



Körting Hannover GmbH  
Hanover

# Sustainability report

for the financial year  
from 01.01. to 31.12.2024



## Table of contents

Foreword .....	4
About this report .....	5
<b>1</b> Körting Hannover GmbH.....	6
<b>1.1</b> Who we are .....	6
<b>1.2</b> Organisation and corporate structure .....	6
<b>1.2.1</b> Organisation.....	6
<b>1.2.2</b> Management structure .....	7
<b>1.3</b> Products and services as well as sales markets.....	8
<b>2</b> Corporate management.....	8
<b>2.1</b> Code of Conduct.....	8
<b>2.2</b> Mission statement .....	9
<b>2.3</b> Management of sustainability issues .....	9
<b>2.4</b> Stakeholder dialogue .....	10
<b>2.5</b> Involvement of employees .....	10
<b>2.6</b> Data protection and cyber security .....	11
<b>3</b> Product responsibility .....	11
<b>3.1</b> Management approach.....	11
<b>3.2</b> Quality and sustainability of products and services .....	11
<b>3.3</b> Innovation.....	12
<b>3.4</b> Product labelling .....	12
<b>4</b> Human rights.....	12
<b>5</b> Employees .....	13
<b>5.1</b> Management approach.....	13
<b>5.2</b> Employment structure.....	13
<b>5.3</b> Remuneration .....	14
<b>5.4</b> Co-determination .....	14
<b>5.5</b> Training and further education .....	14
<b>5.6</b> Assessment of performance.....	15
<b>6</b> Environmental and climate protection.....	15
<b>6.1</b> Management approach.....	15
<b>6.2</b> Energy sources and consumption .....	16



6.2.1	Electricity .....	17
6.2.2	Natural gas.....	17
6.2.3	Heating oil.....	17
6.2.4	Fuels .....	17
6.3	Optimisation of energy consumption.....	17
6.4	Water and waste water.....	17
6.5	Biodiversity .....	18
6.6	emissions.....	18
6.7	Reduction of greenhouse gas emissions.....	18
6.8	Waste.....	19
6.8.1	Waste produced .....	19
7	Occupational health and safety .....	19
7.1	Organisation.....	20
7.2	Training and instruction.....	20
7.3	Key figures for occupational health and safety .....	21
7.4	Promoting the health of employees.....	21
8	Purchasing / Suppliers / Supply chain.....	21
8.1	Suppliers.....	21
8.1.1	Evaluation of new suppliers.....	21
8.2	Materials .....	22
9	Social commitment .....	22
	Content index according to GRI.....	I

## Excellence by tradition - future through responsibility

# Sustainability report of Körting Hannover GmbH for the financial year from 1 January to 31 December 2024

## Foreword

As a family business, we feel particularly committed to future generations. It is our responsibility to make an active contribution to positively shaping the world of tomorrow. That is why we have been committed for many years to sustainable development that harmonises the economy, environment and society. This development is characterised by constant learning, further development and improvement. Responsible corporate behaviour in terms of sustainability is the central theme for us. Sustainability is the core element of our actions and an integral part of our corporate culture. We are guided by the 17 Sustainable Development Goals (SDGs) of Agenda 2030, the United Nations' Sustainable Development Goals.



Source: [www.bundesregierung.de](http://www.bundesregierung.de)

Hanover, 31.01.2025

Dr York Fusch    Martin Fusch  
Board of Directors of Körting Hannover GmbH



## **About this report**

The Sustainability Report, which is published in German and English, combines the key financial and sustainability-related information. When selecting reporting topics, we are guided by the principles of materiality, completeness, sustainability, balance and stakeholder involvement.

The reporting period covers the 2024 financial year. The reporting frequency is once a year for the previous financial year. The point of contact is the Management Board.

The sustainability area 2024 was not audited externally.

