



Environmental and  
Social Report 2022



**Employees**  
national and international



**Employees**  
under 30 years



**Employees**  
are employed in Germany

**44 %**

**Reduction of CO<sub>2</sub> emissions**  
compared with the base year 2020

**12 %**

**Saving drinking water**  
through cistern water in 2022

**98 %**

**Recycling rate relative to total waste**

**4 %**

**Temporary employees**

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# Environmental and Social Report 2022



Our contribution to more sustainability

# Foreword

Dear valued reader,

The Brand Group, with its BRAND, VACUUBRAND and VITLAB brands, is an integral part of life science, pharmaceutical, chemical, process analytics and renewable energy laboratories worldwide. With our products, our customers are working on solutions for the key issues of the future in health, nutrition and energy supply.

The sustainable use of natural resources and responsible corporate governance are an integral part of our operations and are essential to the long-term success of the Group.

This Environmental and Social Report is part of our ongoing sustainability reporting. Our aim is to underline our responsibility in the area of ESG (Environment, Social and Governance) and to report transparently on our actions and targets. The report covers key topics such as emissions, waste, water and employees. In all these areas, we have been working for many years to make a tangible contribution to sustainability, regardless of the pressures of changing times. We strive to make a difference this for the laboratories of our customers, at our worldwide sites, and along our global supply chains.

This report is based on the standards of the Global Reporting Initiative (GRI). In the coming years, we will expand the scope of reporting and present a joint sustainability report for the entire Brand Group. To update our sustainability strategy, we are carrying out a group-wide materiality analysis from which we intend to derive the most important and effective measures.



Join us on the way to a sustainable future.  
We wish you a stimulating and interesting read.

With best regards,

A handwritten signature in black ink, appearing to read 'C. Schöler'.

Dr. Constantin Schöler  
Managing Director

# Waste and resources



## Waste

**We take responsibility for what we produce. That is why avoiding and reducing waste is an important part of our sustainable corporate governance. With an effective waste management strategy, we promote the development of a circular economy in which resources are used for as long as possible and waste is regarded as a by-product. We also want to do our part to conserve our planet's limited resources by recycling materials through regional partners.**

### Management approach

Through structured waste management, we keep material consumption and disposal volumes as low as possible. We also ensure strict waste separation and safe disposal. That is why we rely on trusting cooperation with certified regional waste disposal companies. The waste management of VACUUBRAND is regulated and documented in the certified management system according to ISO 9001. In order to ensure that all guidelines are implemented precisely, we use the sam® occupational health and safety software to provide training for everyone involved. There are fixed operating instructions as well as an emergency and alarm plan for an operational emergency involving hazardous materials. It is important to us to train all new employees on

environmental and waste management. In addition, all department managers permanently check the substitution of currently existing hazardous materials. In production, waste oils are generated from machines, from pump test runs, and pump repairs. These, like other oils, cooling lubricants, adhesives, and paints to be disposed of, are collected in the hazardous materials warehouse. There we store the materials in floor trays and collection trays until they are picked up by our waste management company. Hazardous materials are not transported by VACUUBRAND but rather only by certified disposal companies. This allows us to minimize the risk of environmental pollution during waste disposal.

# Waste and resources

## Key figures and measures

Our regional partners recycle or dispose of the waste through various processes according to the German Circular Economy Act. Of the total waste of 200 t in 2022, 197 t were sent for recycling. As a result, the recycling rate was 98 % – an increase of 2 % compared with the average of the last three years.

Our non-hazardous waste accounted for 84 % of total waste generated in the 2022 reporting year. In some cases, it is necessary in our company to use certain materials, some of which are hazardous. However, our goal remains to keep the use of these materials to the absolute minimum.

## Waste generation in t

		2020	2021	2022
<b>Waste</b>	<b>Overall</b>	<b>197</b>	<b>178</b>	<b>200</b>
<b>Non-hazardous waste</b>	<b>Overall</b>	<b>161</b>	<b>158</b>	<b>169</b>
	Recycling (R)	157	155	168
	Elimination (D)	3	4	1
<b>Hazardous waste</b>	<b>Overall</b>	<b>36</b>	<b>20</b>	<b>31</b>
	Recycling (R)	35	17	29 <sup>1</sup>
	Elimination (D)	1	3	2
<b>Recycling rate (total)</b>		98 %	96 %	98 %
<b>Proportion of non-hazardous waste relative to total waste generation</b>		82 %	89 %	84 %

<sup>1</sup> 12 spray cans were disposed of; it was not possible to determine the weight.

## Waste prevention and reduction

In order to reduce the environmental impact of waste, we implement various measures. These relate both specifically to our production and generally to the daily working lives of our employees. For example, in manufacturing, VACUUBRAND has reduced the consumption of paints. In order to achieve this, we now only paint partial areas of pumps. However, the best waste is that which is not created in the first place.

Therefore, in addition, we produce certain parts made of plastic; these generally do not need to be painted. We also make a contribution to waste prevention in our normal day-to-day work. Free drinking bottles made of reusable PET material are available to all employees. We also offer the opportunity to enjoy sustainable coffee. For this reason, we have introduced coffee vending machines that do not use disposable cups or capsules.

