

A scenic landscape photograph featuring a lush green field in the foreground, dotted with numerous yellow wildflowers. In the middle ground, there are several trees and a small cluster of buildings. The background shows rolling green hills under a bright blue sky filled with large, white, fluffy clouds. The overall atmosphere is peaceful and natural.

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 important that the changes we make today are made in a timely and responsible manner in order to ensure that 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

Stefan Scharmann



Rehbach im Odenwald

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» ISO 14001:2015

We have been certified for our environmental management system in accordance with the international standard ISO 14001:2015 since August 2021. The corresponding certificate can be found on page 52. During a four-day audit, all the relevant processes were rigorously tested by TÜV Süd (Germany's "Technical Inspection Association"). 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.

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 now 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. Three environmental management officers ensure that the defined goals are continuously pursued.



ISO 14001
CERTIFIED

The River Mümling flows through MAUL's site in 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.

» EMPLOYEE ORIENTATION

We value independence, qualifications, respect and transparency. Putting employees' interests before those of the firm has been an integral part of MAUL's philosophy since 1912. Preserving jobs is always a higher priority for our entrepreneurial family than maximising profits. Employee orientation remains a key component of our corporate strategy to this day.

Throughout the history of the company, over a century in total, the owners have constantly pursued an active strategy of social engagement that they perceive as fundamental to the success of the company. In the 1930s, founder Jakob Maul had already established a support fund for employees who found themselves in need through no fault of their own. He also financed houses that were purchased by the factory workers with affordable payment terms. Fuel was provided at cost price and company vacations were introduced in the 1950s.

Today, employee orientation is strongly anchored across the entire company. Flat hierarchies facilitate direct communication and swift decision-making. Always with an emphasis on independent responsibility without lengthy approval processes, but rather with strong motivation and a high degree of responsibility for one's own actions.

This has facilitated the establishment of an empowered, responsible and entrepreneurial workforce within the company.

Process organisation and teamwork are both well-established. Flexible working models and remote working have both encouraged a healthy work/life balance. Individual engagement within the team has also been spurred on by bonuses and profit participation. Purchasing benefits jointly acquired during working hours can also lead to less strain on personal finances. The whole package is neatly tied up with the company pension.

The result of all this? The number of employees celebrating work anniversaries at MAUL is impressively high, with a correspondingly low employee turnover rate.



Lisa from Sales



Valentina and Silas from Marketing

» VALUES AND VISION

Our collective actions are determined by our values. We promote curiosity as a core attitude because we want to keep learning in a fast-paced world and competent MAUL employees are our greatest asset. In order to do this, everyone needs to have the greatest possible freedom and the courage to make decisions as well as to accept mistakes. We believe in fair and respectful interaction among colleagues and with business partners. Guidelines for leaders define the partnership-based style of leadership.

We have developed our vision **“MAUL smile@work. For a smile in the office.”** (page 58) to provide guidance for the coming decade.

This is the basis of our OKR (Objectives & Key Results) framework, which we have been using since 2021 as a framework for implementing important strategic goals in the hustle and bustle of everyday business.

Every MAUL member of staff can play a part in implementing the OKR goals. This makes goals more transparent, brings in the knowledge and experience of each individual and involves everyone on the path towards the vision. Sustainability is an integral part of MAUL's vision as well as one of the current Moals (medium-term goals).

» 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. 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
TOOL MECHANIC
INDUSTRIAL MANAGER
E-COMMERCE MERCHANT



Valentina from Marketing



» DIVERSITY MAKES US STRONG

180 MAULers from 10 nations work to achieve our goals on a daily basis. Our diversity and individuality form the foundation of our successful and high-performance company. We require and promote appreciation and respect for everyone. This concerns, to an equal extent, gender, age, culture, background and religion and has been implemented through a range of measures. We want to help migrants discover their own prospects with our informational sessions and job offers. People with disabilities are fully integrated into MAUL – recognised in 2015 by the Rhineland-Palatinate state prize for exemplary employment of severely disabled persons. Furthermore, we also procure orders to a range of workshops who promote the employment of those with disabilities or those who require assistance.

» OCCUPATIONAL HEALTH MEASURES

What makes us ill? And, perhaps most importantly: What can we do to stay healthy? All MAULers are required to formulate their own answers to these questions. The aim of this task is to ensure the well-being and health of all employees at the workplace and improve this where necessary. With this in mind, we have based our approach on the sustainable development goals "Health and wellbeing". We have introduced numerous measures to date: Health days with key topics such as psychological stress and medical care, free preventive check-ups or provision of fruit and water and monthly occupational health management information on topics related to health. Current issues and ideas are documented by the occupational health management team and integrated into the measures catalogue after being reviewed.