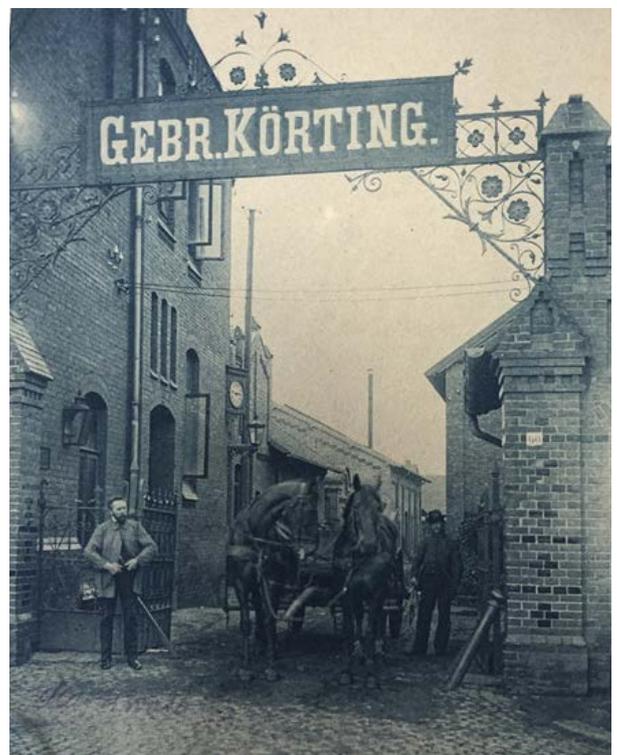
# 1 Körting Hannover GmbH

## 1.1 Who we are

Körting Hannover GmbH, which was founded in 1871, is an internationally positioned, medium-sized family business that specialises worldwide in engineering expertise and individual consulting in the respective fields of application. Well-trained and highly qualified employees, who identify with the company as well as with the products and services produced, form the foundation for the realisation of the customer wishes and requirements placed with Körting Hannover GmbH.

On the basis of sophisticated, resource-saving products and technologies, as well as services of the highest quality, our aim is to develop and produce consistent products with optimum energy efficiency and to provide services that fulfil the requirements placed on us in order to achieve the greatest possible customer satisfaction.

Application-oriented research and development at our company forms the basis for the continuous optimisation and improvement of our existing products and services. It is a prerequisite for further developments and new developments as well as for the market launch of new technical concepts and solutions.



In-house production guarantees maximum flexibility with consistently high product and service quality.

In line with Körting's objectives, all employees are responsible for ensuring that the processes required to create the products and services are observed and are subject to continuous improvement.

## 1.2 Organisation and corporate structure

### 1.2.1 Organisation

As the parent company of the Körting Group, Körting Hannover GmbH, represented by its two directors, plays a leading role in the Group. Körting Hannover GmbH fulfils the management function within the Group.

The domestic subsidiary Hans Hennig GmbH is represented in the Körting Group with its own specialist technical sales department and its own production facility for certain of its own pro-



ducts, whereby the subsidiary is increasingly involving the parent company as a supplier in order to optimise production process steps.

The foreign subsidiaries are primarily active in sales support. In addition, our foreign subsidiaries, in close cooperation with the parent company, occasionally place production or manufacturing orders with suppliers in the country of the respective subsidiary.

### **1.2.2 Management structure**

The Board of Directors of Körting Hannover GmbH manages the company in the interests of the company with the aim of sustainable value creation and conducts the company's business in accordance with the statutory provisions, the respective valid articles of association, the rules of procedure and the respective valid schedule of responsibilities of the Management Board.

The directors are obliged to act in the interests of the company and are subject to a comprehensive non-competition clause during their work for the company. In connection with their activities, they may not demand or accept unjustified advantages from third parties, either for themselves or for other persons, or provide or grant third parties unjustified advantages. They may not utilise business opportunities to which the company is entitled for themselves or for other (external) third parties. Any paid or unpaid secondary employment requires the prior consent of the Shareholders' Meeting.

The highest controlling body for all matters relating to the company is the shareholders' meeting in accordance with the German GmbH Act. In addition, there is an advisory board as a voluntary advisory body. Advisory Board members are appointed by the shareholders' meeting for a term of 3 years. Re-election is permitted.

In accordance with the Articles of Association of Körting Hannover GmbH, shareholders' meetings are convened by the Management Board. The Chairman of the Management Board chairs the shareholders' meeting.



### **1.3 Products and services as well as sales markets**

The parent company in Hanover and the subsidiaries in Germany and abroad specialise in technical solutions for specific customer requirements in the field of process engineering machinery and plant construction.

The Körting Group's research and development is based at the parent company's site in Hanover.

Jet ejectors and vacuum technology products are mainly used to generate a vacuum, compress gases and convey and mix liquids, gases, vapours and solids. These include steam jet vacuum systems, hybrid vacuum systems, vacuum condensers, ice condensation systems, steam jet heaters and mechanical water ring pumps. Venturi and jet gas scrubbers, waste water aeration systems, evaporation systems and swirl droplet separators are used in waste gas purification and environmental technology. Process heat and combustion technology products are used in industrial burners, valve connectors, furnace controls, flame monitoring systems and control cabinets, among other things.

