



# Sustainability Update 2022

Together for a sustainable future



Use the tab to jump directly to the sections that are of particular interest to you.

Click here to return to the Table of Contents

# Our 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.

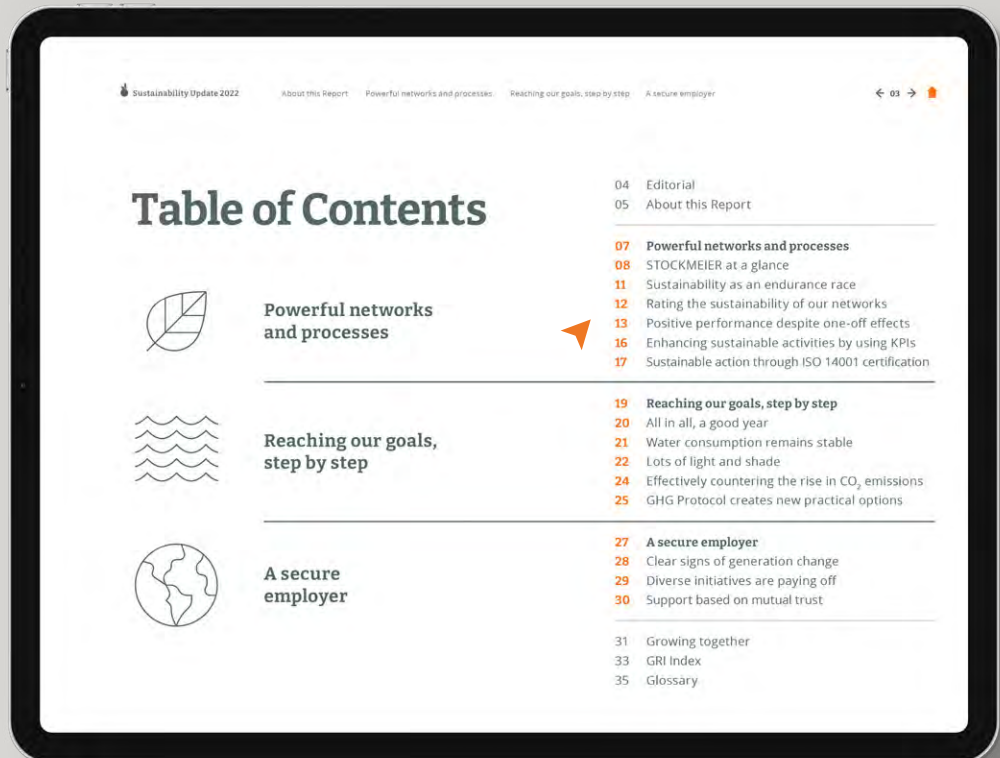


Additional content within this report or on external websites is available by clicking on the links within the text.



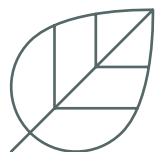
Link to websites

At a glance: You can access selected texts directly in the interactive Table of Contents.

Sustainability Update 2022		About this Report	Powerful networks and processes	Reaching our goals, step by step	A secure employer	← 03 →
<b>Table of Contents</b>						
						04 Editorial
						05 About this Report
						<b>07 Powerful networks and processes</b>
						08 STOCKMEIER at a glance
						11 Sustainability as an endurance race
						12 Rating the sustainability of our networks
						13 Positive performance despite one-off effects
						16 Enhancing sustainable activities by using KPIs
						17 Sustainable action through ISO 14001 certification
						<b>19 Reaching our goals, step by step</b>
						20 All in all, a good year
						21 Water consumption remains stable
						22 Lots of light and shade
						24 Effectively countering the rise in CO <sub>2</sub> emissions
						25 GHG Protocol creates new practical options
						<b>27 A secure employer</b>
						28 Clear signs of generation change
						29 Diverse initiatives are paying off
						30 Support based on mutual trust
						31 Growing together
						33 GRI Index
						35 Glossary

# Table of Contents



## Powerful networks and processes



## Reaching our goals, step by step



## A secure employer

- 04 Editorial
- 05 About this Report

- 
- 07 Powerful networks and processes**
  - 08 STOCKMEIER at a glance
  - 11 Sustainability as an endurance race
  - 12 Rating the sustainability of our networks
  - 13 Positive performance despite one-off effects
  - 16 Enhancing sustainable activities by using KPIs
  - 17 Sustainable action through ISO 14001 certification

- 
- 19 Reaching our goals, step by step**
  - 20 All in all, a good year
  - 21 Water consumption remains stable
  - 22 Lots of light and shade
  - 24 Effectively countering the rise in CO<sub>2</sub> emissions
  - 25 GHG Protocol creates new practical options


- 
- 27 A secure employer**
  - 28 Clear signs of generation change
  - 29 Diverse initiatives are paying off
  - 30 Support based on mutual trust

- 
- 31 Growing together
  - 33 GRI Index
  - 35 Glossary




# Well prepared, both now and for the future

**The STOCKMEIER Group's Sustainability Update for the 2022 financial year complements our long-standing sustainability documentation, which, for the first time last year, was issued in the form of a multimedia report.**

We can look back on a year in which our business performed extremely well and we grew very quickly thanks to our fruitful endeavours. Although this constitutes a reason to be satisfied, it also throws up a range of organisational challenges in the day-to-day setting. We have acted to streamline our processes and simplify the ways in which our companies collaborate with one another, while also adapting our Group's structure to meet the requirements posed by the international market. Amalgamated under the name STOCKMEIER One,  these measures are the product of years of preparation and put us in an even better position to continue growing in the future. Alongside that, our strategic focus during 2022 was concentrated on two other areas: Within the framework of the GHG


Protocol, we strengthened our efforts at reducing our greenhouse emissions. Another milestone came along with our ISO 14001 certification. We will describe how environmental aspects are systematically integrated into our management activities, and how we continuously improve our processes.

Even though this Sustainability Update constitutes a compact update to the 2021 Report,  it nevertheless highlights our indefatigable mission towards acting sustainably. After all, sustainability is the product of ongoing efforts. We acknowledge that a sustainable future demands that we act in cooperation with others, and we are therefore grateful for the support we have received from our employees, customers, and partners.



"STOCKMEIER One is the name of our project for the restructuring of our corporate group and the change to the STOCKMEIER Holding name. It all means we are well-positioned to face the future and we have created the basis for further profitable growth – not least in our international markets."

**Peter Stockmeier**  
CEO  
STOCKMEIER Holding SE

I hope that you enjoy reading our Sustainability Update. Our Sustainability Team is, of course, on hand to answer any questions you may have, and please feel free to give us your feedback. 

Peter Stockmeier




Facts and figures: At the core of this issue there is also a transparent breakdown of our KPIs

# About this Report

**This document covers the financial year from 1 March 2022 to 28 February 2023. This, our fourth Sustainability Report, represents a compact update to last year's report.**

The Sustainability Update 2022 focuses on the enduring efforts of the STOCKMEIER Group to enhance the sustainability of all its business practices. Attentive readers will notice how this issue is dominated by tables and info graphics presenting information clearly and precisely. The use of tables allows the Sustainability Update to clearly and concisely convey the sustainability efforts made during the previous year.

In common with last year, the Report contains references to the standards contained in the Global Reporting Initiative (GRI). However, readers of the STOCKMEIER Group's Sustainability Report 2021 may also recall the United Nations' Sustainable Development Goals (SDG).  We have found the combined use of common standards to be effective, and we therefore decided to use this easily accessible structure alongside the GRI in our analysis of the 2022 financial year. Each of the Report's chapters present selected SDGs where the STOCKMEIER Group can exert direct influence through its actions.



Two focal issues during financial year 2022:  
the GHG Protocol and our certification  
pursuant to ISO 14001



The Sustainability Report 2026 demands some intensive preparatory work on the part of our international team

The epilogue to this Sustainability Update contains a breakdown based on the GRI, which presents the reader with all of the key information. Prepared and realised in accordance with CSR (Corporate Sustainability Reporting) guidelines, in just few years you can expect to see a STOCKMEIER Sustainability Report in an entirely different dimension. With the preparation expected to take two years, there are plans for the new report to be issued in 2026 covering the 2025 financial year. Our new, interdisciplinary and international team of experts is already intensively working on these preparations. We are already looking forward to the results, and there is a great deal of excitement about the feedback from our read-

ers. So, why are we publishing a Sustainability Update that is reduced in scope this year? It is simply because here at STOCKMEIER, we are passionate about transparency. For this reason, it would have been impossible for us not to proceed with this year's Report. With this compact edition of the Sustainability Update, featuring informative tables and compelling graphics, we have found an effective way of meeting our responsibilities, which also enables us to direct our focus towards future tasks and plans. This edition is modelled on the current Sustainability Report prepared by our colleagues in France, who for years now have demonstrated their exemplary documentation of key performance indicators. 🌱

# 2026

will see the publication of the  
first STOCKMEIER Sustainability  
Report based on the new  
CSR directive





# Powerful networks and processes

**In order to achieve defined targets, several factors are essential: seamless documentation with all measures effectively aligned on that basis, together with close collaboration between all the parties involved. This is particularly true of the development of the business, but is no less applicable in the approach we take to the subject of sustainability.**

Manufacturing companies now operate in a more forward-looking way than ever before – the balance between innovation and sustainable action is crucial



# STOCKMEIER at a glance

**GRI 102** Despite various geopolitical crises and conflicts, within its stable sector environment STOCKMEIER can look back at 2022/23 as being a positive financial year. Significant increases in the relevant key performance indicators and the continuous development of the organisational culture are creating positive prospects for the future, while also establishing the economic prerequisites for dynamically advancing the issue of sustainability.



