

MAUL



OUR CONTRIBUTION TO
SUSTAINABILITY



Stefan Scharmann, Managing Director

In 1912, my great-grandfather founded our company on the banks of a stream, which guaranteed a constant supply of energy at a time when the supply of power was often inadequate at best. He launched the adventurous enterprise with three employees, who he immediately took under his wing.

As we all know today, our planet's resources are limited. Just as it was back then, it is still important that the changes we make today are made in a timely and responsible manner in order to ensure our children and grandchildren a future worth living in while nonetheless retaining our entrepreneurial spirit.

This is not the time for short-term measures. The future of humanity and the natural world hinges on sustainable thinking and particularly on environmental and social issues.

As a traditionally-run company in its fourth generation of ownership, we embrace long-term strategies. Nestled deep in the countryside, sustainability has always been more than just a side note for us. We have also kept social responsibility at the core of our corporate governance since the company was founded in 1912. You can find out more about what we do in this regard on the pages that follow.

For you, it means having a partner you can rely on. We treat all people and things with the utmost care and place a strong emphasis on sustainable values. When you buy a MAUL product, you can rest assured that it was manufactured under socially acceptable conditions with the minimum possible strain on the environment. I am more than happy to vouch for that. You can feel at ease with your decision to purchase MAUL products.

Kind regards

A handwritten signature in blue ink, appearing to read 'Stefan Scharmann'. The signature is fluid and cursive, written on a light-colored background.

smile@work

“ The cornerstone of social responsibility is respect. Respect of people in general and above all those with opposing views.

Social Responsibility



- Flat organisational structure
- High social standards
- Respect, tolerance & appreciation
- Qualification process
- Corporate health
- Encouragement of personal responsibility
- Positive error culture

“ We have the privilege of working and living in the heart of nature. Therefore, we are particularly aware of the things we owe to our habitat today and in the future: environmental responsibility is an incontestable duty to us.



- Efficient use of resources
- Environmentally friendly processes
- Sustainable product application
- Waste prevention
- Repair – Recycle – Sustainable disposal

Environmental Responsibility

“ Our company goals are all long-term. We are not interested in quick, short-term results, but rather strong, permanent and creative solutions. To strengthen our site and secure jobs in the region.

Corporate Responsibility



- Entrepreneurial thinking
- Lean - Digital - AI
- Corporate responsibility
- Opportunity and risk management
- Transparency
- Code of conduct and ethics
- Compliance





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We are creating smart solutions for the new working worlds.
Our products can make you more efficient, more creative and more mobile.

We produce quality – safely and sustainably.
Our interaction is simple, appreciative and digital.

smile@work
Makes you smile at the office.



» ISO 14001:2015

In August 2024, we received the renewed certification for our Environmental Management System (EMS) in accordance with the international standard ISO 14001:2015. The certificate can be found on page 61. After months of preparation, all relevant processes are thoroughly examined in multi-day audits by TÜV Süd. We have decided to make lasting improvements to MAUL's environmental performance and to adopt a conscious and responsible approach to the use of resources.

Each product goes through all ISO 14001:2015-certified processes. Among other things, the standard ensures that all operational measures in the area of environmental management, such as the reduction of energy consumption, material use and waste volumes, are monitored and continuously improved. This also includes the planning, control and monitoring of processes. The goals are to be achieved through closed-loop recycling, material substitutions and process flow changes.

Every MAUL employee is involved in the project and can contribute their experience and knowledge. This gives rise to many ideas for improvements, which are recorded in an action plan and gradually implemented. With this EMS, environmental protection is systematically anchored in the management at MAUL, ensuring that ecological aspects are taken into account from the initial idea through to disposal in the day-to-day running of the company and in corporate policy decisions. Environmental management specialists, along with one EMS representative per department, ensure the exchange of information and the continuation of the set objectives.



ISO 14001
CERTIFIED

The River Mümling flows through MAUL's site in Bad König

» ENVIRONMENTAL RESPONSIBILITY

“

We have the privilege of working and living in the heart of nature. Therefore, we are particularly aware of the things we owe to our habitat today and in the future: environmental responsibility is an incontestable duty to us.

» DEVELOPMENT

We design our products in a sustainable manner throughout the entire value chain, from the initial concept to disposal. Environmentally-friendly aspects play a key role as early as the initial design phase. The careful preparation of a new product concept is always carried out in a team to ensure all components are considered. Over a century of experience in metal and plastic production has provided us with the perfect knowledge on how to produce products in a particularly resource-friendly manner. From the very initial phases, our developers, designers, tool builders and manufacturing specialists work together and in their respective areas to find the most sustainable solutions.

All relevant regulations, laws, directives and standards are accounted for early on in the development phase and conscientiously adhered to throughout the entire life cycle. In the case of lighting, there are more than twenty-six applicable regulations, including Regulation 2019/2020 that sets eco-design requirements and the delegated Regulation (EU) 2019/2015 on energy labelling. A declaration of conformity with the detailed requirements of the relevant provisions can be provided at any time upon request.

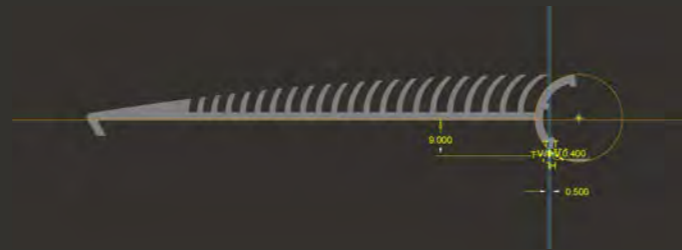
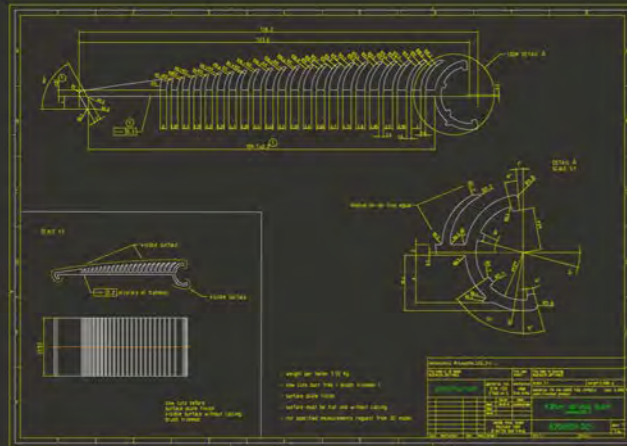
Resource-efficient action begins with material selection. We constantly monitor the latest trends in sustainable materials and environmentally friendly

manufacturing processes. Raw materials that pose health and environmental risks are replaced by harmless materials. Consequently, all plastics used by us are single-origin and free from cadmium. All materials, including plastics, metals and wood are selected on the basis that they can be recycled. Furthermore, many materials, such as the greener@work collection, contain recycled materials.

Even during the development of new products, we are committed to creating designs that are suitable for recycling in accordance with the VDI guideline. For example, all products can be easily disassembled through screw and snap connections.

» MAUL VALUE CHAIN

We systematically promote sustainability goals throughout the entire life cycles of our products.



MAULoptimus lamp head as a construction drawing, and on the right side of the image, during continuous testing.

» PROCUREMENT

The MAUL procurement team ensures that we provide our clients with the best materials and conditions. MAUL promotes long-term, fair and respectful relationships with our suppliers and partners. Their selection is based on strict criteria, including the efficient and forward-thinking use of limited resources, safety aspects, and the adherence to social standards in working conditions.

