

An aerial photograph of a lush, green landscape. The scene features rolling hills, dense forests, and a winding road that curves through the fields. The lighting is bright, suggesting a sunny day, and the overall atmosphere is serene and natural. The landscape is a mix of vibrant green fields and darker green forested areas, with a small stone structure visible in the lower foreground.

MAUL

OUR CONTRIBUTION TO  
SUSTAINABILITY



Stefan Scharmann, Managing Director

In 1912, my great-grandfather established our company on the bank of a stream to ensure a constant supply of energy at a time when the supply of power was often inadequate at best. He founded the adventurous enterprise with 3 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's important that the changes we make today are made in a timely and responsible manner in order to ensure a future worth living in for our children and grandchildren whilst nonetheless retaining our entrepreneurial spirit.

It's not the time for short-term measures. The future of humanity and the natural world hinges on sustainable thinking with a focus on environmental and social issues.

As a company steeped in tradition in its 4th generation, long-term concepts have long formed the basis of our success. Located in the heart of nature, 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 establishment of the company in 1912. You can learn more about what we do in this regard on the following pages.

We are a partner you can count 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', written in a cursive style.



# CONTENTS

»SOCIAL RESPONSIBILITY.....	6
EMPLOYEE ORIENTATION.....	8
TRAINING AND FURTHER EDUCATION.....	10
DIVERSITY MAKES US STRONG.....	12
OCCUPATIONAL HEALTH MEASURES.....	14
OCCUPATIONAL SAFETY.....	16
»ENVIRONMENTAL RESPONSIBILITY.....	18
DEVELOPMENT.....	20
PROCUREMENT.....	22
QUALITY.....	24
THE MAUL TEST LABORATORY.....	26
PRODUCTION.....	28
PACKAGING AND SHIPMENT.....	30
PRODUCT APPLICATIONS.....	32
BLUE ANGEL ECOLABEL.....	34
RECYCLING AND RECOVERY.....	36
»ECONOMIC RESPONSIBILITY.....	38
VALUES AND COST EFFECTIVENESS.....	40
IN THE LOCAL REGION.....	42
LOCATION AND ENERGY BALANCE SHEET.....	44
»VISION AND PLANS.....	46
» MAUL COMMITMENT LIVING AND WORKING CONDITIONS.....	48
»MAUL SUSTAINABILITY PRINCIPLES.....	49



## » 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 high motivation and great recognition for our own actions.



## » EMPLOYEE ORIENTATION

We value independence, qualifications, respect and transparency. The concern for each employee beyond the entrepreneurial sphere 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 30s, the 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 50s.

Today, employee orientation is strongly anchored in all areas of the company. Flat hierarchies facilitate direct communications and quick decisions. 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. The whole package is neatly tied up with the company pension.

Clear guidelines for the management team have provided the necessary parameters for a governance style shaped by partnerships on all company levels. "For this reason, the guidelines apply to all managers and managing directors. In principle, we want to make sure that everyone is treated with respect, is curious about innovations, able to confidently make decisions, use free spaces but also remain focused whilst having fun at work." Cross-divisional employee project teams further support teamwork. Purchasing benefits jointly acquired during working hours can also lead to less strain on personal finances.