Ergonomic is a key topic at MAUL. Regular ergonomic workplace analyses have been carried out for the past 25

years. Today, a physiotherapist provides employees in the office and production facilities with advice on ergonomic equipment, the correct posture when lifting and carrying items and potential preventative measures. The gradual introduction of height-adjustable desks and sound-absorbing acoustic elements has supported this just as much as modern machinery to reduce physical strain.

Regular exercise forms a standard part of our occupational health management spectrum. In addition to the opportunity to ride leasable company e-bikes, MAUL has also organised reduced membership fees at local gyms for MAULers. Company-organised sport groups for walking, jogging, progressive muscle relaxation and mindfulness training are regularly offered. Employees also participate in cycle tours and running events, including regional events, whereby exercise and fun are in the spotlight.





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 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. Regular inspections on the topic of fire prevention are just as matter of course as the annual evacuation exercises for the entire workforce.



»ENVIRONMENTAL RESPONSIBILITY

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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.

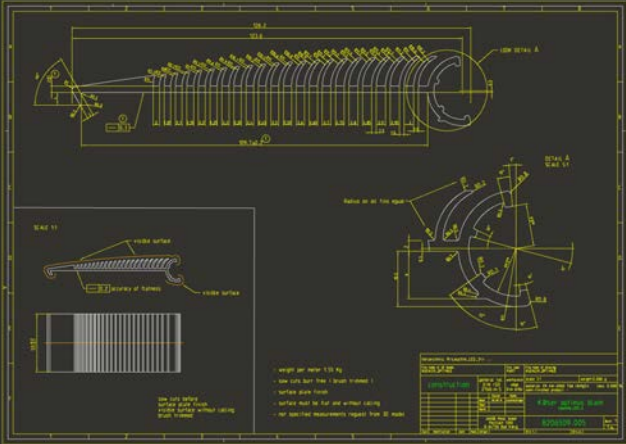
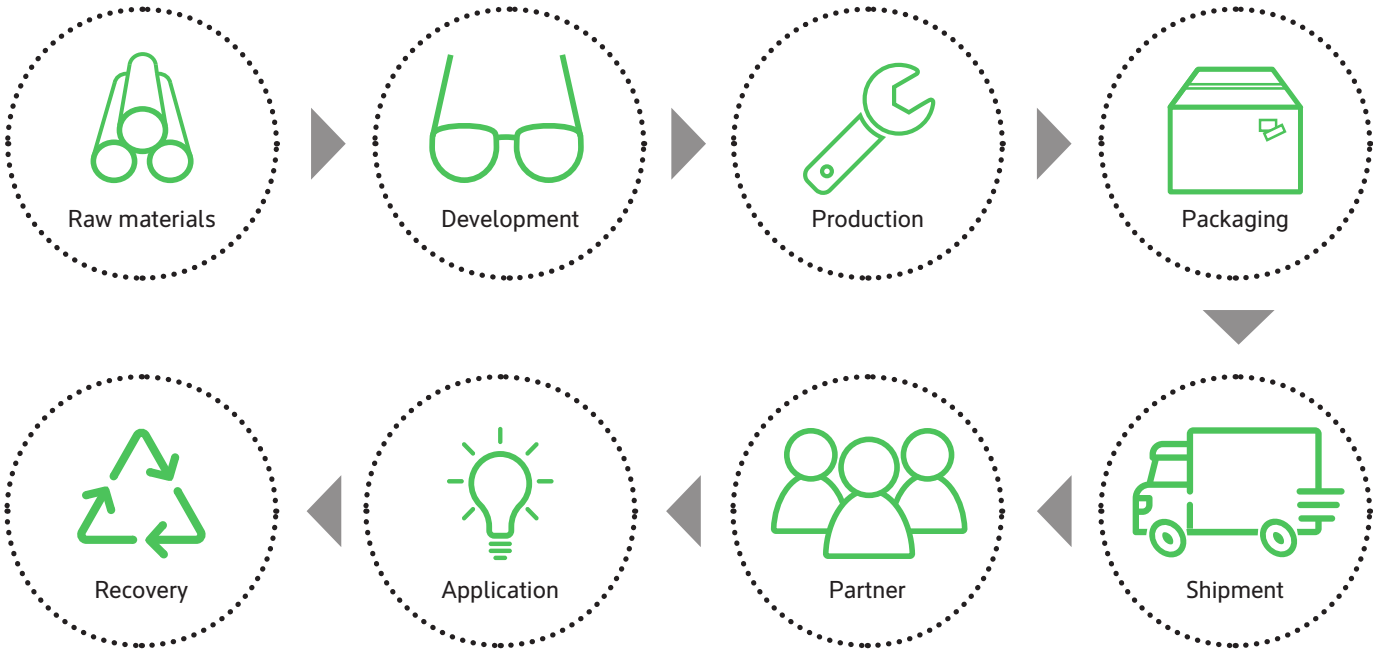
Resource-friendly operations start with the selection of materials. Raw materials that pose health and environmental risks are replaced by harmless materi-