We reject all forms of illegal business practices and corruption. In addition, we commission independent, external testing laboratories to ensure compliance with our quality standards at our suppliers' facilities.

In a rigorous selection process, sustainable aspects and compliance with the criteria, aligned with the SA 8000 social

standard, are assessed through a quality assurance questionnaire and a written code of conduct. Among other things, child labour, modern slavery, and discrimination based on age, nationality, ethnic origin, racial attribution, religion, gender, political beliefs, disability, sexual orientation, or gender identity are excluded, and adherence to maximum working hours and standards for safety and health is

verified. Wherever possible, we check the manufacturing standards at the supplier's premises. The delivered materials are thoroughly examined by experts at the MAUL internal test laboratory.





Nimetullah from Shipping and Receiving

» QUALITY

First rate and tried-and-tested: since we select the materials ourselves and design the products ourselves, we can guarantee top quality from the initial concept to disposal. Furthermore, quality in Germany means to us that we are a driving force behind innovative developments. A clearly defined testing process with detailed test plans for in-house production and for suppliers ensures that all MAUL products meeting consistent quality standards.

We want to ensure that our customers are able to enjoy MAUL products long into the future. Our quality promises are therefore related to the service life of our products. We aim to achieve the best quality in each price class, always with the highest safety requirements, for which MAUL is renowned.

» THE MAUL TEST LABORATORY

MAUL complies with more than 26 guidelines, laws, regulations and standards for the manufacturing of lights. It also undertakes stringent testing.

Each new lamp must undergo rigorous testing before being included in the range. We subject our prototypes to various tests on a mandatory basis, either in-house or at various test laboratories, institutes or universities. The safety of each light is ensured thanks to an in-house team within the departments optical, electronic and mechanical development as well as manufacturing technology. This enables us to provide answers to the following questions:

Mechanics / Structural analysis: Is the base stable? Is a fall clearly prevented, even at a tilt of 6°? Is the clamp fitting sufficient? Can the hinges withstand frequent movement?

Electronics / Safety: Is the insulation sufficient? Do we remain well below the legal limits for electromagnetic compatibility? Are all creepage distances maintained? Are the primary and secondary circuits cleanly separated in terms of insulation and safety? Are all cable cross-sections and contact points/connectors adequately dimensioned to eliminate any fire risk?

Optics / safety: Does the lighting fixture emit disturbing light? Can it cause permanent eye damage? Is the light the right colour? Are colours of illuminated objects accurately reflected?

Service life: A durability test is performed on the lights at our permanent testing laboratory. Performance data are measured at regular intervals, including luminous flux, spectrum, temperature and electrical parameters. After successful completion of the final measurement, all data are entered into the EU database EPREL and made available to the public. Thanks to the **durability tests**, we are able to provide reliable information on the service life of our products.

Other tests include **incoming goods inspections** according to detailed test plans based on standards; random samples in which the luminaire is dismantled and examined for possible changes or imponderables, as well as drop and packaging tests.



Long-term test laboratory at the Bad König factory



Fully automated bending system for flip charts at the Bad König site

» PRODUCTION

Production at the Zell and Kirchen factories takes place under the strictest quality and safety requirements. Our machinery is permanently serviced, optimised and replaced when necessary to ensure we more than satisfy the current environmental and safety guidelines and to improve our energy efficiency. Compliance with all DIN (German industrial norm) standards is a matter of course for us. Adherence to all DIN standards is a matter of course for us. Our maintenance and servicing plans are aligned with DIN 31051 (maintenance of technical systems and equipment) and DIN EN 13306 (which defines terms and definitions for the maintenance of technical systems and equipment). This pertains to system availability as well as operational, functional, and environmental safety, and is monitored and documented several times a year by an external inspection institute. In relevant areas, we regularly conduct noise emission inspections.

All equipment is tested with regards to harmful effects on the environment at regular intervals.

We make sure our production sites are consistently clean and orderly and that equipment is regularly cleaned for long, uninterrupted operation – a basic prerequisite for consistent high quality. All production processes run with low emissions. 100% of the plastic waste from production is reintroduced to the manufacturing process. 97% of waste powder is collected and reintroduced to the production cycle. We collect metal scraps strictly by type and return them for recycling. In the 2021 sustainability certificate, for example, our waste management service provider Remondis confirms that we saved 113.5 more metric tons of primary raw materials compared with the previous year.

100%

of the plastic waste generated during production is returned to the manufacturing cycle.

» PRODUCTION

The conscientious and responsible use of raw materials is at the forefront of modern, successful production processes. MAUL sees itself as part of the process, faces global competition and the challenging task of actively taking measures, changing processes and constantly optimising procedures.

This has enabled us to achieve a 93% reduction in powder loss with the investment in a new powder plant. In 2019, energy savings of up to 45% were achieved in plastics production through the purchase of new injection moulding machines. The use of an electronic bending machine with so-called air bending technology enables energy savings of up to 50% compared to hydraulic systems. The introduction of two new plastic injection moulding machines achieved a saving of over 100 tonnes CO₂, as verified by an energy expert. Another positive side effect of these measures was the reduced physical strain on employees and a reduction in the amount of waste oil.

A further measure to this end was the completion of a student research project as part of the ArePron transfer project with the Institute for Production Man-

agement, Technology and Machine Tools (PTW) at Darmstadt Technical University. In the course of this, we selected and examined all the processes in our powder coating plant. The use of materials, energy and human labour was measured, analysed and evaluated over the course of several weeks. This gave us an overview of the material usage in the process in question and enabled us to enact resource-saving measures.

We recognized, for example, that starting up the plant accounts for a disproportionate share of the total energy demand. Ensuring more effective use by pooling orders was introduced as a remedy. As a result, the processing time is now extended on a daily basis so that it is possible to leave the plant idle on the following day.

97%

of waste powder is reintroduced to the production cycle



Bookends in the powder coating line



View from Wallbach towards Brensbach/Wersau, with Groß-Bieberau in the background

» PACKAGING AND SHIPPING

Packaging is designed during product development. The primary focus is on the development of secure packaging using the lowest volume of the most sustainable materials possible. We regularly optimise our packaging solutions in close collaboration with our packaging suppliers.

An example is the packaging of our MAULconnecto display panel. The product was deliberately designed to be disassembled in order to achieve a smaller packaging format. This allowed for material savings, and thanks to the smaller format and production in Germany, less CO₂ is generated during transport.

Our cardboard boxes are single-material packaging, which makes them easy to recycle. They consist of at least 80% recycled material, with the majority consisting of almost 100% recycled materials. An ongoing project is responsible for testing each package for improvement potential with regards to the materials used and size.

Currently, the avoidance of any plastic content is under scrutiny (also regarding the reduction of microplastics), with a project group examining each individual packaging. For instance, Styrofoam packaging for lights has been replaced with „egg carton“ packaging (pulp moulded packaging), and for some writing boards, packaging material has been completely omitted. Our footrest MAULflair is packaged directly in a suitable shipping carton instead of an additional product packaging. Mandatory, regular drop and shipping tests ensure that safety is not compromised.

Westrive to achieve low-emission and short transport routes, with the avoidance of unnecessary detours. When selecting our logistics partners, we always look for sustainable approaches. Our parcel service provider, like us, is certified for its environmental management system according to the international standard ISO 14001:2015.

-40%

proportion of plastics in packaging in 2017 compared to 2023

» PRODUCT APPLICATIONS

With our products, we aim to make the working world more efficient, creative, and mobile. For this, we ensure a consistently high level of quality across all price ranges. In particular, we test our products for safety, functionality, user-friendliness, and durability.

