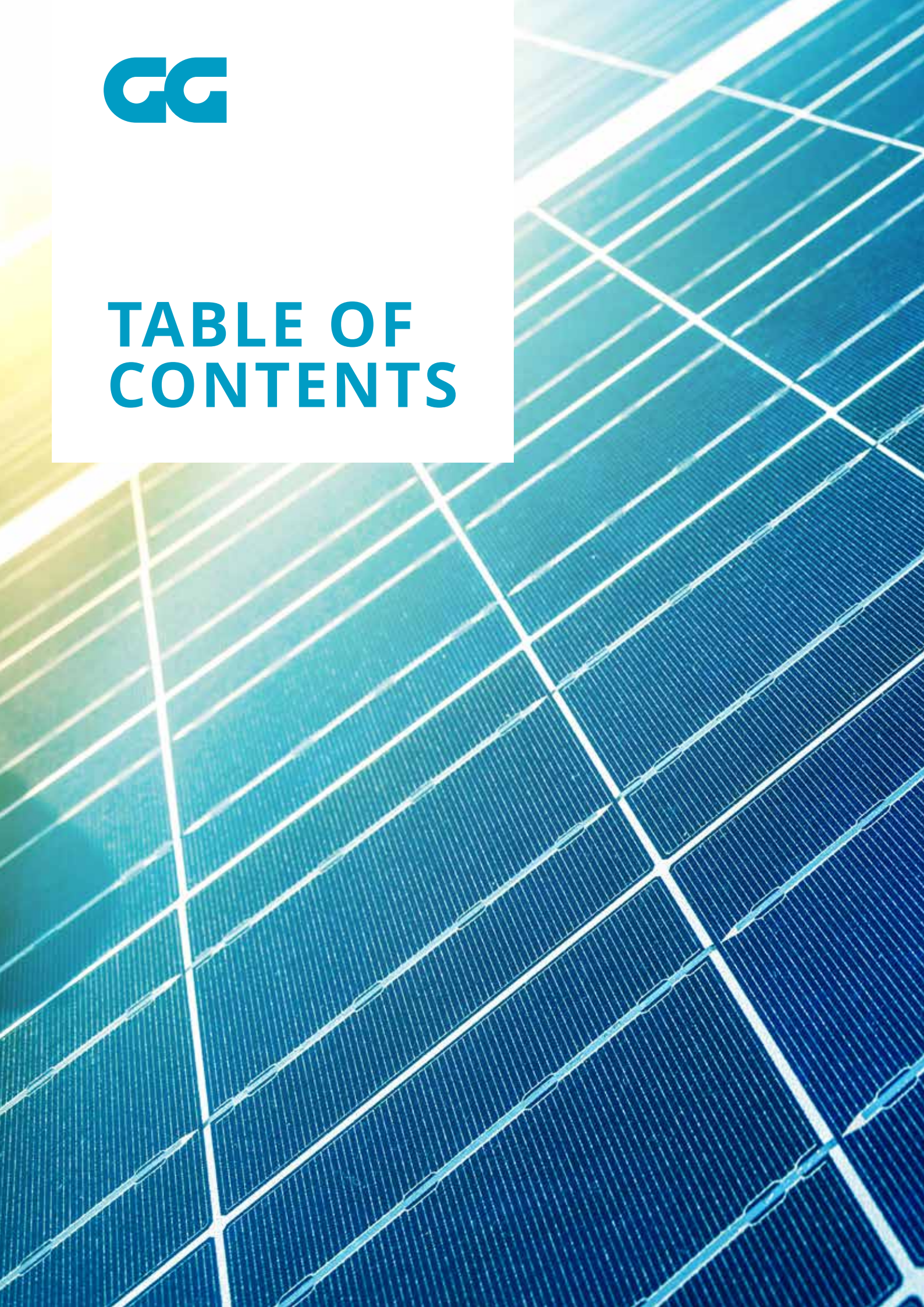




SUSTAINABILITY REPORT 2021/22



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PUBLISHER & RESPONSIBLE FOR THE CONTENT

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ABOUT THIS REPORT

This report by Gebauer & Griller Kabelwerke GmbH, hereafter referred to as “GG Group” or “GG”, is our second sustainability report, following that of the financial year 2018/2019. We are pleased to be able to already report on our sustainability activities, even before the reporting obligation under the Corporate Sustainability Reporting Directive (CSRD) comes into effect as of the financial year 2025/2026. The report has been drawn up in line with the GRI Standard 2021 (Global Reporting Initiative, GRI).

Sustainability is a central aspect of our current and future actions. We disclose our activities on the most important sustainability topics, especially in the ecological and social area and back those up with figures. The report contains group-wide information and data on Environment Social Governance topics (ESG):

- **Environment**
- **Social**
- **Ethics & Compliance**
- **Revenue**
- **Research & Development**

After the spinning off of our production sites in Slovakia and India in recent years, as well as our elevator division in the 2020/2021 business year, we have also completely revised this sustainability report. Therefore, the number of our employees has decreased compared to the previous reporting period. We would like to illustrate here how we tackle our impact on both the environment and society. In order to identify the most important sustainability issues, we conducted an internal substantiality analysis with the relevant departments. We abstained from conducting a stakeholder survey.

Our sustainability report covers all company locations of the GG Group. The reporting period for the published key figures and activities as well as targets and measures covers the financial year of the GG Group from April 2021 to March 2022. The report is published in the third quarter of each year.

In future we will report on our sustainability activities and results at least every two years. We are intensively preparing for addressing the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) in order to significantly improve our next sustainability report.

In the original German version of this report we have refrained from using the masculine and feminine forms of the language for commonality; therefore all references to persons therein apply equally to both genders.

The sustainability report is available on our website at:
<https://www.gg-group.com/en/service/guidelines>

FOREWORD BY THE MANAGE- MENT



Arno Haselhorst, Holger Fastabend

Dear readers, customers,
staff and partners,

We live in a world that has been shaped by major changes in recent years. After completing the strategic consolidation phase in which several production sites and the elevator division were spun off, we – the GG Group – are now focusing on shaping the mobility of tomorrow with special attention to resource efficiency and sustainability.

For GG, sustainable action is the foundation of economic growth and a decisive factor for our successful transformation from an Austrian family business to a global innovation player in our sector.

Our focus on sustainability is also based on our belief: The foundation of success is always the commitment of people and their motivation and dedication benefitting from the clarity of a common vision. Ecological, social and economic sustainability are therefore an integral part of our corporate strategy providing guidance to our daily actions and activities.

Striving for sustainability is a continuous process. In addition to occupational health and safety, we will focus on energy management as well as product and process optimization in the coming years to further reduce environmental impacts. The next step is to integrate ESG performance into all our business processes and to embed sustainability issues along the supply chain. In this way we will be able to focus even better on our customers and their technological requirements in the future, helping to shape sustainable change, especially that in the automotive industry

In 2022 we created a new core field of responsibilities within the Group, the “Sustainability/ESG” to also in the future address and satisfy the growing requirements represented by non-financial performance indicators,

which go far beyond the topic of sustainability alone and are summarised these days as the ESG (Environmental, Social, Governance). This new division with the name “Together4Tomorrow” is concerned with establishing interdisciplinary cooperation on the topic of sustainability throughout the company and its core tasks include

- development and implementation of the group-wide sustainability strategy
- implementation/coordination/management of sustainability goals and opportunities and risks, and
- establishing the ESG concept as part of our corporate culture

Furthermore, this division is the central point of contact for internal and external stakeholder enquiries and non-financial reporting.

We wish you many interesting insights while reading our report.

Best regards
The Management

GG GROUP AT A GLANCE

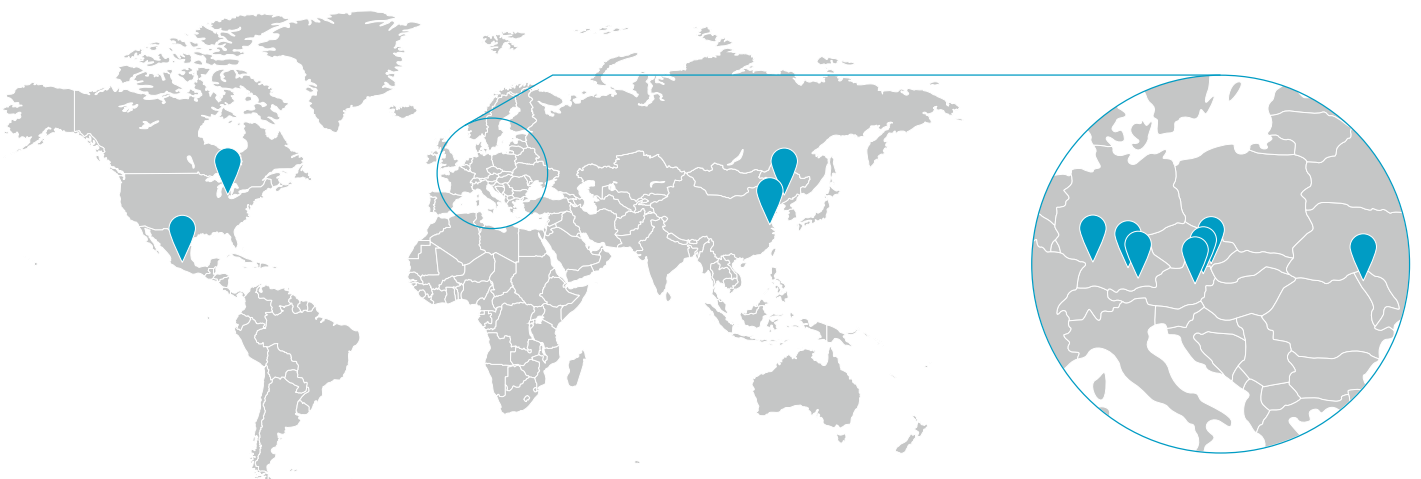
GG is an international family-owned group of companies producing top-quality and technologically sophisticated wires, cables and harnesses for automotive, elevator and industrial sectors. We work closely together with our customers as partners to jointly develop smart, innovative solutions addressing their needs and requirements.

The company was founded in 1940 in Vienna and it is known for its innovative abilities, technical expertise, and highest product quality paired with continuously sustainable management of resources.

GG is a leading supplier of cables for energy and data transmission as well as the automotive and specialised industrial sectors and for specific industrial applications. Our customers are the well-known, international representatives of these sectors. As a system supplier, GG has been developing, designing and manufacturing high quality products for decades which are directly supplied to tier 2 and tier 1 customers as well as OEMs. Our NACE code designation is "C 27.32 - Manufacture of other electronic and electric wires and cables".

As a pioneer in contacting technology for aluminum cables we recognised the importance of hybrid, electric and lightweight designs in the automotive industry at an early stage and developed innovative solutions. Since 1999, we have equipped a large series of vehicles worldwide with our lightweight cable harnesses.

GG's business is managed by a multi-member Management Board responsible for strategic orientation and representing the company externally. The Supervisory Board monitors and controls the decisions of the Management Board and, together with an Audit Committee, reviews the annual financial statements.



Company locations

GG has sites on three continents and is represented with 11 locations, of which five are for production and five are sales and engineering sites. GG's head office is in Vienna. Alongside management and administration, the central operational areas are based here too. They include procurement, sales, finance, marketing & corporate communications, corporate development, HR, sustainability, logistics, legal affairs, innovation management and parts of the development division.

We have a workforce of around 4,000 in Austria, Germany, the Czech Republic, Republic of Moldova, the USA, Mexico, and China. In the business year 2021/22 we achieved a turnover of 554 million Euros, representing a significant growth of around 17 percent compared to the previous year. In the last five years, the average annual growth of the GG Group was around 10 percent.

Vision & Mission

VISION: We at GG live our vision to enhance people's lives through energy and data transmission.

Relationships are about interaction and communication.

They are the basis of any process, whether human or technical in origin. Our vision is to constantly ensure reliable and seamless energy and data transmission and to provide technology that is indispensable for our everyday lives. Passion is what drives us in order to create the best solutions for and in cooperation with our

customers and partners, while continuously caring for our employees and act in the interest of our owners.

GG is one of the leading providers for data and energy cables and wires as well as harnesses for the automotive industry and various industrial sectors – and therefore is an innovator that shapes the future of the world.

MISSION: Our mission is to ensure the interactions of the world for the people who live in it.

By providing wires and harness solutions for energy and data transmission, GG deals with one of the most precious commodities in our present and future: energy and information. GG is the linking piece that ties the world together.