als. 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.

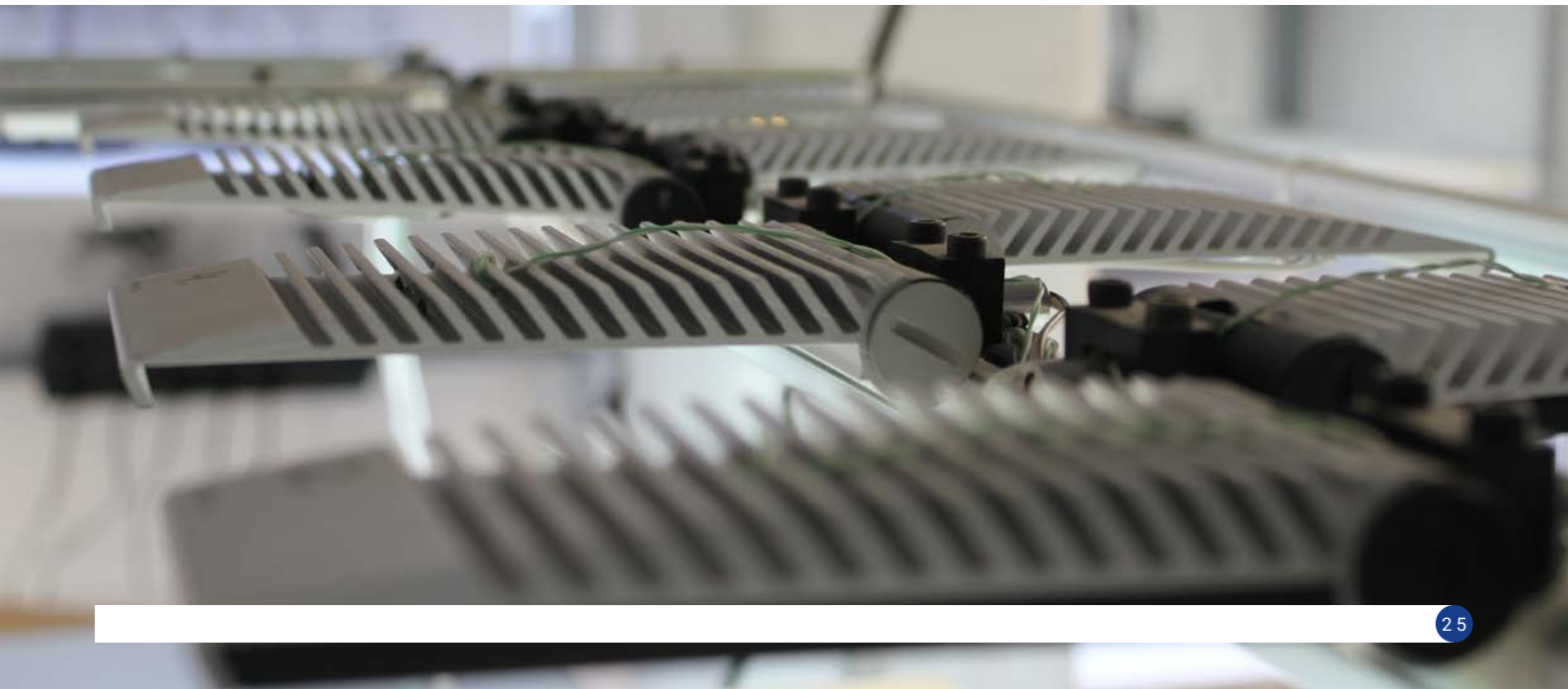
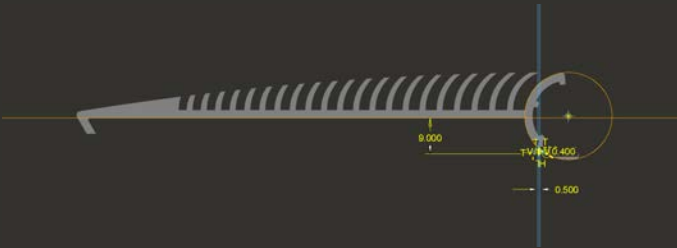
We ensure all designs for new products are recyclable as per VDI guidelines as early as in the development stage. For example, all products can be easily disassembled through screw and snap connections.