# Waste and resources

## Long-lasting and maintenance-friendly products

**Environmental protection has always been a top priority at VACUUBRAND. We are particularly proud of what we have achieved in the interests of our customers. With our products, we have consistently been pioneers in terms of quality, durability, and easy maintenance. In this way, we help minimize costs, reduce waste, and improve working conditions wherever our products are used.**

### Environmental impact of product use

VACUUBRAND has been a pioneer in efficient and sustainable vacuum products for decades. First and foremost are our products with VARIO® technology label. These are characterized by particularly environmentally friendly vacuum generation without oil or water consumption and with extended maintenance intervals and high energy efficiency. Behind this is an oil-free design as well as the VARIO® control system. This is based on adaptive speed control of the pump motor. This means that the pump never runs longer than necessary but rather is always adapted to the process as required.

All of our products are optimized to be as durable, energy efficient, and as powerful as possible. Efficiency in vacuum supply conserves resources and thus saves money. Our modern diaphragm pumps have already replaced water jet pumps in many places decades ago. Since then, millions of tons of contaminated wastewater has been avoided. We also developed the first pumping station with integrated solvent recovery. An emission condenser prevents the solvents from being released into the environment. For research laboratories, we have also launched the VACUU-LAN® local vacuum network. This cost-effectively supplies several workstations and offers advantages in terms of economy, space requirements, and noise.

Our goal for today and the future is to continue to make VACUUBRAND products even more environmentally friendly. Our latest product development, the VACUU-PURE® screw pump, is 100% oil-free. It is replacing oil-sealed technologies such as rotary vane pumps in many areas. This eliminates waste oil and reduces the environmental impact. In addition, we regularly check our equipment to see where there is potential for energy savings. That is why we have developed a dimming option for our VACUU-SELECT vacuum regulator that saves electricity. With these measures, we are paving the way to a sustainable future.

### Environmental impact at the product end of life

Our vacuum pumps can be almost completely dismantled. That is why there are numerous opportunities to repair and recycle. Thanks to the easy sorting of metals, their recyclability is higher than that of plastic parts.

# Waste and resources

up to **90 %**

reduced energy consumption  
by VARIO® technology



# Waste and resources



## Water

**The limited resource of water is not only the basis of all life on earth but also essential for the operation of industrial companies. Due to climate change, it is becoming increasingly important in our part of the world. In particular, the increasing water shortages in large parts of Germany (increasing water stress) is showing its effects through challenges in agriculture and river traffic, among others. This makes it all the more important for us as a company to use this important resource carefully and to further reduce industrial water consumption.**

### Management approach

Therefore, the claim of our environmental policy also applies to water, to use resources sparingly. Water management at VACUUBRAND concerns various areas: sanitary facilities, kitchens, machine filling, and machine cleaning as well as waste water from the combined heat and power plant. In our production, we clean pump elements in cleaning machines. Dirty water generated there is purified by an evaporation system. This allows the cleaning machine to use the water again. The particles collected from the dirty water are collected and disposed of separately.

### Key figures and measures

Our partner for water supply in the region is Stadtwerke Wertheim GmbH. The basis for the data are consumption values recorded by meters of the public utility company as well as the meters installed in our company. In 2022, VACUUBRAND used 4,472 m<sup>3</sup> of water; of this, 3,935 m<sup>3</sup> was potable water. The 16 % increase in water consumption in 2022 compared with 2021 is due to the higher annual mean temperature. Our cooling systems are powered by water; a higher outside temperature thus results in higher water consumption.

# Waste and resources



**537 m<sup>3</sup>**  
Savings

### Water consumption in m<sup>3</sup>

	2020	2021	2022
<b>Water consumption</b>	4.168	3.854	4.472
<b>of which fresh water</b>	3.593	3.334	3.935
<b>of which surface water</b>	575	520	537
<b>Water consumed in water stress areas<sup>1</sup></b>	4.168	3.854	4.472

<sup>1</sup> Classified according to Aqeduct Water Risk Atlas.

According to the Aqeduct Water Risk Atlas, our Wertheim site is located in an area of high water stress in which 40–80 % of the renewable water supply is used. This means a burden on the environment and a threat to the water supply. We are therefore acutely aware of our responsibility to safeguard the precious resource of water. To reduce the use of water, we use the above recycling method of our cleaning machine. We have also long used cisterns for greater sustainability.

We installed the first one on our premises back in 1991. We use this to supply water to the site’s toilets and to irrigate the green areas. This enabled VACUUBRAND to save 537 m<sup>3</sup> waste and resource reduction of drinking water in 2022. This corresponds to 12 % of our total water consumption. In this way, we are doing our part to conserve water.

# Energy and emissions



## Energy

**As a company, we have a duty to closely monitor our energy consumption, to question it time and again, and to reduce it as much as possible. This means not only lower costs and higher efficiency for us but also fewer greenhouse gases released into the environment. By taking advantage of potential savings, we remain competitive and make a contribution to climate protection. This enables us to combine economic and sustainable action.**

### Management approach

The increased efficiency in our production and the efficient use of resources in our office buildings are an important influencing factor for greenhouse gas emissions. Every kilowatt hour saved – also as green electricity – leads to a long-term saving of resources and emissions. To this end, we have long been committed in our corporate policy of using resources sustainably and producing in an environmentally friendly manner.

Our goals for energy are also defined in our corporate policy and vision. The focus is on the efficiency of our energy-related performance, which we are continually improving. To this end, we provide the necessary information and resources, thereby making a greater contribution to protecting the environment.