For our lighting, we rely on modern LED technology, as it is extremely energy-efficient and long-lasting. For example, our latest version, MAULsolaris, has the particularly economical efficiency class B and a long lifespan of 75,000 hours, or approximately 30 years with 10 hours of use per day. To protect users, we conduct extensive safety tests.

To promote health in the workplace, MAUL offers a wide range of ergonomic products. With more than twenty-five years of experience in workplace analysis, we produce footrests for better sitting posture, standing desks and lecterns for dynamic working positions, or mobile, height-adjustable flipcharts for working both seated and standing. Since then, guides and training sessions have raised awareness of employee well-being.

We fulfil our mission of significantly reducing noise and stress levels with the new acoustic partition system, which, due to the thick PES material, offers high sound absorption and thus significantly reduces noise and stress. The acoustic fleece is certified according to OEKO-TEX Standard 100, is flame-retardant and free of formaldehyde. The modular design allows users a great degree of flexibility to meet diverse personal and spatial requirements.

The environmentally friendly greener@work series is also continuously expanding. A wide range of modern calculators, sustainably produced using recycled plastic and solar-powered, complements the product range. New magnets made from post-consumer plastics are a true highlight among plastic magnets for us. A large part of the series is awarded the Blue Angel eco-label.





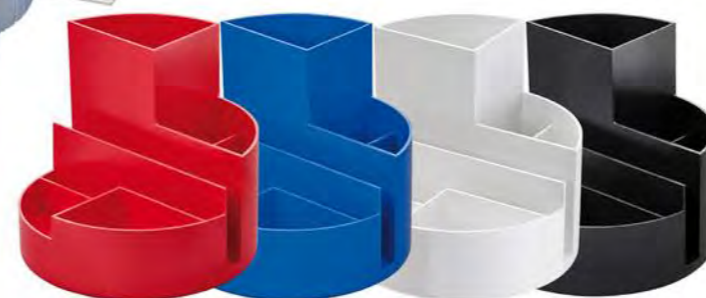
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www.blauer-engel.de/uz30a



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» BLUE ANGEL ECOLABEL

We are particularly proud of MAUL products that have been awarded the Blue Angel. Currently, 32 of our products have received this environmental certification from the German government. The independently awarded seal recognises products with exceptional environmental quality, considering their entire life cycle. The criteria are publicly available, clearly defined, and require compliance with proof regulations.

Plastic products bearing the Blue Angel (UZ30a) must, as a minimum requirement, contain 80% post-consumer recycled material, meaning plastics derived from consumer waste. Our greener@work desk accessories are even made from 85% recycled plastic. They are manufactured in an environmen-

tally friendly and socially responsible manner at our factory in Kirchen. The packaging consists of either FSC-certified cardboard or a film made from post-industrial recycled material.

Solar calculators bearing the Blue Angel must function fully at an illumination level as low as 50 lux. By using pure solar technology, thousands of batteries are saved. Here, we were able to draw on our decades of experience in developing solar-powered scales. Additionally, our sustainable MAUL models are made from 80% recycled plastic, with the coloured models containing 60%, and the packaging is free of plastic.

According to the award criteria, a solar

letter or parcel scale must function fully at an illumination level of 150 lux. Our developers have also incorporated a gold capacitor, which stores excess energy and provides power under dimmer light conditions. Consideration has also been given to environmentally responsible disposal: material labelling, plug and snap connections allow for easy separation of materials for recycling. MAUL was the first company to achieve this for parcel scales – a design that has been rewarded with a patent.

» RECYCLING

After a long product life, the focus shifts to optimal reuse. We prioritise repair, reuse, or recycling. During development, we favour designs that facilitate recycling, in line with the German Association of Engineers (VDI) guideline. The aspect of dismantling-friendly design is addressed by using screw and snap connections. Many single-material parts are fed into the recycling process.

For packaging, there is the option of recycling into wastepaper or using a recovery system like the German Dual System. Returned in-house products are disassembled, and components that are intact and resellable are reused after thorough inspection. This applies to electronic parts, plastic, and metal, for

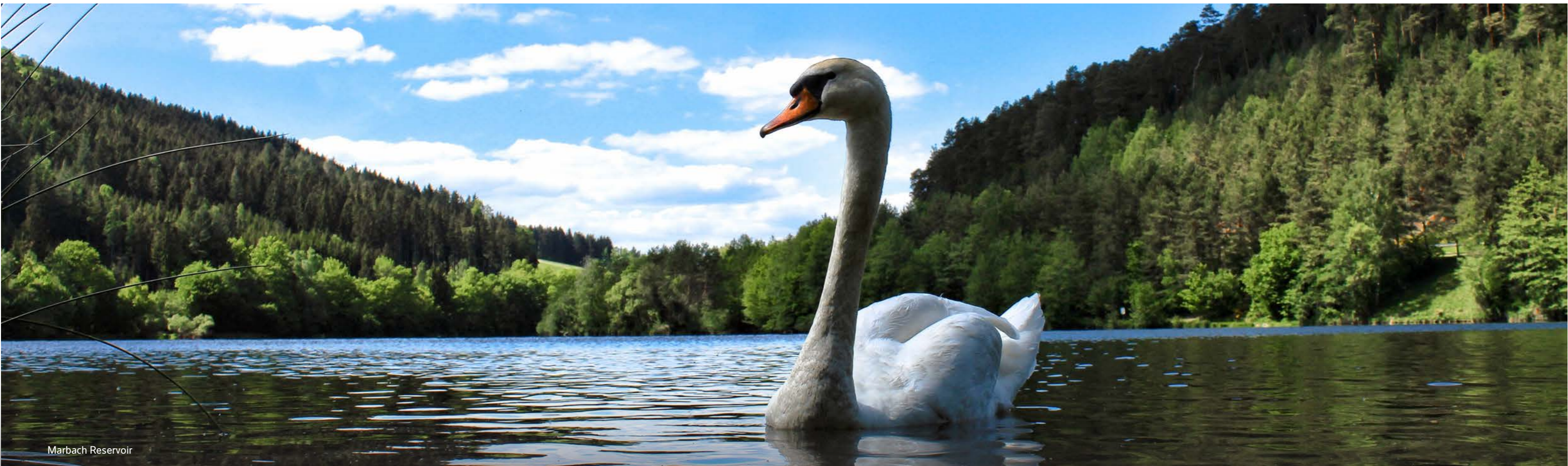
example, in flip charts, lamps, or scales. To ensure that lamps don't need to be entirely disposed of when the light source fails, all light sources and operating devices of MAUL lamps are no longer permanently installed but are replaceable. This conserves valuable resources, extends the lifespan of the lamps, allows for material separation at the end of their life cycle for recycling, and complies with the CE mark and the Ecodesign Regulation 2019/2020.

For old or defective models of certain in-house lamps, we offer a repair service where the circuit board or both the circuit board and ballast are renewed, bringing the lamps up to the latest technical standard.

At both locations, waste is strictly separated and pre-sorted according to material classes or waste fractions. Our service providers then further separate the materials as much as technically possible and economically feasible. Electronic waste is delivered to a specialised recycling company—in our case, an inclusive business—where products are dismantled, and parts are disposed of by material type or fed back into the recycling process.

