

# Corporate Social Responsibility

## CSR Report 2022

Based on the  
German Sustainability Code (DNK)





# Corporate Social Responsibility (CSR) 2022

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German Sustainability Code (DNK)

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## Company profile – Business purpose, services and products

Graphite Materials GmbH is a renowned company specialising in the production and processing of graphite materials.

The company was founded in 2000 in the metropolitan region of Nuremberg by Dr. Rolf Terjung, a qualified engineer. The company initially functioned exclusively as a trading company for graphite products,

however, over the years it began to expand its business fields. In 2009, the company began to invest in machinery, which led to Graphite Materials becoming a manufacturer of its own graphite and CFC products. Since then, we have taken care of everything from consulting to design and production all under one roof.

In a production area covering 3000m<sup>2</sup>, we now manufacture our own graphite and CFC products for high-temperature applications. We also act as a sales partner for graphite electrodes.

Our extensive product range includes CFC furnace racks, heating systems, susceptors, insulation materials and much more, such as important components for modern, efficient heat treatment processes in industrial furnaces. The company now employs more than 50 people in roles ranging from customer service to design and production.

As Graphite Materials continues to grow, so does our commitment to sustainability and responsibility: We have been collecting environmental data since 2010 so that we can document our progress in detail and identify and implement any necessary measures in timely fashion. We are committed to developing the company as sustainably as possible by getting involved in scientific projects with renowned universities, among other things.

## Our mission statement

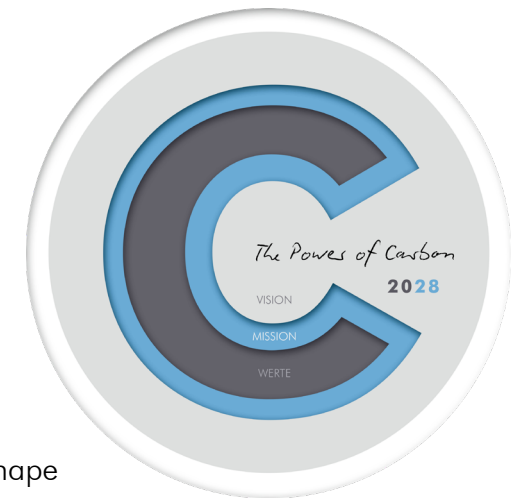
Vision, mission and values – Our mission statement guides us, bolsters our performance and sets the guidelines for our actions.

We keep our sights on our vision at all times: By 2028, we want to establish ourselves as "THE brand for intelligent carbon solutions".

Our mission statement is the force that drives us forward. When our customers and partners feel our motivation in every contact, we secure our future. Our mission statement describes the expertise and energy we apply to exceeding expectations.

**"In partnership with enthusiasm and expertise, we offer customised system solutions to meet the highest demands. Reliable and safe."**

Our values are reflected in our corporate culture, which is the foundation for our success. They shape our behaviour, boosting our performance and attracting people, both internally and externally: We avoid extreme actions, instead always seeking to find the happy medium. This means, for example, that we focus on solutions rather than details, we are self-confident but not arrogant, responsible for our actions rather than overbearing.



## About this report

In this report, we are voluntarily disclosing Graphite Materials' sustainability performance to our stakeholders (compared to the base year 2021). This document in no way represents a duty to monitor sustainability.

The year 2021 is taken as the base year. This year was particularly challenging in terms of global economic development due to the ongoing fight against the coronavirus pandemic (COVID-19).

High numbers of COVID-19 cases meant a high level of safety precautions, while supply bottlenecks were also a major obstacle.

Graphite Materials GmbH proved that it could function successfully in crisis mode while simultaneously building a strong foundation for the coming years by investing in the future. We used the crisis as an opportunity to develop the company further:

We invested in the future, for example by purchasing CNC machines and successfully recruiting staff, thus providing the basis for successful growth after the coronavirus crisis. Our commitment to digitisation also laid the foundation for remote working, among other things. Our employees continue to embrace this opportunity.

Furthermore, our sustainability management practices delivered positive results, as we intend to show in this report.

Although the coronavirus pandemic appears to be over, we are still facing a host of political and social challenges. In addition to geopolitical conflict and the knock-on economic effects, the most urgent issues we are currently facing include supply security (material availability) and the shortage of skilled workers.

Graphite Materials will continue to look for successful solutions to these challenges in the future. Through consistent growth and skilful management, Graphite Materials continues to advance towards our "Vision 2028".

Unless otherwise stated, the reporting period and year-on-year figures refer to the 2022 financial year.

For the sake of linguistic clarity, we have avoided gender-specific forms of language as far as possible. Personal pronouns thus refer to all people regardless of their gender. Numerical values may have been rounded up or down.

Clicking on a blue arrow (  ) will forward you to an external website via a link.

In this report, the company name "Graphite Materials GmbH" has occasionally been abbreviated to "GM".

All units of measurement in this report use the metric system.