Every day, millions of people come in contact with products innovated by us. We are the ones, that facilitate communication, enabling all forms of interchange and providing innovative solutions for energy and data transmissions in various industrial sectors.

We turn technology into action, helping accelerate business and bring people together.



Corporate Values

KNOW-HOW: Good is not enough for us. We strive for excellence in everything we do and therefore we are not satisfied until we achieve the best.

HUMAN FOCUS: It all starts with people. Our success is based on providing high-quality products but also on our strong focus on everybody involved in this process because producing excellent goods requires full dedication and commitment.

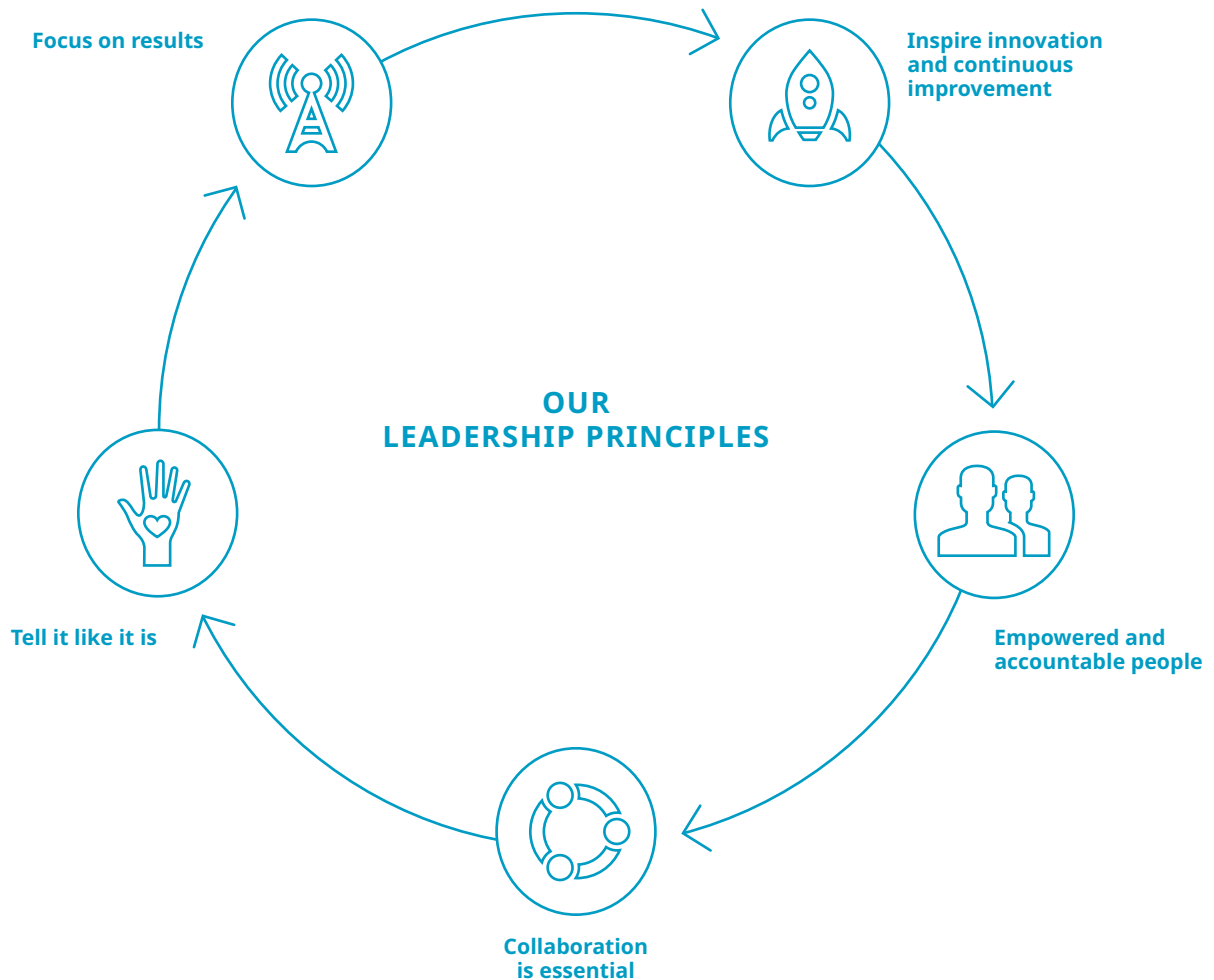
INNOVATION: Innovation leads us from the past to the future. It is a process all GG colleagues are part of, regardless of their field of operation or level.

RESPONSIBILITY: Being a leading global company also means taking responsibility. Responsibility and legal compliance for all our corporate activities, whether in an ethical, social or environmental way.

Our Leadership Principles – Building the foundation of our culture

- We strongly believe that good leadership is essential to our success.
- Rooted in our core values, the five GG Leadership Principles interact and build on each other, govern the company and its employees.
- Striving to live up to our Leadership Principles every day, we'd like to share them with you

WHAT WE AIM TO ACHIEVE: We wish to protect our market position as a competent supplier by increasing and developing tailor-made resources in research and development. We shall enter new markets by expanding our capacities hence creating a powerful and sustainable basis for supplying our customers worldwide.





Strategy & objectives

Our corporate strategy defines the core of our business and the strategic business areas in which we, as a company, operate.

Passionate, inspired and full of energy, we work to develop and deliver the best solution for our customers – wherever they need us.

We are happy when our customers are happy. Technically superior products of outstanding quality form the basis for our joint success and profitable growth.

- The requirements of our customers and the market are the inspiration for all our endeavours. Innovation and development are part of our daily business in every area.
- As recognised experts in our sector, we strive for performance and speed. We develop end-to-end full-service solutions for existing and potential target markets.
- We believe in synergies, partnerships and sustainable relationships. We see success as based on mutual trust and respect between both our colleagues and our business partners.

Our aim is to deliver high quality products and services at all times.

OUR FOUR STRATEGIC PRODUCT GROUPS ARE COMPRISED WITHIN TWO BUSINESS AREAS:

Energy transmission



Products:

- E-Mobility HV Harness
- Energy Wiring Harness LV/48V

Data transmission



Products:

- Automotive Databables
- Industrial Databables

We aim to deliver outstanding quality and excellence in whatever we do – with respect and commitment towards all our stakeholders, including customers, employees, suppliers, owners and society as a whole.

Objectives & values

We want to be the best possible partner for our customers and their projects by focussing on:

- customer satisfaction
- top quality (zero error principle)
- continuous improvement processes (CIP)
- complete, on-time deliveries
- know-how and support for innovation

To our employees, we aim to be an excellent employer who values:

- occupational health and safety
- empowerment
- stability
- diversity
- training and personal development
- an inspiring working environment

We are responsible to society as a whole for:

- sustainable growth
- using resources carefully
- continually reducing environmental impacts
- reducing waste
- supporting local communities
- respecting and protecting human rights and
- sustainable global procurement

Vis-à-vis our owners, we are committed to running our businesses efficiently and profitably, and fully respecting our corporate values. For our suppliers, we aim to be a reliable partner in a respectful business relationship. Relevant statutory and other requirements are implemented and complied with in all processes.

For the current company policy with more details, go to: <https://www.gg-group.com/en/service/guidelines>

Evaluating results and continuous improvement

Integrated Management System (IMS)

We regularly evaluate our company's performance and results and define new targets to ensure systematic and continuous improvement and efficiency based on our integrated management system (IMS) which covers the requirements of current quality, environment, health and occupational safety standards.

Our goal is to create a comprehensive environmental, occupational safety and quality culture in our daily cooperation with our customers and suppliers, whereby quality of life and interpersonal relationships represent important elements. The consistent implementation is reflected through our numerous certifications.

How do we tackle this

The IMS is based on the strategic orientation of our company and covers the following requirement profiles:

- **ISO 9001:** sector independent requirement profile for quality management systems
- **IATF 16949:** additional automobile-specific requirements that go beyond ISO 9001
- **ISO 14001:** sector independent requirements profile for environmental management systems
- **ISO 45001:** sector independent requirements profile for occupational safety management systems
- **TISAX:** information security standards for the automotive industry

The IMS covers 100 per cent of all company employees (incl. leased staff) at all GG sites. Internal and external system audits are annually carried out at all sites in line with the audit schedule, including RSF (Remote Support Function) sites.

The scope of the IMS covers the entire company according to the currently valid organization chart. Implementation is mandatory for all employees of the company (incl. leased staff).



Below you can see the current status of the management systems at GG Kabelwerke GmbH.

Our current certificates are available at: <https://www.gg-group.com/en/service/guidelines>

Health, Safety and Environment are part of the integrated management system with the responsible HSE teams in the plants reporting directly to the plant management.

Current status of the management systems							
	Location	ISO 9001:2015	IATF 16949:2016	ISO 14001:2015	ISO 45001	TISAX	
Company Headquarters	Vienna-AT	R	R	R	R	X	
Manufacturing plant	Poysdorf-AT	C	C	C	C	X	
Development center	Poysdorf-AT	C	C	C	C	X	
Manufacturing plant	Mikulov-CZ	C	C	C	C		
Engineering office	München-DE	R	R	R	R	X	
Manufacturing plant	San Juan Del Rio-MX	C	C	C	C		
Warehouse	San Juan Del Rio-MX	R	R	R	R		
Engineering office	Southfield-US	R	R	R	R		
Manufacturing plant	Shenyang-CN	C	C	C	C		
Engineering office	Shanghai-CN	R	R	R	R		
Manufacturing plant	Balti-MD	C	C	C	C		

C: A valid certificate is available for this location.

X: Requirements set forth by the TISAX information security standard are fulfilled.

R: RSF (Remote Support Function) location – requirements of the standards are also satisfied, no certificate is however available.



SUSTAINABILITY AS THE FOUNDATION OF GROWTH & SUCCESS

Our owners and managers accept responsibility for globally implementing our sustainability principles, and are committed to complying with them throughout the company.

Each policy, which includes our sustainability policy, must be approved by all members of the management and is then valid and effective for all GG Group plants.

Our employees, customers, suppliers and other stakeholders at all our sites are asked to abide by our sustainability principles.

Guidelines are managed in the central document management system (IMS). Three main objectives are ensured thereby:

- uniform guidelines for the creation of policies
- quality checks when creating and updating guidelines
- systematised release and communication process

The GG group's global business policies are:

- Corporate policy
- Sustainability policy
- Sustainability policy for suppliers
- Environmental policy
- Occupational health & safety policy
- Code of conduct
- Information Security Commitment

Management approval is always sought for the above policies. By doing so, the management confirms its full support for the introduction and further development of these policies. All business policies are also available on

the company website at <https://www.gg-group.com/en/service/guidelines>

The central document management system (IMS) manages all internal guidelines and policies that cannot be assigned to any organizational unit without overlap, including the signature guideline. Guidelines and policies that can be assigned to one or more organizational units or departments are created or updated by these units. Final approval is given by the next higher instance via the IMS.

Internal company guidelines and policies can be accessed via the intranet or direct access to the document management system (IMS).

Training and communication of our GG policies is firmly anchored in the onboarding process for our new employees. Their acknowledgement is appropriately documented. Other communication channels, such as email, are also used for training. We map the effectiveness of training within the Learning Management System (LMS).

The responsible managers ensure that the guidelines and policies are adhered to. Furthermore, certified auditors check compliance during annual internal and external system audits. These audits cover all processes, functions and locations of the GG Group.

Sustainability policy

Our sustainability policy strives for a balanced relationship between growth and ecological as well as social accountability. We are committed to observing the following pillars of our corporate policy:

- Ethics
- Environmental protection
- Human rights and working conditions including health and safety
- Compliance
- Quality

In all our business activities, we act as a responsible partner of our customers, employees, suppliers and other stakeholders. We are aware of our global, social and societal responsibility. Sustainable business operations and development are our core values and relate to the following core areas:

1. ETHICS

- Responsible procurement of materials
- Financial accountability and accurate record keeping
- Confidentiality
- Combating corruption, extortion and bribery
- Disclosure of information
- Fair competition
- Avoidance of conflicts of interest
- Protection of intellectual property
- Compliance with export controls and economic sanctions
- Protection of identity
- Whistleblowing and protection against retaliation
- Freedom of association and collective bargaining

2. ENVIRONMENT

- Water quality and consumption
- Energy consumption and renewable energy
- Responsible sourcing of materials
- Air quality and greenhouse gas emissions / decarbonization
- Responsible chemical management
- Natural resource management, waste reduction and circular economy
- Soil quality
- Noise reduction
- Biodiversity, land use & deforestation
- Energy efficiency

Our primary goal is to minimise our environmental impact.