# Energy and emissions

## Key figures and measures

In 2022, the total energy consumption of VACUUBRAND was 5,487 MWh. There were only negligible changes compared with the previous year. Even though fuel and natural gas consumption increased slightly, we were able to reduce electricity consumption.

In 2022, electricity and heat demand at our sole production site in Wertheim was 4,947 MWh of energy (down 3 % from 2021). Compared with the 2020 baseline, this demand represents a 2 % increase in energy; at the same time, sales also increased.

At VACUUBRAND, energy intensity – the ratio of energy consumption (consisting of electricity and natural gas) to sales – developed positively. This is down 2 % in 2022 compared with the 2020 baseline. This means that overall we were able to improve the efficiency of our operating activities. The reason for this is the savings measures in electricity consumption mentioned below as well as the increase in sales.

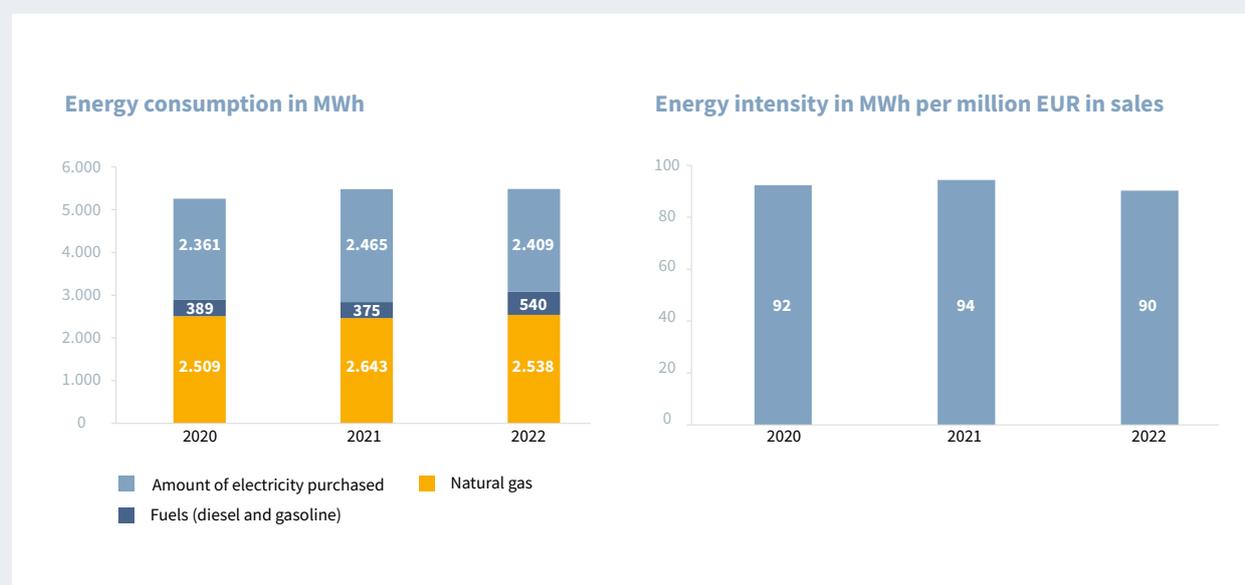


# Energy and emissions

## Energy consumption in MWh

	2020	2021	2022
<b>Total energy demand</b>	<b>5.259</b>	<b>5.483</b>	<b>5.487</b>
<b>Power and heat demand</b>	<b>4.870</b>	<b>5.108</b>	<b>4.947</b>
<b>Amount of electricity purchased</b>	2.361	2.645	2.409
<b>of which from renewable energies</b>	0	2.645	2.409
<b>Natural gas</b>	2.509	2.463	2.538
<b>Fleet<sup>1</sup></b>	<b>389</b>	<b>375</b>	<b>540</b>
<b>Fuels (diesel and gasoline)</b>	389	375	540
<b>Energy intensity (Power and heat demand in MWh per million EUR in sales)</b>	<b>92</b>	<b>94</b>	<b>90</b>

<sup>1</sup> Conversion of fuel consumption (diesel and gasoline) taken from the information sheet for determining total energy consumption of the Federal Office for Economic Affairs and Export Control



# Energy and emissions

With various measures, we at VACUUBRAND are helping to decrease our energy consumption and increase energy efficiency. This includes the exterior lighting of our buildings. By reducing the number of active spotlights, we were able to reduce power consumption for lighting by 50 %. In addition, heating inside the building affects the energy balance – even with a few degrees difference. That is why we decided to consistently lower the temperature in our premises to 20°C.

One considerable savings initiative involves the high precision production. This has a high energy requirement because of constantly controlled room conditions for our temperature-sensitive processes. In 2022, we optimized the ventilation system through various measures. These included the introduction of the reduced operation mode

and the improvement of the pressure regulator.

We also use waste heat from other rooms for temperature control. In one area, we subject our vacuum pumps for quality control to a continuous run and transfer the thermal energy produced in the process to the temperature controlled high precision manufacturing room. As a result of these changes, we achieved energy savings of 10 % in the ventilation systems in the year of the changeover compared with the previous year. Values were tracked and verified using consumption meters. For 2023, we expect a savings rate of about 30 % compared with 2021.

For the coming years, we plan to continuously invest further in increasing our energy efficiency. For example, through the targeted procurement of energy-efficient machinery and equipment as part of replacement and expansion investments.