## Our system

This CSR report focuses on our sustainability strategies in the following systems:

## SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs) comprise 17 global objectives for building a better future. The guiding principle of the 2030 Agenda is to enable people around the world to live in dignity while permanently preserving the natural foundations of life.



Deutscher  
NACHHALTIGKEITS  
Kodex

The German Sustainability Code (DNK) supports the development of in-house sustainability strategies and offers an introduction to sustainability reporting.





The Greenhouse Gas Protocol (GHG) provides methods for establishing an entity's carbon footprint. It is a global accounting standard for companies, countries and organisations.

## ESG

Environmental, social and governance (ESG) criteria summarise the areas in which we need to act:

Environment	Social	Governance
// Climate action	// Equal opportunities, gender equality, equal pay, inclusion	// Role of administrative management and supervisory bodies
// Adaptation to climate change	// Working conditions incl. health & safety, social dialogue	// Business ethics incl. anti-bribery & anti-corruption.
// Use of water & sea resources	// Human rights, incl. slavery, child labour	// Political engagement/ lobbying
// Environmental pollution		// Business partner management incl. payment
// Biodiversity & ecosystems		// Internal monitoring and risk management system
// Use of resources & the circular economy		





## I. Strategic analysis and measures

*Activities to ensure achievement of sustainability goals*

Graphite Materials (GM) is pursuing "Vision 2028". By 2028, we want to be THE brand for smart carbon solutions.

To achieve this goal, we are relying on diversity, flat hierarchies and taking into account many different opinions and perspectives. With this in mind, decisions about the future direction of Graphite Materials are never made by one person alone, but always by what is known as the steering committee, the company's operational management team. The steering committee is made up of team leaders from the Sales, Controlling and Finance, Supply Chain Management, Marketing and Production departments, as well as the management team.

Our strategy for turning our vision into reality is geared towards increasing the company's value. The focus is on liquidity, returns, growth and managing risk. For this purpose, we collect data about the company and carry out regular risk analysis.

The results of this analysis are documented internally as part of the management report. We use agile management techniques to adapt the company's direction, which is then coordinated with the Controlling department. Graphite Materials also believes that exchanging cross-sectoral knowledge with other companies is important, and has been collecting environmental data since 2010. All these data are helping us to implement the Supply Chain Act (Lieferkettensorgfaltspflichtengesetz) and to establish our carbon footprint. We aim to promote further exchange and to act as a leader in sustainability compared to our market peers.

12 RESPONSIBLE  
CONSUMPTION  
AND PRODUCTION



# 70%

**Compared to cast iron racks, CFC racks offer energy savings of up to 70%.**

## II. Materiality

*When it comes to sustainability management, our focus is on the environment, society and the company itself.*

### Economic aspects:

At Graphite Materials, we believe that acting efficiently and systematically is paramount. One of our largest business areas is manufacturing charging racks for high-temperature applications. Graphite Materials makes the racks from CFC, which saves up to 70% compared to cast iron racks. In addition, our racks are easy to use and impressively robust and long-lasting.

During the design phase we carry out an FEM simulation, which enables us to produce customised components that are guaranteed to work.

The simulation allows us simultaneously to identify and correct weak points in the product, thus saving time and materials and reducing costs.

We also act with foresight with regard to our employees: We regularly invest in our employees' qualifications and value their high levels of self-motivation. Our machines and tools are always state of the art and undergo regular maintenance by qualified personnel.



### Environmental aspects:

Graphite Materials carries out the double materiality analysis on a regular basis. This analysis divides the company's interaction with the environment into two categories: The impact of the company's activities on the environment is known as "inside-out" impact. The impact of environmental issues on the company's operations is known as "outside-in" impact.

Graphite Materials is aware that mining the raw materials needed to produce synthetic graphite results in CO<sub>2</sub> emissions. But the transport, production, use and disposal of raw materials also contribute to climate change. (Inside-out)

Climate change, in turn, could potentially lead to shortages of raw material, supply chain issues, increased costs and sales problems. (Outside-in)

This is exactly why we are working to reduce consumption, recycle our waste products and reuse them as raw materials for other products. Our waste is expertly recycled by certified waste management companies. We make efficient use of packaging and replace environmentally harmful materials with alternatives. We are further reducing our use of fossil fuels and will phase them out completely in the future.

#### ➔ Environmental protection means more



# 20%

**Women now make up over 20% of our workforce.**

### Social aspects:

Positive social interactions are at the heart of any successful company.

This is why Graphite Materials has successfully committed to preventing social tensions and conflicts from arising in the first place and to taking preventive action. In this context, we are enriched by diversity. Daily cooperation between diverse characters and their different approaches to problem-solving is an invaluable asset for the company. GM employs people from different nationalities and of different faiths. Employees with disabilities are supported according to their abilities.

In a manufacturing company, it is not always easy to increase the proportion of female employees in the long term. Nevertheless, we have already succeeded in increasing the proportion of women we employ to over 20% of the workforce. We want to increase this further with attractive employment offers. One such offer is the option to work remotely, which a large part of our workforce already takes advantage of. The option to work remotely makes it easier to coordinate family, free time and working hours.