More than

**50**  
locations  
worldwide



**2,000+**  
employees in 2022



**46.8%**  
equity ratio



**2.1 billion**  
turnover

During the reporting period, the sales revenues of STOCKMEIER Holding SE, (formerly STOCKMEIER Holding GmbH) headquartered in Bielefeld, totalled EUR 2.14 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. With its broad product portfolio, the Group serves a large number of customers in diverse industries both within and outside the European Economic Area. The business activities are primarily centred on the procurement of large volumes of chemicals from producers, which are then sold in smaller quantities to our customers around the world. Along-

side that, STOCKMEIER also provides supplementary services such as warehousing, stocking, technical consulting, and on-site support.

## **New structure creates the basis for a successful future**

The continuous growth of the business is likewise reflected in employee numbers and our organisational structures. Over 2,000 people are now employed in STOCKMEIER Group companies, each contributing to the positive overall result. The majority of them work in the three companies comprising the STOCKMEIER chemicals division, STOCKMEIER Chemie, and on 1 March 2023 these entities were reconstituted under the pro-

ject name "STOCKMEIER ONE". By taking this step, we have not only established structures that allow us to overcome current challenges, but simultaneously laid the foundations for the continued European direction of our chemical distribution activities. For example, the newly established STOCKMEIER Chemicals, which bundles a series of central functions, has functioned as the umbrella organisation of the STOCKMEIER Group's chemical trading activities in Europe since March 2023.

Another of our ground-breaking structural measures is the formation of a European sustainability task force. The 17-strong team includes representatives from all the main companies of the STOCKMEIER Group. One important mission of this body



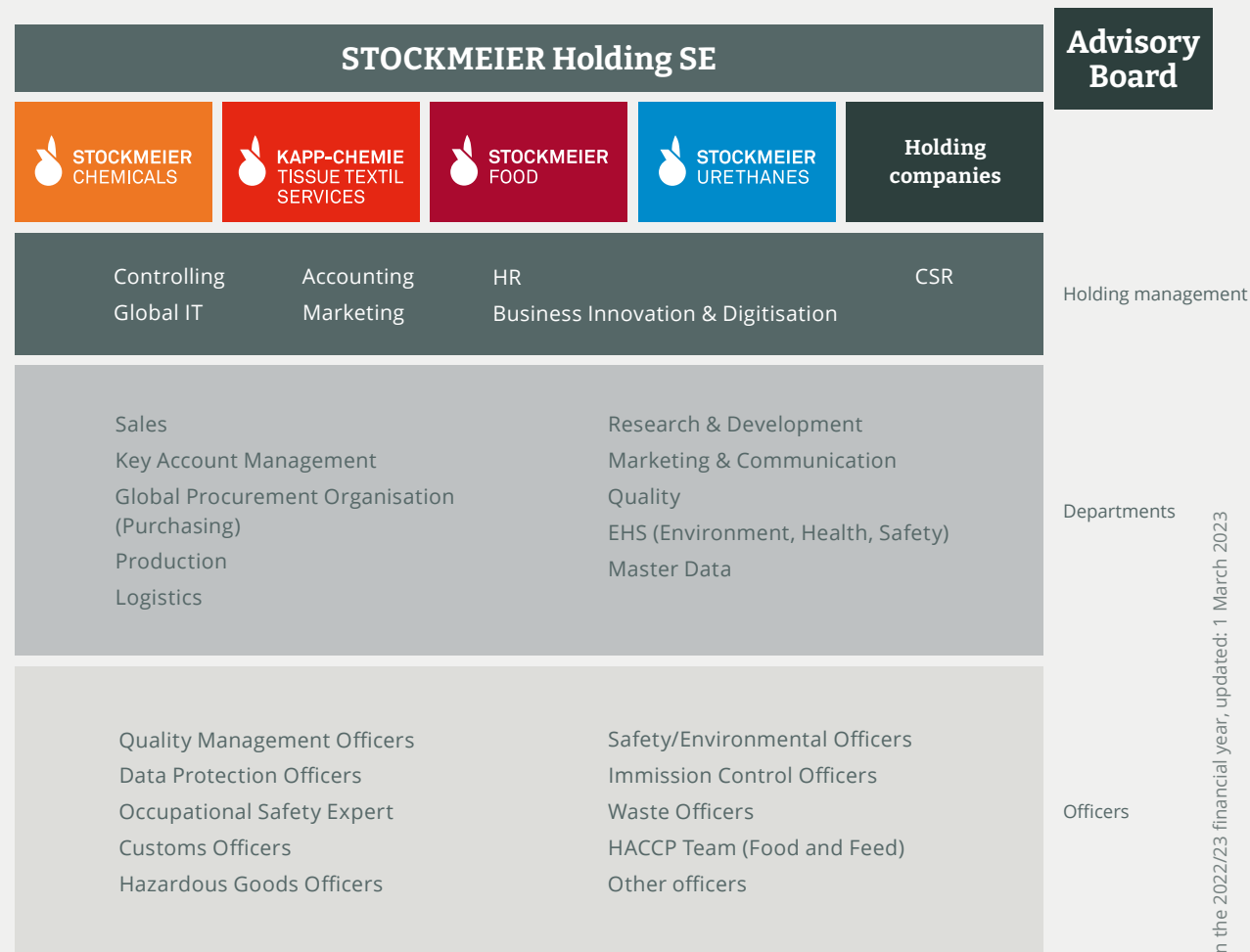
is the Group-wide standardisation, implementation and continuous improvement of sustainability activities, both current and those still in the development stage. The importance and relevance of the task force's activities is immediately apparent in the implementation of the Greenhouse Gas Protocol and our certification pursuant to ISO 14001.

### Taking account of international standards

Alongside its internal stakeholders, STOCKMEIER also involves external stakeholders such as customers, suppliers, shareholders, and financing partners in relevant discussions and 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), the Fecc European Association of Chemical Distributors, the Verband der chemischen Industrie e. V. (VCI), and the Industrieverband Hygiene & Oberflächenschutz (IHO).

In all its decisions and activities, the Group follows the precautionary approach of the 1992 Rio Declaration on Environment and Development. Accordingly, we carefully identify the hazards, risks and effects of our products, and follow the criteria of the Globally Harmonised System (GHS) of classification and labelling of chemicals. If hazards or risks are identified, appropriate mitigation measures are implemented. No health and safety violations impacting products or services have been detected to date.

### Organisational structure of the STOCKMEIER Group





The STOCKMEIER Chemicals companies: STOCKMEIER Chemie, STOCKMEIER Fluids, BASSERMANN minerals, STAUB & CO. – SILBERMANN, STOCKMEIER Química, De Noord Chemicals, STOCKMEIER Chemicals Belux, INNOCHEM, STOCKMEIER France (formerly Quaron), KEMTAN AG, HDS-Chemie, STOCKMEIER Chemie Austria, STOCKMEIER Chemia



STOCKMEIER emphasises the value of all employees acting with integrity

### Internal codes of conduct create commitment

With its Code of Conduct  and guidelines on quality, environmental safety and occupational health and safety management, STOCKMEIER has developed sets of codes applied within the business and towards external groups, too. These principles form the basis on which we adopt a zero tolerance policy regarding antitrust and competition infringements, any form of corruption, and human rights violations, such

as child labour. To this end, we employ tools such as the four-eyes principle, the concept of separation of functions, SAP authorisation, and our compliance culture. Our 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. 



Respect



Trust



Courage



Passion



Sustainability



Responsibility

These are the values by which our employees interact inside and outside of the organisation

 102-16



Handling products and waste in a responsible manner is a permanent aspect of sustainable business activity

# Sustainability as an endurance race

**As a broadly structured chemical enterprise, we are able to effectively advance the aims of sustainability and environmental protection. By continually performing analyses and ratings, both we and our suppliers can continuously develop and optimise our activities in this regard.**

The sustainability-related efforts of any business are only as good as the network that cultivates them. This is why, with EcoVadis, we are partnering with a service provider that helps us to rate suppliers based on a sustainability score. For the STOCKMEIER Group, EcoVadis has long been much more than a tool. It is a partner that provides us with comprehensive support in all aspects of creating sustainable networks. The production and distribution of chemicals lie at the heart of our activities. A range of different types of waste are generated here. Increased figures compared to the previous year are

largely explicable by the growth of the corporate group. It is therefore correspondingly important to practice recycling and treat as much waste as possible to minimise the final disposal costs and reduce the environmental impacts. One new development in connection with our sustainable business aims is the ISO 14001 certification of our Bielefeld site.  Working according to this standard should make it easier in future for all departments to achieve defined KPIs or adapt their business and sustainability targets if necessary. 