# Energy and emissions



## Emissions

**One goal of the German Federal Climate Change Act is to reduce emissions from industry by at least 88 % by 2040 compared with 1990 levels. The greenhouse gas carbon dioxide (CO<sub>2</sub>) is the most relevant. One of the necessary measures is the switch to renewable energy. At VACUUBRAND, we also follow this path. In recent years, we have considerably reduced greenhouse gas emissions by switching to electricity from renewable sources (essentially hydroelectric power).**

## Management approach

Greenhouse gas (GHG) emissions and pollutants play a critical role in the development and impacts of climate change. We are therefore aware of our responsibility to minimize emissions during manufacturing and use of our products at all stages of the value chain. The greatest effect we have on the environment is through the emission of greenhouse gases, primarily carbon dioxide. In greenhouse gas accounting, the Greenhouse Gas Protocol divides emissions into three scopes. Scope 1 includes direct emissions that arise directly from our actions. These include the use of natural

gas for our combined heat and power plant or the operation of our vehicle fleet with fuels. Scope 2 and 3 include indirect emissions that are not directly caused by us as a company. Scope 2 includes emissions caused by our electricity purchases because we do not produce the electricity ourselves but nevertheless require it for our site or production. Scope 3 includes all other emissions in the upstream and downstream value chain.

# Energy and emissions



Upstream emissions arise from the manufacture and transport of raw materials for our production and operations. Downstream emissions arise from the transport of our products to our customers and the disposal of our waste.

Most greenhouse gas emissions (Scope 1) generated within the company result from the combustion of primary energy sources such as natural gas and fuel. By using natural gas, we generate electricity and heat for our offices and production area. Because of our field of activity, other gases or further emissions do not occur or occur only in small quantities.

When reporting greenhouse gas emissions, we are guided by the international Greenhouse Gas Protocol (GHG Protocol) standard for companies. We use the greenhouse gas equivalents from the Emission Factor Database (EFDB) of the Intergovernmental Panel on Climate Change (IPCC) and Stadtwerke Wertheim GmbH as the unit of measurement.

In order to raise awareness of this important topic, we also address our environmental management as part of the training plan for new employees.

Our greenhouse gas reduction target is to reduce absolute emissions (Scope 1 and 2) at the production site (Wertheim) by 70 % from 2020 to 2030. We chose 2020 as the base year because this year will be the base year of the future company-wide reporting of the Brand Group. We have drawn up our own catalog of measures to achieve these goals. The concrete steps range from switching to green electricity and electrifying our fleet of company cars to refurbishing our existing buildings.

At VACUUBRAND, the top management in the “Quo Vadis” strategy group is responsible for monitoring target achievement. This ensures an interdisciplinary approach because the Quo Vadis team includes management from all business and specialist units, including Shared Services (services jointly used by the companies of the Brand Group).

# Energy and emissions

## Key figures and measures

After a large reduction in GHG emissions of 49 % in 2021 compared with the 2020 baseline, which was achieved primarily through the purchase of CO<sub>2</sub> neutral electricity from renewable sources, emissions increased slightly in 2022. This is particularly due to fuel consumption from the elimination of COVID-19 impacts.

Indirect emissions (Scope 2) relate to our purchased electricity, which we have been buying as green electricity from Stadtwerke Wertheim GmbH since 2021. By purchasing green electricity, we were able to reduce our CO<sub>2</sub> emissions (Scope 1 + 2) by 44 % in 2022 compared with 2020.

## Greenhouse gas emission in t CO<sub>2</sub> equivalents

	2020 (base year)	2021	2022
<b>Emission Scope 1 + 2</b>	<b>1.137</b>	<b>585</b>	<b>639</b>
<b>Emission Scope 1</b>	599	585	639
<b>Emission Scope 2</b>	538	0	0



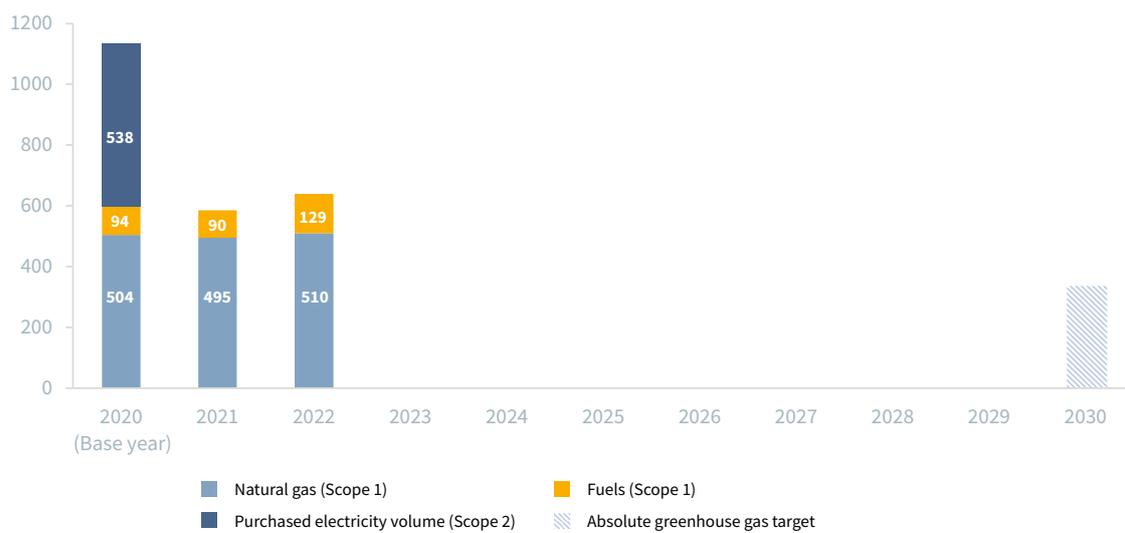
# Energy and emissions

Our greatest contribution to the environment: since 2021, we have been receiving “Main-Tauber-Naturstrom” from certified hydroelectric power plants operated by Stadtwerke Wertheim GmbH as our regional partner. This saves us more than 500 t of CO<sub>2</sub> per year. We were already able to reduce part of the electricity by operating a combined heat and power plant. This has led to lower emissions.