Second-choice products are sold locally through a partner wherever possible. Remaining products are donated within the region

SEPARATED MATERIAL CLASSES
EASY-TO-DISMANTLE DESIGN
RECYCLING
REPAIRING
RECYCLABLE DESIGN
REINTRODUCTION TO THE PRODUCTION CYCLE
SORTING
UNMIXED DISPOSAL



Marbach Reservoir



Horses of Eichelshof (info@psg-eichelshof.de) between Etzen-Gesäß and Bad König

» SOCIAL RESPONSIBILITY

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The cornerstone of social responsibility is respect. Respect of people in general and above all those with opposing views.

We actively encourage personal responsibility, supported through flat hierarchies without lengthy approval processes, but rather with strong motivation and a high degree of responsibility for one's own actions.



Lisa from Sales

» WE FROM MAUL

Each individual MAUL employee makes the company what it is, and has done so since 1912. As a family-owned business, it is clear to us: social aspects matter more than pure profit maximisation. The preservation of jobs, even in times of crisis, transparency, and respectful interaction are top priorities at MAUL.

Streamlined processes and a strong sense of trust in the decisions and actions of our employees facilitate cooperation and are integral to the company's success. Standardised, process-secure procedures, agile working methods, and traditional project management are applied as required. Our situational leadership style enables us to address employees' needs individually. In regular meetings, we discuss aspirations and goals, identify training needs, and recognise potential.

Flexible working hours offer employees special freedom. Many part-time positions secure the company excellent specialists while also creating jobs for, for example, parents or carers of

relatives in need.

Bonus payments and profit-sharing encourage individual commitment within the team. Jointly negotiated private purchasing benefits ease the burden on employees' wallets. Additional pension provisions complete the package.

The result: the number of long-serving employees at MAUL is impressively high, and the staff turnover rate is exceptionally low.

» DIVERSITY MAKES US STRONG

At our company, there is no dress code: we love individuality! 180 MAUL employees from 12 nations deliver exceptional performance every day. We take pride in our openness and fair treatment of one another, regardless of age, nationality, ethnic background, racial attribution, religion, gender, political beliefs, disability, sexual orientation, or gender identity. Respect and consideration for the feelings of others are fundamental pillars of our community. We are firmly convinced: the strongest teams are diverse. We learn from and with one another – at MAUL, people from different generations work together.

People with disabilities are integrated at MAUL – an effort recognised in 2015 by the Rhineland-Palatinate State Award for exemplary employment of people with severe disabilities. Additionally, we assign contracts to various workshops that support the employment of disabled or vulnerable individuals.

As a traditional family business, we always ensure responsible thinking and actions. We reject any form of unethical or illegal business conduct. For example,

we only award contracts to providers offering the best terms in terms of quality, price, sustainability, and reliability. We are not corrupt and do not tolerate any antitrust violations, such as price-fixing, agreements on terms, or market sharing.

To identify rule violations early on, we have introduced a whistleblower protection system. Internal and external individuals can report grievances or illegal behaviour anonymously. We aim to achieve our corporate goals only with employees and partners whose value systems align with ours. Our commitment to values is enshrined in a code of conduct formalised in a company agreement. We also communicate these principles through a written code of conduct for our business partners, requiring them to adhere to the same standards.





» THE „NEW“ IN NEW WORK

In 2022, MAUL launched a project group focused on New Work. The central question: What do employees need to perform their tasks satisfactorily and efficiently? Through departmental discussions, new, practical ideas emerged, from which targeted measures were directly derived and implemented. These included necessary equipment, personalised break options, and the flow of information within the company. A student dissertation conducted in-house on the topic “How is the office working world changing in small and middle sized enterprises (SMEs)?” highlighted the importance of modern working environments.

We communicate in a hybrid manner, as not every communication format suits every occasion. At MAUL, we are well-educated and make important decisions independently on a daily basis. For tricky questions, managers are on hand to help, and we place great emphasis on an open-door culture and flat hierarchies, which makes us agile and flexible. Of course, no one likes making mistakes, but we see them as opportunities for change and learning moments.

New tools, products, customers, and projects keep things dynamic at MAUL. The MAUL team embarks on the journey to the future together, with each employee taking on responsibility. Even in the production areas, where processes are often highly optimised, we introduce variety, such as rotating assembly tasks.

A modern flexitime model, along with remote work – the option to work from home, provided the role allows – offers employees greater flexibility in their professional lives. As experts in office supplies, all workstations are ergonomically designed, and many are even equipped with MAUL's own products.

For MAUL, New Work means constantly questioning needs with the aim of improving our working environment. We therefore view New Work as a continuous process within the company, involving all MAUL employees and becoming an integral part of our corporate culture.

» TRAINING AND CONTINUING EDUCATION

We support lifelong learning as a matter of principle. Qualifications are a top priority at MAUL and training and continuing education are part of everyday life. In order to ensure our employees are kept up-to-date with current innovations, we provide a mixture of external training, webinars and internal training sessions. The regular use of a skills matrix helps in selecting the right and important topics and serves as a basis for regular discussions between managers and employees. Research cooperations

with universities further facilitate a transfer of knowledge between theory and practice. MAUL offers training in eight different fields, from training to become a tool mechanic to an e-commerce salesperson. Furthermore, we also participate in a girl's and boy's day, and provide regular school and student work experience. In the end, we also profit from our own young professionals and give young people the opportunity to enter the workforce.

INDUSTRIAL TECHNICIAN
MACHINERY AND EQUIPMENT OPERATOR
SPECIALIST IN WAREHOUSING AND LOGISTICS
WAREHOUSE CLERK
OFFICE MANAGEMENT ASSISTANT
INDUSTRIAL MANAGER
IT SPECIALIST
E-COMMERCE MERCHANT





Tobias from Special Machine Construction

» OCCUPATIONAL SAFETY & WORK SAFETY

For MAUL, a safe work environment is a core component in ensuring the quality of life of its employees. The occupational safety concept that has been developed over an extended period ensures awareness of legal requirements and the implementation thereof. MAUL intentionally goes beyond the provisions of these specifications.

The company has appointed an occupational safety expert and officers to ensure compliance with safety regulations. Safety training and committee meetings are carried out at regular intervals and site inspections and risk assessments of the workplace are carried out and documented in collaboration with the company doctor.

Each employee is obligated to implement the corresponding safety measures. Group training sessions and special projects on occupational training such as rescuing forklift drivers in the high bay warehouse or safety measures for colleagues in facility management for work that takes place on the rooftops provide a routine for employees and introduce them to the topic. Where necessary, safety clothing, safety shoes, and hearing protection are provided. Regular inspections as part of fire prevention are just as standard as annual evacuation drills at all locations.

» OCCUPATIONAL HEALTH MEASURES

What makes us ill? And more importantly: What keeps us healthy? Occupational health and safety are important to us. Our goal is to safeguard and improve the well-being and health of all MAUL employees in the workplace. In a company agreement on health management (BGM), we set targets and define responsibilities. A specially established steering committee creates the framework and directs activities, while key metrics help assess the effectiveness of these measures.

In addition to our high standards for occupational safety (see p. 44), working conditions, and social standards (p. 62), we have implemented numerous initiatives: health days covering topics such as mental stress or preventive care, free health check-ups, the provision of fruit and water, and regular information on health-related issues. Through our collaboration with a catering manufacturer, we are able to meet various individual dietary needs in terms of balance, ingredients, or calories.

Current questions and ideas are addressed by the BGM team and, after review, incorporated into the action plan. Ergonomics has long been a focus at MAUL, with ergonomic workplace analyses carried out more than 25 years ago. The gradual introduction of height-adjustable desks and noise-reducing acoustic elements, along with a modern machine fleet, helps reduce physical strain.