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

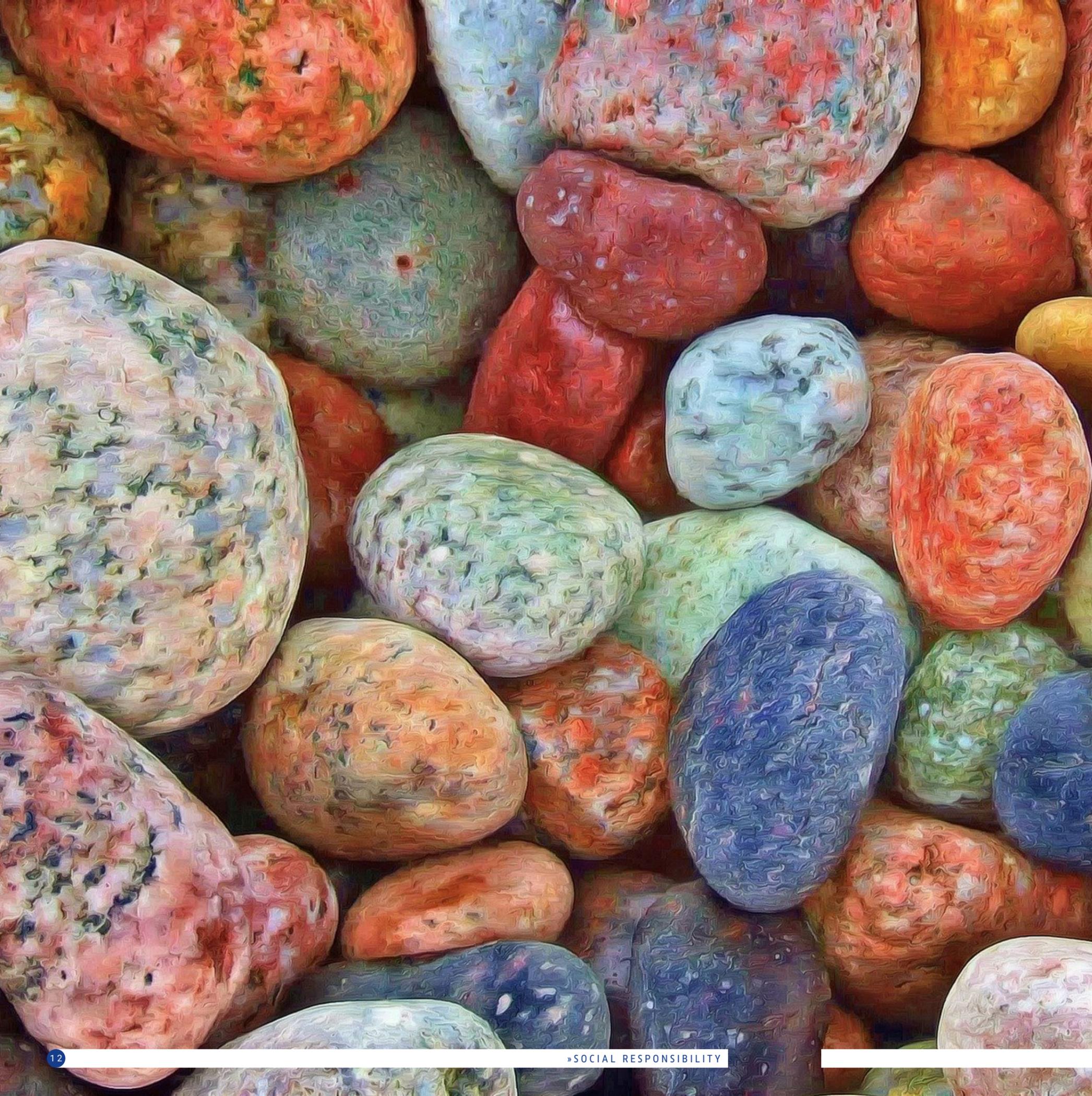
## » TRAINING AND FURTHER EDUCATION

We support lifelong learning as a matter of principle. At MAUL, qualifications are highly sought after, with training and further education forming a regular part of daily working 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 8 different fields, from training to become a tool mechanic to an e-commerce salesman. 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





## » DIVERSITY MAKES US STRONG

190 MAULers from 10 nations work towards 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 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.

Ergonomics 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.