» MAUL VALUE CHAIN

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



MAULoptimus lamp head as a design drawing and in its endurance test



» 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. We select our suppliers and partners on the basis of strict criteria, including the efficient and farsighted handling

of limited resources, safety aspects and socially-responsible working conditions. We have also appointed neutral, external test laboratories to ensure compliance with quality standards at our suppliers' facilities.

Sustainability and compliance with the criteria as per the SA 8000 social standard are verified through an intensive selection process using a quality assurance questionnaire. Amongst other issues, child labour and discrimination on the basis of race, gender and religion are eliminated and compliance with regulations

on maximum working hours and health and safety standards 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. Any risks that may be posed by materials or products are minimised or eliminated through stringent testing such as with the overview of the tests for MAUL lights.

» 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.

Lights that fail to pass our strict testing criteria are not included in our product 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 the clamp fitting sufficient? Can the hinges withstand frequent movement?

Electronics / Safety: Is the insulation sufficient? How high is the electromagnetic radiation? Does the light pose a fire risk?

Appearance / 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.

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



» 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 standards is a matter of course for us. Our maintenance and service plans are based on the standards DIN 31051 and DIN EN 13306 concerning plant availability as well as operational, functional and environmental safety, which is monitored and documented by an external testing institute several times a year. We conduct regular tests of noise emissions in the relevant areas. 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.

-97%

of waste powder is reintroduced to the production 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. An electronic bending machine with air bending technology replaced the old hydraulic machine in metal production, resulting in up to 50% energy savings. 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. This has already allowed us to clock up 21 days worth of comparable total operating hours without using the plant in 2021.

-45%

energy usage by the new plastic injection moulding machines



Bookends in the powder coating line



» 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. 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. Testing is currently aimed at eliminating the use of plastic in packaging, with a separate project group responsible for testing each individual packaging material. In 2020, for example, we were able to reduce the

proportion of plastic in packaging by 25% compared to the previous year. Regular obligatory drop and shipping tests are carried out to ensure secure protection is upheld.

We strive 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 two most important partners are - like us - certified for their environmental management system in accordance with the international standard ISO 14001:2015.

-25%

proportion of plastics in packaging
in 2020 compared to 2019

» PRODUCT APPLICATIONS

Our products can make you more efficient, more creative and more mobile. You will find our commitment to high quality (the best possible in every price range), functionality, user-friendliness, performance and safety in every MAUL product.

We rely on modern LED technology for our lights, because it is extremely energy-saving and long-lasting. The latest models are equipped with intelligent light management and are automatically controllable via a movement and daylight sensor whilst simultaneously requiring less energy.

Ergonomic MAUL products have supported workplace health and safety for decades.

For over 25 years, MAUL has conducted workplace analyses on the topic of ergonomics both internally and at its customers' premises. Advisors and training have since increased awareness on the topic of employee well-being. To this day, we provide ergonomic product solutions such as standing desks, footrests, special lamps and mobile flipcharts to facilitate both seated and standing work. Correct use of MAUL products can improve and eliminate common grievances such as backache, head and neck tension, stinging eyes and watery eyes.





» BLUE ANGEL ECOLABEL

Our new greener@work collection has been awarded the Blue Angel. All our products are made of more than 85% recycled post-consumer material, in other words plastics that have already been used as packaging. Production takes place in a minimally polluting and socially responsible manner at our factory in Kirchen. Our packaging made from FSC-certified cardboard or film made from post-industrial recycled material was also designed with sustainability in mind.

All MAUL solar scales have been certified with the Blue Angel Ecolabel. Solar technology can save several hundreds of thousands of batteries each year. Environmentally-friendly disposal also formed a key component of this development: Material labelling and screw and snap connections have facilitated sorted disposal. MAUL was the first company to achieve this with its package scales – a design that was rewarded with a patent.