Exercise opportunities are a standard part of our health management programme. We regularly organise company sports groups focusing on activities such as walking or jogging. We participate in running events, including regional events where fun and exercise take centre stage.



» CORPORATE RESPONSIBILITY



Our company goals are all long-term. We are not interested in quick, short-term results, but rather strong, permanent and creative solutions.

To strengthen our site and secure jobs in the region.



Great-grandson of the company's founder Jakob Maul: Managing Partner Stefan Scharmann

» CORPORATE GOVERNANCE

As it was for great-grandfather Jakob Maul, the current owners of the company also consider it a societal responsibility to maintain the site and preserve jobs and training opportunities in the region. For Maul, a medium-sized, family-owned business, economic goals and regional roots are not focused on short-term quarterly targets but are planned with a long-term, intergenerational perspective. Sustainable and value-driven actions are deeply ingrained in the company's DNA and are a lived practice.

Managing partner Stefan Scharmann leads the company in the best interest of all stakeholders, systematically identifying and evaluating risks and opportunities as well as the ecological and social impacts of business operations. A comprehensive information and reporting system supports these analyses. Through targeted measures such as promoting innovation, a strong focus on quality, collaborations, employee-centric policies, and exceptional customer orientation, the company demonstrates high adaptability and is well-prepared for the future. Additionally, a leadership

team supports the strategic direction and the implementation of operational measures.

Our organisational structure is transparently represented in an organisational chart. Flat hierarchies allow for direct contact and quick decision-making. Process and group work, as well as home-office models, are integral parts of the work organisation. A communication diagram and communication guidelines regulate internal information exchange, fostering individual responsibility. Leadership guidelines set the framework for dealing with employees and their development, with regular discussions ensuring continuous dialogue.

www.standortdeutschland.org



Tornover development MAUL GmbH 1987-2023

» VALUES AND EFFICIENCY

We comply with all legal regulations and directives and adhere to relevant standards and guidelines. Our Code of Conduct, which is established in the form of a works agreement, provides all MAUL employees with guidance on legally compliant and ethically correct behaviour in day-to-day business.

MAUL rejects any form of illegal business activities. We are not susceptible to bribery and award contracts to suppliers that offer the best terms regarding quality, price, sustainability, delivery reliability, and the respect of human rights. Irregularities within the company should be identified early and resolved internally wherever possible. Our whistleblower protection system safeguards individuals who report violations from discrimination.

We treat data protection with particular care and employ extensive security measures. We use data exclusively within the framework of data protection regulations and confidentiality obligations. At MAUL, we are trained in the careful handling of data and are obliged not to share information with unauthorised third parties.

Digitalisation is strategically anchored at MAUL. Efficiency-enhancing AI technologies are already being used in marketing

to generate texts and images, and further projects are being reviewed. Meanwhile, we operate paperless throughout the entire process, from production to shipping. A document management solution archives information and supports processes, including electronic invoice processing. 98% of our invoices are sent electronically. In one project, we are testing the elimination of delivery notes in clear plastic sleeves for direct shipping. Payslips and salary statements are also issued digitally.

These measures have a positive impact on material consumption. For example, toner usage has been significantly reduced, with 90% of leftover toner cartridges being recycled. We now only send price lists digitally, and catalogues are printed in small, climate-neutral quantities. Other paper consumption—exclusively high-quality, FSC-certified paper bearing the EU Ecolabel—was reduced by 49% between 2018 and 2023.



» IN THE LOCAL REGION

Home is a lived concept for us. Situated in the heart of the Odenwald and Westerwald, we are deeply connected to nature. Here, tradition and modernity blend together in the best possible way. We love our listed company building with its old walnut tree in the courtyard. Just a few steps away flows the Mümling, whose water power Jakob Maul once harnessed.

Discreetly built at the back, modern production halls stand. Our second production site is also surrounded by greenery, located in the officially recognised health resort of Kirchen, in the south-western part of the Siegerland region. With our decision to purchase and modernise a

disused warehouse, we are affirming our commitment to Germany as a location. Rather than opting for demolition and energy-intensive new construction, MAUL quickly decided to preserve and modernise the 7,500 m² building. The entire 25,000 m² site now houses the new logistics centre and a large meadow area. The centralisation of branded products reduces transport distances, thus improving efficiency and reducing CO₂ emissions.

The majority of MAUL employees have a commute of less than 10 km. As a result, some employees leave their cars behind

and opt to cycle or walk. A train station is also within walking distance. Where possible, employees enjoy home office arrangements, which are well utilised. As an internationally operating company, MAUL uses modern video conferencing systems, which have already saved many flights and car journeys, thus contributing positively to CO₂ reduction.

Part of our fleet already consists of hybrid and electric vehicles. Charging stations at the Zell site, naturally powered by green electricity, are available for use. The fact that most employees at MAUL feel comfortable is reflected in the un-

usually high number of long-service anniversaries.

61%

of all MAUL employees have been with the company for more than 10 years.



Listed Building in Bad König



Location Kirchen

» CONNECTED TO NATURE

We see it as our duty to protect our homeland, preserving our natural environment and ecosystem. For this reason, we maintain undeveloped meadows in a natural way. Insects and birds find their home in the meadows and hedgerows, both in Bad König and Michelstadt. Incidentally, there are no night shifts in these areas—allowing peace for nature and wildlife. MAUL, out of principle, refrains from using herbicides for weed control across all three of its production sites.

We all need water to live. Careful and responsible use of water is important to us. Therefore, we use water sparingly. By employing submeters, we can identify any unusual increases in water consumption and take corrective measures. This method also helps us detect

leaks where water might be seeping away unused. Even in our office buildings, small actions, such as flush-stop buttons, can have a significant impact. After personal hygiene, the largest share of individual water usage comes from flushing toilets.

To mark the 100th anniversary, one hundred trees were newly planted near the Bad König site, thanks to a foundation set up by shareholder Walter Scharmann, contributing to reforestation efforts in the region. By now, these plants have grown up to four metres tall. At our Zell site, we have thoroughly prepared the soil for greening a wall in one of our halls. This green wall not only offers a natural appearance but also improves acoustic protection for our neighbours. Additionally, the façade

greening contributes positively to the microclimate by shading the façade and reducing heat build-up.

-31,4%

Water Consumption
from 2019 to 2023



New Logistics Centre in Michelstadt



» GOALS AND PLANS

Various projects and measures are currently in the planning and implementation stages within the area of sustainability.

Following the consolidation of six warehouses into a central warehouse, the external warehouses were closed to reduce transport routes. Additionally, fine-tuning measures regarding sustainability are now underway. For example, the feasibility of eliminating plastic shipping bags is being examined, and an on-site paper compactor has been installed to reduce collection frequencies.

In facility management, we continue to focus on saving potential. The replacement of outdated lighting systems with modern energy-efficient LED technology is ongoing. Insulation and renovation works, such as the sealing of windows in the listed building in Zell, further contribute to energy savings. Switchable power strips are being introduced to reduce energy consumption, and disposable cups are being replaced with mugs.

Electromobility is being advanced through the acquisition of more electric and hybrid vehicles, along with the installation of additional charging stations for electric vehicles.

The lifespan of certain lighting fixtures has been significantly extended, and the

energy efficiency rating improved from E to B. A repair service for older products has also been introduced. For the development of a new rechargeable lamp, the more environmentally friendly and longer-lasting LiFePo4 battery (compared to a Li-ion battery) is being used. The interchangeability of bulbs, light sources, and batteries in lamps continues to be rigorously implemented.