# Rating the sustainability of our networks


**GRI 308** It is also true of the chemical industry that sustainability demands the network-based actions of stakeholders from the areas of science, business, environmental and consumer protection groups, as well as public authorities and political representatives. This is a mission that is not merely fulfilled in relation to production and sales, but also in connection with the procurement of raw materials and consumables.

The strategic purchasing of chemicals and other materials is therefore numbered among the STOCKMEIER Group's key tasks. As part of a constantly expanding network, the Group collaborates with a large number of suppliers and providers around the world. These partners represent permanent links in the supply chain, and therefore need to engage with the same sustainable action requirements as STOCKMEIER. This is the only method by which we can gain an insight into the degree of sustainability of our suppliers' operations and ensure that they observe the applicable labour laws and human rights.

## Trust is a good thing, close monitoring is better.

But how is it possible to ensure this high standard is achieved in practice? In this instance, STOCKMEIER primarily relies on the analyses and results delivered by EcoVadis, a leading provider of sustainability ratings.  Commencing in 2015 with an appraisal of the Group's own sustainability performance, this cooperative arrangement, only recently renewed, has over the years developed into a wide-ranging partnership, and now also includes the sustainability activities of STOCKMEIER's suppliers. This expansion has been positively received: In 2021, the number of STOCKMEIER suppliers with an EcoVadis rating was

still just 112, but had more than doubled to 242 one year later. EcoVadis also awarded 204 of these - some 84 percent - with a medal for their efforts in relation to sustainability. The average calculated score also improved from 57 points in 2021 to 60 points in 2022. "These figures underscore just how important the supplier network also considers the issue of sustainability to be", says Anna Carina Lenze, Sustainability Manager at STOCKMEIER. There is also welcome news to report on the trends in the volume figures for the supplied raw materials and consumables: With only 39 percent of STOCKMEIER's procured material quantities initially covered by the EcoVadis ratings in 2021, this figure had already risen to 64 percent by just the following year. "It means we have already taken a big step towards achieving our aim of recording 75 percent of

our total supply volume by 2025. In view of the largely positive response of our suppliers, who only very rarely refuse to be rated, I am optimistic that we will also reach this target on schedule", says Anna Carina Lenze, clearly confident. 

KPI	2020	2021	2022
Share of rated companies based on delivery volume	10%	39%	64%
Total points of own EcoVadis scores for sustainable procurement	40	50	60
Average supplier score	63	57	60
Number of suppliers awarded a medal	16	85	204
Number of suppliers rated	19	112	242

# ecovadis

In the day-to-day running of STOCKMEIER, the scores provided by EcoVadis provide a valuable guide

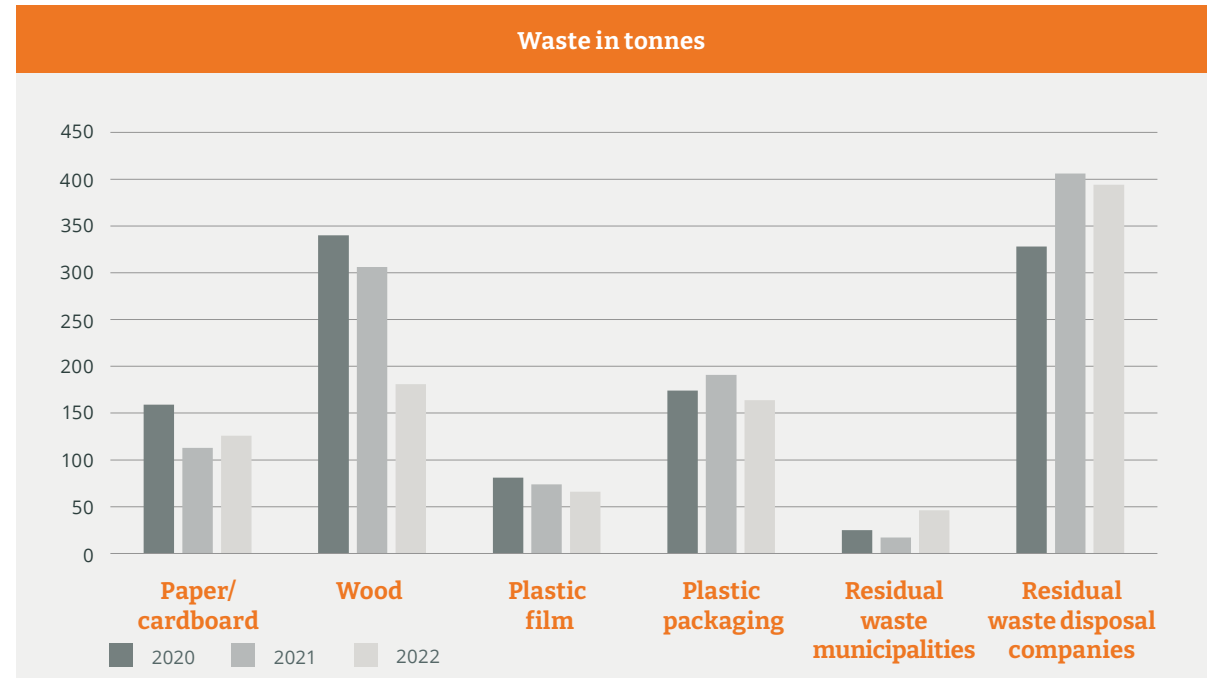


# Positive performance despite one-off effects

The responsible and environmentally-friendly handling of chemicals and waste is one of STOCKMEIER's key sustainability targets. Alongside the careful and safe disposal of consumables and other raw materials of all types, another important topic is recycling and this is one we are pursuing rigorously. However, for the first time since 2019, the STOCKMEIER Group again registered rising waste quantities during the year under



In 2022, we successfully reduced the quantities of waste in many areas compared to the previous year



review. The total quantity of waste generated during the 2022 calendar year amounted to 3,517 tonnes, a figure that was significantly higher than in the previous year. In the opinion of Environmental Officer, Andreas Bardosseck, although this development has to be watched carefully, there are justifiable reasons for it: "The increase in non-hazardous waste is primarily down to building and demolition waste associated

with a number of construction projects, including some at the Bielefeld site (see page 14). If this 'one-off effect' is ignored, the quantities of non-hazardous waste are similar to those of the previous year, and in some areas are actually better than what they seem at first glance." Regarding hazardous waste, it was noted that there had been a return to pre-Covid levels. Only some marginal improvements were achieved.



### Further reduction in non-hazardous waste

Whereas significant decreases were registered for the Timber/ Pallets (-41%), Plastics (film -11% and packaging -14%) and Iron/Steel (-20%) segments, the quantities of residual waste accumulated in 2022 still remained on a par with 2021 levels, with a slight decrease in the amounts disposed of by service providers (-3%). “Things that have paid off include the establishment of an effective environmental management system at our Bielefeld site designed to clearly separate different types of waste from one another. Among other things, we rigorously separate plastics from other waste, and emphasize the importance of thorough recycling”, explains Andreas Bardosseck. As an example, one project involves cleaning empty plastic canisters, shredding them using an in-house shredder, before reintroducing the material into the economic cycle.

# 3,517 t

total waste  
generated in  
2022

GRI 306



KPI	2020	2021	2022
<b>Paper waste</b>	159 t	113 t	126 t
kg per tonne deliv.	0.4	0.2	0.3
<b>Wood waste</b>	340 t	306 t	181 t
kg per tonne deliv.	0.8	0.6	0.4
<b>Plastic film waste</b>	81 t	74 t	66 t
kg per tonne deliv.	0.2	0.2	0.1
<b>Plastic packaging waste</b>	174 t	191 t	164 t
kg per tonne deliv.	0.4	0.4	0.4
<b>Residual municipal waste</b>	25 t	17 t	46 t
kg per tonne deliv.	0.1	0	0.1
<b>Residual waste disposal companies</b>	328 t	406 t	394 t
kg per tonne deliv.	0.8	0.8	0.9
<b>Iron/steel waste</b>	98 t	50 t	40 t
kg per tonne deliv.	0.2	0.1	0.1
<b>Electrical waste</b>	9 t	3 t	6 t
kg per tonne deliv.	0	0	0
<b>Bio waste</b>	65 t	28 t	27 t
kg per tonne deliv.	0.2	0.1	0.1
<b>Construction and demolition waste</b>	36 t	273 t	1,260 t
kg per tonne deliv.	0.1	0.6	2.7