- In order to act in an environmentally friendly, energy and climate conscious manner at our production sites, we actively implement all measures within our sphere of influence and follow the principles of "Resource Efficiency" and "Cleaner Production" of the UN Environment Programme.
- We work to minimise the environmental impact of our use of natural resources, our emissions and waste. We also promote innovation in the area of clean production.
- We are committed to promoting environmental responsibility among our employees, suppliers, business partners, customers and local communities.
- We have already implemented a certified environmental management system (ISO 14001) at our production sites. We are continuously optimising the management systems to improve environmental and energy performance.

3. HUMAN RIGHTS & WORKING CONDITIONS

- Prohibition of child labour
- Prohibition of forced labour, modern slavery and human trafficking
- Wages and social benefits
- Justice and inclusion
- Use of security staff
- Non-discrimination and diversity
- Protection against harassment
- Health and safety
- Working time
- Ethical recruitment
- Rights of women, minorities and indigenous peoples

The GG Group respects and supports international human rights. We are committed to upholding the UN Convention on Human Rights and strictly reject any form of modern slavery, human trafficking and child labour.

We comply with local laws and regulations in the countries where we operate. Where local regulations conflict with our sustainability policy, we strive to raise awareness of human rights and set a good example.

We are committed to upholding the following minimum standards in our partnership-based labour relations:

- We respect the needs of particularly vulnerable groups of employees.
- We create safe working environments.
- We pay fair wages and comply with local legal and social partnership regulations, including minimum wages and minimum salaries.
- We respect the right of our employees to organise in and be collectively represented by trade unions to negotiate working conditions. We ensure that members of these organizations are not disadvantaged or treated unfairly.
- We comply with local legal requirements and industry standards regarding working hours and promote a culture that supports flexible working conditions and work-life balance.

At all our locations we are committed to the diversity of our employees and strive for equal treatment, regardless of nationality, ethnic or social origin, sexual orientation, religion, gender, race or political opinion.

We prohibit any form of discrimination or threat. Safety, health and welfare of our employees are a top priority in our business relationships.

We are committed to providing safe workplaces and using effective occupational health and safety management, appropriate leadership culture and preventive measures to achieve our goal of “Zero Harm” across our company.

We continuously strive to enhance the HSE management system.



4. COMPLIANCE

The GG Group is committed to fair and honest business conduct.

Our conduct in terms of compliance follows the principle of ‘Ask before Acting’. Our Code of Conduct governs the expected behaviour of our employees and applies to all employees worldwide and is in line with our sustainability policy. We expect all employees to act in a manner that meets the highest standards of personal and professional integrity, ethical behaviour and honesty. Our Code of Conduct also provides a process for sanctioning violations of these provisions. Further details on our Code of Conduct can be found in the chapter “Compliance & Ethics”.

In our corporate principles, we follow international conventions such as:

- UN Sustainable Development Goals
- UNGC Guiding Principles on Business & Human Rights
- UN Convention on the Rights of the Child
- UN Global Compact und Transparency International
- UN Environment Programme
- Global Automotive Sustainability Practical Guidance
- Automotive Industry Guiding Principles to Enhance Sustainability Performance in the Supply Chain
- EU Charter of Fundamental Rights and Conventions of the International Labour Organization (ILO)

For more information on our current sustainability policy with detailed content, please visit the following link: <https://www.gg-group.com/de/service/erklaerungen>

GG SUPPORTS

SUSTAINABLE DEVELOPMENT GOALS (SDGS)

The 2030 Agenda adopted a total of 17 Sustainable Development Goals (SDGs) at the United Nations General Assembly in 2015. GG is committed to the UN Global Compact and the SDGs (<https://sustainabledevelopment.un.org>).

The following SDGs are relevant to our business activities, and GG can make a significant contribution to their implementation:



Industry, innovation and infrastructure:

In our two key areas, automotive and industry, we contribute significantly to a resilient infrastructure and sustainable industrialization with focus on research and innovation being the key elements.



Sustainable consumption and production patterns:

We ensure that our products are produced sustainably and increasingly use recycled materials. We also reduce waste through optimised processes in production. Our workplaces are safe and decent, leading to a better quality of life for all.



Measures to combat climate change:

We are continually improving our performance in the ecological area and we take appropriate measures here. Saving energy, reducing CO₂ and efficiently using resources help to combat the impacts of climate change. Our products in the e-mobility sector also help protect the climate.

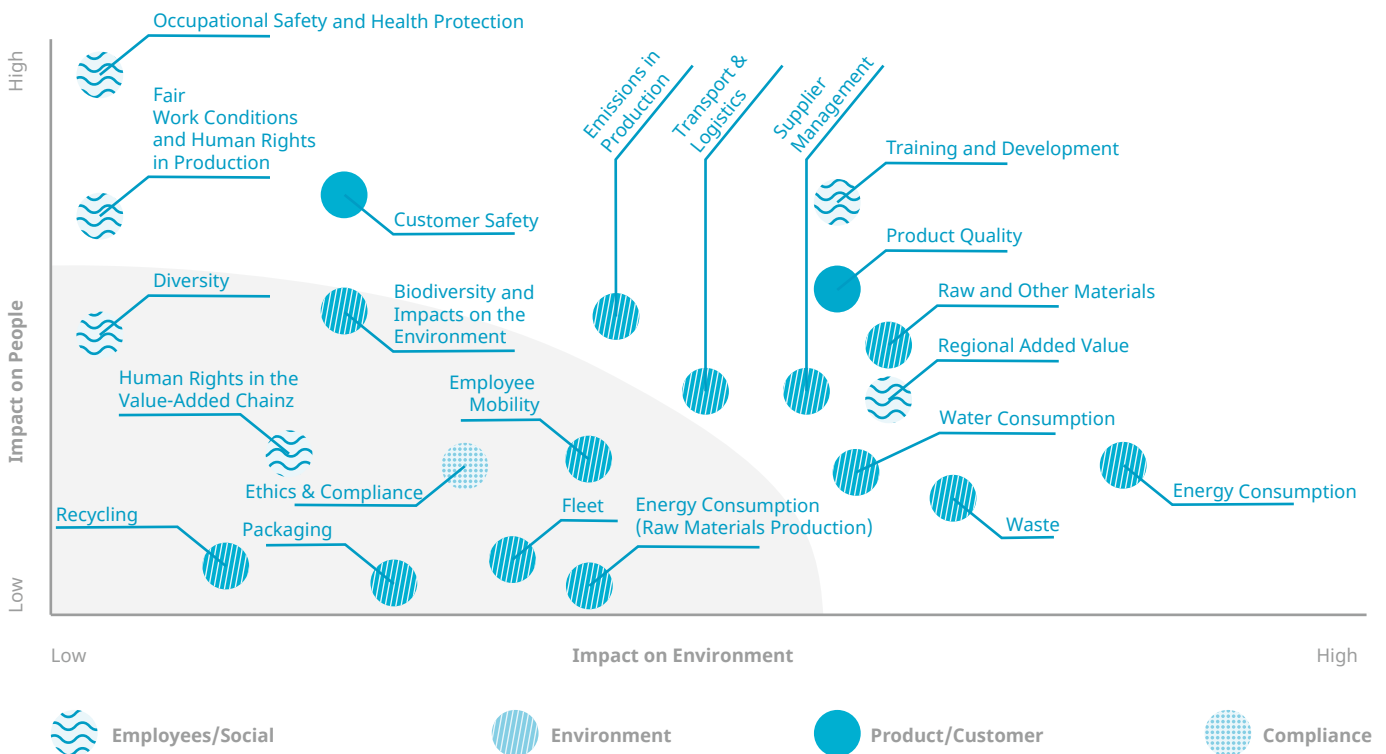
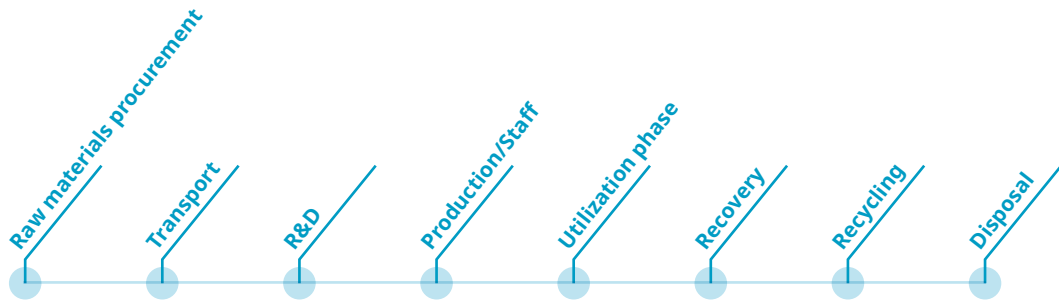
Key sustainability issues

In order to focus on the main sustainability issues, GG first examined its entire value-added chain and identified relevant issues. This included procurement of raw materials, transport and research and development. Particular attention was paid to production, including employees.

At the end of the value-added chain, the utilization phase and recycling were also examined.

In a second step, other departments were included to ensure a comprehensive consideration of the environmental and social impacts of all identified sustainability issues.

The central question was: “With which of these topics does GG have the greatest impact on the environment and society? This question was developed in a comprehensive workshop together with all relevant experts. The resulting assessment was revised, structured, prioritised and confirmed by management in further expert discussions. In line with the GRI standards, this report describes the prioritised points that were classified as “very important sustainability issues”.





Innovative solutions for our customers

Our success is based on the philosophy of finding the right solution for every customer requirement. We value business relationships based on partnership and focus on joint development activities with customers and partners as well as continuous further development of existing products.

Trendsetting products – superior applications for the requirements of today and tomorrow.

In our key fields we produce a wide range of products which are amongst the most forward-looking technologies. Ecological sustainability aspects covering the entire product life cycle are already systematically taken into account during product development and laid down in the applicable design rules.

At this point, we can only present an excerpt of our product groups. For more details please refer to our website at <https://www.gg-group.com/en/products>



Energy Transmission

We turn technology into action and help accelerate business. Our innovative solutions and new technological developments align with the economic and ecological pace of the automotive market to shape the future of the automotive industry towards E-Mobility, lightweight products and decarbonization.

E-MOBILITY HV HARNESS: The e-mobility sector is growing rapidly. We support the automotive industry's effort towards lower emissions and a more sustainable future.

We develop the unique wiring architectures required by modern hybrid and electric drive systems.

We offer customized solutions for these specific wiring systems. Our pioneering experience in aluminum HV wiring meets the increasing energy demand in drives of the future, while reducing weight of harnesses. Our highly automated and scalable production processes guarantee top quality.

ENERGY WIRING HARNESS LV/48V: Modern vehicles offer a great variety of safety and convenience features with an increasing demand for energy. Our products ensure correct distribution on all common voltage levels.

We produce wires, harnesses, and components for energy distribution in vehicles. We offer customized solutions meeting all your specific power wiring requirements.

We are proud to say that almost all manufacturers and system suppliers in the automotive industry put their trust in our products and services.



Data Transmission

Relationships are about interaction and communication. We offer optimized data cable solutions for automotive requirements: high and stable transmission rates are key for growing applications like autonomous driving and connectivity. In addition, we develop and produce BUS cables for industrial requirements supporting the industry 4.0 development.

AUTOMOTIVE DATACABLES: The future of mobility is advancing toward autonomous driving and connectivity. Fast and secure data transmission is increasingly important for modern vehicles.

Our new developments ensure swift transmissions of growing data volumes in less space. We are a global player whose solutions for data transmissions in and from the vehicle keep setting new standards in the automotive industry.

Our close collaboration with OEMs and system suppliers makes us an ideal partner meeting the challenges of upcoming technologies.

INDUSTRIAL DATACABLES: Industry 4.0 requires ever faster and more complex data transfer: Information is transmitted in real time and production systems must be able to react intelligently to each other.

Our Industrial Databables meet factory automation requirements up to Industry 4.0 standards and impress with their excellent quality in terms of data transmission, reliability, flexibility and robustness.

We supply a large portfolio for digitalization in industry, including PROFINET and Industrial Ethernet cables, as well as all common fieldbus cables.