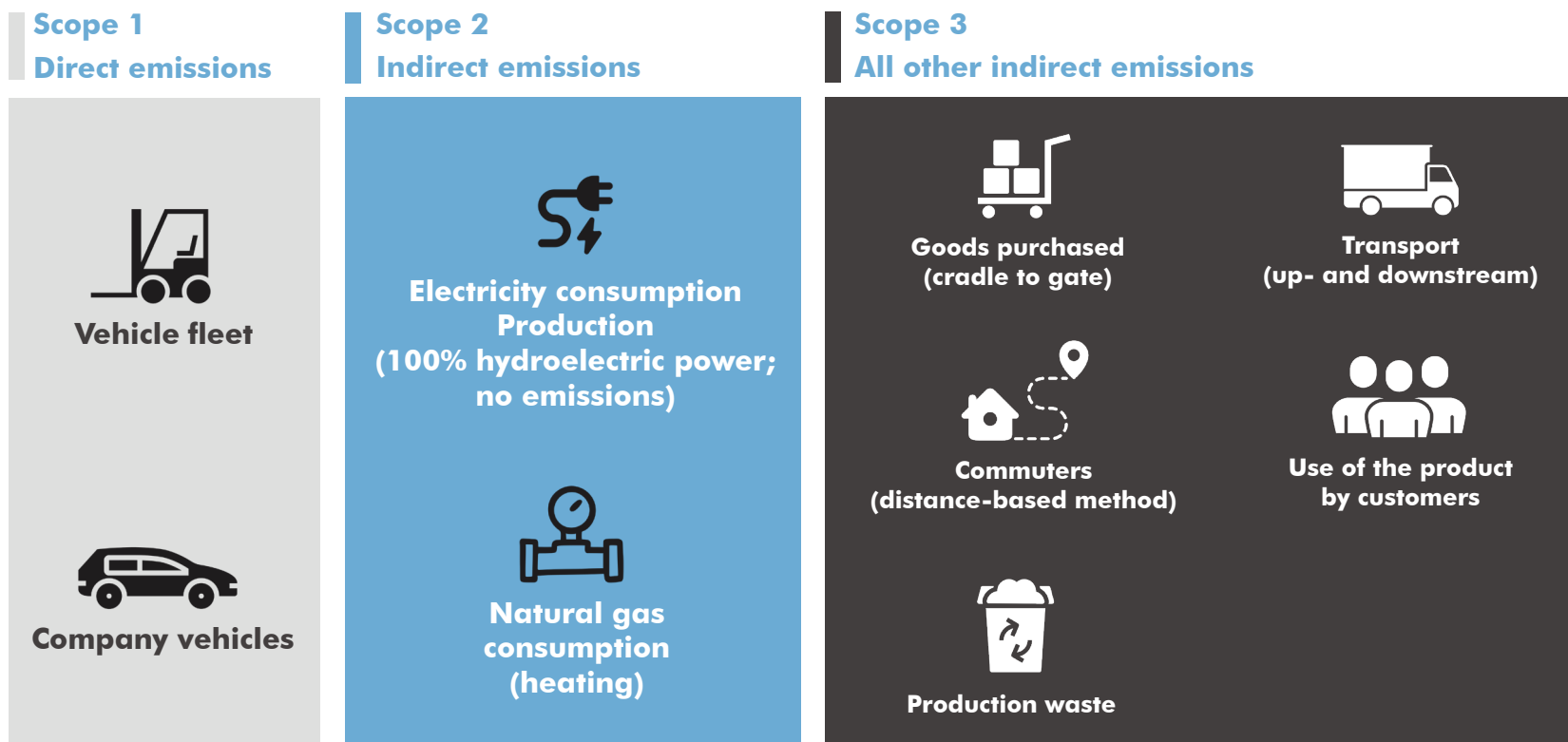
### III. Objectives

#### *Sustainability goals for our supply chain*

Our processes take sustainability into account right from the beginning of the supply chain: Our raw materials suppliers. Generally speaking, Graphite Materials pays attention to quality when purchasing and does not merely make decisions based on price. Since 2017, we have been sourcing graphite from Japan, Korea, the USA and Europe. In order to guarantee delivery, however, we cannot completely eliminate graphite imports from China. We only import through long-standing, trustworthy contacts and are striving to develop further alternative sources of graphite.

In order to build a comprehensive picture of our carbon emissions, we collect environmental data for the entire supply chain. We analyse our electrode retail business separately.

In 2021 and 2022, the carbon footprint for our materials was calculated as follows:



## IV. Depth of the value chain

*What is the significance of sustainability for value creation and to what depth in the value chain are sustainability criteria reviewed*

Aspects of sustainability are actively pursued throughout the entire value chain. When considering the company's development, decisions are weighed against environmental, economic and social concerns in order to come up with strategic processes. These processes are implemented in the company's day-to-day business, providing support and adding value. Processes that provide support include, for example, the Marketing and HR Management departments. Processes that lead the way and create value include departments such as Sales and Production.