The development of a mixed-signal ASIC enabled MAUL to become the first company to develop letter scales fueled solely by solar energy – a world-first at the time. Solar scales only use 0.00004 watts of energy – one millionth of the amount consumed by a 40 watt incandescent light bulb. Furthermore, excess energy is stored and then used in adverse lighting conditions. This facilitates the use of solar scales in bad lighting conditions.



www.blauer-engel.de/uz30a



greener@work Collection

» RECYCLING AND RECOVERY

The second most important thing after a long product service life is optimal recovery. In the development stage we prefer designs for new products that are recyclable as per VDI guidelines. (VDI ist the Association of German Engineers.) An easy-to-disassemble design is factored in through the screw and snap connections. Many unmixed parts are reintroduced to the recycling process.

Packaging is either recycled with waste paper or in a recycling system such

as the dual system. We dismantle returned products that we manufactured and, after thorough inspection, reuse all components that are intact and can be resold. This process is in place for electronic, plastic and metal parts, such as those from flipcharts, lights and scales.

Waste is collected and pre-sorted in strict compliance with the material classes and waste fractions at both sites and separated once more by our service providers to the technically pos-

sible extent with economically reasonable effort.

Electronic scraps are delivered to a specialist recycling company – a company that promotes the employment of disabled persons in our case – where the products are then dismantled and separated into unmixed individual parts or recycled.

Factory seconds are sold on-site by a partner wherever possible. Other rejects are donated within the region.

SEPARATED MATERIAL CLASSES

EASY-TO-DISMANTLE DESIGN

RECYCLED

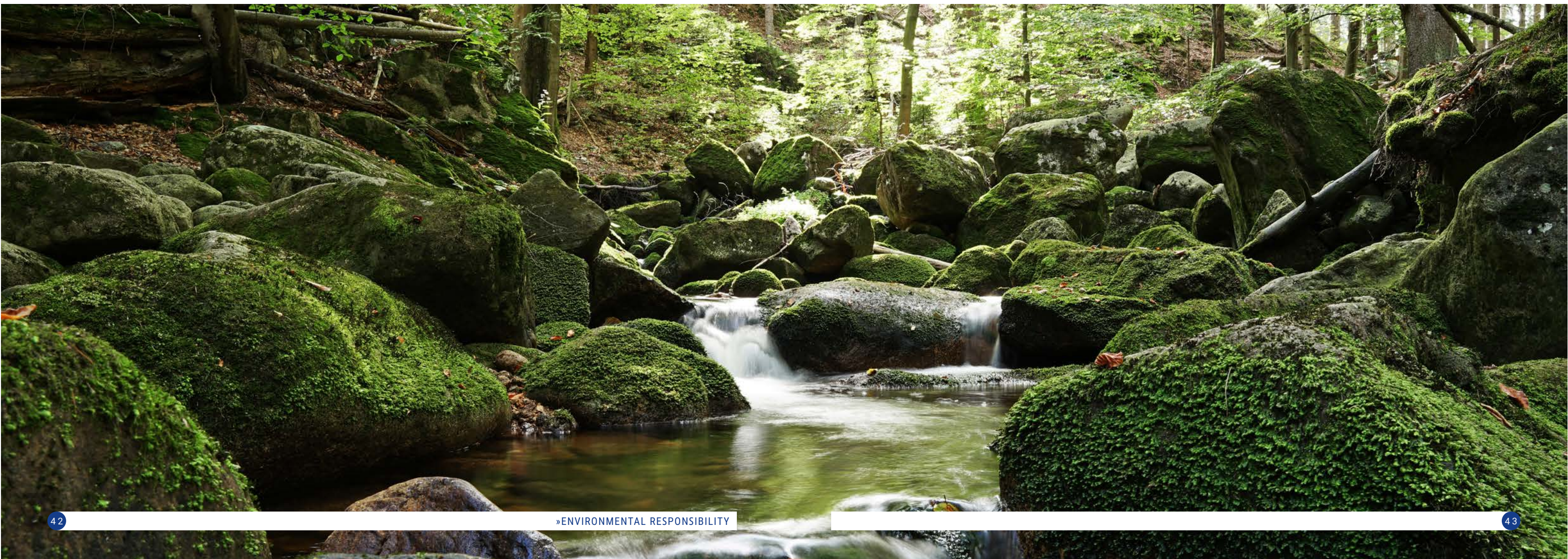
SEPARATED

RECYCLABLE DESIGN

REINTRODUCED TO THE PRODUCTION CYCLE

SORTED

UNMIXED DISPOSAL





» FINANCIAL RESPONSIBILITY

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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.