In many countries, population growth is closely linked to increasing purchasing power. The resulting increase in demand for food, chemical and pharmaceutical products leads to regular investment surges by the Körting Group's industrial customers.

## **2 Corporate management**

### **2.1 Code of Conduct**

Our actions are in line with the applicable legal framework and a responsible ethical understanding, which we have formulated in a Code of Conduct. This Code of Conduct is based on a shared basic understanding of socially responsible corporate governance. We assume responsibility within the scope of our respective possibilities and scope of action by taking into account the consequences of our business decisions and actions in legal, economic, technological as well as social and ecological terms. In this way, we contribute to the social and economic development of the countries and regions in which we operate. We promote equal opportunities and do not tolerate discrimination. We treat all people equally, regardless of gender, age, skin colour, ethnic origin, sexual identity and orientation, disability, religious affiliation, ideology or other personal characteristics. We do not tolerate corruption, bribery or extortion; they prevent fair competitive conditions. Training to prevent and combat corruption is provided in the Prevenio training programme, among others, and is also documented there.

In our business relationships, we do not promise, offer, grant, demand or accept inducements that are linked to the intention or could give the impression of influencing business decisions or gaining any other unauthorised advantage, nor do we allow ourselves to be promised such inducements. A particularly strict standard must be applied when dealing with persons to whom special criminal and liability regulations apply (e.g. public officials).

The Code of Conduct is approved by the management of Körting Hannover GmbH and applies to all employees.



## 2.2 Mission statement

The Code of Conduct is also reflected in our mission statement:

### **Excellence rooted in tradition – the future shaped by responsibility**

As a **leading medium-sized mechanical engineering company** in the field of jet pump and vacuum technology, we create innovative and sustainable solutions. Solutions that stand apart for their superior quality and technological excellence.

**Our employees are the most important asset.** Our success is the result of their skills, hard work and creativity. Together, we combine tradition with progress, act responsibly and forge a sustainable future.

**Trust, reliability, a team spirit and an innovative DNA are part of our values.** These aspects govern what we do and make us a dependable partner worldwide.

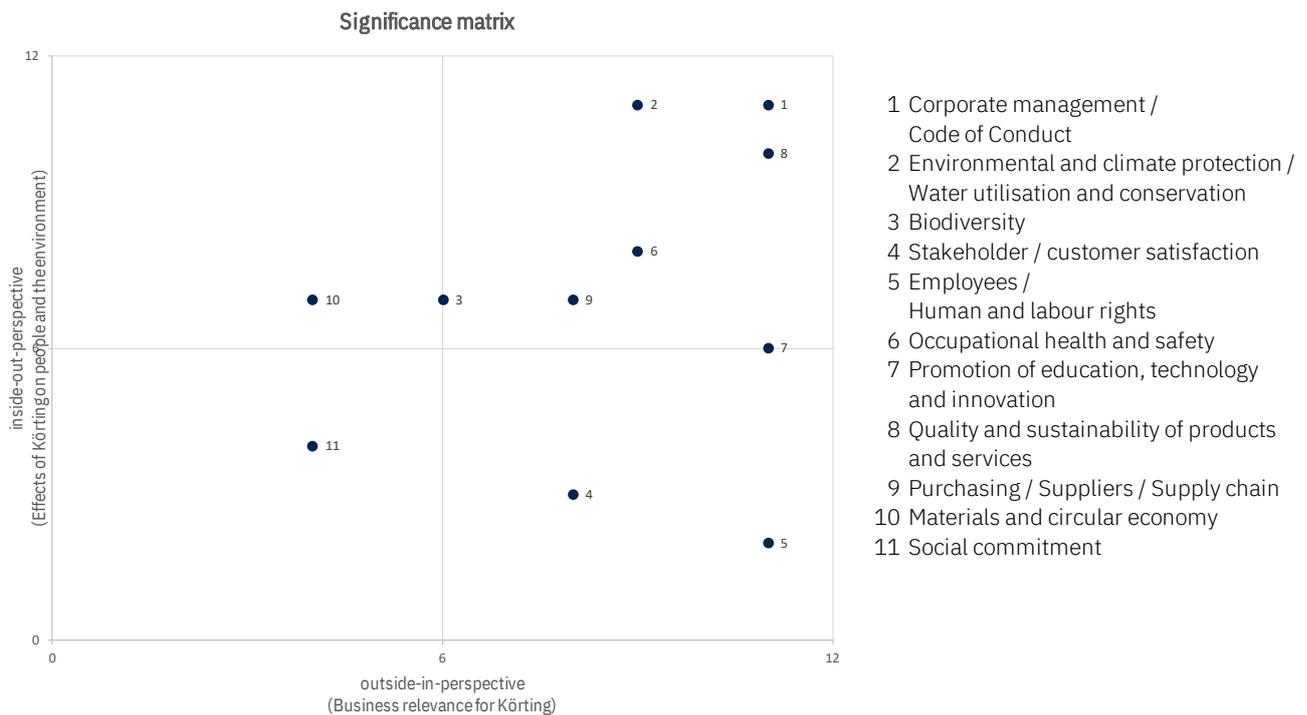
## 2.3 Management of sustainability issues