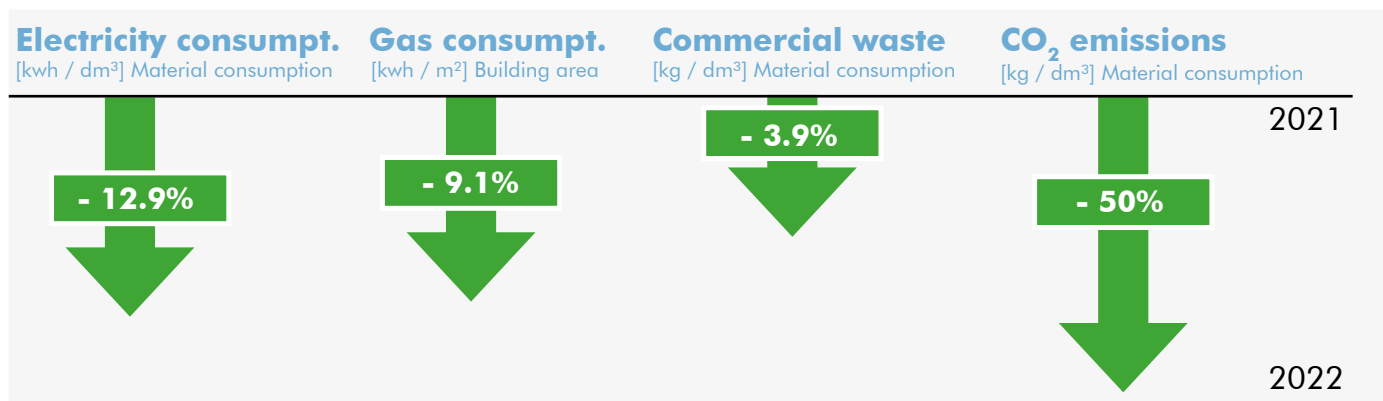
### Economic aspects:

The key figures are defined by the steering committee.

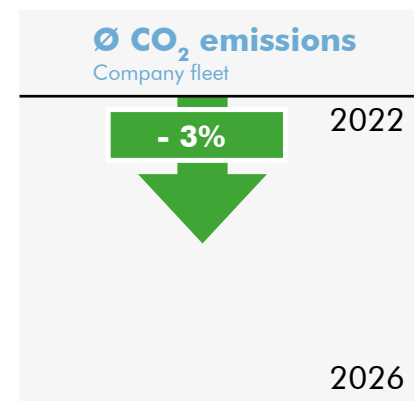
The steering committee consists of the management team and employees from the Production, Sales, Controlling and Finance, Occupational Safety, Marketing, Quality Management and Supply Chain departments.

The steering committee monitors the key figures continuously, discusses them on a quarterly basis and, if necessary, draws up measures to correct the values.

### Excerpt from the calculation of key figures, 2022:



### 2026 goals:



## Environmental aspects:

We are signatories of the Bavarian Environmental and Climate Pact. We encourage all our employees to make efficient use of resources and to reduce or completely avoid CO<sub>2</sub> emissions. We achieve this with the help of the 5S approach (select, systemise, sanitise, standardise and self-discipline) in the workplace, which is consistently implemented.

We obtain 100% of our electricity from hydroelectric power. Our ambition is to offset our carbon emissions through a national offsetting scheme.

Our customers also benefit from Graphite Materials' environmental ambitions:

Our CFC racks weigh less than steel racks, meaning that our customers can load more parts onto them. This significantly reduces energy consumption per part. FEM analysis offers further savings by optimising the use of materials.



Every day we strive to produce as little waste as possible, and we want to continue to reduce this amount. This is why we use reusable wooden crates instead of disposable packaging to ship our end products. However, we cannot completely avoid using polystyrene as a packaging material. To minimise waste, we purchase customised polystyrene packaging from a regional supplier. The manufacturer takes back any polystyrene residues we produce and recycles them.

We sell most of our old equipment, machines and residual stock instead of disposing of them. We collect and sell graphite scrap and dust, as new products can be made from them: For example they can be further processed into lubricants, carburisers for the iron and steel industry, colouring agents for the tyre industry or starting material for battery anodes.

➡ **Environmental protection means more**



## Social aspects:

At Graphite Materials, we have a set of values based around respect and appreciation. Our aim is to create a positive working atmosphere for our employees, where they feel respected and valued.

Daily cooperation is enriched through diversity, as different characters interact and share their different approaches to solutions. For this reason, the company employs people of many different nationalities and faiths. Employees with disabilities are supported according to their abilities. We have a zero-tolerance approach to discrimination of any kind. We keep the quality of work in the foreground.

In the event of social inequalities, we change the composition of our teams (for example, by placing women in management roles).

It is not only internally that the company strives to achieve positive social interactions: Graphite Materials is a passionate supporter of local projects, providing donations and acting as a sponsor.