» VALUES AND COST-EFFECTIVENESS

MAUL's corporate objectives focus on the long-term. Continuous growth has facilitated investments in our site and ensured job security in the local region. We aren't interested in quick, short-term results, but rather strong, permanent and creative solutions – in line with our mission statement that was formulated over a century ago. This perhaps explains why we were one of the first signatories to the ethical code of the stationery industry (PBS). With its constant aim to achieve lasting, sustainable economic growth, humane work and productive full-time employment, MAUL is governed by the principles of the 8th Sustainable Development Goal.

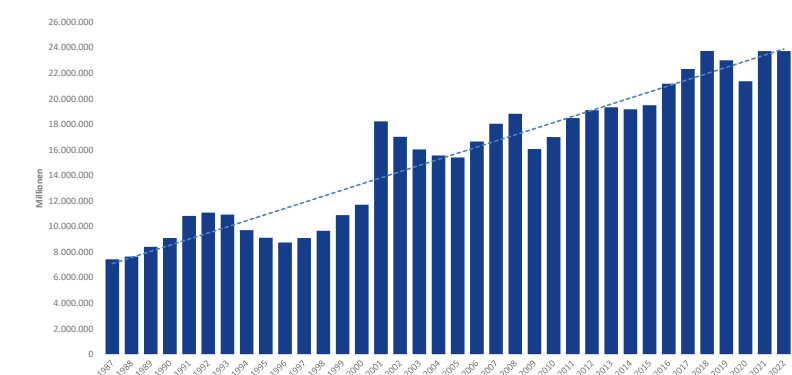
We view fair, compliant and responsible relationships with colleagues, partners and resources as our fundamental duty. We set the highest standards to ensure compliance with legal and regulatory requirements. All standards, internal regulations and guidelines must be adhered to at all times. Violations of the regulations in place are preventatively averted. However, if any violations are found to have occurred, they are quickly identified,

openly communicated and remedied with appropriate measures. We ensure that no personal preference is shown in this regard and all employees receive equal treatment.

MAUL is a founding member of the "Standort Deutschland - Verantwortung für die Zukunft" (Germany - Responsibility for the future) initiative. Seven German SMEs have jointly defined securing Germany as an attractive location as their primary goal. The performance, quality and continuous further development of the products has set the stage for MAUL to hold a certain level of responsibility towards the promotion of Germany as an attractive business location. To this end, the seven companies have made a commitment to secure jobs, create apprenticeships, invest in Germany, pay taxes, produce brand quality and to act in an environmentally-friendly manner.



www.standortdeutschland.org



MAUL GmbH sales performance 1987-2022

» IN THE LOCAL REGION

Home is a concept that we live. Situated in the middle of the Odenwald and Westerwald, we feel a strong connection to nature. Here, tradition and modernity are combined in the best possible way. We are proud of our listed company building with its old walnut tree in the courtyard. Just a stone's throw away flows the Mümling, the source of power for Jakob Maul all those years ago.

As it was for his great grandfather, current managing director Stefan Scharmann views the maintenance of the site and the jobs as a social duty. This perhaps explains why our economic goals and

regional roots are not geared towards short-term quarterly results. Instead, as a mid-sized family business, we plan for future generations.

Secluded at the back of the site are modern production halls. Our second production site is also located in the midst of nature in the renowned spa town of Kirchen in the south west of the Siegerland region.