Responsible corporate governance geared towards sustainable value creation is the benchmark for the actions and management of key issues by the Board of Directors.

Sustainability is our compass. In line with the guidelines of the Global Reporting Initiative (GRI), we regularly assess the topics that are important for understanding the economic, environmental and social impact of our company. When selecting reporting topics, we are guided by the principles of materiality, completeness, sustainability, balance and stakeholder involvement

We are certified in accordance with the DIN EN ISO 9001:2015 management system for quality and DIN ISO 45001:2018 for occupational health and safety. Our energy management system is audited in accordance with DIN EN 16247-1.

Since 2017, we have also been certified by the Ecovadis sustainability rating agency in Paris, France. This is based on international sustainability standards such as the United Nations Global Compact, the Global Reporting Initiative and ISO 26000 and analyses the sustainability performance of companies.



## 2.4 Stakeholder dialogue

Openness and honesty are among our core corporate values. That is why we rely on a dialogue with our stakeholders that is based on respect and mutual trust and is intended to help promote our sustainability. Consideration of the interests of interested parties (stakeholders) is laid down in internal procedural instructions, among other things. This takes the form of regular employee information and collective wage agreements, a shareholders' meeting that takes place at least once a year, short monthly reports to the Advisory Board, publication of the annual financial statements in the electronic Federal Gazette (including the balance sheet and income statement, notes, management report with statements on business performance, report on opportunities and risks, strategic orientation), membership in associations and interest groups and this sustainability report.

Critical concerns can be reported to the management or the works council. We also offer our employees and business partners access to a protected mechanism to confidentially report possible violations of the principles of corporate governance.

## 2.5 Involvement of employees

In order to achieve our sustainability goals, we actively involve our employees and want to raise their awareness of sustainability. Internal audits help the Board of Directors to monitor, question and improve desired and defined standards in company practice through dialogue and exchange with employees. They give employees the opportunity to actively contribute to our operational processes with suggestions for improvement and/or ideas and are therefore an important instrument for their continuous further development.



## **2.6 Data protection and cyber security**

Information and cyber security is becoming increasingly important. In addition to protecting company-relevant data and the IT infrastructure, it forms the basis for successful digitalisation. We promote the sensitisation of our employees to the protection of data, information and expertise through regular training, for example.

The protection of customer data / company-relevant data is regulated in an internal IT security policy manual.

Up-to-date firewall systems and virus scanners are used to prevent data security risks from unauthorised access to the IT systems.

Our company has appointed a data protection officer.

## **3 Product responsibility**

### **3.1 Management approach**

For us, product stewardship means that our products meet the highest quality standards and pose no risk to people or the environment when used correctly. We work on this continuously.

### **3.2 Quality and sustainability of products and services**

Our quality management system is certified in accordance with DIN EN ISO 9001:2015.

All processes in the company associated with the realisation of products and services must be determined and designed.

Through their planning and control, the specified customer requirements for the products and services are fulfilled, taking into account applicable legal and regulatory requirements. For example, our company is certified for the manufacture of pressure equipment and pipelines in accordance with the AD 2000-Merkblatt HPO regulations, ASME (American Society of Mechanical Engineers) and the Manufacture Licence of Special Equipment People's Republic of China.

In the circular economy, materials and products should be shared, leased, reused, repaired, refurbished and recycled for as long as possible. In this way, the life cycle of products is extended. The reuse and recycling of products slows down the use and consumption of natural resources, reduces the destruction of landscapes and habitats and helps to limit the loss of biodiversity. Another benefit of the circular economy is a reduction in greenhouse gas emissions.