### GRI 306-2 Some recycling of hazardous waste

Recycling also has an important role to play when it comes to hazardous waste, such as chemicals and uncleaned packaging. Despite the increase in volumes of waste registered in 2022, Andreas Bardossek reckons that STOCKMEIER is moving in the right direction in both of these areas: "Wherever possible, rather than merely disposing of hazardous waste, we feed it back into the recycling loop." For example, at the Bielefeld site, work commenced back in 2021 on the recycling of chemicals and solvents. An external service provider has been engaged to re-cycle and re-market the waste. In 2022 alone, some 340 tonnes were recycled and reintroduced to the market in this way. ♻️



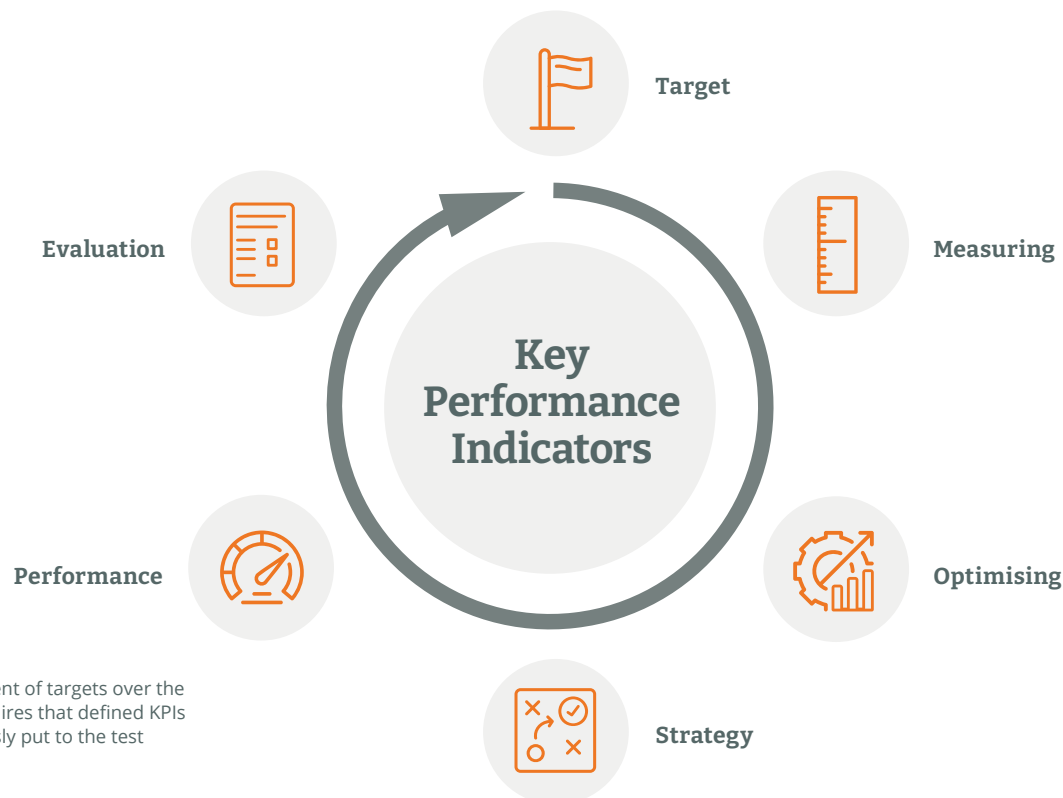
KPI	2020	2021	2022
<b>Haz. chemical waste</b>	818	299	700
kg per tonne deliv.	2	0.6	1.5
<b>Haz. waste comprising uncleaned packaging</b>	323	226	505
kg per tonne deliv.	0.8	0.5	1.1





# Enhancing sustainable activities by using KPIs

**In order to succeed in a dynamic competitive environment, enterprises depend on key performance indicators (KPIs), which are used to gauge progress achieved in relation to important targets or critical success factors within the organisation. This type of data is also becoming increasingly important for the STOCKMEIER Group, too.**



The achievement of targets over the long term requires that defined KPIs are continuously put to the test

Whereas traditional indicators such as turnover or EBIT reflect the operational performance, KPIs based on valid data are used to measure the effectiveness with which an enterprise achieves its defined targets. This information can relate to turnover growth, the performance of market shares, or even customer satisfaction. It represents a significant strategic approach for STOCKMEIER, according to Dr Uwe Damrau: "We need to have more KPIs defined within our day-to-day activities to allow us to set internal benchmarks. This allows us to clearly enhance our sustainability performance." In view of STOCKMEIER's increasingly international orientation and the corresponding need for common standards and targets, this is a topic that is gaining in significance. In the spring of 2023, company representatives from Germany and France met for a kick-off meeting, where the initial common, cross-location KPIs were on the agenda. "This meeting demonstrated just how important this issue is and that, as a business, we are on the right path", said Dr Uwe Damrau, clearly satisfied with the results.

## KPIs are also needed in our daily business activities.

KPIs are not just relevant for an organisation's executive management, but also its departmental heads, project managers and process owners. At the end of the day, each and every STOCKMEIER employee will need to use key performance indicators to control and assess the sub-processes for which they are responsible. Dr Uwe Damrau: "With certification pursuant to ISO 14001 (see page 17) if not before, every department will have to define its own targets and develop appropriate measures in that respect. This is equally true of the topic of sustainability, where its integration into our day-to-day routines also requires every individual to be made aware of how to handle this critical issue." In order to intensify the level of specialist knowledge and the methodological expertise in handling key performance indicators, a range of relevant training sessions has been conducted since the end of 2023. ♦



# Sustainable action through ISO 14001 certification

**In terms of sustainability, the STOCKMEIER Group reached another important milestone at the end of 2022: The Bielefeld site successfully attained its ISO 14001 certification. This is proof of the Group's commitment to minimising its impact on the environment and to promoting sustainable business activities.**



## What is ISO 14001?

ISO 14001 is the internationally recognised standard for environmental management systems. It encompasses all aspects of the continuous improvement of the environmental performance of organisations. It defines the establishment, implementation, operation and continuous improvement of an environmental management system within the organisation. The paramount objective of attaining certification pursuant to ISO 14001 is to encourage environmental protection, to reduce the organisation's own environmental impacts, and by doing so, to achieve defined environmental targets within the day-to-day activities of the enterprise.

ISO 14001 is an internationally recognised standard with the aim of helping organisations to improve their environmental performance, meet legal regulations and other obligations, and to achieve environmental targets. The environmental management system demands the promotion of environment aspects, the reduction of environmental impacts, and the implementation of environmental targets. This certification makes our duty towards sustainability even more concrete and palpable. The trailblazers here are STOCKMEIER's French companies, which already gained their own ISO 14001 certification pursuant to ISO over ten years ago. In 2021, STOCKMEIER Fluids was the first of the German companies to work in this direction, and it was followed a year later by the certification awarded to STOCKMEIER Chemie's Bielefeld site. Managing Director Dr Uwe Damrau sees certification as an essential element of sustainable corporate governance: "It is not enough to simply document sustainability, because you do, of course, have to practice it, too. ISO 14001 certainly raises awareness about the issue!" In common with the Greenhouse Gas Protocol Project (GHG, see page 25 et seq.),

the ISO 14001 topic is accordingly considered highly important within the organisation. Not only serving the documentation aspect, it also underpins the integration of sustainability-related principles within all day-to-day operations. For example, it demands the establishment of a continuous management system, which, in turn, depends on the thorough preparation and precise definition of targets and measures in every area. This approach sensitises the workforce, raising employee awareness about sustainability.

"ISO is certainly more of an organisational tool rather than a sustainability measure", admits Dr Uwe Damrau, Managing Director responsible for the Technical Division. "However, it helps us to analyse processes as well as to minimise risks. At the same time, it increases awareness among those of our colleagues who previously had no call to engage with the issue." After all, ISO 14001 means that every department is required to define their own KPIs and document the monitoring of targets. Accordingly, certification has concrete implications for day-to-



Organisations certified to ISO 14001 set out all their KPIs by means of detailed documentation



day operations at STOCKMEIER. The standard facilitates the definition of KPIs for measuring and assessing our environmental impacts and, in so doing, it directly encourages the development of sustainability targets and the corresponding measures within all departments.

In recent months, a range of measures within the Group has demonstrated significant effects, with the very introduction of ISO 14001 having quite a special impact as its guidelines are equally relevant to Purchasing, Sales and Production, requiring continuous observation throughout the financial year. Apart from the realisation of sustainability measures, Andreas Bardossek sees another huge benefit: "The ISO standard also comes with practical advantages, such as the classification and differentiation of substances and the creation of itemised lists to serve as the basis for a dialogue with our suppliers." This should make it easier to allow the sustainability factor to be a consideration in all decision-making.

All told, gradual ISO 14001 certification of the STOCKMEIER Group presents a clear roadmap towards more sustainable action and greater awareness of environmental issues. The plan is to roll out this commitment to other sites belonging to STOCKMEIER Chemie and to other subsidiaries within the Group, and to encourage continuous improvements in relation to sustainability. It is envisaged that all production sites will be certified to this standard by the end of 2025.

