct by-product.

## Replacing fossil fuels in the long term

However, greenhouse gas emissions are caused by the fossil fuels used in the production process to generate energy. While there was a decrease of more than 39 percent in use of heating oil in 2021 compared to the previous year, consumption in the sectors of diesel (+7.68 percent) and

## Climate action

With greenhouse gas emissions rising, climate change is happening faster than feared. In 2021, greenhouse gas concentrations reached a new high of 414.7 ppm (equivalent to one molecule of carbon dioxide per million molecules of dry air) compared to 400.1 ppm in 2015.

To meet the target agreed by the international community – a maximum global warming of 1.5 degrees Celsius by 2030 – emissions must be reduced as quickly as possible.

 [unric.org/en/sdg-13/](https://unric.org/en/sdg-13/)

gas (+21 percent) increased significantly over the same period, partly due to the conversion of heating systems from oil to gas at many locations in the past, as well as the increased heating demand in 2021. For Andreas Bardossek, this is an important indication of where the journey is headed: “We need to move away from fossil fuels towards renewable or so-called regenerative energies, such as solar, hydro or wind power. These produce little to no emissions and are available in almost unlimited supply.”

The first packages of measures to increase the use of renewable energies were already initiated in 2021. For Andreas Bardossek, these are important steps that serve as a model for other Group locations: “By generating our own energy we make ourselves independent of the market, which is an advantage especially in times of crisis. So we will continue on this



PV systems are soon to be installed on the roof of the Bielefeld production halls on Eckendorfer Straße

13 %

less CO<sub>2</sub> produced  
per tonne delivered in  
2021 compared  
to 2014

GRI 305

CO<sub>2</sub>

path and invest in other environmentally friendly technologies in addition to photovoltaic systems." Among other things, the use of pellet, wood chip and heat pump systems for heating is planned for the future. In addition, heat pumps are also to be used at locations where we can generate our own electricity, for example in the main building in Balve.

### Only green electricity from 2022

STOCKMEIER also applies strict sustainability criteria to the external supply of electricity. Having already switched gradually to green electricity in recent years, we will exclusively

be using green electricity for the production sites in Germany from 2022 onwards. The situation is different, however, when it comes to the issue of transport-related emissions, where suitable concepts are currently lacking to achieve greater progress, especially for lorry transport beyond the 200-kilometre range. For Andreas Bardossek, this is no reason to become demoralised: "We are in talks with many suppliers and are keeping our eyes open, for example when it comes to the topic of hydrogen propulsion. However, it will certainly be some time before specific measures are taken that are reflected in the life cycle assessment. We will continue to monitor this issue." 💧

i

### Clean electricity production

In the future, high-performance photovoltaic systems capable of generating up to 135 and 120 peak kilowatts (kWp), respectively, will be in operation at the STOCKMEIER sites in Bielefeld and Balve. The total investment volume for these two forward-looking projects is around EUR 250,000. This measure represents a further step towards exclusively using sustainably generated energy from 2023 onwards.





# Back to the roots

**The sustainable management of forests, the avoidance of soil degradation and the enhancement of any form of biodiversity are key prerequisites for restoring the ecological balance. Topics that are also becoming increasingly important for STOCKMEIER.**

**11.1 m. ha**

are covered with forest in Germany – one third the country's area



## Life on land

The sustainable use of forests and terrestrial ecosystems, combating desertification and preserving biodiversity are important goals of the United Nations. However, due to numerous human interventions in nature, these goals are increasingly being lost sight of. For example, violent storms, flash floods and earthquakes caused USD 280 billion in damage worldwide in 2021 alone.