Employee safety is our top priority. In general, working conditions in our company are very good: We prioritise cleanliness and low noise levels. For production employees, we cover the costs of properly fitted ear defenders, orthopaedic shoe inserts and protective eyewear. We also provide ergonomic office furniture and well-equipped social rooms to ensure pleasant working conditions. For improved flexibility and an optimum work-life balance, GM offers its office staff flexitime as well as remote working options. Applicants can also attend job interviews via online video conference if desired.



Graphite Materials offers its employees the following benefits to make their working day as pleasant as possible:

// Free water and coffee

// Free fresh fruit

// Discounted public transport for their commute

// E-bike leasing options

// Vouchers for birthdays, anniversaries and weddings

// Days off for special personal occasions, as well as Christmas Eve and New Year's Eve

// Team events and company outings

// Free WiFi access

// Ample company parking and bike racks (free of charge)

In addition to these benefits, employees share in the company's success through a bonus scheme.

GM attaches great importance to continued professional development (CPD), which is why the Carbon Academy will be up and running by the end of 2023. The Carbon Academy will offer training courses on graphite to employees as well as external suppliers and partners.

Graphite Materials is a company dedicated to training, and will remain so in the future. We will continue to provide responsible training to employees in the areas of production, administration and logistics. By providing training and passing on experience to young talent, we are ensuring a highly qualified workforce for generations to come.



## I. Responsibility

*Who is responsible for sustainability within the company?*

At Graphite Materials, sustainability is a high priority. Responsibility for sustainability lies with the Sustainability team in consultation with the management team. The Sustainability team consists of employees from the Environment, Occupational Safety, Supply Chain and Marketing departments.

## II. Rules and processes

*How the sustainability strategy is implemented in operations*

By training our process managers, the Sustainability team ensures that department-specific sustainability topics are incorporated into our processes. These are recorded in process descriptions, which are monitored by our quality management team in internal audits.

## III. Monitoring

*Indicators used for audits*

We review our sustainability indicators annually, as well as the measures we have implemented so far. If necessary, these measures can be adjusted and the goals for the following year redefined. All changes are documented by those responsible. This is how we ensure internal reliability and comparability.

At GM, we publish our goals and our results in order to promote exchange with market companions and other stakeholders.

## IV. Incentive system

*Internal departmental sustainability goals*

We are working to ensure that sustainability goals are broken down by department and employee in order to raise the profile of sustainability in the company. Currently, the sustainability goals are not included in departmental goals and therefore have no impact on employee evaluations.

## V. Stakeholder participation

*Definition and integration of stakeholders*

Stakeholder engagement is linked to environmental, cultural and economic development worldwide. These need to be regularly reviewed and prioritised. Graphite Materials therefore holds an annual meeting in the form of the Leadership Management Circle (known by its abbreviation in German, FMK).

The FMK consists of the management team and the heads of the Production, Controlling and Finance, Occupational Safety, Marketing, Sales, Quality Management and Supply Chain departments. The FMK analyses our stakeholders' current needs and expectations and weighs up the respective risks and opportunities of the necessary measures. In mutual consultation, they draw up an action plan.

Our customers and suppliers count as permanent stakeholders. For this reason, we conduct regular surveys on sustainability management and customer satisfaction. We also hold talks with our employees twice a year.



## VI. Innovations and product management

*Our contribution to improving sustainability in our own use of resources as well as that of our product users*

Our company implements a continuous improvement process. GM has also calculated the carbon footprint of its products. Many of the products GM manufactures already save energy and resources. For example, the use of CFC racks for coating processes enables more efficient furnace use.

In addition, individual parts can be replaced, which means the racks can be repaired and thus last longer. However, our products are often used in conjunction with substances that make recycling impossible. If graphite products are not contaminated, we can take them back and reuse them as raw materials.

To protect GM's know-how, we have registered several name rights and patents.



➡ **Quality**

➡ **CFC fixtures**

## I. Use of natural resources

*Input and output of various resources*

You can read about some of the resources we use, for example electricity and gas, on the following pages in the form of the ecocockpit and our PCF (Product Carbon Footprint). We record the waste we generate in a waste log. You can see details of this on page 17.





## ecocockpit:

ecocockpit is an online tool provided by the State body, Efizienz-Agentur NRW (EFA). It enables companies to calculate their carbon footprint according to the standards of the "Greenhouse Gas Protocol". Companies can calculate their carbon footprint by location, process or product.

Among other things, Graphite Materials uses ecocockpit to calculate and present its emissions; it allows us to evaluate the various sources of emissions quickly.

It also enables us to identify, monitor and implement effective climate protection measures.

The values presented below are for the year 2022.