By becoming certified to ISO 14001, the audited companies are shouldering great responsibility for our future, emphasises Dr Uwe Damrau: "This environmental management system standard is a basis allowing all of our colleagues to make it their mission to do business sustainably and to handle resources carefully." 🍀



Certification pursuant to ISO 14001 binds all of an organisation's employees to their duty to do business sustainably



# Reaching our goals, step by step

Sustainable action is not always a linear process, something proved equally true here at STOCKMEIER in 2022. As well as some great leaps forward, the occasional setback was also registered. Nevertheless, our ecological bottom line for 2022 was a positive one overall.

In terms of environmental and nature conservation, a great many measures interact with one another in the preservation of waterways, the climate, and landscapes



# All in all, a good year

**In terms of ecological aspects, 2022 proved to be a challenging, yet successful year for STOCKMEIER. Rising energy costs, bureaucratic obstacles, and supply chain bottlenecks put the brakes on one or two projects, but still did not stop us from persevering on the way to a sustainable future.**

Dr Uwe Damrau, Managing Director, Technical Division, was positive in his summary: “2022 saw us achieve a great number of smaller-sized improvements. In particular, we managed to create structures to help us continue to improve our sustainability performance.” While implementation of the GHG (Greenhouse Gas) Protocol created the prerequisites for ascertaining our future emission figures for SCOPE3, thanks to our ISO 14001 certification it will, in future, be possible to separately define and document sustainability targets and measures for every organisational unit. “The importance of these measures for the Group is clear from looking at France, where our colleagues successfully completed the certification process more than ten years ago. We are therefore going to accelerate expansion of the certification beyond our Bielefeld site”, explains Dr Uwe Damrau. It should also be said that 2022

brought many ups, but also some downs in terms of implementing our ecological targets. “In particular, we unfortunately did not succeed to the extent hoped for regarding the use of renewable energies within the organisation. However, I am quite certain that we will still make significant progress, especially in the coming years”, is Andreas Bardossek’s optimistic opinion of the future. 🍀



Despite all the economic challenges, the summary of the STOCKMEIER Group’s performance in 2022 is a positive one



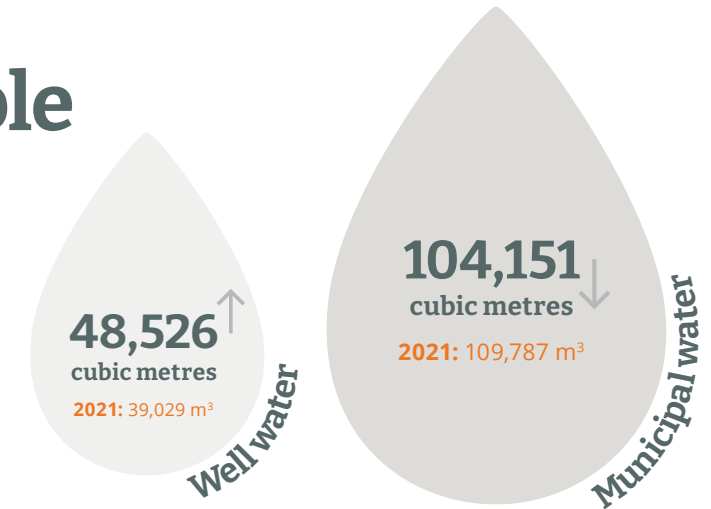
# Water consumption remains stable

**GRI 303** The sustainable use of water is one of the top priorities at STOCKMEIER. This key target finds its expression both in the most frugal possible use of water and in the wide-ranging recycling and return of the volumes used. In this way, in 2022 we were able to largely maintain the previous year's level with a consumption volume of approx. 152,677 cubic metres of water (+2.59 percent), despite the first-time inclusion of two sites (New Quimica in Spain and Stockmeier Food Csömör in Hungary). While an increase was recorded in the volumes of water needed to rinse containers and tanks to rid them of chemical residue, the proportion comprising an element directly forming part of the end product fell below the 50% mark for the first time ever (47.68%).

## Proportion of effluent falls

Another positive outcome was in relation to effluent, which is monitored at the respective operating site, then treated, before it is subsequently returned via sewers to the municipal treatment plants. Compared to 2021, this amount was reduced by 4.39%, down from 71,079 cubic metres to 67,956. This was partly due to modifications made to our production processes together with technological innovations, such as the deployment of high-pressure cleaners fitted with more effective nozzles allowing for better control and the optimised consumption of water. These steps are some of the other important ways forward on our path towards the complete avoidance of treated waste water entering the natural hydrological cycle. 💧

48,526 cubic metres of water drawn by STOCKMEIER from its own wells – 24.3 percent more than in 2021



KPI *	2020	2021	2022
<b>Total water consumption</b>	143,664 m³	148,816 m³	152,677 m³
Change compared to previous year	+2.95%	+3.59%	+2.59%
<b>Well-sourced water consumption</b>	51,068 m³	39,030 m³	48,526 m³
Change compared to previous year	+6.9%	-23.57%	+24.33%
Proportion of total water consumption	35.55%	26.23%	31.78%
<b>Public utility water consumption</b>	92,596 m³	109,787 m³	104,151 m³
Change compared to previous year	+0.9%	+18.57%	-5.13%
Proportion of total water consumption	64.45%	73.77%	68.22%
<b>Product-related water consumption</b>	82,406 m³	77,737 m³	72,802 m³
Change compared to previous year	+10.74%	-5.67%	-6.35%
Proportion of total water consumption	57.36%	52.24%	47.68%
<b>Effluent</b>	61,258 m³	71,079 m³	67,956 m³
Change compared to previous year	-5.94%	+16.03%	-4.39%

\* Water consumed at New Chimica and STOCKMEIER Food Csömör was included in the analysis for the first time in 2022



# Lots of light and shade

**GRI 302** Following a determined rise in consumption values in the previous year, 2022 saw the energy indicators stabilise once again. In terms of energy intensity on the other hand, the STOCKMEIER Group returned to pre-Covid levels. The German-based Group companies plus New Quimica and Stockmeier Food Csömör consumed 39.8 million kilowatt hours in the past calendar year, 0.51 percent less than in 2021. "When you consider that we have just now added two new energy-intensive sites to our balance sheet and that our sales force activities have greatly increased in recent months with a corresponding impact on our diesel consumption (+4.37 percent), this is by no means a poor result", explains Andreas Bardosse, STOCKMEIER's Environmental Management Officer. However, it should be remembered that the consumption values are accompanied by a reduced tonnage produced compared to the previous year, meaning that less was produced using more or less the same amount of energy.

This trend is likewise reflected in the energy intensity figures, with the 2022 figure rising slightly from 81 kilowatt hours to 86 kilowatt hours per tonne delivered. Even if this means that the STOCKMEIER Group still remains clearly below the level of 2020 and previous



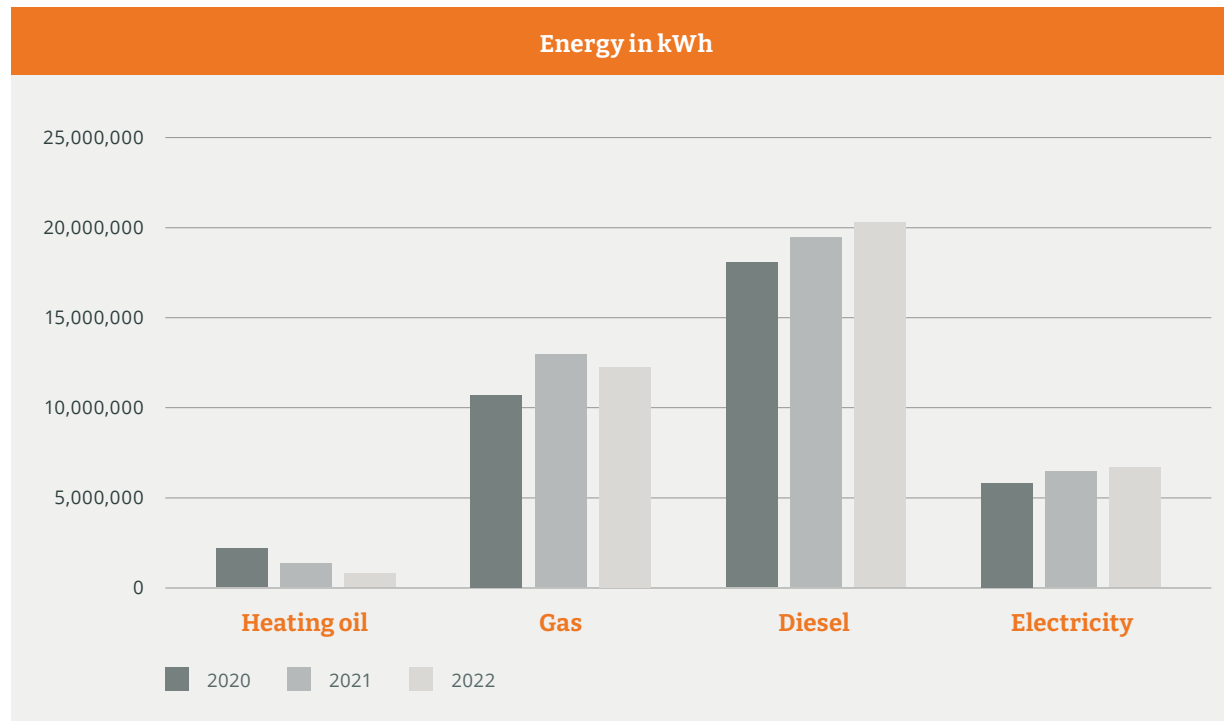
**We have launched numerous initiatives that will yield results by 2024 if not sooner.**