Measures were also taken outside Scope 1 and Scope 2 to reduce CO<sub>2</sub> emissions. This includes promoting environmentally friendly employee mobility and providing our employees with charging stations for electric vehicles. In the long term, we plan to convert our vehicle fleet to CO<sub>2</sub>-reduced drive systems.



Greenhouse gas target by 2030 in t of CO<sub>2</sub>



# Employees



## Forward-looking employer

### Management approach

As part of the Brand Group, our company makes a sustainable contribution to society at our sites and beyond. This will ensure our long-term international success. We offer our employees a secure, modern workplace in an owner-managed, medium-sized company. We can achieve our corporate goals of long-term success and economic independence only as a team with a motivated and highly qualified workforce.

Therefore, the personal and professional development of each individual is important. Starting with our trainees and dual-study students, we place a strong emphasis on optimal training and continuing education in terms of lifelong learning. We also promote the development of our employees with structured measures such as training courses.

### Corporate culture

Respect and appreciation for our employees are an integral part of the values we live by. In order to give our common understanding of values as broad a basis as possible, workshops and discussion rounds were held in all Brand Group companies. Together with the employees, we developed and defined the following values of the Brand Group:

**Appreciative communication.**  
**Mutual trust.**  
**Promoting collaboration.**  
**Living diversity.**  
**Holistic responsibility.**  
**Forward-looking development.**

# Employees

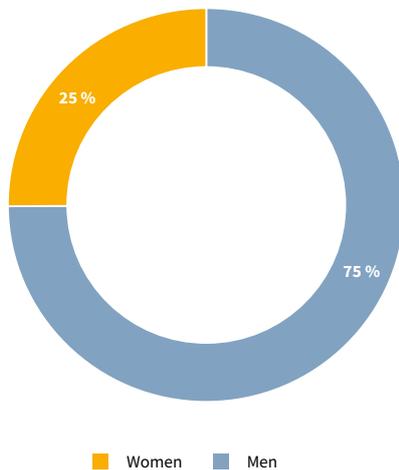
Throughout the Group, these values are brought to life in discussion groups so that all employees can better orient themselves to them. We will also continue to offer regular training sessions in order to further consolidate our shared values.

## Employee data

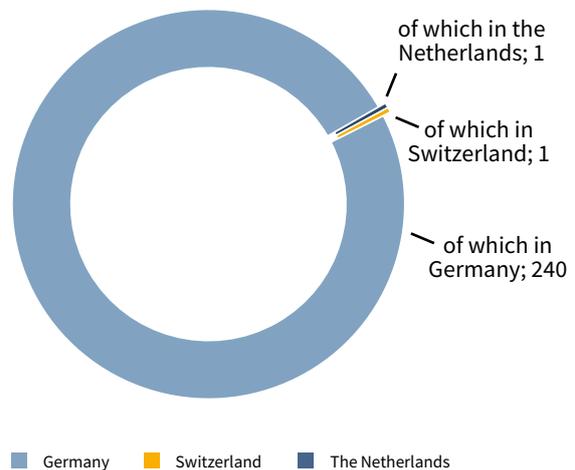
As of December 31, 2022, we employed 242 people worldwide; of these, 240 were employed in Germany and one each in the Netherlands and Switzerland. The workforce consisted of 75 % men and 25 % women.

The works council represents the interest of our employees. Accordingly, there are company agreements in place that apply to all employees.

Employees in figures by gender in 2022



Employees in figures by region in 2022

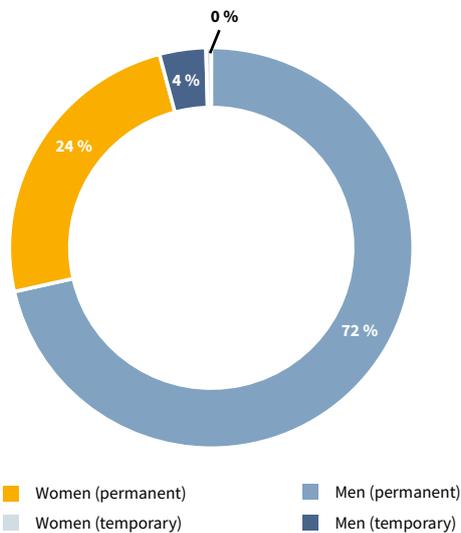


# Employees

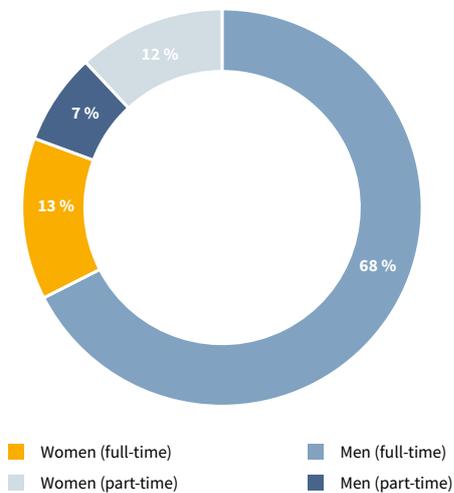


At VACUUBRAND, 4 % of the total workforce was employed on a fixed-term contract in 2022. In terms of the total workforce, 4 % were male (9 people), temporary employees, and 0 % were female (1 person). According to the Federal Statistical Office (Destatis), the temporary employment rate in Germany was 7.4 % of employees aged 25 and over in 2021.