## » 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 midst 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.

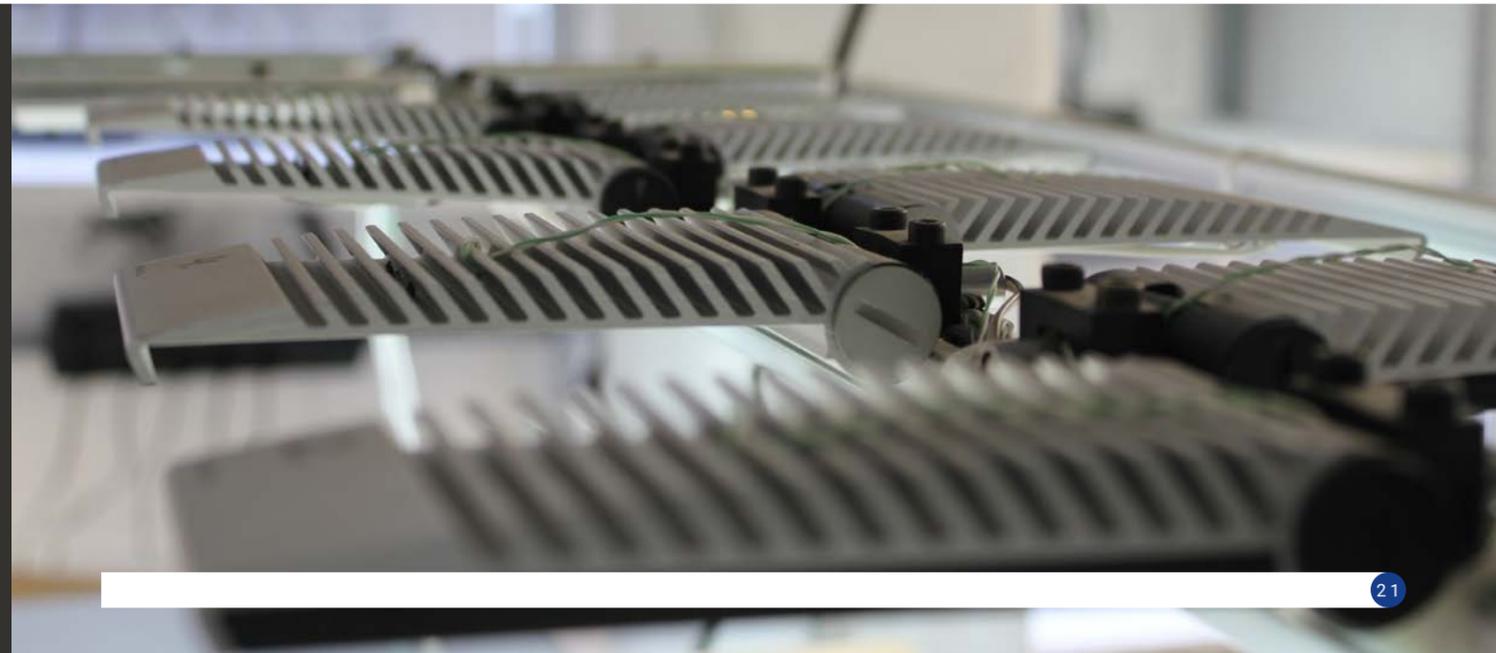
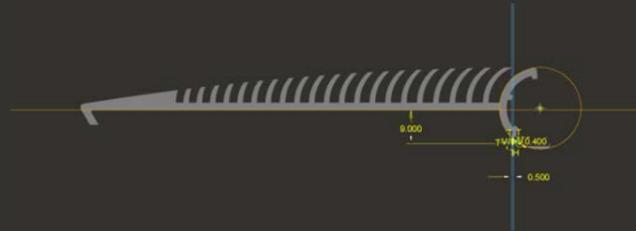
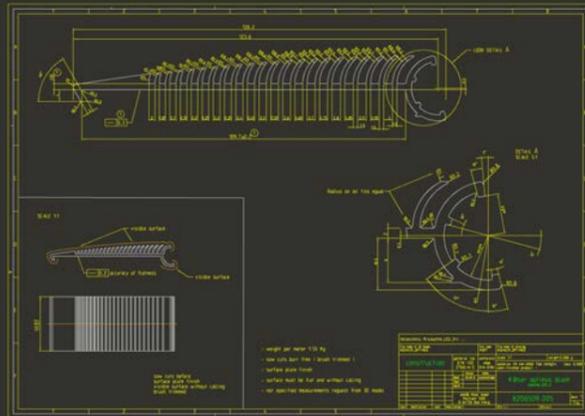
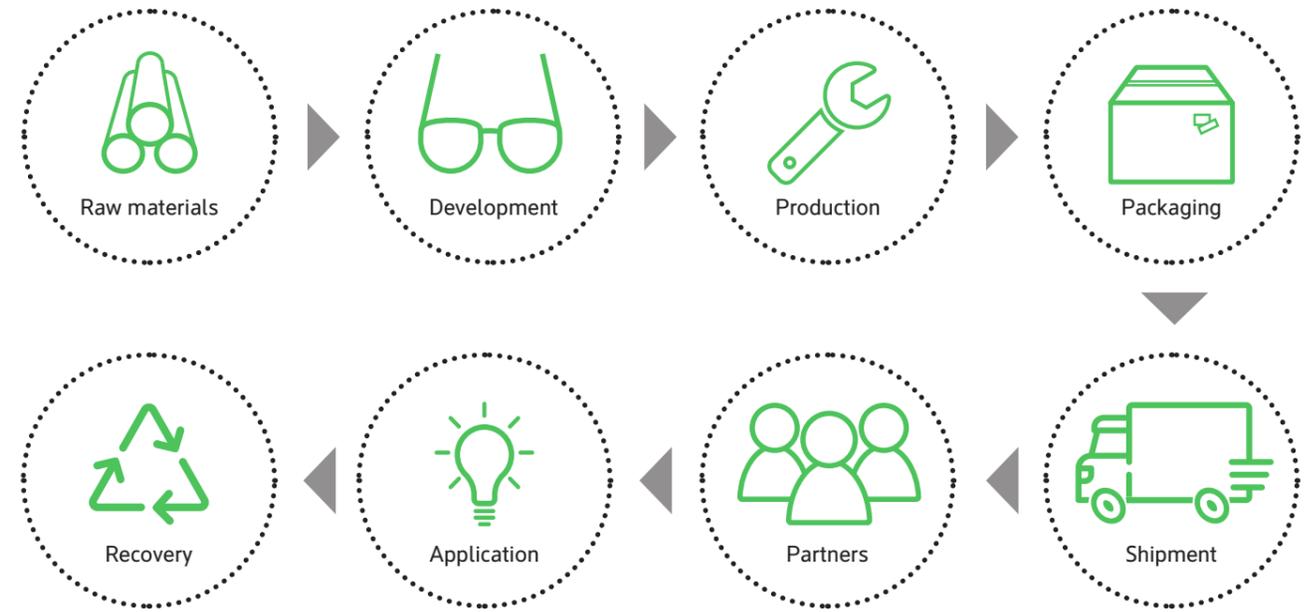
Resource-friendly operations start with the selection of materials. Raw materials that pose health and environmental risks are replaced by harmless