### Scope 1

#### Direct emissions

**Total scope:**

**7.4t CO<sub>2</sub>**

**100%**

**Petrol (litres)**

**7.4  
t CO<sub>2</sub>**



### Scope 2

#### Indirect emissions

**Total scope:**

**8.3t CO<sub>2</sub>**

**0%**

**Electricity  
from  
hydropower  
0.0  
t CO<sub>2</sub>**

**100%**

**Gas  
(office con-  
sumption)  
8.3  
t CO<sub>2</sub>**

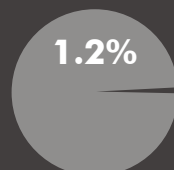


### Scope 3

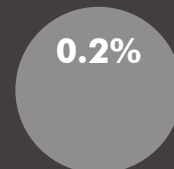
#### All other indirect emissions

**Total scope:**

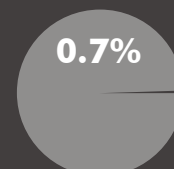
**895t CO<sub>2</sub>**



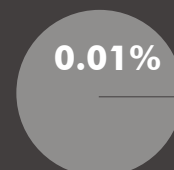
**Diesel (litres)  
11.1  
t CO<sub>2</sub>**



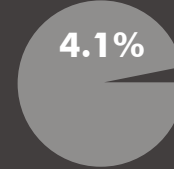
**Waste paper  
pulp  
1.9  
t CO<sub>2</sub>**



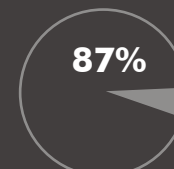
**Steel sheeting  
6.3  
t CO<sub>2</sub>**



**Drinking water  
0.1  
t CO<sub>2</sub>**



**Petrol (litres)  
36.7  
t CO<sub>2</sub>**



**Semi-finished  
products  
774.3  
t CO<sub>2</sub>**



## CCF (Company Carbon Footprint)

A Company Carbon Footprint calculates the company's own greenhouse gas emissions as well as those caused along the value chain in which the company is involved. All stages of the process are taken into account, from development, production and transport of raw materials and primary products to production and distribution to the customer. We collect all relevant data on carbon emissions in order to determine the CCF per tonne of manufactured goods. We calculate the carbon footprint of semi-finished products using the factor 4.35t [CO<sub>2</sub> / t], based on data obtained from our manufacturers.

### Semi-finished products:

Material consumption  
(graphite, CFC, insulation) **178t**

Calculation of carbon emissions with a factor of 4.35:

Material consumption x 4.35 = carbon emissions material

Carbon emission material consumption 774.3t CO<sub>2</sub>

### Distribution:

Transport abroad 8.9t CO<sub>2</sub>

Domestic transport 13.5t CO<sub>2</sub>

**CO<sub>2</sub> emissions for materials used: 796.7t CO<sub>2</sub>**

**89%**

Some factors cannot be deducted, for example the carbon emissions that could be saved by reduced commuting as a result of remote working. Our production department uses electricity from a carbon-neutral source, which is taken into account in the calculation as the value "0".

Thanks to constant modernisation, our production, including downstream transport, causes only 11% of our total emissions. Graphite Materials is continually striving to reduce this value further.

### Work equipment and routes:

Commuters 37t CO<sub>2</sub>

Production/operating/equipment and tools 13t CO<sub>2</sub>

### Energy:

Gas consumption (office) 8.3t CO<sub>2</sub>

### Vehicle fleet:

Company cars and forklifts 8.5t CO<sub>2</sub>

### Transport:

Waste disposal 14t CO<sub>2</sub>

Product transport 18.1t CO<sub>2</sub>

**CO<sub>2</sub> emissions for production and transport:**

**98.9t CO<sub>2</sub>**

**11%**

**Calculation of CCF per tonne of manufactured goods:**

$$\frac{(796.7t \text{ CO}_2 \text{ materials used} + 98.9t \text{ CO}_2 \text{ Production + transport})}{178t \text{ Material consumption}} =$$