**Employees in figures by employment status and gender in 2022**

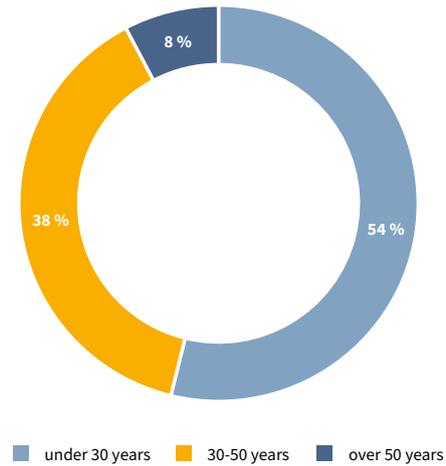


**Employees in figures by employment type and gender in 2022**

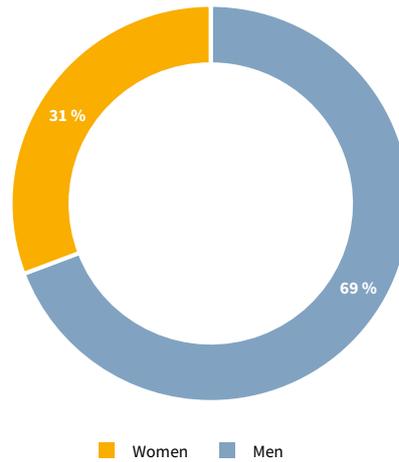


# Employees

Age distribution of new employees in 2022

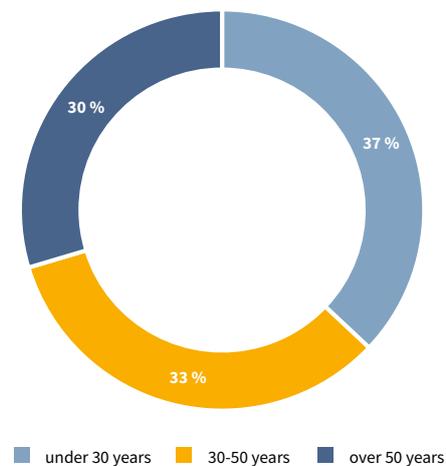


Distribution of new employees by gender in 2022

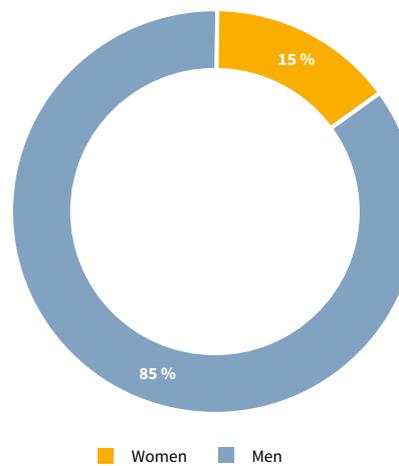


In the reporting period from January 1 to December 31, 2022, VACUUBRAND hired 13 people. This corresponds to a new hire rate of 5 %. In contrast, employee turnover was 11 % (27 people); this was evenly distributed across all age groups. The fluctuation includes all employee and employer terminations, severance agreements, retirements, and deaths.

Employee turnover by age in 2022



Employee turnover by gender in 2022



# Employees

## Education and training

**The personal and professional development of our employees is important to us. That is why we offer in-house training on a wide range of topics. Individual needs are met through external seminars and training.**

Learning is a living practice at VACUUBRAND. New employees receive an overview of the company as well as instruction in occupational safety and energy, quality, and environmental management.

Regular feedback sessions with supervisors are then used to continually identify personal training needs – ranging from further training in IT and languages to soft skills (e.g., communication) to certificate courses and Master’s degrees.

The medium-term goal is to develop a company-internal knowledge management system from which our employees and our company will benefit equally.

The Personnel Development Program is run on a cross-divisional basis with participants from the entire Brand Group and serves to prepare employees for specialist and management tasks with suitable training.

## Health management

**The health and well-being of our employees are essential to the success of VACUUBRAND in the corporate group and is therefore close to our hearts. We want our employees to be healthy and fit. We therefore offer a comprehensive range of services to promote and maintain health as part of our active health management.**

Our employees have access to fresh and nutritious meals every day in the “Mainschmecker” canteen. There is also an additional salad bar and fruit day.