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 whiteboard sheets or parts of sandwich boards contain materials that have already been recycled.

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



## » 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.





## » QUALITY

First class 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. An institutionalised testing process ensures consistent quality in all MAUL products.

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 lamps.

## » THE MAUL TEST LABORATORY

**MAUL complies with over 26 guidelines, laws, regulations and standards for the manufacturing of lamps. It also undertakes stringent testing.**

Lamps 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 lamp 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 lamp pose a fire risk?

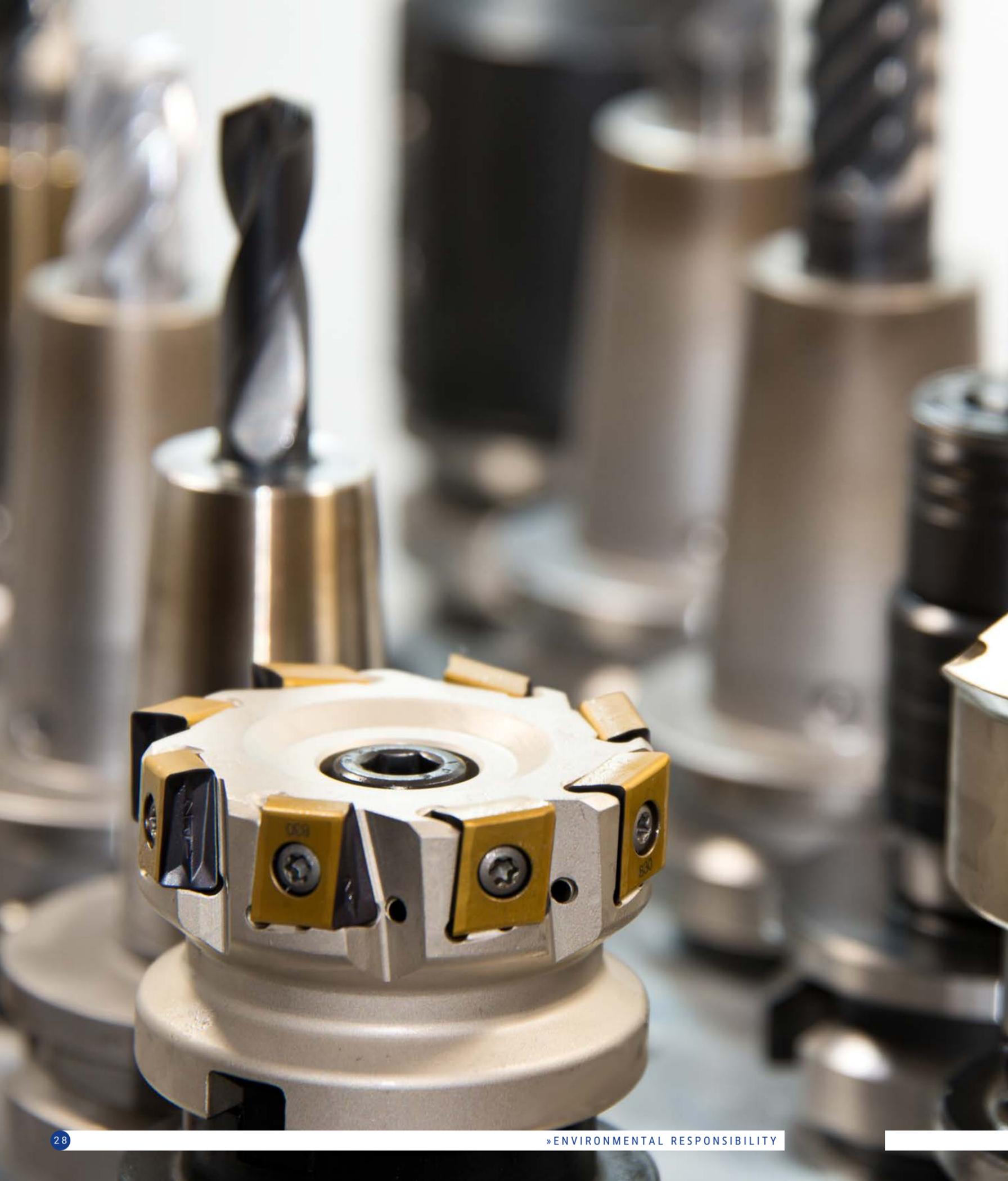
**Optics / safety:** Does the lamp emit disturbing light? Does it lead to permanent eye damage? Is the light the right colour? Are colours of illuminated objects accurately reflected?