[unric.org/en/sdg-15/](https://unric.org/en/sdg-15/)

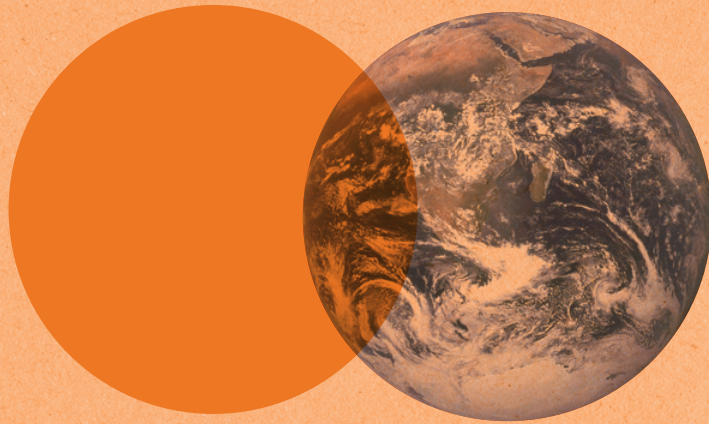


Precipitation is directed via drains into surrounding green areas

Tree planting projects are suitable ways to compensate for CO<sub>2</sub> emissions caused by companies and other parties. For example, 80 trees can store around one tonne of CO<sub>2</sub> per year. This is why we have decided to launch our own activities in the future. Inspired by Andreas Bardossek and in cooperation with the local forest ranger, a large-scale reforestation campaign is to start in 2023 at the site in Balve on a large, unspoiled plot of land whose forest stand has gradually thinned over time because of storms, lack of water, and bark beetle infestation. To this end the old wood was removed in the spring of 2022, and in autumn of the same year the ground area was mulched with heavy equipment. This provides a good base for the red oak and sweet chestnut seedlings to be planted here. In the long term it creates a resilient individual forest that can store quite a lot of CO<sub>2</sub>. In addition to creating natural compensation

areas, the preservation of ecological systems also involves the not sealing soils and areas by means of construction measures. Wherever possible, we refrain from making serious interventions in nature and we reduce the scope of construction measures as far as possible – knowing full well that sealing forest and meadow areas has a negative impact on the natural water balance. Groundwater contamination and substance concentrations can increase for example because fewer nutrients and pollutants can be filtered in the soil when precipitation only infiltrates at certain points. At the same time, reduced groundwater levels increasingly pose a risk of drinking water shortages, drought damage, and floods. At individual STOCKMEIER sites, some of the precipitation from the sealed areas is directed via drainage systems into surrounding green areas to supply plants, shrubs and grasses with the collected water.





# Reaching our goals together

Only with a committed and motivated team will STOCKMEIER be able to achieve its ambitious economic and ecological goals. That is why we promote the health of our employees with activities, and support them with company benefits.

## 1,700 + people

worldwide contributed to the success of the STOCKMEIER Group in 2021





# Achieving more together



Interaction with each other marked by respect and fairness is a top priority at STOCKMEIER

**The most important capital of a company is its employees. It is therefore important that they feel well and healthy, both during work and outside of work. We want to be a good employer for our employees with our services and offers.**

STOCKMEIER has a low employee turnover rate: the already low 7.86 percent rate from the previous year fell further to 6.88 percent in 2021. Rüdiger Striewe, Head of Human Resources Development at STOCKMEIER, attributes this development primarily to two factors: "It goes without saying that the uncertain global economic situation plays a major role in discouraging many from changing careers. At the same time, the people who are employed by us also seem to feel comfortable here. This, at least, is the feedback we've received in conversations we've had over the course of the last few months."



## **How I see sustainability:**

"To act efficiently and sustainably as a company, we need a sustainability culture that permeates all national organisations, production plants, and hierarchical levels. It starts with the management, and ends with the trainees."