**Andreas Bardosse**  
Environmental Officer

KPI *	2020	2021	2022
<b>Total energy consumption</b>	36,621,865 kWh	40,023,031 kWh	39,818,033 kWh
Change compared to previous year	-6.12%	+9.29%	-0.51%
<b>Energy intensity **</b>	90	81	86
Change compared to previous year	-5.64%	-9.82%	+5.94%
<b>Heating oil consumption</b>	2,155,722 kWh	1,310,962 kWh	760,885 kWh
Change compared to previous year	-10.85%	-39.19%	-41.96%
Share of energy	5.89%	3.28%	1.91%
CO <sub>2</sub> emissions, heating oil	699 t	425 t	247 t
<b>Gas consumption</b>	10,658,290 kWh	12,903,359 kWh	12,217,666 kWh
Change compared to previous year	+0.11%	+21.06%	-5.31%
Share of energy	29.1%	32.24%	30.68%
CO <sub>2</sub> emissions, gas	2,372 t	2,869 t	2,707 t
<b>Diesel consumption</b>	18,016,104 kWh	19,399,939 kWh	20,247,916 kWh
Change compared to previous year	-8.99%	+7.68%	+4.37%
Share of energy	49.19%	48.47%	50.85%
CO <sub>2</sub> emissions, diesel	5,662 t	6,097 t	6,364 t
<b>Electricity consumption</b>	5,791,748 kWh	6,411,538 kWh	6,591,566 kWh
Change compared to previous year	-5.78%	+10.7%	+3.43%
Share of energy	15.82%	16.02%	16.65%
CO <sub>2</sub> emissions, electricity (location-based)	1,599 t	1,467 t	2,861 t
CO <sub>2</sub> emissions, electricity (market-based)	0 t	0 t	86 t
<b>PV in-house generated electricity</b>	0%	0%	0.6%

\* Energy consumption of New Quimica and Stockmeier Food Csömör was included in the analysis for the first time in 2022

\*\* Energy consumption in kilowatt hours of energy per tonne of direct sales



GRI 302-1

years, we are not willing to rest on our laurels here. Which is why we have launched a series of initiatives aimed at reducing our energy intensity, and these are expected to exhibit results as early as 2023, at the latest by 2024. This also includes our new energy management system, which will handle the future monitoring and documentation of our energy consumption, with the Bielefeld site planned for its first deployment. For Dr Uwe Damrau, Managing Director, Technology, this is an urgently needed step towards having improved data collection and control across the entire Group: "The performance of re-

cent years and months demonstrates the importance of precisely recording our energy consumption across divisions and undertakings, so that we can use this as a basis for deriving new and necessary measures. That is why we are attributing this issue the highest priority." Following selection of the software and the adoption of a measuring point concept for the Bielefeld site, the current task is to procure the meters and other components. If the schedule is successfully met, the plan is to implement the system by the end of 2023, with the go-live to follow in 2024. 🍎



By comprehensively collecting data, we are able to see how energy consumption is changing and performing within the organisation

”

**Recording our energy consumption is one of our top priorities.**

**Dr Uwe Damrau**  
Managing Director, Technology



# Effectively countering the rise in CO<sub>2</sub>

**GRI 305** The STOCKMEIER Group is aiming to reduce its own emissions to zero in the coming decades. An ambitious target, but one that we will continue to pursue despite the rise in CO<sub>2</sub> emissions seen in 2022. Compared to the previous year, STOCKMEIER registered a significant increase in its CO<sub>2</sub> emissions, which climbed to 2,861 tonnes. This meant that our CO<sub>2</sub> emissions amounted to 26.3 kilogrammes per tonne delivered, bringing them close to pre-Covid levels again. Whereas further savings were achieved for heating oil and gas, there was a sharp rise in the figures for diesel and electricity (see table).

## First “in-house PV-produced” electricity included in the balance

Even though the inclusion of additional sites in the balance means that the current figures are not readily comparable with those for the previous year, STOCKMEIER is decisively combating this development through a series of sustainability activities. This package of measures includes the purchase of green electricity, which also boosts the production of renewable energies. The commissioning of the photovoltaic systems at Bielefeld and Balve, together generating 255 kilowatts at peak production, will certainly improve our emissions balance sheet considerably in the future. Having experienced some significant delays for insurance-related reasons, the main issue now is to move forward step-by-step. It is thanks to our Hungarian colleagues that an initial figure for “in-house PV-produced electricity” was available for the sustainability balance sheet for 2022 despite these difficulties. “Although it may only account for 0.6 percent of

the total volume, this is merely the start. We will be continually increasing this figure over the coming years”, says a confident Andreas Bardossek.

## Significant foundations laid for the future

Other activities launched in 2022, such as the installation of heat pumps at the Balve site, the first electric truck with a range of approx. 200 kilometres, as well as a more streamlined and therefore significantly more efficient trailer that reduces fuel consumption by up to one litre per 100 kilometres, will likewise contribute to reducing our CO<sub>2</sub> emissions

over the long term. In the opinion of Dr Uwe Damrau, Managing Director, Technology, STOCKMEIER is now well-positioned in terms of reducing emissions despite the rise in CO<sub>2</sub> registered across the reporting period: “2022 saw us initiate many smaller-sized projects, which are already showing some initial success. Alongside that, we have implemented important structural measures that have laid the foundations for a successful future, such as in the area of infrastructure, for example. Even if the establishment of the networks needed for alternative energies such as solar power and wind power will still take a few years, we are heading in the right direction here.”

KPI *	2020	2021	2022
<b>CO<sub>2</sub> emissions</b>	10,332 t	10,858 t	12,178 t
per tonne deliv.	25.4 kg	22.1 kg	26.3 kg
<b>CO<sub>2</sub> emissions, heating oil</b>	699 t	425 t	247 t
<b>CO<sub>2</sub> emissions, gas</b>	2,372 t	2,869 t	2,707 t
<b>CO<sub>2</sub> emissions, diesel</b>	5,662 t	6,097 t	6,364 t
<b>CO<sub>2</sub> emissions, electricity (location-based)</b>	1,599 t	1,467 t	2,861 t
<b>CO<sub>2</sub> emissions, electricity (market-based) **</b>	0 t	0 t	86 t

\* CO<sub>2</sub> emissions produced by New Quimica and Stockmeier Food Csömör were included in the analysis for the first time in 2022

\*\* Market-based CO<sub>2</sub> emissions are not taken into account in the total emissions of the STOCKMEIER Group



# GHG Protocol creates new practical options

**With its initial application of the Greenhouse Gas Protocol, or GHG Protocol for short, STOCKMEIER took a significant step in 2022 towards the full disclosure of its greenhouse gas emissions.**

Previously, it was only possible to document emissions originating from within the organisation itself (SCOPE1), as well as indirect emissions from external and purchased power generated through steam, heat and cooling (SCOPE2). Now, all other indirect emissions are factored into an organisation's greenhouse gas balance sheet, i.e. including those arising from purchased products, upstream transport, capital goods, waste and accumulated waste, as well as downstream transport, and sales, along with energy-related emissions (SCOPE3). The GHG Protocol also means that even the emissions caused by company-related travel can now be documented. Even though the standard series is currently only in use by the STOCKMEIER Chemie companies and by the French subsidiaries – with the other companies and sites to come on board by the end of 2024 – Dr Uwe Damrau, Managing Director, Technology, at STOCKMEIER, nevertheless sees this as an important step towards realisation of the Group's defined sustainability targets: "By applying the GHG Protocol, which not only documents CO2 emissions but also the emission of other greenhouse gases

such as methane, hydrofluorocarbons and sulphur hexafluoride, as well as obtaining a complete picture of our emissions balance at the same time, we also get a good perspective of the impact of our own actions."