Our blast pumps and vacuum systems are predominantly made of steel. At the end of a long service life, which can sometimes last decades, steel becomes scrap again and thus a reusable, important raw material. Recycling in line with its intended use enables almost unlimited reuse.

When used responsibly and appropriately, our products and services pose no risk to people or the environment.



### **3.3 Innovation**

Innovation in our society would be inconceivable without mechanical and plant engineering. With its products and applications, mechanical and plant engineering creates sustainable solutions for climate protection, resource conservation, secure jobs and contributes to social and economic development worldwide.

For us as a globally active technology company, continuous and targeted research and development activities are an essential prerequisite for sustainable business success. Based on our findings, we develop new areas of application and continuously endeavour to further improve processes and system technologies. This is mainly carried out in the context of orders and therefore in close coordination with our customers and their individual requirements. For example, employees from the Research & Development department (R&D) are involved in commissioning and special customer projects. This ensures, among other things, a close link between the R&D department and customer and market requirements.

### **3.4 Product labelling**

All products and services must be labelled in such a way that they can be clearly identified during production and service provision, monitoring and measurement requirements can be met and traceability is guaranteed.

We provide our customers with operating instructions regarding the assembly, function, transport, storage, commissioning and decommissioning, safe operation and disposal of our products. In addition, we may provide a wide variety of other documentation, such as customer documentation, documentation from subcontractors, documentation based on customer requirements or technical regulations and standards.

## **4 Human rights**

Our actions are in accordance with the relevant legal regulations. We are guided by ethical values and principles, in particular integrity and honesty as well as respect for human dignity, as set out in the principles of the United Nations Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises and the core labour standards of the International Labour Organisation (ILO) as well as the United Nations Guiding Principles on Business and Human Rights. Our Code of Conduct is available on our website [www.koerting.de](http://www.koerting.de). We expect the same basic understanding from our business partners. We also offer our employees and business partners a whistleblower system to report possible violations of the principles of our Code of Conduct.



## **5 Employees**

### **5.1 Management approach**

"People are the key to success". In line with this motto, our employees are our most important asset: their expertise, commitment and creativity form the basis and contribute significantly to the success of our company. Together, we combine tradition with progress, act responsibly and create a future worth living.

We want to attract talented people to our company, retain them and help them to develop further. The basis for this is an open management culture based on mutual trust, respect and commitment.

Good cooperation and reliable leadership are important pillars of our success. We rely on a culture that is open to change, thrives on employee empowerment and promotes entrepreneurial behaviour. The continuous further development of the corporate culture is an overriding goal of Körting Hannover GmbH.

### **5.2 Employment structure**

Our employees are broken down by age group as follows: 20 employees are under 30 years old, 100 employees are between 30 and 50 years old and 106 employees are over 50 years old. The proportion of women is 19% in relation to the company as a whole. If production is not taken into account, the proportion of women is 32 %. Our employees come from 10 countries (including Germany).

In the course of 2024, 12 new employees were hired, 6 employees resigned and 11 employees retired.

A total of 10 employees took advantage of parental leave in 2024.

Employees with disabilities are an integral part of our workforce. According to a voluntary declaration, we are aware of 13 employees with disabilities. The special interests of these employees are represented in the company by an elected representative body for severely disabled employees.

In 2024, Körting Hannover GmbH employed 2 temporary workers. These people are employees of specialised temporary employment agencies, whose temporary employment offers us the opportunity to deploy qualified workers at short notice and to react flexibly to changing personnel requirements. Each temporary employment contract has been approved in advance by the works council.

Managers at all levels of the Körting Hannover GmbH hierarchy are generally recruited from within the company. Our subsidiaries only employ staff from the regional communities in which the companies are based.



### **5.3 Remuneration**

Körting Hannover was a founding member of the Lower Saxony Employers' Association in 1890. With the Stinnes-Legien Agreement of 1918, the employers recognised the trade unions as representatives of the employees and agreed to regulate working conditions through collective agreements.

To this day, Körting is expressly committed to equal opportunities, including equal pay, and provides its employees with remuneration in line with the market. There are no differences in remuneration between women and men with comparable qualifications and activities.

Our company is bound by collective labour agreements. The collective agreements of the metal and electrical industry for the state of Lower Saxony apply in the currently valid version.

All company benefits are offered to all employees, regardless of whether they work full-time or part-time.