**Rüdiger Striewe**

Head of Personnel Development





Feeling good at work – for STOCKMEIER, this makes a valuable contribution to the low staff turnover rate

### Focus on employee health

More than 1,700 people were employed by the STOCKMEIER Group worldwide in 2021/22 financial year. As was the case when the company was founded over 100 years ago, the principle still applies today: the well-being of our employees is our top priority. Everyone working at STOCKMEIER receives fair compensation commensurate with their performance, and are able to pursue their activities in a working environment that is adapted to their needs. "Above all, they should return to their families in the evening in the same condition in

which they left in the morning", emphasises Managing Director Peter Stockmeier. This goal was put to the test during Covid-19: after the outbreak of the crisis in spring 2020, the year 2021 was also dominated by the pandemic. Regular vaccination campaigns enabled employees and their families in Bielefeld and at smaller sites to be vaccinated – an achievement that presented challenges for STOCKMEIER's health management, recalls Lara Kunau, Head of Occupational Safety and a member of the Sustainability Team: "It was important for me to stay up to date and to be a good contact person for my colleagues on a wide range of questions about Covid-19 and vaccinations."



**The people  
employed  
at STOCKMEIER  
feel good.**

**Rüdiger Striewe**

Head of Personnel Development





### My contribution towards sustainability in the company:

“Everyone can make a contribution to even greater sustainability. But for this to happen, people need to learn more about the issue and work out ways of how they can contribute. We have to face up to this important task and continuously seek dialogue with them.”

**Lara Kunau**

Head of Occupational Safety

### Progress in making the workplace more flexible

Many employees who were sent to work from home in spring 2020 have since returned to their in-house jobs. In consultation with supervisors and the works council, the option of continuing to work from home still exists, and is part of the works agreement reached in 2020. “In principle, working from home is a good option. However, our experience is that a balanced system makes the most sense. Working from home five days a week is not a good thing for either the employer or the employee”, claims Rüdiger Striewe, who can certainly see the good side of the process: “We tackled the issue of flexible working hours years ago, and integrated different working time models and flexitime arrangements. Now, in a second step, Covid-19 meant we had to deal with making the workplace even more flexible. We’ve done well so far, even though there is still work to be done.”

### Accident and illness figures continue to decline

The occupational health programme, which was scaled back in 2020 due to the Covid-19 pandemic, also slowly picked up speed again in 2022. Activities such as the informative health days and services in the area of nutritional counselling are in the pipeline. We are also focusing on the ergonomic and individually adapted design of the workplace. A large proportion of our office workstations are already equipped with electric height-adjustable desks and high-quality office chairs.



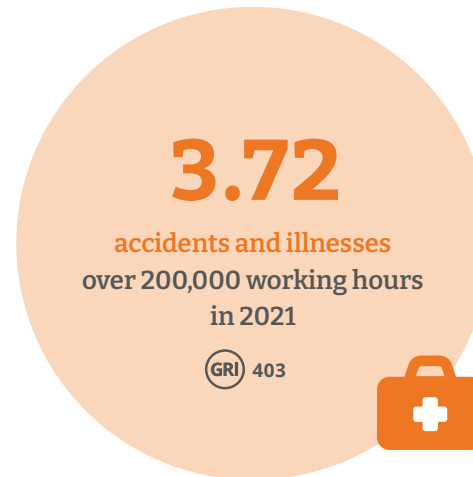
Safety in the workplace is particularly important in the chemicals industry



Safety for employees and customers is a top priority for the STOCKMEIER Group

These measures are supported by advisory and training services for our employees, who can also take advantage of regular preventive check-ups with the company physician free of charge. This level of care means we enjoy continued low rates of illness and injury in the workplace. This is also due to STOCKMEIER's safety standards. Each workstation – both in production and in the offices – is carefully set up and then inspected and approved by a team of several people, including the direct supervisor, the safety engineer, and the company physician. This requires a lot of organisation and coordination, but is a matter of course for Lara Kunau: "We want to work preventively, i.e. identify potential risks and sources of danger before hazards can occur." Comprehensive and

transparent communication on this subject serves the same purpose. All accidents and near misses are recorded, evaluated and communicated. In addition, those responsible from occupational health and safety meet regularly to discuss current developments and changes as well as any incidents. Employees are given the opportunity via training courses to familiarise themselves on the subject of occupational safety, and to contribute to their own protection themselves. They can intensify their knowledge further via online training courses. All of these activities are geared towards one overriding goal: avoiding accidents completely by managing safety risks professionally and deploying appropriate protective measures.