We are steadily increasing the percentage of post-consumer plastics in MAUL products. A special project team from the technical and procurement departments is investigating specific possibilities for using recycled materials, such as for chalkboard erasers and clipboards made from PS. The reduction of plastic in our product packaging, without compromising stability or safety, is also a current focus.

Our environmental management system, certified to ISO 14001:2015, along with our sustainability guidelines, working conditions, and employee wellbeing policies, and our code of conduct, form the framework for our actions. This ensures that sustainability management is embedded across all areas of the company and will remain a key element of MAUL's future strategy.

» IN BLACK AND WHITE

An abundance of documents support us in our day-to-day work and ensure in the long term that goals, principles and agreements are reliably implemented and that laws, guidelines, standards and regulations are complied with.

Inspection plans and checklists help to achieve consistent quality, to ensure safety and to be able to recognise and evaluate changes in good time.

Works agreements legally regulate matters concerning employment relationships and topics subject to co-determination for all MAUL employees.

Some of the most important documents with respect to sustainability and social responsibility include the ISO 14001:2015 certificate, our sustainability guidelines, our voluntary commitment in the area of living and working conditions for employees and our code of conduct.

ZERTIFIKAT ◆ CERTIFICATE ◆ 認證證書 ◆ CERTIFICADO ◆ CERTIFICAT



CERTIFICATE

Certificate Registration No.: 12 104 62543 TMS / Order No.: 707123395

The Certification Body of TÜV SÜD Management Service GmbH

certifies that the organization



Jakob Maul GmbH
 Jakob-Maul-Str. 17
 64732 Bad König
 Germany

for the scope

Development, production and distribution of office materials in the categories of lighting, visual communication, workplace design and office supplies
including the sites see enclosure

has established and applies an Environmental Management System.

An audit was performed and has furnished proof that the requirements according to

DIN EN ISO 14001:2015

are fulfilled.

The certificate is valid from **2024-09-13** until **2027-08-12**.

Previous certificate valid until 2024-08-12.

Fred Wenke
 Head of Certification Body
 Munich, 2024-09-13

Page 1 of 2



Self regulation

The continuous improvement of the living and working conditions of the employees is the primary objective in the design of employment at Jakob Maul GmbH.

This leads to productive employment with decent wages and working conditions and to social protection, including social security, social dialogue and respect for labour and social standards, in particular core labour standards.

The following basic principles are supported:

- Freedom of association and collective bargaining
- Elimination of forced labour
- Abolishment of child labour
- Prohibition of discrimination in employment and occupation

In detail, the following core labour standards are met:

- Freedom of association
- Protection of the right of association
- Right to collective bargaining
- No forced labour
- Equality of pay
- No discrimination
- Compliance with the minimum age
- No child labour

When selecting suppliers, care is taken to ensure that all suppliers also meet the core labour standards.

In addition, a separate working group is working on the continuous improvement of health protection and safety.

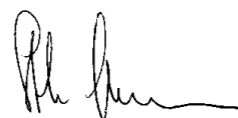
Applicable laws on working hours, breaks and public holidays are observed.

All employees are informed about this voluntary commitment to protect good working conditions and are obliged to implement the core labour standards.

At MAUL, the works council is a self-evident and valued body. By bundling the opinions of the workforce, a natural balance of interests is achieved within the company and thus the entrepreneurial decision-making process is positively supported.

MAUL is committed to applicable law and regulations, which means in particular the respective German Works Constitution Act, Working Hours Act, Labour Protection Act, Dismissal Protection Act and Maternity Protection Act.

Bad König, 1 December 2019



Stefan Scharmann
Managing Partner

MAUL environmental policy

We view the protection of nature and people as a fundamental duty, and natural resources must be carefully preserved.

Through our environmental policy, MAUL takes on the responsibility for maintaining a livable, intact environment and – within economic and technical possibilities – reducing environmental impacts to a minimum. This policy provides the framework for the formulation of our environmental objectives. Moreover, MAUL considers adherence to social and legal obligations a given.

All MAUL employees are involved in environmental management. Successful implementation requires the commitment and motivation of employees towards environmental protection. Therefore, employee orientation beyond business needs is also a key focus of the company's policies. We promote individual responsibility as well as qualifications, training, and development. We place great value on healthy working conditions and continue to expand our corporate health management. Awareness of safety, environmental protection, and quality should be an inherent part of daily actions, leading to continuous improvement. Environmental aspects must be considered in all decisions and activities.

From this environmental responsibility arise overarching goals, which are translated into specific measures:

a) Responsibility for efficient resource use

We examine all materials and operating resources for their environmental compatibility during the development and production of our products, using them in the smallest possible quantities.

b) Responsibility for business and production processes

Our processes are continuously scrutinized for improvement potential concerning resource conservation, environmental compatibility, social aspects, and occupational safety, all while aligning with economic considerations. This begins with our suppliers and service providers and extends to delivery to our customers.

c) Responsibility for waste avoidance

Waste must be generated in the smallest possible amounts and handled by professional disposal companies. Wherever possible, manufacturing residues are recovered and returned to the production cycle. Above all, packaging waste should be avoided throughout the entire process chain without compromising product quality.

d) Responsibility for environmentally conscious product use

Through sustainable development and high quality, our products have a long lifecycle, thereby protecting the environment. Our products consume little energy during use and pose no health risks.

e) Responsibility for environmentally friendly product disposal

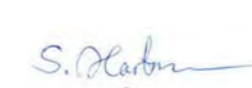
At the end of a product's lifecycle, a MAUL product can be given a second life through an upgrade or repair, or it can be dismantled into its pure components, which are then recycled by disposal companies.



Stefan Scharmann (GF)



Lothar Schäfer (UMB)



Sabrina Hartmann (UMB)



Rolf Jourdan (UMB)

Code of Conduct

MAUL aims to be an exemplary company that always acts responsibly in its thinking and actions. As a medium-sized company, our success is based on the trust of our employees, business partners, and customers. Therefore, we are very committed to sharing and living binding values. MAUL is a traditional family business that has been characterized by its values, correct commercial conduct, mutual respect, and compliance with laws for over 100 years. This code of conduct is binding for our company, the subsidiary MAUL-Schneider France, and our employees, and it is intended to guide us in our daily actions. We deliberately refrain from using gendered language here but do so with full respect for all genders and without any intention of marginalization or discrimination.

Discrimination

We are against any form of discrimination. We do not tolerate any hostile behaviour towards colleagues. Bullying, sexual harassment, exclusion based on age, nationality, ethnic origin, racist attribution, religion, gender, political belief, disability, sexual orientation, or gender identity are strictly rejected. We support a company climate based on tolerance and respect for the feelings of our fellow human beings. We promote equal opportunities at all levels and remunerate our employees based on their results and work performance.

Data Protection

Our company deals with sensitive data and information daily, for example, from employees, customers, suppliers, service providers, or consultancy firms. We use this data exclusively within the framework of data protection regulations and confidentiality obligations. Data collection and storage are carried out only with the consent of the affected persons. Our employees are trained to handle the data carefully and commit to not disclosing any information to unauthorized third parties. We have security measures in place to protect personal data from unauthorized access, loss, theft, or misuse. Data protection is a central issue for us, which we handle with particular care.