**Service life:** A durability test is performed on the lamps at our permanent testing laboratory. Performance data is determined in regular intervals e.g. the illuminance, light current or the temperature.

Thanks to the **durability tests**, we are able to provide reliable information on the service life of our products.

Further tests carried out are the **inspections of incoming goods** in accordance with test procedures based on standards; spot checks, whereby lamps are disassembled and checked for possible changes and uncertainties, alongside drop and packaging tests.





## » PRODUCTION

Production at the Zell and Kirchen plants 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.

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 CO<sub>2</sub>, 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.

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.

**-97%**

the excess powder is reintroduced to the production cycle.

**-45%**

Energy usage by the new plastic injection moulding machines.

## » PACKAGING AND SHIPMENT

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. 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.

Products from the MAUL and Citizen (our cooperation partner in Germany and France) brand ranges are shipped from one warehouse to avoid two-fold delivery.

In 2019, all packages sent within Germany were sent 100% climate-neutral, as confirmed by our logistic partner's KlimaProtect certificate. CO2 emissions per package were calculated on the basis of DIN EN 16258:2012. CO2 emissions attributable to the transportation of packages are offset by investments in an externally certified forest protection and reforestation project (VCS/CCB standard). We have once again concluded a corresponding agreement for 2020.

# 100%

Climate-neutral package shipment in Germany in 2019





## » PRODUCT APPLICATIONS

All of our products unite the highest standards of quality (the best option at every price level), functionality, user-friendliness, performance and safety. This inherently also entails a comparably long product service life, which both saves resources and sustainably minimises CO2 emissions.

We use modern LED technology in our lamps to provide users 80% energy savings in comparison to conventional incandescent bulbs. 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.

**-80%**

Energy usage comparison between the use of conventional incandescent light bulbs and LEDs



## » BLUE ANGEL ECOLABEL

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.

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 Eco Complete calculator series from Citizen has also been awarded the Blue Angel Ecolabel. MAUL took over the sales cooperation for Germany and France. The case of the purely solar-powered calculator is made from 70% recycled plastic, with the packaging and operating instructions also made from recycled materials.



[www.blauer-engel.de/uz116](http://www.blauer-engel.de/uz116)

**0.00004** watts

The energy usage of MAUL solar scales was reduced to this value.



## » 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 German 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, lamps and scales.