The Lost Time Injury Rate (LTIR) records the number of occupational accidents and illnesses according to a comparable standard. At STOCKMEIER, this value is below the industry average.

## Training needs new ideas

These and a number of other company benefits help to ensure that employees stay with the company for an above-average time. In 2021, the average length of service in the STOCKMEIER Group was 12.2 years, which is about one year higher than the national comparison. This is a statistical figure with great significance for the company, explains Rüdiger Striewe: "Thanks to these long periods of employment, we are able to retain the professional and personal skills of our employees at STOCKMEIER in the long term, which we



## Promoting the future

The STOCKMEIER Academy was founded in 2019 with the aim of identifying, developing and implementing tailor-made further training based on the results of employee discussions. Supported by a Bielefeld-based HR consultancy, what the Academy offers has been continuously developed over the past few years, and today offers a comprehensive portfolio with the aim of creating a sustainable learning environment. In addition to training courses and seminars, topics such as leadership development, succession planning, and talent management are also provided.



**WIR FÖRDERN ZUKUNFT!**





### Clear positioning

At STOCKMEIER, we attach great importance to complying with social standards, for example the fight against child labour, punishing compliance violations, or the right to freedom of association and assembly. In none of these cases is STOCKMEIER aware of a violation to date.

expand and intensify with a variety of internal and external training opportunities (see Infobox, page 36). This way, we not only secure the existence of the company, but also effectively counter the shortage of skilled workers and managers that is already impacting us today." Training has traditionally been a high priority at STOCKMEIER, but it is increasingly becoming a challenge. The company offers apprenticeships in twelve different fields, both commercial and industrial, some of them as dual training in combination with university studies. Despite the good prospects offered by STOCKMEIER – to date, more than 90 percent of our trainees have been offered an employment contract after finishing – it is difficult to recruit talented young people and junior specialists, says Rüdiger Striwe: "We are now having great problems filling all of our 40 or so apprenticeship places, despite numerous

measures such as training fairs, applicant training or initiatives with partners like the Chamber of Industry and Commerce. We have to find solutions here to inspire young people to do an apprenticeship at STOCKMEIER."

### Creating more awareness

One approach to solving this problem could be focusing further on the issue of sustainability, since more and more junior staff are attaching importance to the way their future employer deals with issues such as environmental and climate protection as well as social challenges when choosing their future employer, as Rüdiger Striwe knows from personnel interviews. "So it is important that we continuously communicate our approach and sustainable actions internally and externally. However, we have already noticed that we still have to do a lot of educational work in advance as regards what the term sustainability means." This task is primarily performed by the interdisciplinary STOCKMEIER Sustainability Team. Lara Kunau, who repeatedly incorporates this topic in networking, also sees a great need for information in this respect: "It starts with instructions to the forklift truck driver to please turn off his ignition even during short breaks, it continues with our safety talks, in which we have recently dedicated a few minutes to the topic, and it ends with the sustainability slides, which we have now integrated into our occupational safety presentation. We encounter sustainability everywhere in the company. Our goal must therefore be to further raise each individual's awareness for more sustainability, at all levels of the company. But we are already on the right track." ●



### Long-serving employee

In November 1990, Sigi Esser began his professional career as a driver in the general cargo sector. Today, the 55-year-old is deputy operations manager in Bielefeld where he passes on his knowledge to colleagues.



"In all these years, I have always felt safe and protected at STOCKMEIER. From the very first day, I was given the feeling that I am an important part of the company and that I can turn to my superiors and even Mr Stockmeier himself with my concerns at any time. It is this personal appreciation that still characterises the company today, despite its strong growth."



# “We want to actively shape change”

Inspired by some keynotes on International Women’s Day 2020, **Laura Voges, Josephine Hartung and Vanessa Zittlau (currently on parental leave)** founded the first women’s business network at STOCKMEIER. Their goal: to support female colleagues and promote equality in the company.



## My sustainable footprint in the company:

“I made a conscious decision to study marketing instead of sales, and thus laid the foundation for our marketing department, which I head today. STOCKMEIER has a lot of potential that I want to help shape – especially in the areas of equality and sustainability.”