**CCF of 5t CO<sub>2</sub> per t of materials used**



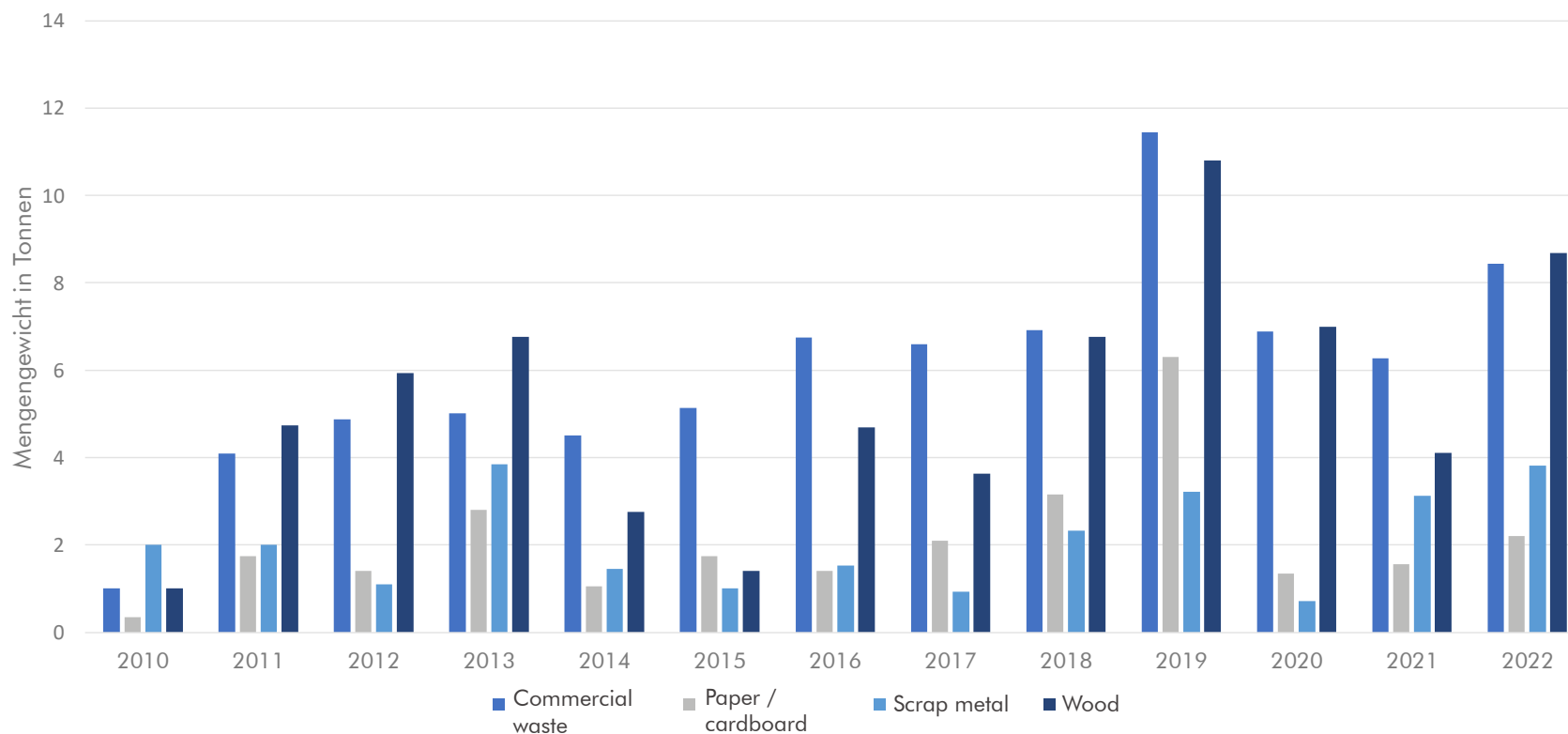
### Waste log:

The aim of the Waste Management Act (KrWG) is to improve environmental protection sustainably and to strengthen resource efficiency in waste management. The Act firmly prescribes waste avoidance and recycling as measures for this. However, we cannot avoid all waste in our operations. We must therefore reduce the amount of waste as much as possible and then separate it by type. This is the only way to dispose of waste properly and economically. Dealing with waste is therefore a decisive criterion for managing sustainability in our operations.

The waste log is an important tool in this regard; it provides us with an overview of the waste generated in our operations. We separate waste into: commercial waste, mixed municipal waste, (household waste bin), waste paper, scrap metal, waste wood, sandblast sand.

As in 2019, the higher waste volumes are due to increased material inventory and consumption during this period. Due to global circumstances, we had to store and process larger amounts of materials to ensure our continued ability to deliver. This then had a proportionate knock-on effect, generating more waste than in other years.

### Waste log for the period 2010 to 2022:



## II. Resource management

*Qualitative and quantitative targets for resource efficiency*

### Our goals:

// We offer to take back uncontaminated graphite and put it back into circulation as a raw material.

// 3% lower CO<sub>2</sub> emissions through fleet renewal (by 2026), (Scope 1 Cat. 2)

// Expanding our portfolio of suppliers to maintain delivery capability

➔ **Sustainability at Graphite Materials**

➔ **Environment guidelines**



### What we have achieved to date:

// 185 tonnes of CO<sub>2</sub> avoided in 2022 through hydropower electricity in production (Scope 2 Cat. 1)

// 4.6 tonnes CO<sub>2</sub> saved by remote working in 2021; 3.55 tonnes CO<sub>2</sub> in 2022 (Scope 3 Cat. 7)

// 10% more training hours per employee in 2022; expected to increase by another 10% in 2023 through online training

// CIP (Continuous Improvement Process) adopted and implemented by all staff

// Regular training on various sustainability topics by Environmental Management Officer; environmental audits by DEKRA raise the necessary awareness

// When procuring services and property, partners from the region are preferred.



### III. Climate-relevant emissions

*Greenhouse gas emissions in accordance with the Greenhouse Gas Protocol or standards based on it*

We review the impact of our sustainability efforts within the company. To do so, we use a score card with targets that are continuously reviewed. The steering committee evaluates the results every month.



#### Our sustainability goals:

// To take back uncontaminated graphite and put it back into circulation as a raw material.