## **Applying the GHG Protocol leverages additional information**

This wide-ranging gain in knowledge also includes the insight that less than one percent of the documented emissions are caused by STOCKMEIER itself. Some 90 percent and clearly the lion's share of emissions are attributable to the raw materials the Group purchases and trades in the course of its business activities. The remaining emissions are primarily due to transport activities performed by external service providers, and on which STOCKMEIER has only very limited influence. This additional knowledge can be of critical importance when it comes to the procurement of raw materials, avows Dr Uwe Damrau: "In the past, when it came to purchasing raw materials,



## **Emissions generated by STOCKMEIER**

An analysis of the greenhouse gas emissions balance sheet makes one thing clear: STOCKMEIER itself generates just a tiny proportion of the documented emissions



## Figures and standards-based values form the basis for improving sustainable action.

**Dr Uwe Damrau**


Managing Director, Technology



### What is the GHG Protocol?

The most important and best-known standard for recording greenhouse gas emissions within companies establishes globally comparable parameters for measuring and managing such emissions. It also contains policies and guidelines that enable businesses and public sector actors to take stock of their emissions so as to calculate their 'corporate carbon footprint'.

 [www.ghgprotocol.org](http://www.ghgprotocol.org)

all that really mattered was the combination of price, quality and availability. Now there is a further sustainable component to consider. This new addition helps shape our procurement decisions and is hugely important to us, but at the same time it also poses new challenges for our colleagues in Purchasing." Skills that could prove to be decidedly crucial regarding the perception of STOCKMEIER as a sustainably functioning enterprise. For example, EcoVadis, a provider of sustainability ratings to companies,  has also been factoring into its assessments the reporting of energy consumption and greenhouse gas emissions since 2023.

### Going the extra mile

Numerous companies and organisations around the world are now reporting their greenhouse gas emissions based on the standards of the GHG Protocol (see box). Even though the CSRD only compels us to begin applying the Protocol from 2026 onwards, the STOCKMEIER Group has voluntarily opted to take this step here and now. "Efficient sustainable action is reliant on the documentation of figures and standards-based values – these form the basis for improvements. In that regard, it is only logical that we also determine our figures and values for SCOPE 3 and not just for SCOPE 1 and 2", explains Dr Uwe Damrau. A forward-looking decision, but one that still needs a great deal more work, however. "In order to have the ability to fully apply the GHG Protocol to our corporate group, we need the emission values for raw materials and transport routes, for example, and these can only be ascertained using suitable software. We are currently still searching for the right service provider here, but we are certain that a good solution will be identified soon." 💧



Dr Uwe Damrau is working towards comprehensive application of the GHG Protocol throughout the Group



# A secure employer

There are two statistics, both of which bear testimony to how the STOCKMEIER Group proves convincing to its employees in terms of safety and security – alongside the low accident rate, the low turnover rate also indicates how staff can depend on their employer.

The STOCKMEIER Group is committed to the equal and fair treatment of all its employees – regardless of gender, origins or role



# Clear signs of generation change


**An analysis of the 2022 financial year lays bare a number of striking developments. The continuing shortage of skilled labour is affecting a number of areas simultaneously.**

The sharing of experience between long-standing and newer employees ensures the future success of the business



From an employer's perspective, the 2022 financial year entailed both positive and adverse developments for the STOCKMEIER Group. While there is reason to be pleased at the continuing drop in the staff turnover rate flanked by a similar fall in the accident rate even as employee numbers continue rising, even now initial indications of an impending skills shortage are already becoming apparent. Coupled with a decline in the demand from young people for vocational training places, the increasing numbers of employees enter-

ing retirement is prompting a clear shift in the average term of service among the workforce. Even though the STOCKMEIER Group continued to be regarded as a popular and in-demand employer during the 2022 financial year, today it is already apparent that the generation change will entail various challenges. There is a need for new recruiting solutions aimed towards the highly sought-after young talent groups, and to ensure the sharing of know-how and experience between colleagues. The need to provide optimum support in this re-

gard has seen the establishment in recent years of networks such as [WOMEN@STOCKMEIER](#)  and these have enjoyed growing popularity ever since. Tina Talke details how, since 2021, she has benefited from the dialogue with her peers within the STOCKMEIER Group, and developed both personally and professionally. Now, she is seeking to serve as a role model to other women in the Group, and has meanwhile become a proactive contributor to the WOMEN@STOCKMEIER network. ●



# Diverse initiatives are paying off

**GRI 403** From a quick glance at the employee numbers, it is already evident that not only is the STOCKMEIER Group continually growing, but that the majority of staff are demonstrating their loyalty to it. In common with previous years, the staff turnover rate again remained low in 2022. “In 2020, the year of the Corona virus, we interpreted this as an effect of the uncertainty existing within the labour market. However, this trend has continued in the following years and is evidence of our employees’ sense of well-being here at STOCKMEIER”, is how the situation is summed up by Reinhard Scholz, the STOCKMEIER Group’s HR Director. Another welcome development is pinpointed by Lara Kunau, Head of Occupational Health and Safety: “Compared to 2021, the number of workplace accidents and illnesses has fallen, and is actually lower than the figure for 2020.” Newly introduced in recent years, the reinforced measures aimed at safe, ergonomic and healthy work practices within the business are clearly paying off.

Given these positive results, it is striking to note that the average term of company service has declined all the same. However, this has nothing to do with any increasing outflow of employees, as Reinhard Scholz clearly explains: “This is the palpable result of the shortage of skilled workers, something experienced by every company in this sector. Unfortunately, we now have more people entering retirement than joining the company.” This trend is also making itself felt in the number of training places taken up, a figure that was higher as recently as 2021. The difficulty in identifying trainees is once again clearly apparent this year. Recruiting these individuals is therefore one of our most important strategic objectives for the coming years. “Our growing concern is on resolving the gaps in our staffing”, says Reinhard Scholz, with an eye to the future. ●



“We, too, can feel the effects of a shortage of skilled workers. This is reflected in the declining number of trainees, for example. So, one of our main concerns for the STOCKMEIER Group will in future be on closing the gaps left by our retirees from the baby-boom years.”

**Reinhard Scholz**  
HR Director STOCKMEIER Group

KPI (in each case effective as of 28.2.)	2020	2021	2022
<b>Number of employees according to the consolidated financial statement</b>	1,932	1,826	2,058
<b>Number of employees in Germany</b>	1,161	1,196	1,252
of whom, male	815	834	871
of whom, female	346	362	381
<b>Length of company service</b>	10.79 years	10.64 years	10.42 years
<b>Number of training places</b>	45	47	40
<b>Ratio of trainees who become employees</b>	100%	85.7%	85.1%
<b>Fluctuation rate</b>	6.52%	7.36%	6.71%
<b>Accidents and illness (LTIR)</b>	2.73	3.72	2.66



## Support based on mutual trust

**The women's network at the STOCKMEIER Group is growing rapidly and is thriving due to the active dedication of its members. Product Manager, Tina Talke, has already benefited from this peer-based exchange and is now sharing her experiences with other colleagues.**



The exchanges with her colleagues motivated Ms Talke to continue developing within the company

### **When and how did you come to join WOMEN@STOCKMEIER?**

It was back in 2022 when I first became aware of the network from reading a post on the intranet. When I found out about it, my immediate thought was: "I have to be part of this!"

I have been working for the STOCKMEIER Group since 2013. That was the year of the takeover of RCN Chemie where I had already been employed since 2010. Today, I am Product Manager Organics and Global Category Leader Ethanolamines at the GPO of STOCKMEIER Chemie. I moved here in November 2018 following a period of maternity leave.

### **What benefits have you enjoyed until now from being a member of this network?**

The biggest advantage is undoubtedly the networking. Many women have difficulty establishing contacts within their working environment – and that's exacerbated by the fact that I spend most of my time working from my office at home where I am quite disconnected from the day-to-day happenings. The network has helped me get to know women from other areas, and it provides a secure environment for entering into dialogue as equals. I also discovered the various opportunities that STOCKMEIER offers to women and mothers.

For example, I got help with increasing my working hours without this affecting my work-life balance. Generally speaking, I have learned how to stand on my own two feet, to feel confident, and to value my service to the company.

### **What other objectives have you set yourself for the future?**

I want to continue developing personally and professionally by enhancing my skills and to benefit from the experience of women in equivalent or higher positions. The network has enabled me to establish a large number of valuable ties with other women who are inspiring me in my career moving forward.

### **What contribution are you now making to WOMEN@STOCKMEIER?**

I think it's important to pay something back to this crucial network. That's why I am now actively helping other women in the same way that I myself was supported. I readily share my knowledge and eagerly listen to anyone who wants to make their own contribution. ●



**WOMEN@  
STOCKMEIER**  
FRAUEN BUSINESS NETZWERK



# Growing together

**One of the main levers for the success of our business in recent years has been our corporate growth. This does not merely concern the enlargement of the Group per se, but also the way in which it has merged together regardless of national borders. It is a trend that presents challenges to cooperation and collaboration, but it also opens a great many doors regarding our future.**

Just one example of our strategic direction is the international and interdisciplinary project team, which is already working on the next Sustainability Report of the STOCKMEIER Group. Our aim is to bring all of the Group's European entities onto the same high level in relation to the issues of sustainability and sustainability communication. This explains our excitement regarding the next financial year when this completely new and comprehensive document will be ready.