**Laura Voges**  
Head of Marketing & Communication

## Gender equality

28 percent of management positions worldwide are held by women. Discrimination and violence remain major problems: one in three women has already been a victim of physical and/or sexual violence. Women do not receive legal protection against violence, genital mutilation or forced marriage in all countries. The United Nations’ goal is to end all forms of discrimination against women by 2023.

 [unric.org/en/sdg-5/](https://unric.org/en/sdg-5/)

## Why did you set up a network for women?

**Laura Voges:** We discussed for a long time what kind of network we could use to create added value, and what kind of issue nobody else but us might care about. We presented our idea of a women’s business network to the management, HR development, and the works council. For this we prepared figures on how many women work at STOCKMEIER and the positions they hold.

**Josephine Hartung:** At STOCKMEIER, about 30 percent of the employees in 2021 were women, only 13 percent of whom are in management positions. So we need to take action, because various leadership teams are de-

monstrably more successful – and we want to play an active role in shaping this change.

## How does this network operate?

**J. Hartung:** Due to Covid-19 and the fact that colleagues work for STOCKMEIER all over Germany, our exchanges often take place online via Microsoft Teams. Four times a year, we speak for one-and-a-half hours on previously defined topics or bring in external experts. So far we have talked about “visibility” or “self-positioning”, for example.

**L. Voges:** The topics come from the network itself. Those who wish to participate submit a letter of motivation. We ask our colleagues what they are interested in, and





where they would like support. The ages in the network range from the mid-20s to the mid-50s – so we gain some very diverse perspectives despite the supposedly homogeneous composition.

### How do women at STOCKMEIER help each other?

**L. Voges:** Networking and recommendations are very important. If we know each other and know who is good at what, we can recommend each other.

**J. Hartung:** Positioning yourself is also very important. Understanding where your own strengths lie, what issues you are passionate about, committing to them and leading by example – this is how we can inspire each other.

### How can STOCKMEIER increase the female quota?

**L. Voges:** We are currently working with the HR department to make our job advertisements even more inclusive. This includes developing a guideline for gender-specific language. A lot has really happened in the company in recent years. When I started 13 years ago, the percentage of women was lower. Strong inorganic growth has given us impulses that have had a positive influence on our corporate culture. With the takeover of Dansotec and the then KRUSE Group, we had women in sales for the first time – this made it easier for other women to be considered for this field.

### Despite the good development in the company, what still needs to change?

**J. Hartung:** I think it is important there is awareness that the situation will not change on its own and that we have a great opportunity to actively shape the framework conditions, thereby driving change.

**L. Voges:** In the network, we want to motivate and support female colleagues to be courageous, position themselves, and aspire to leadership positions. ●



### My contribution to gender equality:

“I try to raise awareness, both privately and professionally, that we can actively shape the move towards more diverse leadership teams. I want to encourage and empower others to make their mark. With my career at STOCKMEIER I can show that you can achieve a lot if you stand up for yourself.”

**Josephine Hartung**  
Managing Director Associate



### Female empowerment, made in Bielefeld

30 women are now members of the network, which is made up of colleagues from all of the German STOCKMEIER branches. In addition to virtual meetings, the first face-to-face meeting took place in September 2022, to which female colleagues who are not part of the network were also invited. “The energy among the women is great”, says Vanessa Zittlau, Sales Manager for Industrial Chemicals in Balve, who as one of the three founding members is supporting the network during her parental leave.



**WOMEN@  
STOCKMEIER**  
FRAUEN BUSINESS NETZWERK







# Pursuing goals further

**For us, sustainability is an ongoing process that is subject to constant change. In this context, it is also important to take a critical look at measures that work or paths that have already been taken, and to question them anew every day.**


With the measures we have implemented in recent years, we have taken another step closer to our vision of a company that acts sustainably. We are aware there are still some challenges to overcome, and that we must pick up the pace even more to achieve the goals we have set. To this end, it is also necessary to put goals already notified to the test, and to rethink them as needed.