Corruption

MAUL rejects any form of illegal business activities. We distance ourselves from activities related to money laundering, fraud, bribery, granting advantages, extortion, unfair competition, or improper influence. We award our contracts to providers who offer the best value in terms of quality, price, sustainability, delivery reliability and compliance with human rights. We ourselves are not susceptible to bribery and reject any favours or benefits that could impair judgment. To protect ourselves from cartel violations, we prohibit agreements with competitors regarding prices, conditions, or market allocations.

Integrity

In both internal and external relationships, we value honesty and correctness. We strive to always act professionally and in line with our moral principles. We are open to feedback and constructive criticism. We take responsibility for our decisions and actions and view mistakes as an opportunity to reflect, learn, and improve.

Modern Slavery

We operate internationally and pay special attention when selecting and working with our suppliers to ensure that our business partners do not engage in child labour, forced labour, or modern slavery in any form, including ethnic discrimination. We regularly monitor social standards. We communicate clearly to our partners that we do not tolerate any violations of human rights and expect compliance with applicable laws and standards. We do not accept discrimination of personnel of our business partners based on age, nationality, ethnic origin, racist attribution, religion, gender, political belief, disability, sexual orientation, or gender identity. This code of conduct is handed to our partners and is to be followed; otherwise, we will not enter into any collaboration. If we detect deviant behaviour, we will immediately terminate the collaboration.

Whistleblower Protection

Unfortunately, issues cannot always be detected early or violations prevented. However, it is important to us that such situations remain a rare exception. We want to deal responsibly with each other and learn from mistakes. For this, the company needs information from employees about irregularities or misconduct, whether intentional or unintentional. Irregular behaviour can lead to long-term reputational

damage and economic harm. We aim to prevent harm to all of us, bring about improvements, and implement requirements together.

We want to protect people who have the courage to report grievances or misconduct particularly. Everyone should be encouraged to speak openly about things that are not right. We will address this fairly and professionally. Our HR department, works council, and managers will handle the information confidentially and work together to find solutions. We have set up a whistleblower system, that allows employees to report and uncover grievances and illegal behaviour. Until then, there is a mailbox available. Employees can also submit their reports anonymously.

Product Safety and Product Responsibility

As an innovative brand manufacturer, product quality and safety are central to our success. MAUL products undergo rigorous testing before being launched on the market. In our development department, they are examined for quality, functionality, ecological value, and compliance with applicable standards and laws. Only when we can exclude all potential dangers posed by our products do we deliver to our customers. Through professional goods inspections, we additionally check every single production batch and delivery. We have high-quality standards for our products because the trust of our customers is of particular importance to us. Long product life cycles and the careful use of raw materials are especially important to us. We continually work on our processes to become more dynamic and efficient, and we invest in our location in Germany.

Environmental Policy

We consider the protection of nature and people a fundamental task; natural life resources must be carefully preserved. With our environmental policy, we set a framework for daily sustainable actions. We formulate specific environmental goals and continually achieve progress, which is also confirmed by our environmental management certificate according to EN ISO 14001. Our environmental strategic goals encompass the entire lifecycle of the products: resources, processes, waste, use, and recycling. We raise our environmental awareness through suitable training and further education, thus promoting individual responsibility.

Consequences of Non-Compliance

We want to live in a world where all people are equally accepted and integrated into society. A sense of belonging should be an integral part of our corporate culture. We want to appreciate the variety and diversity of our society. Employees who disregard anti-discrimination principles face disciplinary consequences. In cases of severe misconduct, warnings up to termination of employment or supplier relationship may result.

This code of conduct is mandatory for our business partners and will be handed to them and made available on our website. Our business partners are responsible for the proper compliance with our listed guidelines within their companies and concerning their stakeholders. They have to ensure that their contractual partners also adhere to these principles. Our business partners document their processes and support us in a partnership manner, providing corresponding documents as proof when there is suspicion.

Non-compliance with this code of conduct constitutes a significant breach of contract. MAUL reserves the right to take consistent action against such misconduct. Depending on the severity of the violation, this may result in immediate cessation or rectification. In cases of serious disregard, MAUL reserves the right to claim damages and/or terminate the contractual relationship extraordinarily with immediate effect and without compensation claims from the partner company.

MAUL has the right to adjust and change this code of conduct at any time and commits to informing its business partners accordingly.

We live our code of conduct, regularly question the status quo, and are open to changes. This code is regularly reviewed and revised for currency.