Not just Kathleen Tanner but the entire STOCKMEIER Group is looking optimistically forward to future projects that will be implemented on the basis of international partnerships





Of course, rather than providing detailed reports on our endeavours, the essential thing is instead to truly make a contribution. The scheduled achievement of sustainability targets, which were defined years previously, demands close cooperation between all of the Group's departments and operating sites. With operational measures such as certification pursuant to ISO 14001, we are laying the foundations to enable all participants within the enterprise to see the opportunity for greater sustainability. At the same time, when we look at developments such as the continuous rating of suppliers under EcoVadis, and the recently introduced recording of all emissions in accordance with the GHG Protocol, we cannot fail to be optimistic: Given our current position and our plans for the years ahead, we are more confident than ever of reaching our sustainability and business goals.

### Internationalisation as an opportunity

Our Group's burgeoning growth is not just the cornerstone for our future success, for it also creates the basis for having stronger international links. We are aware here that this type of convergence takes time and will not happen overnight. Although diversity and its special national and cultural differences can present a challenge in our day-to-day work, we nevertheless cannot repeat it often enough that the acceptance of these differences helps establish a creative and dynamic working environment. It is our ambition not to merely accept these differences, but rather to actively harness them in order to bolster the level of international cooperation and structure it more effectively. This philosophy underscores the Group's commitment towards having a sustainable and successful future. In this respect, we are counting on your support to make this a future that becomes our reality very soon. 🌱

”

**Everyone has to work together if we are to achieve our sustainability targets as per schedule.**

**Peter Stockmeier**  
CEO



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



### 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.

**E-mail us at**  
[sustainability@stockmeier.com](mailto:sustainability@stockmeier.com)



# GRI Index

	Page(s)
<b>GRI 102 Section 1: Organisation profile</b>	
102-1 Name of the organisation	8
102-2 Activities, brands, products, services	8-9
102-3 Location of headquarters	8
102-4 Location of operations	8
102-5 Ownership and legal form	8-9
102-6 Markets served	8
102-7 Scale of the organisation	8
102-8 Information on employees and other workers	8, 27-30
102-9 Supply chain	11-12
102-10 Significant changes to the organisation and its supply chain	11-12
102-11 Precautionary principle or approach	9
102-12 External initiatives	9
102-13 Membership of associations and interest groups	9
<b>GRI 102 Section 2: Strategy</b>	
102-14 Statement by the senior decision-maker	4
102-15 Key impacts, risks and opportunities	4, 8-9
<b>GRI 102 Section 3: Ethics and integrity</b>	
102-16 Values, principles, standards and norms of behaviour	10
102-17 Mechanisms for advice and concerns about ethics	10
<b>GRI 102 Section 4: Governance</b>	
102-18 Governance structure	9
102-20 Executive-level responsibility for economic, environmental and social topics	5-6

	Page(s)
<b>GRI 102 Section 5: Stakeholder engagement</b>	
102-21 Consulting stakeholders on economic, environmental and social topics	9
102-40 List of stakeholder groups	9
102-43 Approach to stakeholder engagement	9
<b>GRI 102 Section 6: Reporting practice</b>	
102-45 Entities included in the consolidated financial statement	9
102-46 Defining report content and topic boundaries	5-6
102-48 Restatements of information	5-6
102-49 Changes in reporting	2, 5-6
102-50 Reporting period	5
102-51 Date of most recent report	4
102-52 Reporting cycle	5
102-53 Contact person for questions regarding the report	32
102-54 Claims of reporting in accordance with GRI Standards	5
102-55 GRI content index	33-34
<b>GRI 103 Management approach</b>	
103-1 Explanation of the material topic and its boundary	5-6
103-2 The management approach and its components	8-10, 16-17
<b>GRI 201 Economic performance</b>	
201-1 Direct economic value generated and distributed	8
<b>GRI 205 Anti-corruption</b>	
205-2 Communication and training about anti-corruption policies and procedures	10
205-3 Confirmed incidents of corruption and action taken	10
<b>GRI 206 Anti-competitive behaviour</b>	
206-1 Legal action for anti-competitive behaviour, anti-trust and monopoly practices	10



# GRI Index

	Page(s)
<b>GRI 207 Tax</b>	
207-2 Tax governance, control, and risk management	9
207-3 Stakeholder engagement and management of concerns related to tax	9
<b>GRI 302 Energy</b>	
302-1 Energy consumption within the organisation	22-23
302-3 Energy intensity	22-23
302-4 Reduction of energy consumption	22
<b>GRI 303 Water and effluent</b>	
303-1 Water as a shared resource	21
303-3 Water withdrawal	21
303-4 Water discharge	21
<b>GRI 305 Emissions</b>	
305-1 Direct GHG emissions (Scope 1)	25-26
305-2 Indirect GHG emissions (Scope 2)	25-26
305-3 Other indirect GHG emissions (Scope 3)	25-26
305-4 Intensity of GHG emissions	24, 25-26
305-5 Reduction of GHG emissions	24
<b>GRI 306 Effluent and Waste</b>	
306-1 Water discharge by quality and destination	21
306-2 Waste by type and disposal method	13-15
<b>GRI 307 Environmental Compliance</b>	
307-1 Non-compliance with environmental laws and regulations	10
<b>GRI 308 Supplier Environmental Assessment</b>	
308-1 New suppliers screened using environmental criteria	12

	Page(s)
308-2 Negative environmental impacts in the supply chain and action taken	12
<b>GRI 403 Occupational Health &amp; Safety</b>	
403-1 Occupational health and safety management system	28-29
403-9 Work-related injuries	29
403-10 Work-related illnesses	29
<b>GRI 404 Training and Education</b>	
404-2 Programmes for upgrading employee skills and transition assistance programmes	28, 32
<b>GRI 405 Diversity &amp; Equal Opportunity</b>	
405-01 Diversity of governance bodies and among employees	30
<b>GRI 407 Freedom of Association and Collective Bargaining</b>	
407-1 Operations and suppliers where the right to freedom of association and collective bargaining may be threatened	10, 12
<b>GRI 408 Child Labour</b>	
408-1 Operations and suppliers at significant risk for incidents of child labour	10
<b>GRI 413 Local Communities</b>	
413-2 Operations with significant actual and potential negative impacts on local communities	10
<b>GRI 416 Customer Health and Safety</b>	
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	9
<b>GRI 417 Marketing &amp; Labelling</b>	
417-1 Requirements on product and service information and labelling	9
417-2 Incidents of non-compliance concerning product and service information and labelling	9
417-3 Incidents of non-compliance concerning marketing and communication	9
<b>GRI 418 Customer Privacy</b>	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	9



# 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 country
<b>Energy intensity</b>	Unit of energy per unit of economic activity
<b>GHG Protocol</b>	Greenhouse Gas Protocol; standard series for greenhouse gas emissions accounting and reporting
<b>Global Reporting Initiative (GRI)</b>	Provider of guidelines for the preparation of sustainability reports
<b>ISO 14001</b>	The internationally recognised standard ISO 14001 for environmental management defining standards for environmental management systems, and which contains other standards for various areas of environmental management
<b>Key Performance Indicators (KPI)</b>	Economic indicators used to measure or determine progress or fulfilment in terms of significant targets or factors for success
<b>LTIR</b>	Lost Time Injury Rate; globally used parameter to indicate occupational accidents with lost time
<b>STOCKMEIER One</b>	Consolidation of the three STOCKMEIER Chemie companies designed to harmonise the warehousing and logistics network, together with the range of products and services
<b>Sustainable Development Goals (SDG)</b>	United Nations objectives to ensure sustainable development at economic, social and environmental levels worldwide
<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



# Legal notice

**Responsible for content:**

STOCKMEIER Holding SE

**Design and production:**

MEDIUM Werbeagentur GmbH, Bielefeld

**Copy deadline:**

1 December 2023

Figures and contents on linked pages are correct at the time of going to press. Therefore, no guarantee can be given for subsequent updates.

**Image credits:**

© unsplash.com/@forrestcavale (title image)

**Gender note:**

To enhance readability, only the masculine grammatical form is used for personal names and personal nouns at certain points in this document. In the interests of equal treatment, the corresponding terms apply to all genders. The abbreviated form of language is for editorial reasons only and no valuation should be implied.

**STOCKMEIER Holding SE**

Am Stadtholz 37  
D-33609 Bielefeld  
+49 521/3037-0  
info@stockmeier.com

[www.stockmeier.com](http://www.stockmeier.com)

STOCKMEIER Chemicals  
STOCKMEIER Chemie  
STOCKMEIER Fluids  
STAUB & CO. – SILBERMANN  
CERIN  
BASSERMANN minerals  
STOCKMEIER Logistik

STOCKMEIER Netherlands  
STOCKMEIER France  
STOCKMEIER Chemia  
STOCKMEIER Química  
New Química  
STOCKMEIER Chemicals Belux  
INNOCHEM

HDS-Chemie  
KEMTAN AG  
Lobeck  
Gamma Chimica  
KAPP-CHEMIE  
STOCKMEIER Urethanes  
STOCKMEIER Food