We focus primarily on the areas of supplier management and materials & raw materials to address future developments in our product range. For more details refer to the section "Supplier Management" and "Materials & Raw Materials".

For more details on our products refer to our website at: <https://www.gg-group.com/en/product>

Responsible use of our resources

RESEARCH AND INNOVATION FOR THE FUTURE

GG's research and development activities focus on designing customer-specific solutions in collaboration with strong partners. GG's modern innovation management system ensures that creative ideas can be turned into innovations.

PRODUCT QUALITY & SAFETY

The development of customer and application specific line concepts is a top priority for GG. The benefits for our customers, the highest levels of product quality and safety as well as the durability of our products are of course in focus. For us, product quality means controlling development in such a way that on one hand functionality is always ensured in accordance with requirements and, on the other, raw materials are handled in a resource-conserving manner. Equally important to us is the sustainability of the products to ensure durability.

We actively use synergies between the different industrial sectors. Our most important product quality issues that we have identified are:

- Sustainability
- Customer safety
- Product quality
- Product weight
- Durability

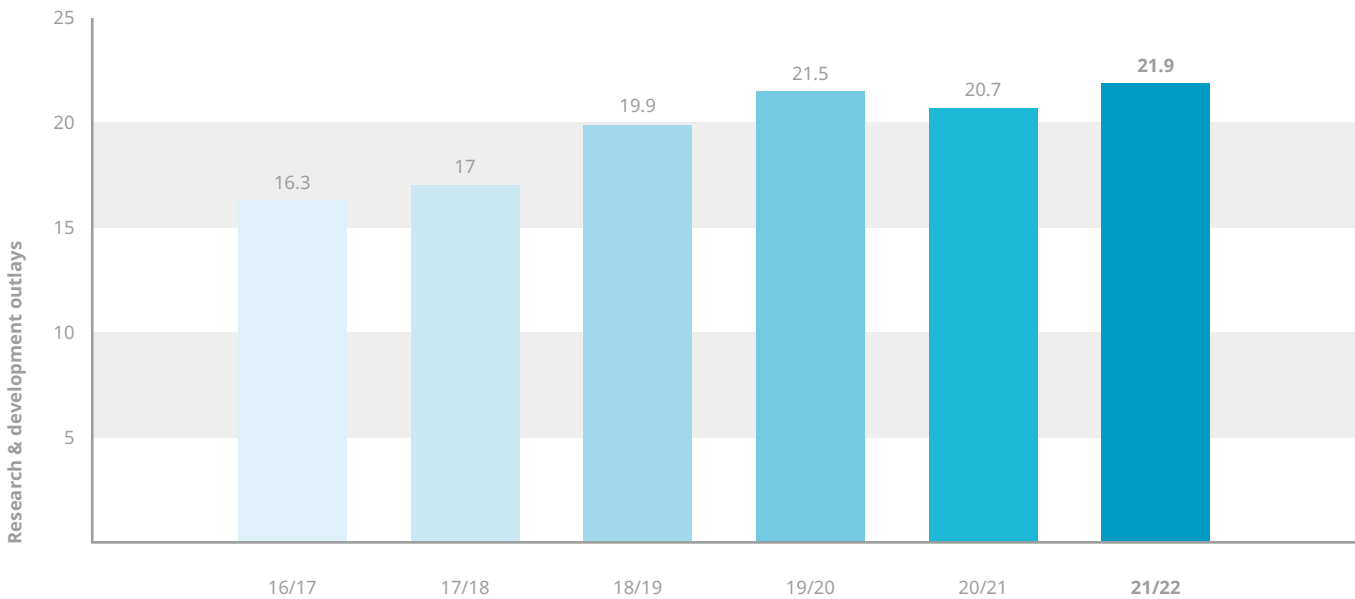
INNOVATION MANAGEMENT

GG strives to always think beyond the existing, anticipate future needs and look for new solutions. With this in mind, we take an inclusive approach and draw on our collective experience, expertise and creativity.

OPEN INNOVATION

GG is open to innovation and collaboration. We are convinced that joint innovation projects can create added value. We actively shape and promote our partnerships both in the idea generation phase and during technological development. When exploiting innovations, we take advantage of targeted opportunities to collaborate with external partners.





TESTING, VALIDATION AND ANALYTICAL LABORATORIES

Modern laboratory and testing facilities guarantee our high quality. Our developments are based on sound data generated by the synergy between simulation and testing.

SUSTAINABILITY

Sustainability is part of the foundation of all our endeavours and a driver of innovation. We go beyond the requirements of our customers in our endeavours to find answers today to the questions of tomorrow.

How do we tackle this

We use our network of suppliers and partners to find individual solutions for the most demanding requirements – from the first concept design to readiness for mass production.

Thanks to a modern innovation management system, we ensure that creative ideas can be systematically generated, promoted and evolved into innovations. The heart of this system, the innovation strategy and the innovation process drive all new developments at GG.

Regardless of whether you are our partner as a supplier, customer, university, or research institution – we see all cooperation opportunities as a chance to contribute our innovative strength to a common goal.

As part of the research and development department, our test laboratory supports the entire group of companies in a variety of physical-technical and chemical-analytical issues. Using state-of-the-art equipment and process technologies, material properties are tested during development work as well as on materials and end products.

Thanks to our broad experience and in-depth expertise, we see the requirements of sustainable business as an opportunity to look at our products and processes from a different perspective and to create new solutions through innovation.

<https://www.gg-group.com/en/rd-innovation>

ENVIRONMENTAL





RESPONSIBLE USE OF RESOURCES

Our environmental policy includes the careful use of resources and the continuous reduction of environmental impacts. By continuously enhancing our production processes and raising the awareness of our employees, we strive to continuously improve our environmental performance and thus lay the foundation for a responsible approach to the environment.

The current environmental policy with detailed contents can be found using the following link:
<https://www.gg-group.com/en/service/guidelines>

KEY ISSUES FOR GG:

In the area of the environment, we have identified the following key sustainability issues:

- **Raw and other materials**
- **Energy consumption**
- **Emissions in production**
- **Waste**
- **Water**
- **Transport and logistics**
- **Supplier management**

Raw and other materials

Our products are mainly made of aluminum, copper and plastics. Therefore, our main focus in procurement is on metals and plastics.

We strive to use the highest possible proportion of secondary material in our product range. Currently, the proportion of secondary material varies depending on the material class and field of application. For example, we use about 20 percent secondary material in copper cables as a conductor material, while the proportion of secondary material in aluminum is currently 0 percent. We also only use virgin materials for plastics.

We source most of our raw materials from Europe. We use standard plastics such as polyvinyl chloride and polyethylene blends, special insulating materials such as polyurethane, thermoplastic elastomers and fluoropolymers. In the assembly area (Harness Division), we mainly use prefabricated components such as connectors, cables and wires, fastening parts, electronic components and injection moulded parts.

How do we tackle this

We attach great importance to sustainability and transparency in the supply chain for maintaining responsible procurement processes. We source our raw materials from various suppliers in order to avoid strong dependencies on individual large suppliers and regional fluctuations on the world market.

Our current and future research and development activities aim to increase the proportion of secondary materials in our products. One example is the use of recycled materials in plastic compounds as cable insulation, which is a major challenge in terms of the properties and performance of the end product.

How these properties can be achieved with secondary materials and what proportion of recyclates from our own process can also be incorporated into externally purchased plastic compounds is the subject of investigations together with our suppliers. We also develop concepts for the use of secondary metallic material in components and as conductor material.

We require our suppliers to provide information on the origin of conflict minerals such as tin on an annual basis, and support our customers in meeting their requirements for traceability and transparency in the supply chain.

As a manufacturing company, we are certified according to relevant industry regulations and standards such as IATF 16949 and ISO 14001. We adhere to defined GG standards and legal requirements, especially in the environmental area. All our plants are ISO 14001 certified.

Energy consumption

Our energy consumption in production is closely linked to the diversity of our broad product portfolio.

We attach great importance to the use of sustainable energy sources such as hydropower or wind power. Therefore, we are striving to use as much green energy as possible at all our sites in the coming years. Due to geopolitical aspects some locations are already further advanced than others. We are currently working on a roadmap that will gradually lead us to 100 per cent green power. One example is our site in the Republic of Moldova, which is already fully supplied with green energy.

We are continuously analysing our processes throughout the company to identify and implement potential savings.

How do we tackle this

We started using the waste heat from air compressors in the production halls to heat water back in 2007. In addition, we have installed cooling basins for heat pumps to use the generated energy for space heating. This way we reduce the need for additional heat dissipation through cooling systems.

The results of the mandatory energy audits in accordance with the Energy Efficiency Act flow into our environmental committees and are constantly followed up.

From 2022 we will introduce an energy management system at the Poysdorf site. Additional human and technological resources will make it possible to collect energy data on a more professional level in the coming years.

OTHER SUCCESSFULLY IMPLEMENTED SAVINGS PROJECTS IN THE REPORTING PERIOD WERE:

- Replacement of outdated compressors and continuous repair of leaks including renewal of piping.
- By replacing ten Vertlitz units at the Poysdorf site in the business year 2021/22 we were able to achieve energy savings of 90,000 kWh per year.
- Ongoing conversion and modernization of hall lighting to LED lamps.
- Raising employee awareness for energy-saving tips and the importance of energy-efficient work, e.g. by switching off lights or using air conditioning sparingly.

FOR THE FUTURE WE ARE PLANNING FURTHER PROJECTS IN THE AREAS OF:

- Expansion of renewable energy infrastructure, especially photovoltaics.
- Further optimization and reduction of compressed air consumption.
- Conversion of the current heating system, especially at the Poysdorf site.

Total energy consumption within the organization		
	BY20/21	BY21/22
Electricity	47 048 512 kWh = 169 374 643 MJ	50 032252 kWh = 180 116 107 MJ
Natural gas	2 310 739 kWh = 8 318 660 MJ	2 381 980 kWh = 8 575 128 MJ
Heating oil	3 512 754 kWh = 12 645 914 MJ	3 163 755 kWh = 11 389 518 MJ

Emissions in production

Various environmentally relevant emissions are produced in our production process:

- Aerosols in wire-drawing with emulsion
- Hydrogen fluoride during fluoropolymer cable production
- Hydrocarbon vapour at Signator washing stations
- Ozone

How do we tackle this

We ensure that our employees are protected by complying with all legal requirements and continuously carrying out analyses and measurements of these substances. In this way, we ensure that the maximum workplace concentration values (MAK) are not exceeded.

- In the processing of our plastics, especially in fluoropolymer processing, all processing plants are equipped with efficient extraction devices whose function is regularly checked.
- The vapour (aerosol) produced in the drawing shop by the drawing emulsion is passed through special filters that remove the oily components. The dirty special filters are properly disposed of.
- Ozone is only produced in a closed system for electron beam cross-linking of polyethylene lines and is discharged directly at a prescribed height (>12m).
- Hydrocarbon vapour formation is to be expected during Signator washing. To prevent these emissions, cleaning activities are carried out in a closed handling box with extraction.

In order to transparently present and continuously improve our corporate carbon footprint in the future, we carried out CO₂ balancing for the first time in 2020 and 2021 at our two largest plants (Poysdorf and Mikulov). In preparing an estimate of the carbon footprint for the GG Group, the direct (Scope 1) and indirect emissions (Scope 2/Scope 3) in tonnes of CO_{2eq} (tonnes of carbon dioxide equivalents) were recorded and assessed for the 2020/21 financial year. There was a clear limitation in the scope of the calculation at that time. In Scope 3, only the categories 3.1 "Purchased goods" and 3.7 "Employee commuting" were included. Furthermore, only the TOP 10 products were considered in Scope 3.1 "Purchased goods". Based on the Poysdorf site, an estimate was then made for the entire GG Group. Based on this analysis, evaluation and verification of previous measures as well as the identification of potentials for increasing efficiency, we have created a roadmap that brings together various fields of action and reduction fields.

For the business year 2021/2022, we have now calculated the corporate carbon footprint company-wide using all available primary data and raised it to a higher level. Compared to the previous year, all categories in Scope 3 are now taken into account and all materials in Scope 3.1 "Purchased goods" are included in the calculation. Due to different data bases compared to the reporting period of the previous year, the figures are only partially presented in relation to each other.