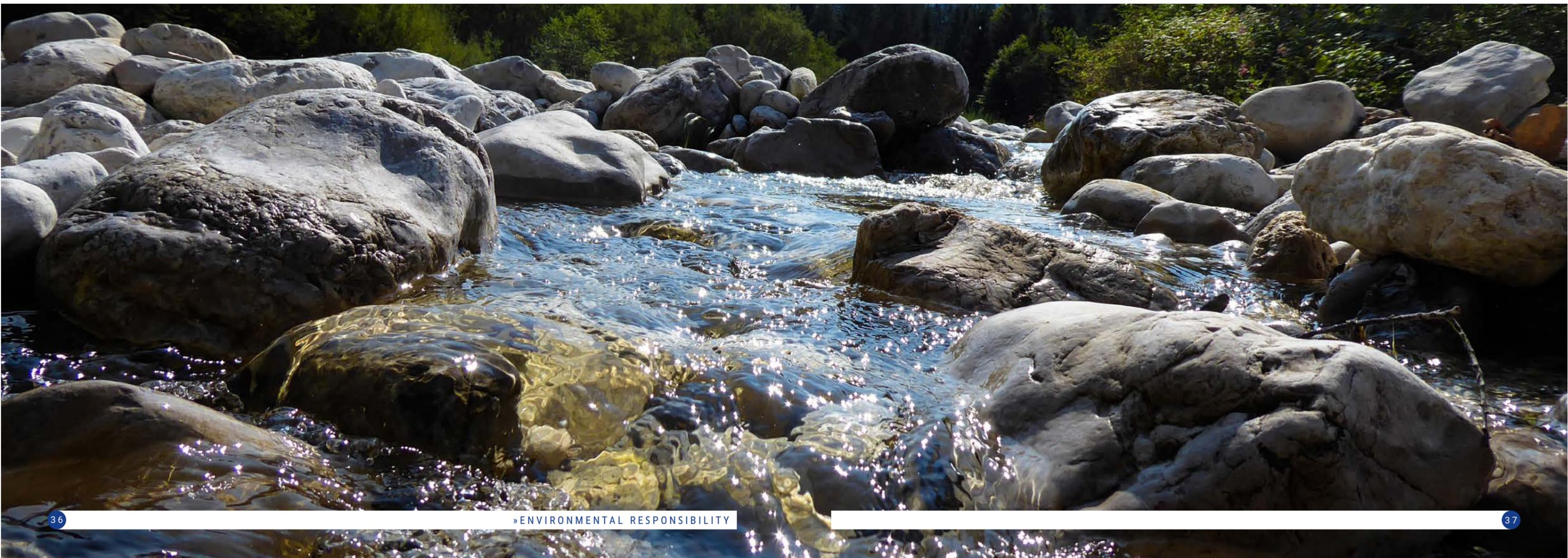
Waste is collected and pre-sorted in strict compliance with the material classes and waste fractions at both sites and separated once more by our service providers to the technically possible extent with economically reason-

able 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





» ECONOMIC  
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 PROFITABILITY

The company objectives of MAUL focus on the long-term. Continuous growth has facilitated investments in our site and the security of jobs in the 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 German stationery industry (PBS Ehrenkodex). 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.

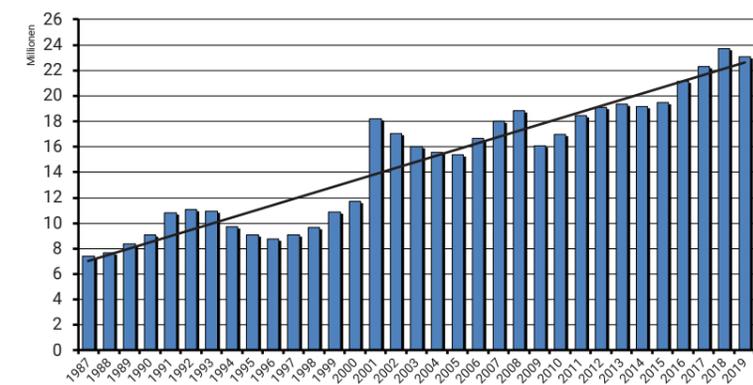
We view fair, compliant and responsible relationships with colleagues, partners and resources as our fundamental duty. We set the highest standards to ensure compliance with legal and regulatory requirements. All standards, internal regulations and guidelines must be adhered to at all times. Violations 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](http://www.standortdeutschland.org)