Despite progress to date, STOCKMEIER is keeping a close eye on old and new goals – just like Luise Schmaus, Agriculture Sales






## Upping the pace

If we look at our Sustainability Targets published in 2019,  we recognise an increased need for action and a requirement for greater speed in some places, given the prevailing international situation. As a reliable employer and taxpayer that has always met its payment obligations on time and in the interests of society, we will continue to be committed to the interests and goals of the local community in the future. We are already doing very well in this regard. On the other hand, we take a critical view of the net zero emissions target by 2050. We want to reduce our CO<sub>2</sub> emissions even faster, and are aiming for this milestone as early as 2035. We also want to beat the deadlines we have set ourselves in other areas of our sustainability efforts – such as waste or occupational accidents.

In our view, it is not enough to simply support the basic sustainability strategies in everyday work. Wherever possible, we motivate our colleagues to meet or exceed agreed targets and support our employees' own ideas and projects. In addition, we are examining the possibility of expanding our next Sustainability Report to include the treatment of further United Nations SDGs.

For sustainability principles to be successfully implemented, they must sometimes take precedence over other objectives. We can only achieve our goals if everyone involved pulls in the same direction. Together. For each other. 



Peter Stockmeier sees potential in the measures taken and plans to reach the set goals even faster



**We want to achieve our sustainability goals even faster – especially the reduction of CO<sub>2</sub> emissions.**

**Peter Stockmeier**  
CEO STOCKMEIER Holding GmbH



**Your opinion is important to us.**

Do you have suggestions on what we can improve? Have you already gained your own experience in sustainability? Tell us about your ideas and activities! We look forward to hearing your feedback.

**Email us at**  
[sustainability@stockmeier.com](mailto:sustainability@stockmeier.com)



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# Glossary

<b>CO<sub>2</sub></b>	Carbon dioxide, a chemical compound of carbon and oxygen, causes the greenhouse effect to intensify and leads to global warming
<b>Code of Conduct</b>	Serves as a communication and control tool within the framework of the Compliance Management System
<b>Compliance culture</b>	Acting in accordance with the law or rules
<b>CSR</b>	Corporate Social Responsibility
<b>EcoVadis</b>	Sustainability assessment platform for global supply chains
<b>Embargo</b>	Official ban on the export and/or import of goods and services to or from a specific state
<b>Energy intensity</b>	Unit of energy per unit of economic activity
<b>Renewable energy sources</b>	Energy sources that are practically inexhaustible or rapidly renewable, e.g. solar and wind energy, hydropower, biomass and geothermal energy
<b>Fossil energy sources</b>	Energy obtained from fuels formed in prehistoric geological times from decomposition products of dead plants and animals, e.g. lignite, hard coal, peat, natural gas and crude oil
<b>GHG Protocol</b>	Series of standards on greenhouse gas emissions accounting and related reporting
<b>Global Reporting Initiative (GRI)</b>	Provider of guidelines for the preparation of sustainability reports
<b>Globally Harmonised System (GHS)</b>	Globally uniform system for the classification and labelling of chemicals and their identification on packaging and in safety data sheets
<b>Supply Chain Act</b>	Creates a legal framework to improve the protection of the environment, human rights and children's rights along global supply chains
<b>LTIR</b>	Lost Time Injury Rate, globally used parameter to indicate occupational accidents with lost time
<b>Rio Declaration</b>	The outcome of the United Nations Conference on Environment and Development, held in Rio de Janeiro in 1992; contains 27 principles that countries should observe to ensure environmental protection and sustainable development
<b>Sustainable Development Goals (SDG)</b>	United Nations objectives to ensure sustainable development at economic, social and environmental levels worldwide
<b>GHG</b>	Greenhouse Gas
<b>VCH</b>	Verband Chemiehandel e. V.
<b>VCI</b>	Verband der Chemischen Industrie e. V.
<b>United Nations</b>	Intergovernmental association of 193 states





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