### **5.4 Co-determination**

We have a works council in accordance with the German Works Constitution Act. Trusting cooperation with employee representatives is another key component of our corporate culture. Through open and continuous dialogue, we create the conditions for balancing the interests of the company and the employees, even in challenging situations.

At company level, issues are regulated in the form of works agreements. Operational changes are communicated in accordance with legal and collective bargaining requirements.

### **5.5 Training and further education**

Körting offers apprenticeships in plant mechanics, metal technology, machining mechanics, technical product design and industrial clerks, as well as a dual mechanical engineering degree programme specialising in construction technology. We currently have 10 trainees.

The qualification of employees ensures that the processes and requirements as well as appropriate quality, occupational safety, health and environmental protection are guaranteed. Training and further education are key success factors here. After all, the skills and expertise of our employees are crucial to the company's development and long-term success.

The training requirements and further training measures are determined in the respective departments and the training and further training measures and individual learning needs are agreed and defined jointly between the employee and the respective manager. These are adapted to the specific requirements of the respective position and future needs. The company bears the costs of training and development measures.

The evaluation of external training and further training measures is carried out following the measures.

Transitional assistance to support employees who are retiring or have been made redundant also counts as training measures in the broader sense. These are regulated in the existing collective labour agreements.



## **5.6 Assessment of performance**

All employees have the right to an appraisal interview, which is held regularly or on request, and to receive an interim reference to assess their performance.

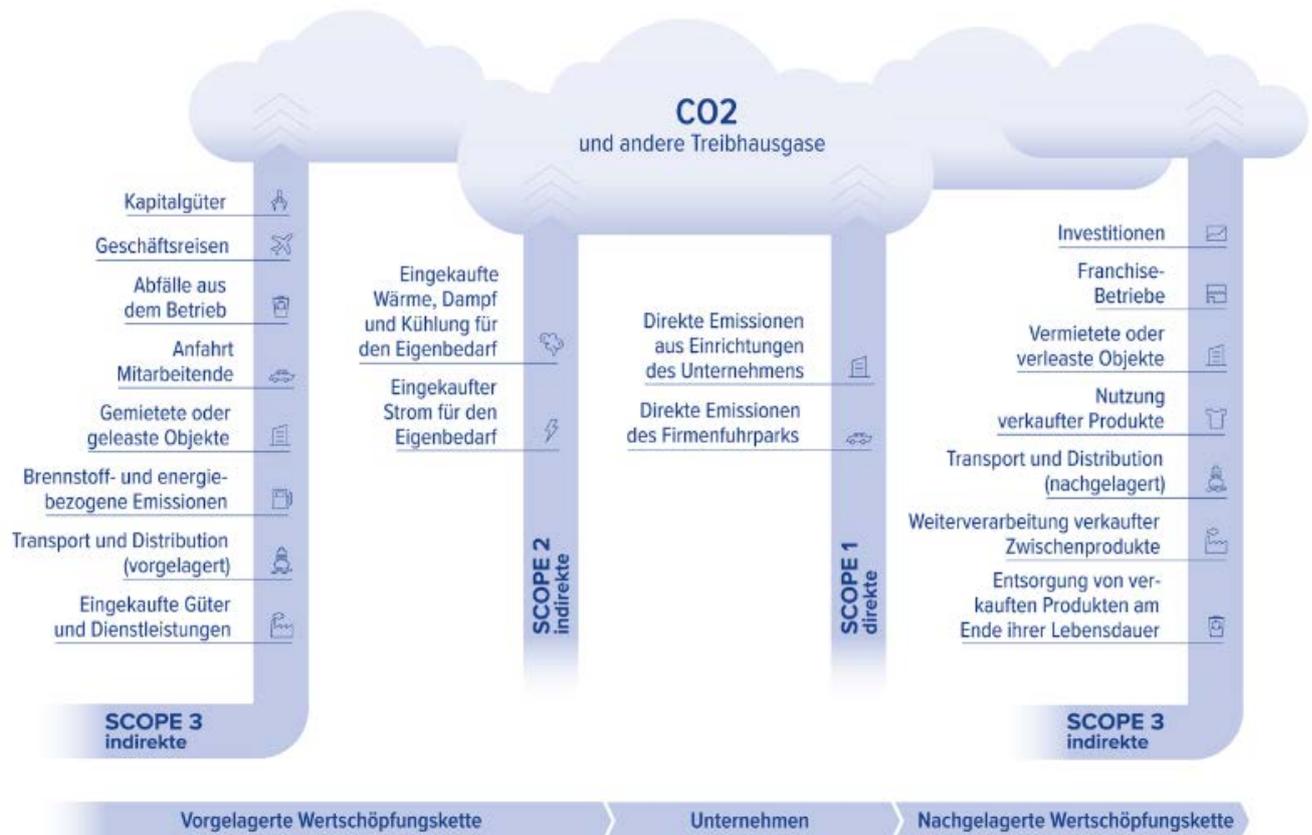
# **6 Environmental and climate protection**