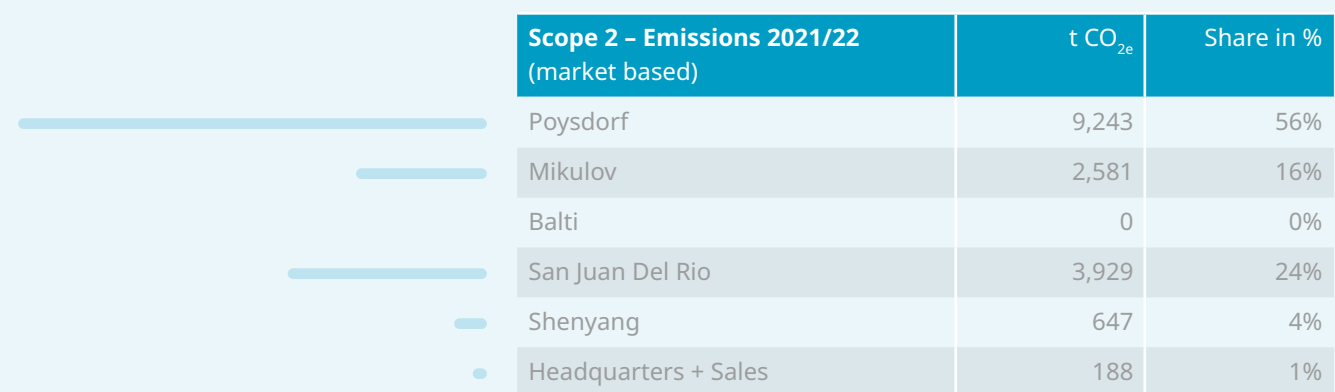
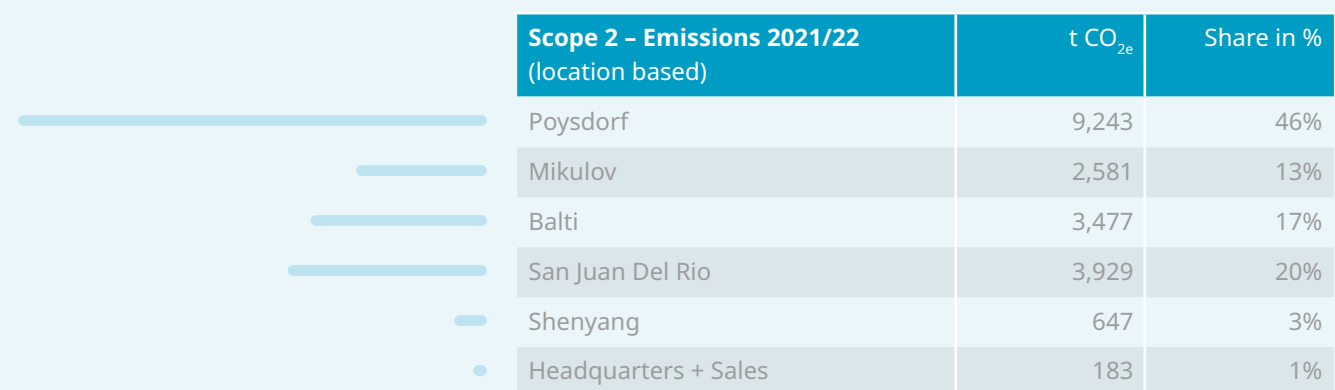
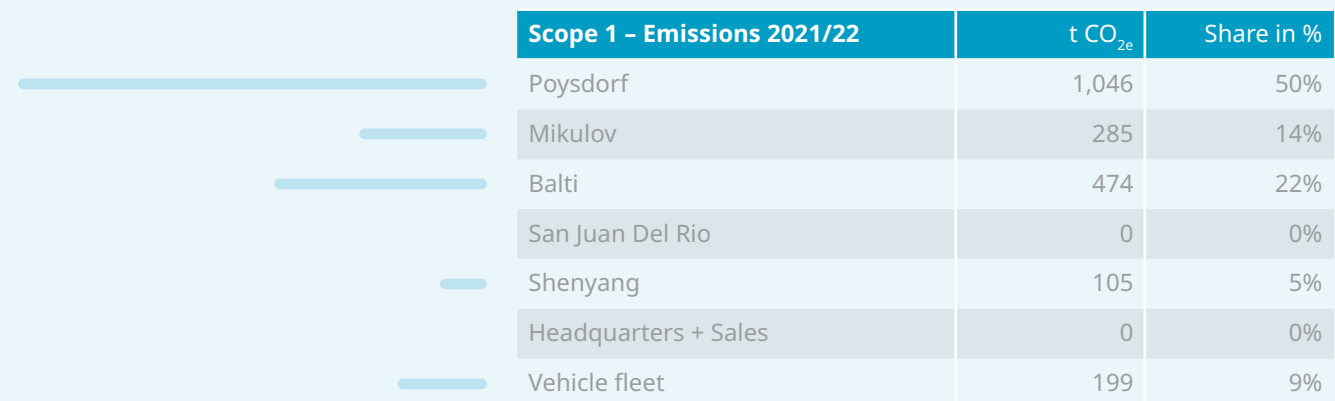
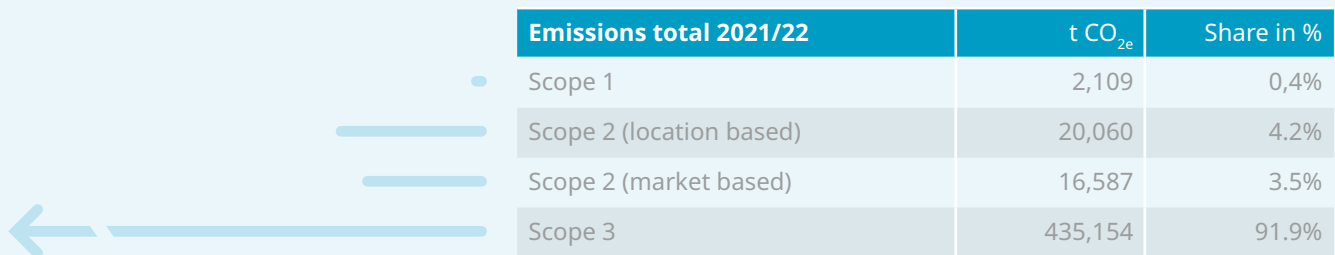
For the following years, we have set ourselves the goal of an annual CO₂ balance at Group level.

CO ₂ -balance	BY20/21	BY21/22
Gross direct GHG emissions (Scope 1) in tonnes of CO ₂ equivalent	1,634	2,109
Percentage of total CO _{2eq}	1	0.4
Gross site-related energy-related indirect (Scope 2) GHG emissions in tonnes of CO ₂ equivalent. (location based)	14,463	20,060
Percentage of total CO _{2eq}	9	4.2
Gross location-based energy-related indirect (Scope 2) GHG emissions in tonnes of CO ₂ equivalent. (market based)	14,463	16,587
Anteil in Prozent zu Gesamt CO _{2eq}	9	3.5
Other gross indirect GHG emissions (Scope 3) in tonnes of CO ₂ equivalent	147,862	435,154
Percentage of total CO _{2eq}	90	91.9
Total	163,959	453,850

In BY20/21 only reported top 10 materials of purchased goods were considered.

In BY20/21 only categories 3.1 and 3.7 were considered in Scope3.

In BY20/21 a global footprint was estimated based on data from Poysdorf.

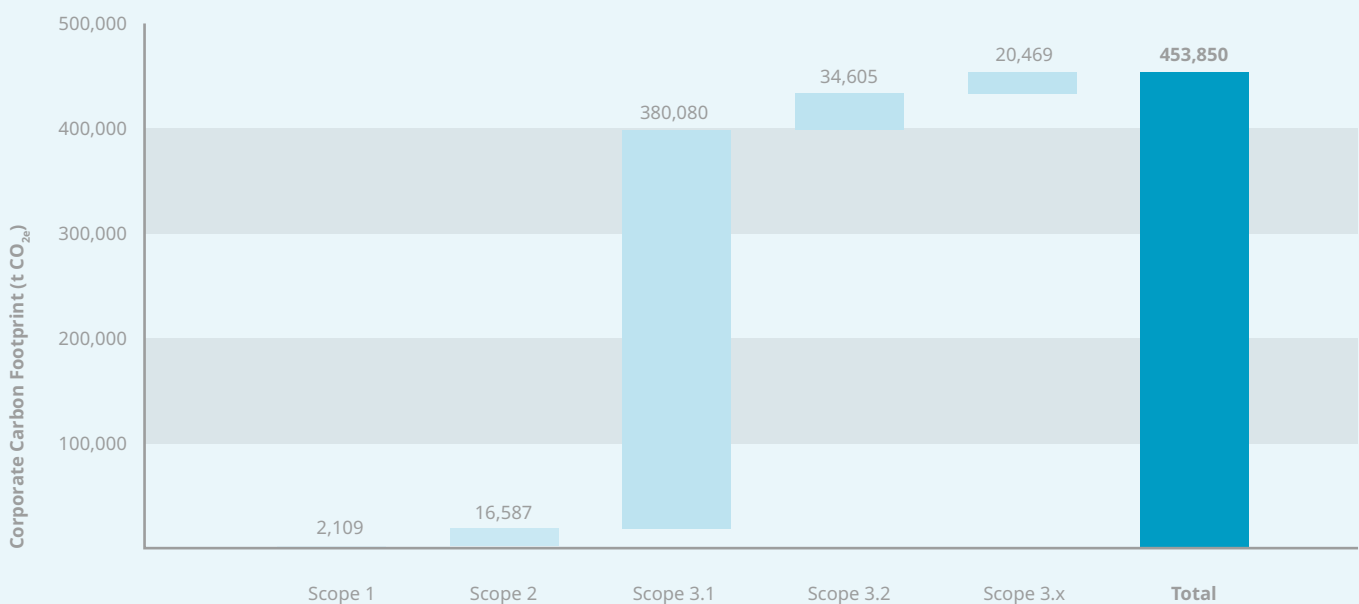


Scope 3 – Emissions 2021/22		t CO _{2e}	Share in %
←	3.1 Purchased goods	380,080	87%
←	3.2 Capital goods*	34,605	8%
	3.3 Fuel and energy-related emissions	280	0%
←	3.4 Transport and distribution (upstream)	8,232	2%
	3.5 Waste	1,465	0%
	3.6 Business travel	13	0%
←	3.7 Employee commuting	4,253	1%
←	3.9 Transport and distribution (downstream)	5,205	1%
	3.12 Handling of sold products at the end of their life cycle	1,020	0%

* According to the GHG Protocol, capital goods are end products that are not immediately consumed or further processed by the company, but are used to manufacture a product, provide a service or sell, store and deliver goods (e.g. machinery).

THE FOLLOWING KEY STATEMENTS CAN BE MADE TO PRESENT AN OVERALL PICTURE OF THE CORPORATE CARBON FOOTPRINT FOR THE BUSINESS YEAR 2021/22:

- The majority (>85%) of emissions in operations (Scope 1/2) come from purchased electricity. The Poysdorf site has the highest share of emissions at 55%.
- More than 95% of Scope 3 emissions come from procurement-related activities. Other relevant categories are logistics and employee commuting.
- At more than 95%, the largest share of Scope 3 emissions comes from procurement, i.e. the purchase of goods, services and capital goods. Other significant categories are upstream and downstream transport and distribution as well as employee commuting.



Valuable waste

Production waste made of aluminum, copper and plastic is of particular value. Through consistent separation of recyclable materials, we carry out comprehensive recycling of our production waste.

How do we tackle this

Our site in Poysdorf serves as role model of effective waste prevention. Based on the experience and data gathered these processes are being extended to our other sites. Raising the awareness of our employees is particularly important to us. It is only through their expertise in sorting waste by type that we can recycle up to 90 percent of our production waste at the Poysdorf site.

- At our production facilities we keep logs with all relevant data on the waste quantities of the different waste fractions in production. Based on these analyses, appropriate measures are taken to ensure significant improvements. Our modern, process-controlled production supports separation by type.
- We reduce plastic waste in the extrusion process by carrying out colour changes during the ongoing production process with our own colour change systems. In addition, our lines are designed for continuous operation so that no line stop is required and additional plastic waste can be avoided when changing primary materials and semi-finished products.
- PVC granulate produced when the mixer is recoloured is processed internally into a plaster mass. Other waste materials are collected separately and recycled.
- We have tested the option of internal recycling of our plastic waste but had to dismiss this due to the required electrical properties in wire manufacturing.
- Through cooperation with a certified waste recycler, we make sure that the plastic waste is collected separately in-house so it can be recycled externally.
- In addition, we contribute to the circular pallet reuse system ("PRS - Green Label") by enabling maximum recycling of our suppliers' pallets. This ensures that the pallets can be reused as often as possible.