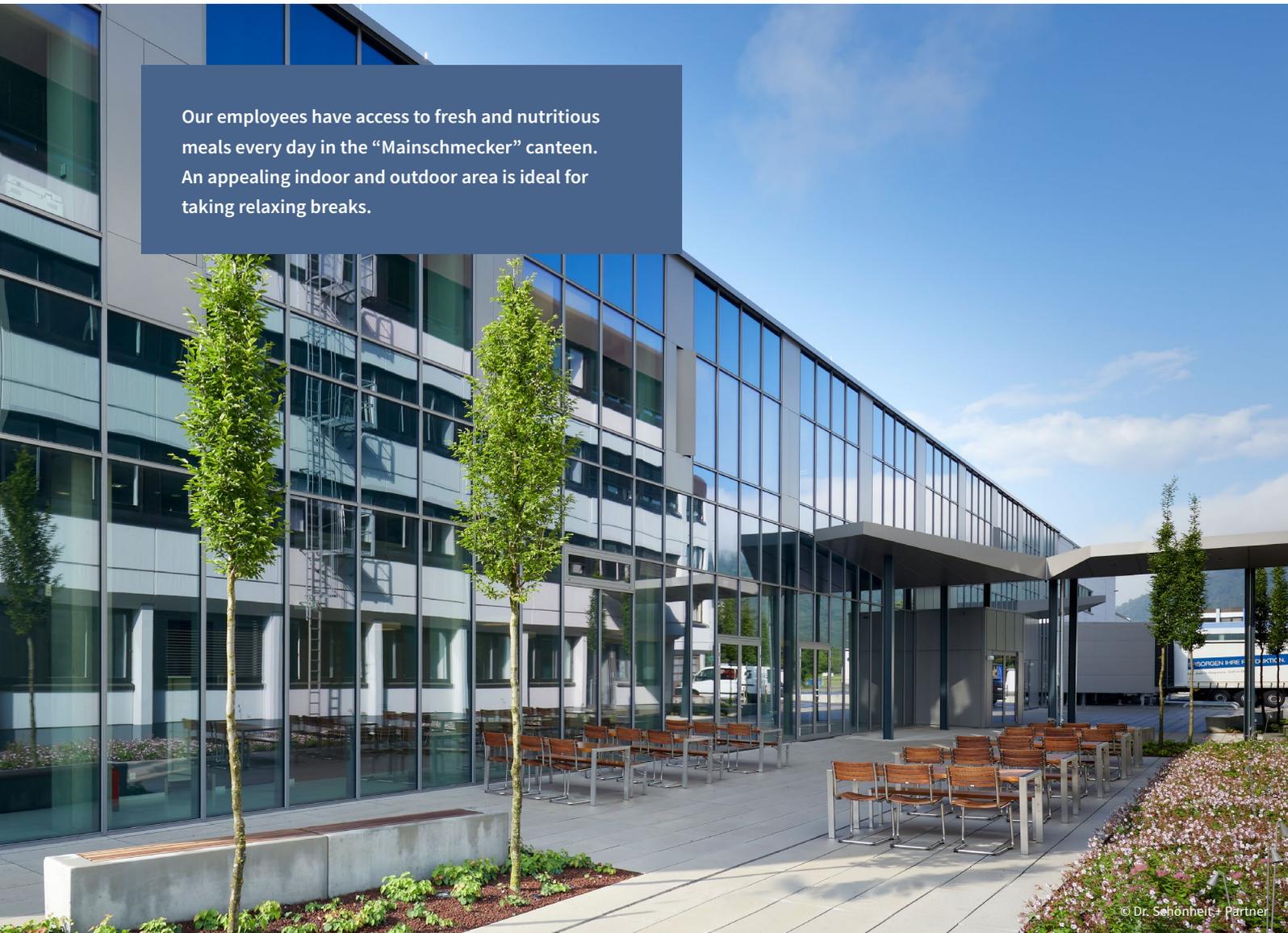
In addition to catering, we work with the Brand Group to support various athletic events such as company soccer

tournaments and runs and offer weekly fitness classes such as yoga and full-body workouts. For relaxation, our employees can take advantage of the weekly mobile massage during break times.



# Employees

Our employees have access to fresh and nutritious meals every day in the “Mainschmecker” canteen. An appealing indoor and outdoor area is ideal for taking relaxing breaks.



© Dr. Schönheit + Partner

In cooperation with external consultants, we offer our employees the opportunity to participate in the Employee Assistance Program (EAP). They receive help in all situations in life – for example, to cope with stress or to achieve a (better) work-life balance. Our company physician is available to all employees for advice and support on all questions relating to occupational health and safety.

The company physician also offers vaccinations such as flu shots. During the COVID-19 pandemic, the occupational health vaccination program was granted by the legislature. As a result, our corporate group was one of the first in the country to operate its own vaccination center on the factory premises.

# Employees



## Occupational safety

Occupational safety is a central component of preventive health management and is overseen by a qualified occupational safety specialist. In order to prevent hazards and accidents at work and to enable safe and ergonomic work, the work rooms, operating equipment, machines, and devices are designed accordingly. Potential hazards are regularly assessed, and software-supported risk analyses are carried out. Measures derived from this (e.g., the use of protective equipment) are implemented.

In addition, regular software-based training for our employees is a mandatory standard.

Many years of continuous optimization of occupational safety measures are now showing measurable results. For example, in 2022, the rate of reportable accidents was 13 accidents per 1,000 employees at VACUUBRAND. Compared with the administrative occupational injury rates<sup>1</sup> for workplace accidents, there are considerably fewer reportable accidents at VACUUBRAND.