MAUL GmbH sales performance 1987-2019

## » 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.

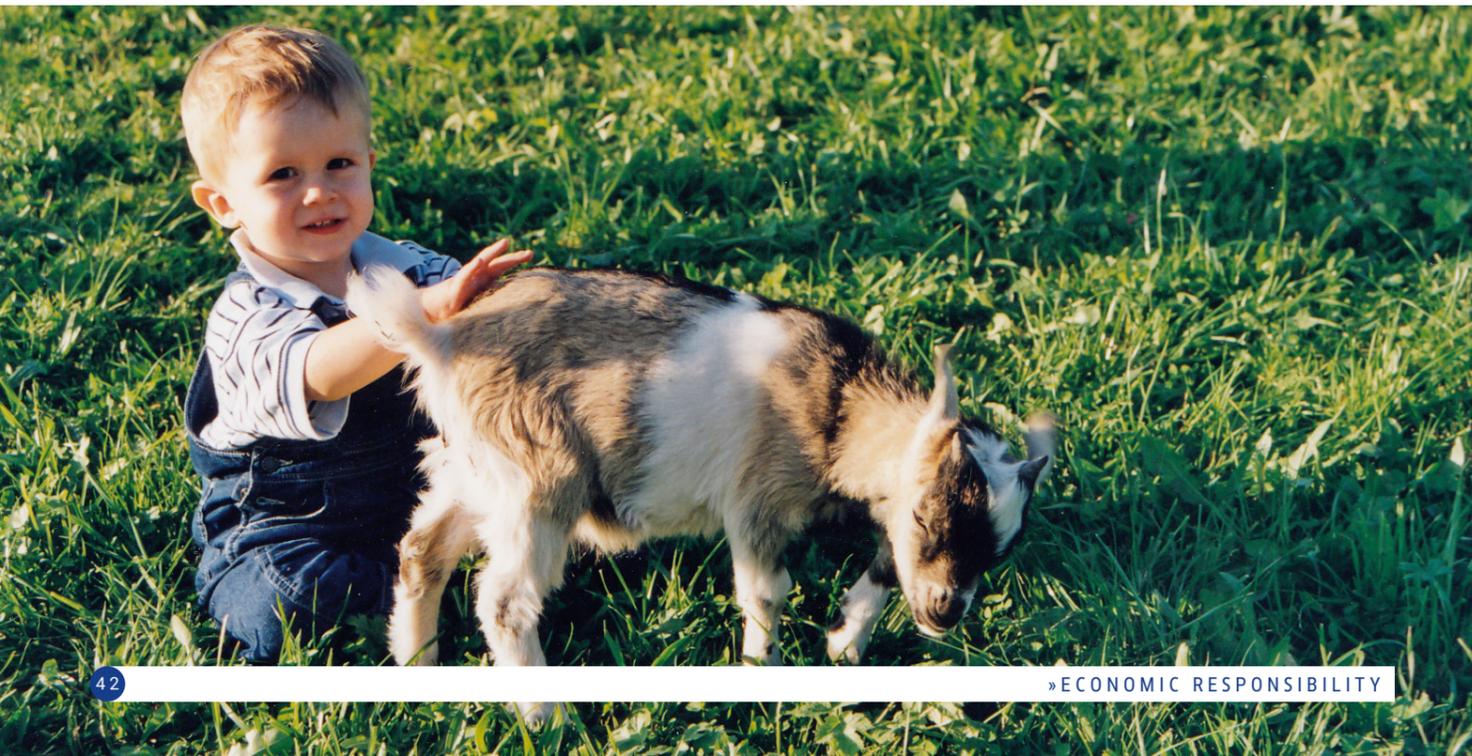
On the occasion of our 100-year anniversary, one hundred trees were newly planted as a donation from the shareholder Walter Scharmann near the Bad Königer site to support reforestation in the region. The trees are now up to 4-metres tall. In line with its views, MAUL does not use any herbicides for weed control at either of its production sites.

We will be supporting our local region this year, for example, by participating in the Instagram museum, the brainchild of a local business association to promote the modern side of the local area. 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

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 employed 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 - a 35 % reduction was achieved between 2018 and 2019.

Conference rooms, management and external contractors have been equipped with modern video conference systems. **Working in the home office** 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.

**-37.1%**

Energy usage of both plants in Bad König and Kirchen between 2012 and 2019

**-48%**

kWh/€uro turnover from 2012 to 2019

**-35%**

Paper consumption reduced from 559,000 sheets in 2018 to 367,000 sheets in 2019





## » VISION AND PLANS

A number of projects on the topic of sustainability are currently in the works or being reviewed for the upcoming years. In order to optimise our resource efficiency, we cooperate with ETA Fabrik, an interdisciplinary research group ETA - Energy Technologies and Application in Production within the Institute of Production Management, Technology and Machine Tools (PTW) at the Technische Universität Darmstadt. Our use of resources in the manufacture of our products will be measured for the current year as part of a student master thesis. This research will enable us to determine the environmental footprint of our production processes. Other projects scheduled to take place in the upcoming years will enable us to create a life cycle assessment for our entire operation.