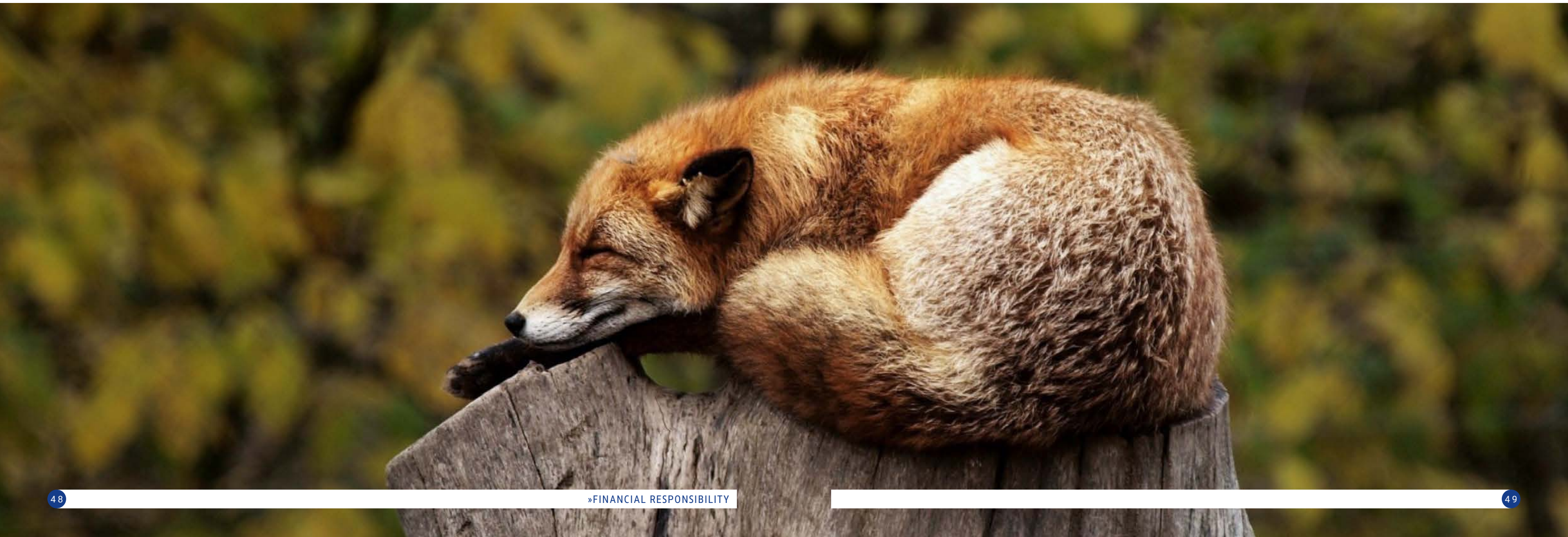
On the occasion of our 100-year anniversary, one hundred trees were newly planted as a donation from the managing director Walter Scharmann near the

Bad Königer site to support reforestation in the region. The trees are now 4-metres tall. In line with its views, MAUL does not use any herbicides for weed control at either of its production sites.

The founding family have aimed to create and secure jobs and training in the region since the establishment of the company in 1912. The employee turnover rate in the established enterprise remains low, with a high number of work anniversaries celebrated each year. 76% of MAULers live within 10km of their workplace and 44% can commute by bike or walk to work on a daily basis.

76%

have a commute less than 10 km.



» LOCATION AND ENERGY BALANCE SHEET

We record the consumption of raw materials, electricity, gas and water, as well as for all packaging materials, using methods that have been updated to comply with ISO 14001. To this end, all waste quantities are recorded in detail and strictly separated according to type.

Thanks to the future-oriented and consistent investment strategy in place at both production sites, the production facilities are constantly modernised, which has a strong influence on energy usage. In addition to the modernisation of machinery described on page 29, all lighting was converted to modern, low-energy LED technology in recent years. In the plastic injection moulding shop alone, these measures enabled us to achieve annual savings of around 80,000 kWh. Dynamic lighting with

modern, intelligent lighting management technology is also gradually being introduced in the offices.

Digitisation plays a key role in the MAUL corporate strategy. A digitisation manager has been appointed to implement a roadmap for the digital transformation. In the meantime, we have ensured paper-free work throughout the entire process, from production to dispatch. We send our price lists electronically and catalogues are printed in a climate-neutral manner in small quantities. Payslips are also sent electronically.

A document management solution archives information and supports the processes. This has achieved considerable savings in materials. It has also resulted in a significant reduction in

toner consumption; 90% of the remaining toner containers are recycled. Paper consumption – we only use high-quality, FSC-certified paper that has been certified with the EU Ecolabel, through which a 31% reduction was achieved between 2018 and 2021.

Conference rooms, management and external contractors have been equipped with modern video conference systems. Working remotely is part of everyday life at MAUL. A reduction in the number of flights and kilometres travelled has led to a positive effect on CO2 emissions.

-38.7%

Energy usage of both plants in Bad König and Kirchen between 2012 and 2021

-31%

Paper consumption from 2018 to 2021



Listed building in Bad König



Kirchen plant



» GOALS AND PLANS

Various projects are being planned for the coming years concerning the issue of sustainability.

In order to avoid transport routes and improve logistical efficiency, six warehouses will be merged into one central warehouse near the Odenwald site in the coming year. At the same time, we are examining our supply chain for optimization potential in order to reduce partial deliveries in shipping.