The composition of the waste can be shown on the basis of the disposal records of our contracted waste disposal companies. This information is also maintained and tracked in the SEQ report (Safety/Environment/Quality) for each site.

Generated waste	BY20/21	BY21/22
Weight total	7,826 t	6,652 t
Production waste	5,477 t	3,712 t
Non-production waste	2,349 t	2,940 t
Cardboard and paper waste	517 t	771 t
Plastic waste	190 t	196 t
Metal waste	165 t	211 t
Residual waste	312 t	313 t
Hazardous waste	414 t	462 t
Other waste	751 t	987 t

Generated waste by composition	BY20/21	BY21/22
Weight total	7,826 t	6,652 t
Hazardous waste	414 t	462 t
Non-hazardous waste	7,412 t	6,190 t

Circulating water

The economical use of water is of great importance in the area of resources. In the manufacture of our various products, we use water mainly for cooling cables and the emulsion.

How do we tackle this

We continuously carry out analyses on the quality and ingredients of the water used in the circuit. This means that it is only necessary to replace small amounts of the water in the circuit.

- To further improve the quality of the water analyses we are constantly expanding the network of water meters for fresh water. This gives us more precise information on consumption, water flows and withdrawals in order to initiate targeted optimization measures.
- At the Poysdorf site we have installed a cooling basin with a cooling tower allowing the required cooling water to be circulated. All machines are thus supplied with cooling water in a closed circuit. The cooling water is cleaned centrally.

Total water consumption	BY20/21	BY21/22
From all areas	67,416 m ³	58,096 m ³
in cubic metres/megalitres	67.42 MI	58.10 MI

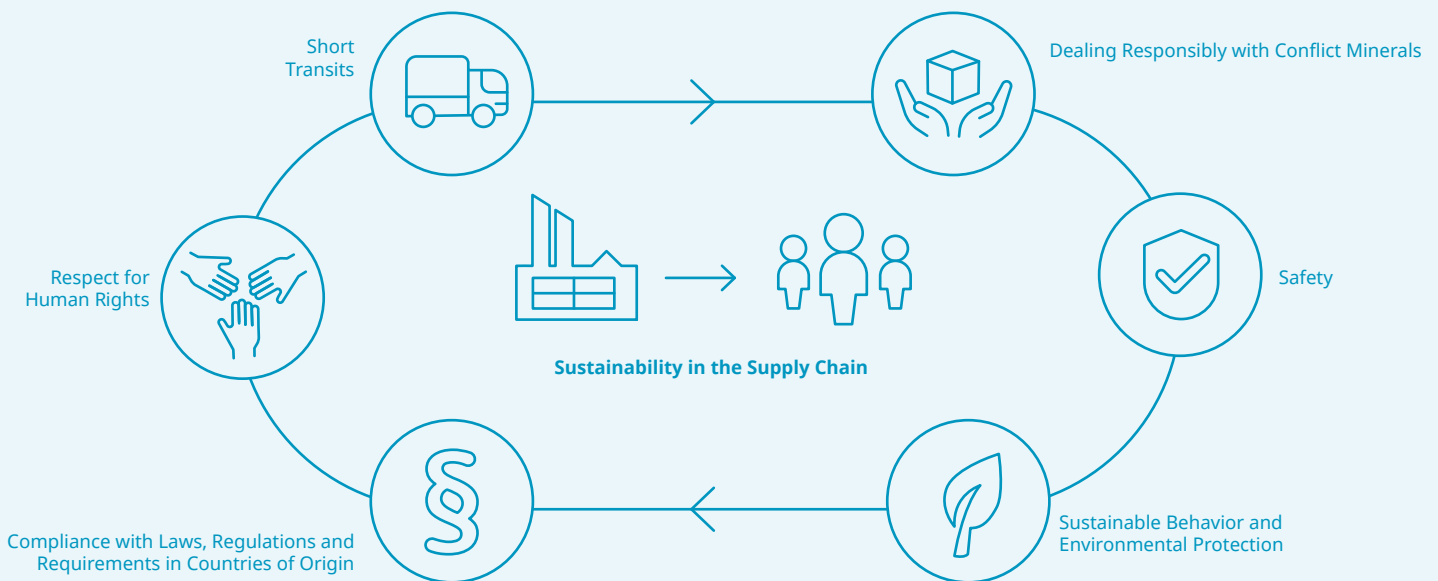
Sustainable transport

Transport logistics offers great potentials to reduce our ecological footprint. Although most of our customers collect their goods themselves, efficient transport logistics and optimised cooperation between industrial companies and transport service providers play an important role.

How do we tackle this

Due to specific customer requirements regarding on-time delivery (just-in-time), a large part of our transport is done by road. In line with our sustainability policy, we therefore use numerous logistical optimization approaches. Through better utilization of truck capacity, the reduction of empty runs and shorter standing and waiting times during loading and unloading, as well as the increased use of rotating containers, we increase efficiency and reduce environmental impact.

In the future we plan to use transport control and transport management systems with new solutions for freight allocation, time window management, status messages and real-time tracking. Our goal is to simplify coordination processes, enable exchange via digital platforms and achieve continuous optimization and simplification of transport logistics processes.





Reducing our ecological footprint not only concerns our customers, but also our company fleet and the travel of our employees. We are implementing measures such as:

- We use e-vehicles between the Poysdorf and Vienna locations.
- When purchasing new vehicles for our company fleet, we give preference to vehicles with low emissions and increasingly use vehicles with electric and hybrid drives.
- To reduce CO₂ emissions, we use shuttle buses for our employees in the Czech Republic and the Republic of Moldova.

Supplier management

We attach great importance to long-term and strategic cooperation with our business partners. At the same time, we require our suppliers to act in a sustainable manner that includes compliance with applicable laws, regulations and country of origin requirements as well as the protection of human rights, the environment, and safety.

How do we tackle this

These rules are firmly anchored in our procurement guidelines and purchasing supply contracts. New business partners are only approved if they agree to these guiding principles. We ensure this through supplier self-disclosures, potential analyses and audits. No violations or incidents were reported in the current reporting year.

Through our Sustainability Policy for GG Suppliers, we have established the basic requirements for a sustainable and responsible business relationship between the GG Group and our business partners. We seek to implement these requirements in our supply chain as well. The principles include:

1. ETHICS

- Responsible procurement of materials
- Financial accountability and accurate record keeping
- Confidentiality
- Combating corruption, extortion and bribery
- Disclosure of information
- Fair competition
- Avoidance of conflicts of interest
- Protection of intellectual property
- Compliance with export controls and economic sanctions
- Protection of identity
- Whistleblowing and protection against retaliation
- Freedom of association and collective bargaining

2. ENVIRONMENT

- Water quality and consumption
- Energy consumption and renewable energy
- Responsible sourcing of materials
- Air quality and greenhouse gas emissions/ decarbonization
- Responsible chemical management
- Natural resource management, waste reduction and circular economy
- Soil quality
- Noise reduction
- Biodiversity, land use & deforestation
- Energy efficiency

3. HUMAN RIGHTS AND WORKING CONDITIONS

- Prohibition of child labour
- Prohibition of forced labour, modern slavery and human trafficking
- Wages and social benefits
- Working time
- Non-discrimination and diversity
- Protection against harassment
- Health and safety

4. COMPLIANCE

- Compliance with laws and other external and internal regulations

The complete Sustainability Policy for Suppliers with more detailed content is available at: <https://www.gg-group.com/en/service/guidelines>

Before we start cooperation, we assess the qualification and maturity of our (new) suppliers with regard to social and ecological framework conditions with the help of questionnaires. The status with regard to environmental requirements (ISO 14001), occupational safety (ISO 45001) and quality management systems (IATF 16949 or ISO 9001) is essential.

To ensure that our suppliers meet compliance requirements, we use a supply chain risk intelligence tool. Currently, about 250 suppliers are audited via this platform. Through weekly analyses, we can identify significant risks, such as incidents related to natural disasters, environmental claims or human rights violations.

Supplier qualifications	BY20/21	BY21/22
Percentage of new suppliers screened against environmental criteria	No data available	Components: 63.4% Raw materials: 69%
Number of suppliers assessed for environmental impact	63 Based on calendar year 2021 and VDA3.6 audits	164 Based on calendar year 2022 and VDA3.6 audits
Percentage of new suppliers screened using social criteria	No data available	Komponenten: 7.2% Rohmaterial: 21%
Number of suppliers assessed for their social impacts	63 Based on calendar year 2021 and VDA3.6 audits	164 Based on calendar year 2022 and VDA3.6 audits

n=504 suppliers (402 components/102 raw materials)

So far, ISO 45001 screenings were optional compared to ISO 14001 screenings, resulting in the lower percentage.

In the event of a compliance violation by a supplier, we contact the supplier and assess the further course of action. If we cannot find a common solution, we feel compelled to ultimately terminate the partnership.

To improve active tracking of documents on our partners and to ensure that we receive feedback from them, we plan to build a supplier relationship portal.

The availability of local suppliers plays an important role in sustainable business. Due to the geographical location of our production sites, our supplier network focuses on the economic areas of Europe, USMCA (U.S. – Mexico – Canada Agreement) and APAC (Asia-Pacific). Bill of materials (BOM), which contain all the necessary raw materials, components and tools for the manufacture of our products, serve as a basis



Percentage of spending on suppliers from the region of key operating locations	BY20/21	BY21/22
Europe (Austria, Czech Republic, Republic of Moldova)	~ 85,0% assumed	~ 95,0% assumed
USMCA (Mexico)	46.0%	47.8%
APAC (China)	43,5%	46.0%

SOCIAL







OUR EMPLOYEES MAKE US SUCCESSFUL

Our employees are largely responsible for the success of GG, which is why we strive for long-term cooperation. We support them in their professional and personal development through individual training and long-term development programmes. Regular employee surveys serve as important feedback to further improve our employees' workplace.

An important part of our company philosophy is an open, transparent and trusting atmosphere. Professional and personal development of our employees and training of junior management from our own ranks are a part of our corporate policy. As a safe and reliable employer, we are appreciated in the regions of our worldwide locations. As a modern employer, we place great value on diversity, inclusion and belonging. People from over 30 nations work at our Austrian locations alone. The promotion of equal opportunities and the exclusion of recruitment criteria that are not based on the assessment of individual qualifications, the requirements of the position and the needs of the company are a matter of course.

The fluctuation in the reporting period is due to changes in production volume, turnover and the spin-off of the production sites in Slovakia and India as part of the strategic consolidation phase.

Human Resources forms a part of our integrated management system. The responsible HR teams in the factories and the head office report directly to the factory management and the management board respectively. HR data in this report was provided by the payroll department. We report employee numbers (in "headcounts") based on average values over the reporting period.

We primarily work with people who are directly employed by the GG Group. An average of 300 employees worldwide, mainly at our Czech production site as well as at the German sites, are employed through staff leasing companies. These leased employees work mainly in production and/or as engineers. They are not included in the employee figures in this report. Transactions with the personnel leasing companies are handled directly by the procurement department. The personal data of the leasing employees is integrated into the global digital HR database "Success Factors" and managed as an integral part.