---

// 3% lower CO<sub>2</sub> emissions in new fleet vehicles (by 2026), (Scope 1 Cat. 2)

#### What we have achieved to date:

// 185 tonnes of CO<sub>2</sub> avoided in 2022 through hydropower electricity in production (Scope 2 Cat. 1)

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// 4.6 tonnes CO<sub>2</sub> saved by remote working in 2021;  
3.55 tonnes CO<sub>2</sub> in 2022 (Scope 3 Cat. 7)

---

// 10% more training hours per employee in 2022;  
expected to increase by another 10% in 2023 through online training



## I. Employee rights

*Compliance with and promotion of employee rights*

In Germany in particular, many CSR issues (such as working hours, holidays or equal treatment) are already regulated by law. Of course, this does not apply to all countries worldwide: especially in emerging and developing countries, companies have a special responsibility to uphold human rights, working conditions and social standards.

China is a country that differs greatly from Germany in terms of its legislation on equal rights.

Since 2017, we have been sourcing graphite from Japan, Korea, the USA and Europe. In order to guarantee delivery, however, we cannot completely eliminate graphite imports from China. However, we only import via long-established, reputable contacts. Our ambition is to expand alternative sources of supply for graphite further. Through our legal register, we can ensure that national labour and environmental laws are observed. Internationally, we rely on a small number of suppliers and our ability to take into consideration the legal situation in the country of origin or influence it in any way is minimal, not to say non-existent.



## II. Equal opportunities

*How the company promotes and implements equal opportunities for all employees*

Diversity is a top priority at Graphite Materials:

We see diversity as an important asset for the company. Diversity and inclusion broaden the company's horizon, which has a positive effect. Our company therefore includes many employees with a migration background, as well as people with disabilities. Our management team is tolerant, open-minded and socially engaged.

We have already succeeded in increasing the proportion of women we employ to over 20% of the workforce. As a manufacturing company, this was a challenge. We want to increase this share further with attractive employment offers.

Providing equal opportunities also involves providing individual support for each employee. All employees are offered the support they need for a smooth workflow. We provide appropriate assistance to compensate for physical and psychological disadvantages. Assistance may include protective equipment such as customised ear protection or standing aids, or special training using simple language. To protect employee health and to prevent accidents at work, GM employs its own safety specialist. All aptitude tests and follow-up examinations are carried out in a timely manner at our company doctor's office. Office employees have the opportunity to undergo special examinations such as eye tests or receive advice on topics such as ergonomics. We have also purchased numerous devices to reduce physical strain as much as possible, especially on our older employees.



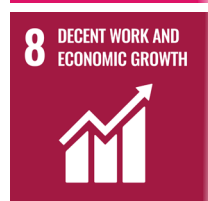


### III. Qualifications

*Maintaining the long-term employability of our employees*

At GM, we regularly invest in our employees' skills. In order to recognise and promote the skills of our employees, we create a qualification matrix for each individual.

We support self-motivated employees with the necessary resources to complete in-house training and further education. We draw up training plans for this purpose. This means that we can deploy employees according to their qualifications and retain them in the company long-term. For employees who lack self-motivation and are not willing to embrace change, we try to provide an insight into related processes through networking with colleagues in other departments. The better we understand what motivates our colleagues' behaviour, the greater our mutual understanding and the more our self-motivation increases.



**“Working Out Loud!”**

**By networking employees with different roles, we increase general interest in processes and motivation – even across departments.**

### IV. Human rights

*The company's commitment to ensuring that human rights are respected in order to prevent injustices such as child labour and exploitation*

For Graphite Materials, respecting human rights throughout the supply chain is a major endeavour. This is why we exclusively maintain long-term business relationships.

Graphite is available as a synthetic or natural raw material. As natural graphite is only found and mined in certain regions, the choice of alternative suppliers is very limited.

Regular on-site visits give us a comprehensive insight into the supplier's operational processes. For example, we do not use material from regions where minorities are persecuted.

Due to our flat hierarchy, we are able to react and adapt quickly to geopolitical changes.



## V. Community

*Our contribution to the region*

Under the motto "Taking responsibility and opening up perspectives", we create local jobs and training places in the Nuremberg region. This also includes regular investments in our employees' qualifications. This significantly enhances the labour market in the region.

Our company has strong regional roots, and we support local projects with donations and sponsoring.

GM is committed to remaining in the Nuremberg region in the future. We will not move abroad.



## VI. Political influence

*The company's influence on policy-making*

International exchange is one of Graphite Materials' recipes for success. Accordingly, the company maintains contacts with stakeholders around the world. However, GM has no influence on legislation, nor do we maintain contact with lobbyists. We make no donations to governments, political parties or politicians, either at home or abroad.

## VII. Compliance with laws and regulations

*Avoidance of illegal behaviour, especially corruption*

Promotional gifts and bonuses are collected at a central location and distributed to employees at the end of the year. In order to be able to react quickly to changes in the law, we receive regular online updates on the relevant ordinances in employment, environmental and social law. This ensures that our sources of information are always up to date and that we can access them at any time.

We review our compliance with binding obligations during the annual certification process. The "Integrity Next" platform allows us to evaluate our progress in sustainability management.

See our results by clicking on the following link:

 [Integrity Next](#)





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