With regard to energy consumption, we are currently considering constructing our own solar park on our property in Bad König. This could be used to supply the entire site from the power it generates by itself. Replacing old lighting technology with modern energy-saving LED technology is also part of the ISO 14001 target and action plan. The aim at the Kirchen site – as has already been implemented in Bad König – is to save heating energy by using the heat generated by our compressors to generate compressed air. Insulation and renovation work on the listed building in Zell will also lead to energy savings.

Electromobility is being driven forward. There are plans to install more e-vehicle charging stations for employees. The percentage of post-consumer plastic in MAUL products is continuously being increased. A project team of colleagues

from Technology and Procurement is working on this assignment. Eliminating plastic from our product packaging without compromising on stability or safety is also the subject of a current project group.

More ideas for reorganising waste management are being examined. We are looking, for example, for solutions to reduce the amount of label backing film that is produced in large quantities.

In addition to digitisation, MAUL has defined various fields in which dynamic change will guide the family business safely through the next decade, including planning projects in the sphere of sustainability. The resulting measures will be implemented in a target-oriented and brisk manner.

Our actions are guided by our environmental management system pursuant to ISO 14001: 2015 and the two guidelines on sustainability and living and working conditions of employees. Sustainability management is consequently a key cornerstone of the company and shall remain so in the future MAUL corporate 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.

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

ZERTIFIKAT ◆ CERTIFICATE ◆ 認 證 書 ◆ CERTIFICADO ◆ CERTIFICAT



Management Service

ZERTIFIKAT

Die Zertifizierungsstelle
der TÜV SÜD Management Service GmbH

bescheinigt, dass das Unternehmen

MAUL

Jakob Maul GmbH

**Jakob-Maul-Str. 17, 64732 Bad König
Deutschland**

für den Geltungsbereich

**Entwicklung, Herstellung und Vertrieb
von Büroartikel**

**Walter-Hebel-Str. 1, 57548 Kirchen
Deutschland**

für den Geltungsbereich

Herstellung von Büroartikeln

ein Umweltmanagementsystem
eingeführt hat und anwendet.

Durch ein Audit, Auftrags-Nr. **707123395**,
wurde der Nachweis erbracht, dass die Forderungen der

ISO 14001:2015

erfüllt sind.

Dieses Zertifikat ist gültig vom **13.08.2021** bis **12.08.2024**.

Zertifikat-Registrier-Nr.: **12 104 62543 TMS**.

Paul Dack

Leiter der Zertifizierungsstelle
München, 23.08.2021



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

Our guidelines for sustainability

Responsibility for safe and sustainably manufactured products

We plan our products in a resource-saving way over their whole lifecycle - from the idea to disposal. In doing so, we strive to deliver the highest quality across every price point, so that our customers can enjoy durable products with high safety standards. We reliably comply with all laws and standards: these are our minimum requirements.

Responsibility for business processes and production processes

In line with economic aspects, our processes are continuously scrutinised for improvement potential in terms of resource conservation, environmental compatibility, social aspects and occupational safety. To do this, we take advantage of the experience and knowledge of our employees and the transparency of the individual manufacturing stages.

Responsibility for our workers

Taking care of our employees beyond the company's business interests has been part of our philosophy since 1912. Preserving jobs is more important to us than pure profit maximisation. We encourage our workers to obtain qualifications, take part in training, pursue further education, and take advantage of research collaborations. We prioritise healthy working conditions and continue to expand our company health management.

Personal responsibility is encouraged. Awareness of safety, environmental concerns, and quality should be a natural part of our daily actions.

Our diversity and individuality are the basis for a successful and high-performance company.

Responsibility for customers, partners, suppliers

Dealing with customers, partners, and suppliers fairly and responsibly is an important component of our strategy. We adhere to the PBS Code of Honour out of conviction.

It is our goal to make the supply chains from raw material to finished product transparent. Sustainable operations and secure, humane working conditions are taken into account when selecting partners. We encourage our partners to make improvements in environmental protection and occupational safety. We take our customers' suggestions on sustainability issues into account in our planning.

Responsibility for our location

We plan for the long term and rely on good, durable products in order to ensure jobs and apprenticeships for future generations as well as an environment that is worth living in.

We are proud of our region: we are committed to Germany and Europe out of conviction. That is why we have expanded our production facilities in Germany, thus maintaining the value chain in our own country. For more than 100 years, we have been investing in our shared future.

Managing Partner

Management Committee

Works Council

Bad König, 1 December 2019



»OUR VISION

MAUL smile@work. For a smile in the office.
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

MAUL

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