## **6.1 Management approach**

Körting Hannover GmbH is committed to climate protection and makes its contribution within the scope of what is economically and technically possible. We are continuously working to reduce our environmental impact through emissions. Our employees are called upon to reduce energy consumption in the company and thus act in line with our sustainability strategy.

The new German Climate Protection Act came into force on 17 July 2024 following its promulgation in the Federal Law Gazette. The German Bundestag and the German Bundesrat passed the amendment in spring 2024. The aim is to achieve a 65% reduction in all greenhouse gases by 2030 compared to 1990 levels. Germany is to be greenhouse gas neutral by 2045.

The Kyoto Protocol of 1997 set binding targets and measures to combat climate change. This agreement formed the basis for the Greenhouse Gas (GHG) Protocol. The GHG Protocol stipulates that all Scope 1 and Scope 2 emissions must be recorded. The recording of Scope 3 emissions is optional according to the GHG Protocol.



Source: [www.climatepartner.com](http://www.climatepartner.com)

Scope 1 emissions are emissions from sources for which the company is directly responsible or controlled. These include emissions from energy sources at the company's site, such as natural gas and fuels (e.g. from the operation of boilers). Companies are responsible for or control them. Scope 1 also includes emissions from the company's own vehicle fleet.

Scope 2 emissions are indirect greenhouse gas emissions from purchased energy (e.g. electricity, water vapour, district heating or cooling that is generated outside the company's own system boundaries but consumed by them). For example, if electricity purchased by a utility company is generated outside the company, the resulting emissions are considered indirect emissions. If companies themselves generate energy from sources that they are responsible for or control, the associated emissions are considered direct Scope 1 emissions. Other emissions from the production and processing of upstream fuels or the distribution of energy in a network are recognised under Scope 3.

Scope 3 emissions result from activities that do not directly belong to a company (e.g. from business trips or waste management).

## 6.2 Energy sources and consumption

Energy demand has the greatest direct impact on greenhouse gas emissions. The primary strategic approach is therefore to increase energy efficiency and utilise renewable energy sources. For years, we have been purchasing 100% of our electricity from renewable energy sources via a



third-party provider. Our employees are also called upon to reduce energy consumption within the company and thus act in line with our sustainability strategy.

Our energy management system is audited in accordance with DIN EN 16247-1. The aim is to continuously save energy and costs through efficiency measures.

### **6.2.1 Electricity**

We have been sourcing our electricity from 100% renewable energy sources for years. Compared to the German electricity mix, we reduce CO<sub>2</sub> emissions by around 394.72 tonnes per year. Energy consumption from electricity totalled 714,450 kWh.

In 2023, a photovoltaic system with a forecast annual yield of around 95,900 kWh was installed. In the 2024 reporting year, 70,953 kWh were generated by the company's own photovoltaic system.

### **6.2.2 Natural gas**

A total of 4,628,126 kWh was used to generate heat from natural gas.

### **6.2.3 Heating oil**

24,559 litres of heating oil were used to generate heat.

### **6.2.4 Fuels**

The fuel consumption of company vehicles has not yet been systematically recorded. This will be done from 01/01/2025.

## **6.3 Optimisation of energy consumption**

Our energy management system is audited in accordance with DIN EN 162471. The aim is to continuously save energy and costs through efficiency measures.

A reduction in energy consumption can be achieved, for example, by implementing more energy-efficient processes, optimising process flows or modernising buildings. More efficient lighting systems, improved insulation, more energy-efficient machines and appliances are just a few examples of how energy efficiency can be improved in practice.

Electricity consumption has been reduced by - 46 % since 2003, gas consumption by - 36 %.

## **6.4 Water and waste water**

The responsible and effective use of water and wastewater is an integral part of our commitment to sustainability and recognises the importance of managing water as a shared resource. Among other things, we use water as boiler feed water for our steam boiler in the research and development department and in production for pressure testing our apparatus and containers. Water is also used as drinking water, for personal hygiene and for flushing toilets.