<sup>1</sup> <https://www.dguv.de/de/zahlen-fakten/au-wu-geschehen/au-1000-vollarbeiter/index.jsp>

	2020	2021	2022
<b>Occupational accidents – reportable accidents per 1,000 full time equivalents</b>	4	27	13
<b>Absolute accident figures</b>	1	6	3

# Employees



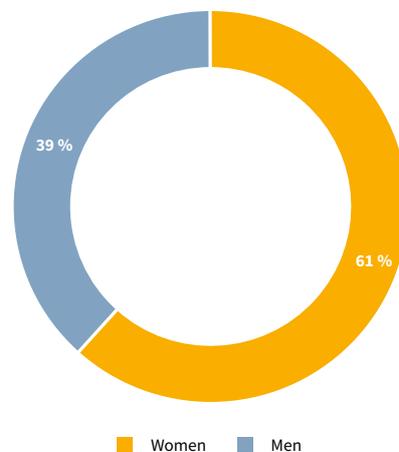
## Reconciliation of career and family life

For us, reconciling the professional and private interests of our employees is an important concern. Therefore, among other things, they have flexible working hours and, as far as possible, alternative work locations at their disposal. In order to offer our employees the highest flexibility, we have introduced a framework working time from 6:00 am to 8:00 pm. Particularly attractive is the possibility for full-time employees to meet the daily minimum working time by means of a core duration of four hours, which can also be distributed over several non-contiguous blocks.

As a family-friendly company, we provide special support for expectant mothers. In close coordination with our company physician, the occupational safety specialist, and the HR department, we take care to implement all measures in order to ensure the health and well-being of expectant mothers at the workplace. The opportunities offered by statutory parental and child-raising leave are regularly utilized.

The use of part-time models was used by 19 % of employees in 2022. This was divided between 61 % women and 39 % men in the part-time model.

### Part-time employees by gender in 2022



# Data

GRI 2 General information

Reporting period January 1 – December 31, 2022

		Women	Men	Overall
<b>GRI 2-7a employees</b>				
<b>Employees, total<sup>1</sup></b>	<b>Europe</b>	<b>60</b>	<b>182</b>	<b>242</b>
	of which in Germany	59	171	240
	of which in the Netherlands	0	1	1
	of which in Switzerland	0	1	1
<b>i. Permanent employees</b>	<b>Europe</b>	<b>59</b>	<b>173</b>	<b>232</b>
	of which in Germany	59	171	230
	of which in the Netherlands	0	1	1
	of which in Switzerland	0	1	1
<b>ii. Temporary employees</b>	<b>Europe</b>	<b>1</b>	<b>9</b>	<b>10</b>
	of which in Germany	1	9	10
	of which in the Netherlands	0	0	0
	of which in Switzerland	0	0	0
<i>Proportion of fixed-term employees in total employees by gender</i>		2 %	5 %	4 %
<i>Proportion of women among temporary employees</i>		10 %		
<b>iii. Employees with non-guaranteed working hours<sup>2</sup></b>	<b>Europe</b>	<b>0</b>	<b>3</b>	<b>3</b>
	of which in Germany	0	3	3
	of which in the Netherlands	0	0	0
	of which in Switzerland	0	0	0
<b>iv. Full-time employees</b>	<b>Europe</b>	<b>32</b>	<b>164</b>	<b>196</b>
	of which in Germany	32	162	194
	of which in the Netherlands	0	1	1
	of which in Switzerland	0	1	1
<b>v. Part-time employees</b>	<b>Europe</b>	<b>28</b>	<b>18</b>	<b>46</b>
	of which in Germany	28	18	46
	of which in the Netherlands	0	0	0
	of which in Switzerland	0	0	0
<i>Proportion of part-time employees relative to total employees</i>		47 %	10 %	19 %

# Data

		Women	Men	Overall
<b>GRI 401-1 employees</b>				
<b>Employees</b>	<b>Overall</b>			<b>242</b>
	under 30 years			58
	30-50 years			98
	over 50 years			86
<b>a. Total number<sup>3</sup> of new employees during the reporting period</b>	<b>Overall</b>	<b>4</b>	<b>9</b>	<b>13</b>
	under 30 years	3	4	7
	30-50 years	1	4	5
	over 50 years	0	1	1
<b>Proportion of entrants of an age group relative to the total number of employees in the respective age</b>	<b>Overall</b>			<b>5 %</b>
	under 30 years			12 %
	30-50 years			5 %
	over 50 years			1 %
<b>b. Total number<sup>3</sup> of employee turnover during the reporting period</b>	<b>Overall</b>	<b>4</b>	<b>23</b>	<b>27</b>
	under 30 years	1	9	10
	30-50 years	0	9	9
	over 50 years	3	5	8
<b>Proportion of persons of an age group leaving relative to the total number of employees in the respective age</b>	<b>Overall</b>			<b>11 %</b>
	under 30 years			17 %
	30-50 years			9 %
	over 50 years			9 %
<b>GRI 404-1 further training</b>				
<b>Average training time<sup>4</sup> sam<sup>®</sup> in hours per fulltime equivalent</b>				3,6

<sup>1</sup> All data used refer to the reporting date of December 31, 2022

<sup>2</sup> This includes the use of temporary workers, mini-jobbers, student trainees, and vacation workers

<sup>3</sup> This data is a total in the period January 1 to December 31, 2022

<sup>4</sup> Only data from sam<sup>®</sup> training periods. The full-time equivalent (FTE) of 226.3 was used in the calculation. Data from other training measures is missing because data has not yet been collected.



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