KEY ISSUES FOR GG

Our key sustainability issues identified with respect to employees are:

- Occupational health and safety
- Education and training
- Fair working conditions and human rights in production
- Regional value creation and social responsibility



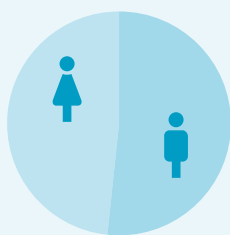
4,488 employees

All employees (number of employees)	BY21/22
Men	2,520
Women	1,968
Total	4,488
Austria	1,212
Czech Republic	1,435
Republic of Moldova	547
Mexico	1,067
China	174
Italy	3
USA	7
Germany	43



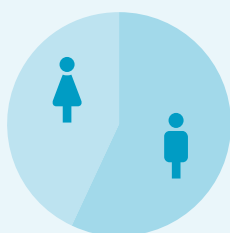
4,407 permanent

In permanent employment (number of employees)	BY21/22
Men	2,489
Women	1,918
Total	4,407
Austria	1,212
Czech Republic	1,358
Republic of Moldova	547
Mexico	1,067
China	172
Italy	3
USA	7
Germany	41



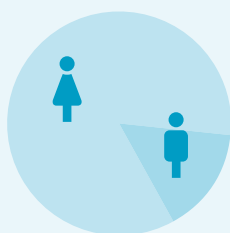
81
fixed term

In fixed-term employment (number of employees)	BY21/22
Men	42
Women	39
Total	81
Austria	0
Czech Republic	77
Republic of Moldova	0
Mexico	0
China	2
Italy	0
USA	0
Germany	2



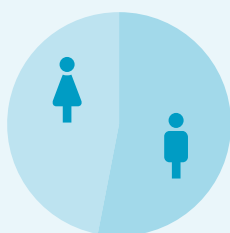
4,384
full-time

In full-time employment (number of employees)	BY21/22
Men	2,506
Women	1,878
Total	4,384
Austria	1,130
Czech Republic	1,417
Republic of Moldova	547
Mexico	1,066
China	174
Italy	3
USA	7
Germany	40



104
part-time

In part-time employment (number of employees)	BY21/22
Men	16
Women	88
Total	104
Austria	82
Czech Republic	18
Republic of Moldova	1
Mexico	0
China	0
Italy	0
USA	0
Germany	3



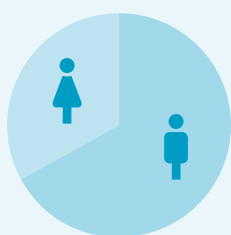
1,061
new

New employees (number and percentage – HC/%)	BY21/22
Men	564 / 16%
Women	497 / 15%
Total	1,061 / 28%
under 30 years	522 / 15%
30 – 50 years	480 / 13%
over 30 years	59 / 2%
Austria	82
Czech Republic	18
Republic of Moldova	1
Mexico	0
China	0
Italy	0
USA	0
Germany	3



**35%
fluctuations**

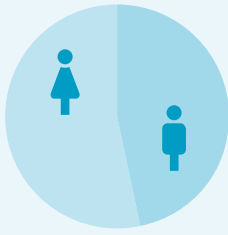
Employee turnover (number and percentage – HC/%)	BY21/22
Men	637 / 22%
Women	427 / 15%
Total	1,064 / 35%
under 30 years	440 / 14%
30 – 50 years	478 / 16%
over 30 years	146 / 3%
Austria	165
Czech Republic	312
Republic of Moldova	214
Mexico	300
China	67
Italy	0
USA	1
Germany	5



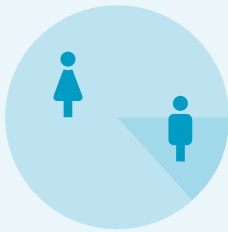
management

Management (percentage by gender and age)	BY21/22
Men	67%
Women	33%
under 30 years	0%
30 – 50 years	0%
over 30 years	100%

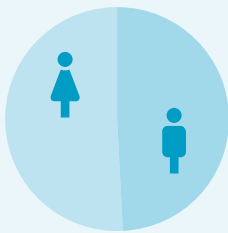
The average age of the workforce in the business year 2021/22 was 39.2 years. The average length of service was 8.4 years. 83 % of all employees are covered by collective agreements.



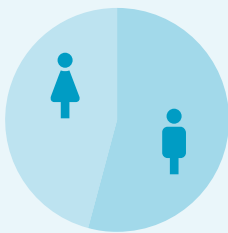
Entitlement to parental leave (number)	BY21/22
Men	207
Women	234
Total	441



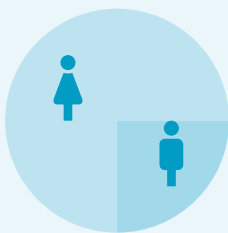
Parental leave taken (number)	BY21/22
Men	32
Women	205
Total	237



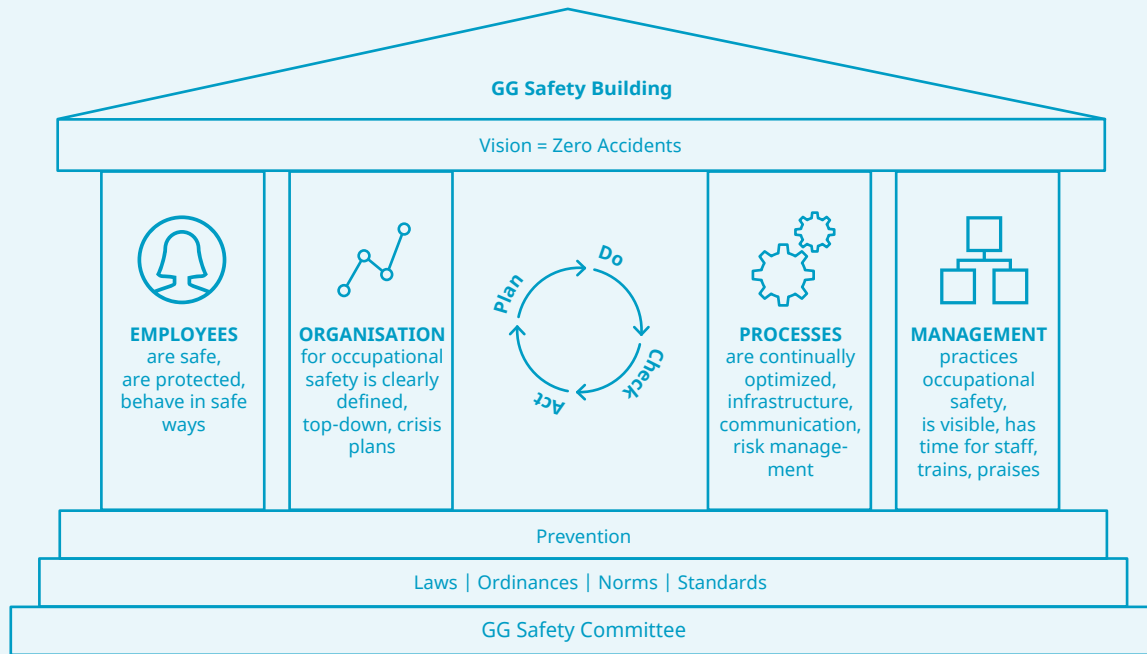
Returned after parental leave (number)	BY21/22
Men	38
Women	39
Total	77



Returned after parental leave and stayed twelve months (number)	BY21/22
Men	31
Women	26
Total	57



Return rate/retention rate	BY21/22
Men	4%
Women	12%
Total	12%



Occupational health & safety

The health and safety of all our employees, suppliers and visitors is our top priority. So we have committed ourselves to applying the zero-tolerance policy towards occupational health and safety hazards to ensure comprehensive protection of our staff.

How do we tackle this

- We create a safe and ergonomic working environment
- We comply with all labour regulations in accordance with locally applicable laws
- We comply with all labour regulations in accordance with locally applicable laws
- We attach great importance to occupational health care
- We implement comprehensive information and safety campaigns in our factories to prevent occupational accidents
- All our plants are ISO 45001 certified

Our occupational health and safety policy is presented in the GG Safety Building.

THE KEY POINTS OF OUR OCCUPATIONAL HEALTH & SAFETY POLICY:

- Employees
- Processes
- Management
- Organization
- Fire safety
- Machine safety
- Personal protective equipment
- Emergency management
- Incident investigation and prevention
- Risk assessment
- Hazard avoidance or reduction
- Ergonomics
- Handling of chemicals and/or biological substances

THE TOP MANAGEMENT IS COMMITTED TO:

- Promoting an effective occupational safety management system and acting as a role model for managers and employees
- Eliminating and mitigating hazards and risks to health and safety at work

- Responding to and following up on employee recommendations and suggestions for improvement until risks are eliminated or reduced to an acceptable level
- Implementing applicable health and safety laws, GG Group policies and work procedures
- Providing training and information exchange
- Setting appropriate targets, measuring them and reviewing improvements in health and safety
- Providing adequate resources for the establishment, implementation, maintenance and improvement of the occupational health and safety management system
- Ensuring that health and safety is considered in decision-making at all levels of management
- Ensuring that all visitors or contractors on site are properly informed of the applicable safety rules

THE EMPLOYEES ARE COMMITTED TO:

- Acting in accordance with all applicable health and safety regulations to protect health and safety of all involved
- Identifying current or potentially unsafe conditions, reporting them to the supervisor and making suggestions for improvement
- Complying with all applicable health and safety rules, policies and procedures

The occupational safety management system is regularly reviewed as part of the management review and evaluated for effectiveness by the management.

The tracking of measures related to health and safety and the review of effectiveness based on targets are carried out in the **Occupational Safety Management Programme** for the defined business year.

Workplace evaluation is at the heart of our occupational safety management system. In reducing hazards and finding solutions, we follow **the S-T-O-Principle** (substitution, technical, organizational and personnel measures). In joint evaluations by safety specialists, occupational physicians, other specialists and division managers as well as the employees themselves, as experts on the machines, safety deficiencies are identified on an interdisciplinary basis and potential for improvement is derived. The goal is always to reduce stresses such as noise, vibrations, air, temperature, ergonomics, etc. to prevent negative physical and psychological effects. All preventive and reactive measures are documented in safety documents and action plans. The intensity of the review for effectiveness of (corrective) measures is made according to the original level of risk.

Identified residual risks that cannot be avoided or reduced by substitution or technical measures are incorporated into job safety analyses or operating instructions. This information is accessible to all employees both in production directly at the plants and on the intranet.

Reporting chains are defined internally so that in the event of an occupational accident or fire, it is known WHO is to be alerted or contacted WHEN. In addition, further instructions for action are regulated for alarm recipients, for example for reception staff. Furthermore, we encourage our employees to actively report not only accidents at work, but also near-accidents and unsafe situations.



Every occupational accident and near-accident is documented by means of a **safety alert** and examined for causes and improvement measures as part of a detailed **post-accident evaluation** (root cause analysis) together with the employee concerned. This information is then shared with all GG Group plants as lessons learned. In the case of occupational accidents, we distinguish between:

- **LTI** – Lost-time Injury: occupational accidents with a lost time of ≥ one working day/shift
- **MTI** – Medical Treatment Injury: occupational accidents with a lost time of < one working day/shift, but with medical treatment
- **NM** – Near Miss: incident that almost resulted in an occupational accident

The threshold that determines whether an injury has serious consequences or not is a period of absence of more than 24 days.

Number and frequency of occupational accidents	BY20/21	BY21/22
Fatalities	0	0
Injuries with serious consequences	0	1
Reportable injuries		
LTI	27	25
LTIFR (frequency rate)	4.43	3.81
MTI	12	21
MTIFR (frequency rate)	1.97	3.20
Hours worked	5,780,738	6,553,659
Accident rate based on hours worked	1,000,000	1,000,000

The above data is maintained by HR and HSE experts for the entire GG Group and included in the monthly SEQ report.

Most **occupational accidents** are caused by incorrect behaviour and carelessness. The most common injuries are caused to fingers and hands. **Major hazards** include crushing, burns, cuts, hitting and tripping.

Hazard points are identified during safety inspections and safety dialogues with staff. In doing so, we encourage our staff to actively report incidents.

The **most serious accident** in the reporting period was a cut injury during set-up work, where a machine part had become sharp-edged over a longer period due to material abrasion not visible to the naked eye. To prevent such incidents, measures were taken in accordance with the (S)-T-O-Principle:

- **T** – Repair of the affected machine part
- **O** – Inspection and mitigation of similar production lines
- **O** – Adding inspection of this machine part to the maintenance plans
- **P** – Informing and raising awareness of all affected employees

We place great emphasis on **transparency** regarding our safety concerns. In front of each plant there is a display board showing the number of accident-free days. This can be viewed daily by residents as well as employees and the public.

After special events or at least in accordance with country-specific legal requirements, an **HSE committee meeting** is held to discuss the results of the previous year and provide an outlook on future projects and key figures. Employer and employee representatives, in particular the plant managers and the works council, attend together with HSE experts such as safety specialists, safety confidants, occupational physicians, fire safety officers, waste, environmental and energy officers and have the opportunity to point out potentials related to health and safety as well as to make suggestions for improvement at the highest level.

In the course of the **management review**, the management system is verified for suitability, appropriateness and effectiveness at both the global and local level by the management respectively the site management. At the global level, the management review takes place every six months, while the frequency at the local level varies from quarterly, semi-annually or annually, depending on the location.