Jakob Maul GmbH, Bad König, January 7, 2024

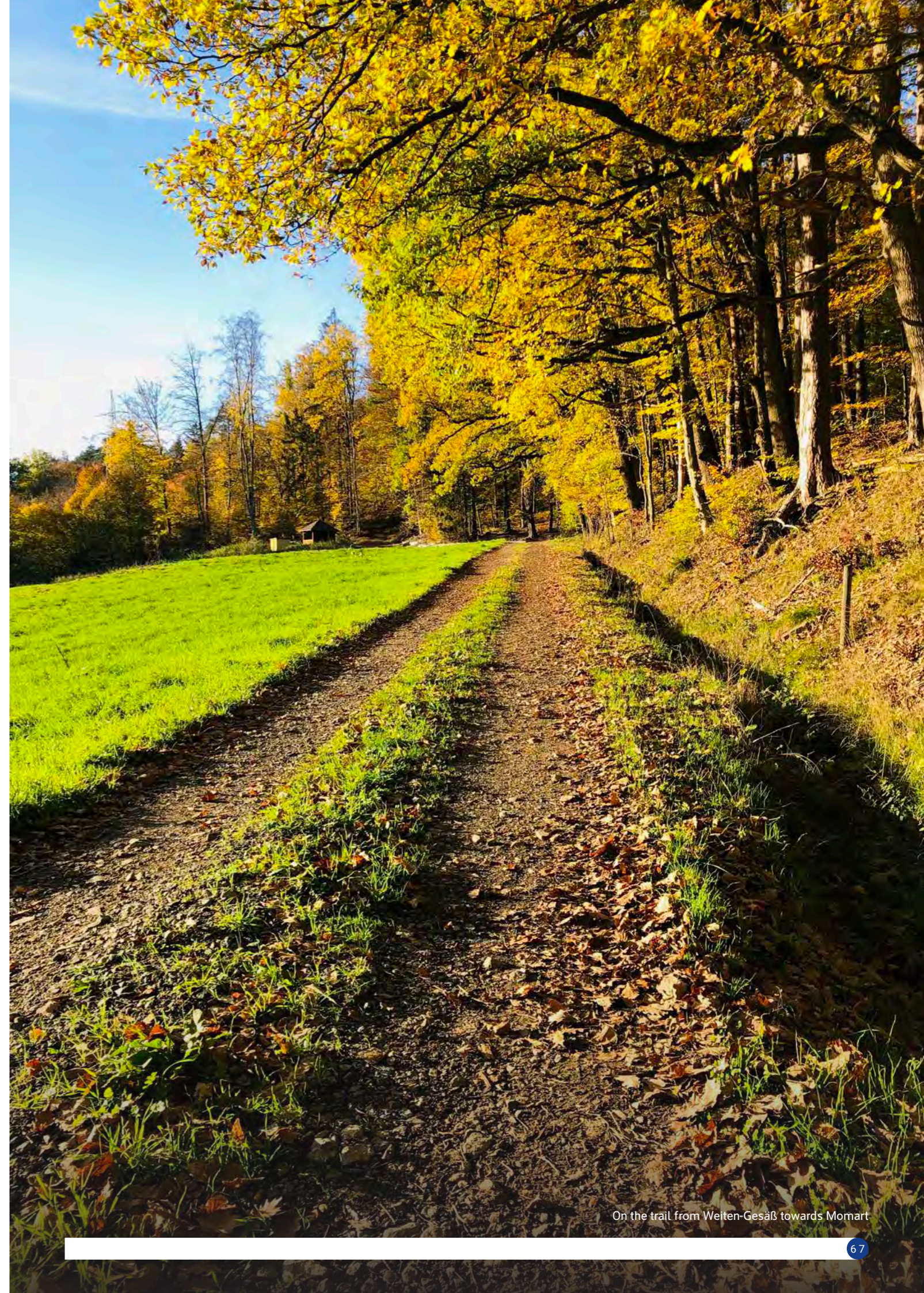
Stefan Scharmann
Managing Director



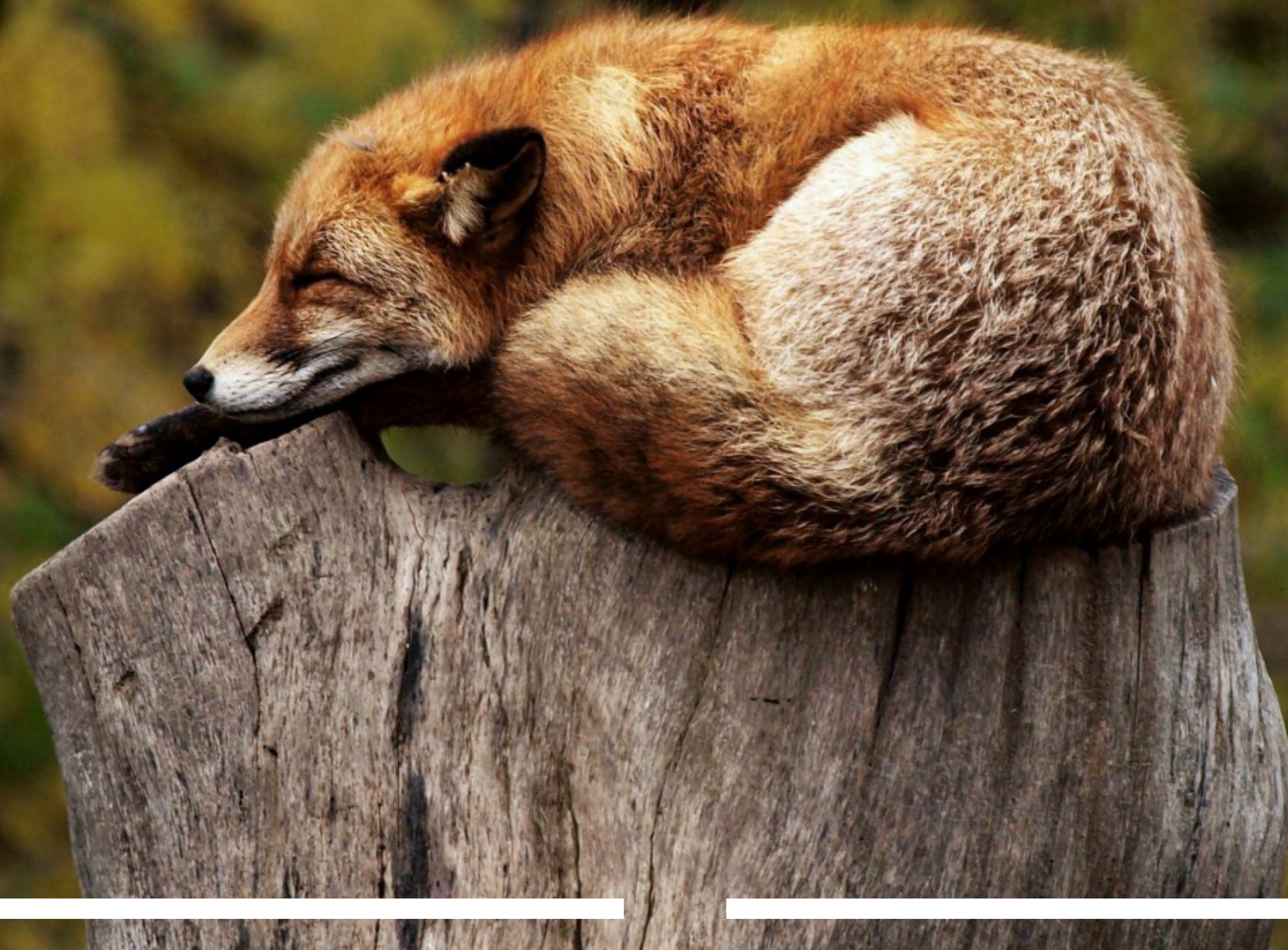
» INDICATORS

			2017	2018	2019	2020	2021	2022	2023
Production quantities		tons	3088	3205	3045	2664	2925	2802	3068
Electricity consumption¹		kWh	1157046	1081387	953526	841016	931784	808700	774647
		mWh	1.157,05	1.081,39	953,53	841,02	931,78	808,70	774,65
Gas consumption¹		kWh	2.081.610	1.489.320	1.959.679	1.861.950	2.116.886	1.806.384	1.826.311
Water consumption¹		m³	940	1012	1455	1372	1065	1029	997
Packaging	Total cardboard	tons	548	605	563	467	590	552	499
	Total plastic	tons	43	38	40	30	39	30	26
	Total	tons	591	643	603	497	629	582	525
Waste²	Other plastics	tons	-	-	-	-	20,29	17,81	20,85
	PE films	tons	-	-	4,92	2,10	2,00	2,06	3,84
	Styrofoam	tons	-	-	-	-	0,09	0,10	0,05
	Aluminium	tons	-	-	0,46	1,02	0,24	0,48	0,53
	Mixed scrap	tons	-	-	28,49	19,52	16,08	15,46	30,62
	Wood Al-All	tons	-	-	17,03	14,58	16,22	12,62	14,46
	Glass	tons	-	-	-	-	0,08	0,04	-
	Paper & cardboard	tons	-	-	38,82	29,54	55,58	43,34	35,33
Hazardous substances³		tons	-	-	0,00	3,41	1,36	0,36	1,16
		cbm	-	-	2,10	1,10	3,60	0,00	0,00
		litres	-	-	1.920	960	2.200	1.200	720
Workforce	Workplace accidents		-	-	-	-	-	-	3
	Severe workplace accidents involving mach.		-	-	-	-	-	-	0
	Percentage of women in the total workforce		-	-	-	-	-	-	40%
	Nationalities		-	-	-	-	-	-	13
	Employees		-	-	190	175	180	171	179
Length of service	Up to 10 years		-	-	-	59	69	66	71
	11-20 years		-	-	-	43	38	35	38
	21-30 years		-	-	-	42	40	34	33
	31-40 years		-	-	-	23	24	27	27
	41-50 years		-	-	-	8	9	9	10
Age structure	bis 30 years		-	-	-	26	27	20	25
	31-40 years		-	-	-	56	31	28	32
	41-60 years		-	-	-	87	102	105	99
	Over 60 years		-	-	-	6	20	18	23

1 Starting in 2023, including the new logistics center in Michelstadt.
2 Examples of all key figures for waste volumes available upon request.
3 In accordance with Directive 2008/98/EC and Commission Decision (2014/955/EU).



On the trail from Weiten-Gesäß towards Momart



smile@work

MAUL

**We thank all MAUL
team members for
providing the
pictures.**

Cover image

300-Year-Old Pedunculate Oak
in Rehbach near Michelstadt

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