One project group is currently tasked with avoiding the use of plastic in our product packaging whilst ensuring the stability and safety thereof remain uncompromised. Another project aims to continuously increase the percentage of post-consumer plastic used. Working on this project is another interdisciplinary

group of colleagues from the fields of engineering and procurement.

In order to minimise our consumption of resources, we are currently reviewing the potential construction of our own solar park at the Bad König site. If this plan gets approved, we will be able to supply the site completely from our own resources.

In addition to digitisation, MAUL has also named a diverse range of fields that will guide the family firm through the next decade with a range of changes, including planning projects to increase sustainability. The resulting measures will be implemented in a target-oriented and brisk manner.

Our actions are governed by our sustainability principles and ensuring the living and working conditions of our employees. Sustainability management is consequently a key cornerstone of the company and shall remain so in the future MAUL corporate strategy.

## Voluntary commitment

The constant improvement of employee living and working conditions is our top priority for employment at Jakob Maul GmbH.

This helps us to achieve productive employment with fair wages, humane working conditions and social protection, including social security, a strong social dialogue and respect for labour and social standards, notably the core labour standards.

We are governed by the following principles in this regard:

- Freedom of association and the right to collective bargaining
- Elimination of forced labour
- Abolition of child labour
- Ban on discrimination in respect of employment and occupation

More specifically, we adhere to the following core labour standards:

- Freedom of association
- Protection of the right of association
- The right to collective bargaining
- No forced labour
- Equal pay
- No discrimination
- Adherence to the minimum working age
- No child labour

When selecting suppliers, we place particular importance on ensuring that all suppliers fulfil the core labour standards.

Furthermore, an internal working group is tasked with constantly improving occupational health and safety.

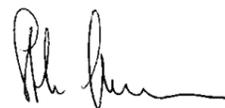
We comply with all applicable laws on working hours, breaks and statutory bank holidays.

All employees are informed of our voluntary obligation to protect good working conditions and are consequently obligated to implement the core labour standards.

The workers' council is a valued body at MAUL. It facilitates the natural balance of interests within the company through the pooling of employee opinions and consequently makes a positive contribution towards corporate decision-making.

MAUL is committed to the applicable laws and regulations, notably the Works Constitution Act, the Working Hours Act, the Working Conditions Act, the Protection Against Dismissal Act and the Maternity Protection Act.

Bad König, 1st December 2019



Stefan Scharmann  
Managing Director

## Our sustainability guidelines

### Responsibility for safe, sustainably manufactured products

We design our products in a resource-friendly manner throughout the entire value chain, from the initial concept to disposal. We aim to deliver the best quality for each price level to ensure a long service life with the highest safety standards for our customers. Reliable compliance with applicable standards and laws is a matter of course for us, as these principles govern our work.

### Responsibility for business and production processes

Consistent with the relevant economic aspects, our processes are continually under scrutiny with regards to the potential to improve resource preservation, environmental sustainability, social issues and occupational safety. In order to do so, we use the experience and knowledge of our employees and the transparency of the individual production stages.

### Responsibility for our employees

Putting employees' interests before those of the firm has formed an integral part of MAUL's philosophy since 1912. Preserving jobs is always a higher priority than maximising profits. We promote qualifications, with particular importance placed on training and further education as well as research cooperations. Healthy working conditions are of the utmost importance to us and we are currently expanding our occupational health management.

Personal responsibility is actively encouraged at MAUL. Awareness of safety, environmental protection and quality is promoted as a fundamental component of our daily activities.

Our diversity and individuality form the foundation of our successful and high-performance company.

### Responsibility for customers, partners and suppliers

Fair and responsible conduct with our customers, partners and suppliers and employee-orientation are key components of our overall corporate strategy. We adhere to the PBS ethics code as a matter of principle.

We aim to achieve a transparent supply chain, from raw material to finished product. Sustainable action and humane working conditions underpin our selection criteria for suppliers. We actively promote the introduction of measures to improve environmental protection and occupational safety amongst our partners. Our designs are influenced by suggestions from customers on sustainability.

### Responsibility for the region

We plan for the long term and focus on the creation of good, durable products in order to secure jobs and training places for future generations and to maintain an environment that is worth living in.

We are proud of our roots as proud supporters of Germany and Europe. We have accordingly expanded our production facilities in Germany to secure the domestic value chain. For over 100 years we have been investing in our common future.



Managing Director



Management Team



Workers' Council

Bad König, 1st December 2019



# MAUL

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