We directly inform our employees about occupational health and safety through various channels:

- Training
- Notices at the workplace
- Intranet/e-mail
- Team meetings with the supervisor (information islands in production)
- GG app/GG TVs in production

Training is organised by the human resources department, while instruction is generally carried out by supervisors. The HSE team is available to provide technical support. Training in the area of occupational health and safety can be roughly divided into the following categories:

- General safety training for new employees on the first day of work
- Specific safety training for new employees at their workplace
- Legally required training
- Regularly recurring training for managers and employees
- Onsite training for partners entering the factories (customers, suppliers, visitors, etc.)
- Training after incidents and accidents, especially to discuss and communicate new findings
- Raising awareness of current issues

By regularly sharing lessons learned and best practice solutions from the local HSE managers, we ensure that the implemented tools, activities as well as accidents and improvement potentials are shared across the GG Group to continuously improve. Here are some examples:

- At the Poysdorf site, the digital yellow tag system has been continuously developed which enables every employee to show occupational health and safety potential. The effectiveness check of the measure by the submitter himself is a central function here.
- At the Mikulov site, the focus is increasingly on ergonomic solutions in production, such as ergo mats, exo-skeletons and ergo software. Ergonomic days during HSE week are a fixed part of the annual planning at our Czech plant.
- Checklists for weekly HSE audits have been created at the Balti site. The point system for different topics makes changes visible and comparable.
- At the San Juan del Río site increased attention is being paid to preventing hand injuries through awareness-raising campaigns.
- At the Shenyang site an app was developed to deliver training content, followed by a knowledge test.

As of 2020, the **COVID-19 pandemic** has presented us with new challenges to ensure the health and safety of our employees in the workplace.

Although a uniform approach was not possible due to state and regional regulations, local COVID-19 officers have set up structures such as:

- Possibility of home office to protect colleagues working in the field
- Contact tracing and reporting to authorities
- Free COVID-19 testing, provision of FFP2 masks and disinfectants
- Conducting COVID-19 vaccination campaigns and raffles

In order to promote the health of our employees, we have a **variety of offers** for everyday work. In doing so, we go beyond the country-specific minimum requirements, such as:

- Regular company medical examinations/health checks
- Free vaccination campaigns offered on a voluntary basis (tick and flu vaccinations)
- Provision of orthopaedic safety shoes, hearing and eye tests for workers and subsidies for screen glasses
- Blood donation campaigns on the factory premises during working hours
- Expansion of the onsite canteens and provision of fruit from the region for free consumption
- Free participation of employees in the Vienna Business Run
- Reduced rates in fitness studios

For us, the health of our employees also means an appropriate work-life balance. Therefore, we offer various location-specific benefits to promote a **balanced relationship between work and private life**. Here are a few examples:

- Free and anonymous employee assistance programme (EAP)
- Flexible working hours in the office (mobile working)
- Voluntary part-time models for legal guardians
- Paternity leave and paternity month for fathers
- Discounted shopping at pharmacies
- Company buses for workers in the Czech Republic, the Republic of Moldova and Mexico

Continuous involvement of all employees and comprehensive communication are cornerstones of the GG culture. Various **activities** and events support us in this, even if they were not possible or only possible to a limited extent in recent years due to the COVID-19 pandemic. Here are a few examples:

- Kids Day at the plants
- Open days
- Works outings
- Art and cultural events
- Joint sports activities such as skiing or the GG football match, in which teams from different GG locations compete against each other every two years.

Access to the aforementioned offers, services and activities is provided by the works council, the HR department or the HSE department. Our employees are informed about the current programmes and services by means of information campaigns on various channels (e.g. posters, training, e-mails or via the GG ypp).

Our occupational health and safety management system is part of the Integrated Management System and meets the requirements of our customers. It covers all employees of the GG Group and ensures that occupational health and safety are continuously improved.

Education & training at the GG Group

Continuous learning is not only an important prerequisite in an industry with high quality standards, but also a fundamental concern for GG. We support our employees with internal and external training opportunities and thus secure a competitive advantage by passing on knowledge within the company. After the necessary restrictions due to the pandemic, further training measures were again

intensified. In the business year 2021/22, 383 training measures were carried out, many of them virtual or hybrid.

Human resource development at GG is built on needs-based and individual solutions. Our 70:20:10 learning approach states that 70 percent of learning should take place on-the-job, i.e. directly at the workplace, e.g. through problem solving, independent implementation of projects, challenge in tasks and work content, and independent research and reflection. Another 20 percent of training and development comes from working with other colleagues, observing behaviours and expertise, through mutual feedback, coaching and mentoring. 10 percent comprises off-the-job seminars, course units, lectures and training, which are usually conducted externally.

The GG Group's predominantly virtual measures focus primarily on leadership and talent development.

In combination with the annual appraisal interviews and the structured performance and development platform ("Success Factors"), employees' performance and professional development are regularly assessed. This platform has already been successfully implemented for salaried employees. 90.2% of all employees received an appraisal during the reporting period. The further development of Success Factors in the following years mainly concerns the lowest possible threshold access for workers.



How do we tackle this

Different tools support our managers in their leadership and our employees in their everyday work:

- Regular staff and feedback reviews as well as structured 360-degree feedback processes for managers.
- Continuous cross-plant identification of talent to promote internal careers as well as regular reviews of key positions and their succession planning.
- Implementation of a uniform understanding of leadership based on five generally applicable leadership principles.
- Targeted global leadership development programmes to not only familiarise leaders with the Leadership Principles, but also equip them with appropriate tools.
- Global Talent Hub for internationally mobile top talent who aspire to a leadership career and demonstrate exceptional performance and potential.
- Group-wide implementation of a digital performance and goal management process to ensure transparent performance and development goals as well as to enable continuous communication between manager and employee and to adjust all goals on an ongoing basis.
- Bonuses were decoupled from individual target achievement and relate exclusively to key performance indicators that affect the entire Group or the respective production site (EBIT, cash conversion cycle, customer satisfaction). This not only promotes innovation and creativity, but also cross-divisional exchange and focuses in particular on the needs of employees as well as their development and motivation.
- Implementation of a global and digital learning management system with diverse online training courses on a wide range of management and employee topics, which are available around the clock.
- Targeted training and qualification of the customer service departments, especially at the production sites in Poysdorf and Mikulov, in order to strengthen customer orientation and expand customer service.

Fair working conditions & human rights in production

The GG Group respects and supports international human rights. We are committed to upholding the UN Convention on Human Rights. We strictly reject modern slavery, human trafficking and child labour. In the countries where we operate, we comply with local laws and regulations.

How do we tackle this

With consideration for our employees, we adhere to the following minimum standards in our partnership-based labour relations:

- We respect the needs of particularly vulnerable groups of employees.
- We provide a safe working environment.
- We pay fair wages and salaries and comply with local legal and social partnership regulations for minimum wages and salaries.
- We respect the right of our employees to organise and be represented by collective workers' representatives to negotiate working conditions. We ensure that members of this institution are not disadvantaged or treated unfairly.
- We comply with local legal requirements and industry standards regarding working hours and promote a culture that allows for flexible working conditions and work-life balance.

Regional added value & social responsibility

The GG Group makes a significant contribution to regional value creation at all its locations. This also includes cooperation with local companies and suppliers. The majority of our employees also come from the surrounding areas.

How do we tackle this

At our production site in Poysdorf, for example, we integrate people with special needs into our work processes. The clients have the opportunity to develop their skills in various work groups inside and outside the GG premises, to contribute personally and to specialise in vocational skills. GG is committed to social responsibility every year and supports workshops in Poysdorf, whose clients assist in particular with waste separation, area cleaning and simple auxiliary services.



GOVERNANCE



ETHICS & COMPLIANCE

Sustainable business is one of our corporate core values.

Our corporate governance is committed to sustainable operations and follows internationally recognised principles and policies including compliance with all relevant legal regulations and guidelines as well as an exemplary attitude towards respecting human rights and avoiding negative environmental impacts.

We regularly train our staff on compliance to raise their awareness for our internal principles, laws and policies. New employees are required to attend such training.

We ask our employees to accept personal responsibility to ensure that their actions are in line with our principles and policies. Any misconduct is objectively investigated and dealt with in line with our policies and the law. We ensure that no one who reports any misconduct suffers any disadvantage.

We are committed to respecting the human dignity of employees and not to discriminate against anyone on the basis of ethnic origin, skin colour, religion, gender, sexual orientation or other characteristics. In doing so, we consider the principles of the United Nations Charter and the European Convention for the Protection of Human Rights and Fundamental Freedoms as indispensable guidelines.

How do we tackle this

The creation of our internal regulations and the implementation of the compliance programme are the responsibility of the centrally organised Compliance Department. Our Code of Conduct is a binding behavioural guideline that applies to all locations. It regulates the expected conduct of our employees and managers in four key areas:

BUSINESS ETHICS:

- Responsible sourcing of materials
- Privacy
- Combating corruption, bribery and acceptance of gifts
- Disclosure of information
- Fair competition and antitrust law
- Avoidance of conflicts of interest
- Protection of intellectual property
- Compliance with export controls and economic sanctions
- Protection of identity, whistleblowing and protection against retaliation
- Freedom of association, collective bargaining and political contribution

ENVIRONMENT:

- Water quality and consumption
- Energy consumption and renewable energies
- Air quality and greenhouse gas emissions
- Natural resource management and waste reduction
- Responsible chemicals management

HUMAN RIGHTS &

CONDITIONS OF EMPLOYMENT:

- Prohibition of child labour and young workers
- Prohibition of forced labour, modern slavery and human trafficking
- Wages and benefits
- Working hours
- Non-discrimination and diversity
- Protection against harassment
- Health and safety

COMPLIANCE WITH LEGAL REQUIREMENTS:

- Compliance with laws and external/internal rules, policies and legislation
- Reporting and escalation of misconduct

The purpose of our Code of Conduct is to conduct GG Group's operations in compliance with all applicable laws, rules, regulations, procedures and the highest standards of ethics and values. The contents of this Code of Conduct are of utmost importance to the owners, employees of the GG Group and our stakeholders.

Our main guideline is: "Ask before Acting".

Our Code of Conduct applies to all GG Group employees worldwide and is in line with our sustainability policy. We expect our employees to adhere to the highest standards of personal and professional integrity, ethical behaviour and honesty. GG is committed to conducting its business fairly and honestly.

Based on this, we have developed our Sustainability Policy for GG Suppliers to set out the basic requirements for a sustainable and responsible business relationship between GG and all its business partners. We also seek to establish these requirements in our supply chain. For more information, please refer to the Supplier Management section.

Violations or potential violations are to be reported through the complaints system. Our employees and other stakeholders have various channels available to report identified misconduct.



These include:

- Direct reporting by e-mail to the Compliance Committee: compliance@gg-group.com
- Anonymous channel (compliance/whistleblower) on GG intranet
- Direct reporting to the ombudsman, supervisor or HR staff member

All reports received are carefully reviewed and, if requested, treated confidentially as part of our non-compliance reporting system.

- In the case of violations, we distinguish between significant and non-significant cases based on a defined financial threshold. Cases exceeding this threshold are reported to both the Management Board and the Supervisory Board.
- Our compliance system aims to present significant violations of laws and regulations as well as the amount of penalties at an early stage in order to increase effectiveness. We are less oriented towards penalties or sanctions, but start to prevent the risk of a later occurrence earlier. For us, the penalty or sanction is less decisive than the risk and probability of occurrence.

Deviations are checked and dealt with individually with reaction and prevention measures. The effectiveness of these measures is reviewed at appropriate intervals.

The current Code of Conduct with more detailed content is available at: <https://www.gg-group.com/en/service/guidelines>

	BY20/21	BY21/22
Total number of incidents of discrimination	0	0
Total number and type of confirmed incidents of corruption	0	0
Total number of confirmed incidents of employee dismissal or disciplinary action for corruption	0	0
Total number of confirmed incidents in which contracts with business partners were terminated or not renewed due to corruption-related violations	0	0
Public litigation related to corruption initiated against the organization or its employees during the reporting period, and the outcomes of such cases	0	0
Number of lawsuits for anti-competitive behaviour and violations of antitrust and monopoly laws pending or concluded during the reporting period in which the organization was identified as a participant	0	0
Main outcomes of concluded litigation, including any decisions or judgments	not relevant	not relevant



GRI CONTENT INDEX

DISCLOSURE: Gebauer & Griller Kabelwerke GmbH has stated the information presented in the GRI content index for the period 01.04.2021 to 31.03.2022 with reference to the GRI standards.

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