We obtain our water exclusively from energcity AG, one of Germany's largest municipal service providers for energy and water with its headquarters in Hanover, and do not extract any water from surface water, groundwater or seawater and do not produce any water ourselves. Our total water procurement in the reporting period totalled 6,362.017 m<sup>3</sup>.

Our water recirculation is subject to the normal regulatory and legal requirements for controlling the quality of water discharges. Recirculation takes place via the Hanover municipal drainage system. We do not return any water to surface water, groundwater or seawater. We do not have our own water treatment plant. The volume of recycled water (wastewater) totalled 4,444.017 m<sup>3</sup>. We used 1,918 m<sup>3</sup> for the boiler feed water of our steam boiler (evaporated) and for the water for pressure tests of our apparatus and tanks (discharged into the sewerage system).

## 6.5 Biodiversity

Biodiversity is the basis of life on our planet. Körting Hannover GmbH is aware that its own business activities can have an impact on nature and biodiversity. The protection of biodiversity is therefore also an essential part of responsible corporate management. Körting Hannover GmbH does not have any protected or renaturalised habitats with regard to biodiversity.

## 6.6 Emissions

Emissions are calculated using the CO<sub>2</sub> calculator provided by the Bavarian State Office for the Environment's Environmental Economy Information Centre (IZU). The emission load in tonnes of CO<sub>2e</sub> is calculated from the consumption value (e.g. natural gas in kWh) x emission factor (emissions per unit, e.g. tonnes of CO<sub>2e</sub> per kWh). CO<sub>2e</sub> stands for CO<sub>2</sub> equivalents, as other greenhouse gases with climate-impacting effects are also emitted. For better comparability, however, these are converted into CO<sub>2</sub> equivalents.

Energy source (see 6.2.1 - 6.2.4)	Emission factor t	GHG emissions (CO <sub>2e</sub> in tonnes)
Electricity PV	0,000057	4,01
Green electricity mix	0,0000545	38,94
Natural gas	0,000257028	1.189,56
Heating oil	0,003108695	76,35

## 6.7 Reduction of greenhouse gas emissions

The following measures, among others, were implemented to reduce greenhouse gas emissions:

- Electricity procurement from renewable energy sources
- Installation of a photovoltaic system with an annual yield of 70,953 kWh in 2024
- Further expansion of LED lighting
- Installation of 2 heat pumps for heating office buildings



One of the plans for 2025 is to use software to record future energy data. We expect further savings potential from a new, more efficient boiler control system, as our boiler accounts for around 30% of our gas consumption.

## **6.8 Waste**

Through internal waste management, we aim to minimise material consumption and disposal volumes. We record our material flows and aim to avoid waste as far as possible by continuously improving our processes and procedures.

Our company has appointed a waste management officer. This officer prepares the annual waste report.

### **6.8.1 Waste produced**

In 2024, 303.98 tonnes of waste was collected. The following waste was recycled, among others:

- C-steel scrap: 46 tonnes
- Steel chips: 47 tonnes
- CrNi steel scrap: 44 tonnes

The following waste had to be disposed of:

- Household waste (without "municipal aha disposal"): 37 tonnes
- Plastic shavings: 12 tonnes
- Wood: 18.6 tonnes
- Paper and cardboard: 26.7 tonnes
- Biodegradable kitchen and canteen waste: 1.02 tonnes
- Biodegradable waste Green waste: 7.48 tonnes

Hazardous waste is disposed of separately.

Compared to 2020, the amount of waste generated was reduced from 590 tonnes to 304 tonnes. This corresponds to a reduction of around - 48.5 %.

## **7 Occupational health and safety**

A safe workplace and physical well-being are prerequisites for being able to perform well. Occupational health and safety is therefore one of the key objectives of our company. The objectives of occupational health and safety serve as a guideline for all employees when carrying out their work.

The occupational health and safety policy of Körting Hannover GmbH is defined by the Board of Directors and regulated by organisational and technical implementation regulations in the documented information.



The Board of Directors is responsible for ensuring that the occupational health and safety policy and its objectives are publicised, understood and effectively implemented throughout the company.

In accordance with Section 13 of the Occupational Health and Safety Act (Responsible Persons) and Section 13 of DGUV Regulation 1 - Accident Prevention Regulation / Principles of Prevention (Transfer of Duties), the employer may transfer duties incumbent upon him with regard to accident prevention regulations to persons. To this end, the Board of Directors has transferred entrepreneurial duties to the main department and department heads, among others.

## **7.1 Organisation**

Our occupational health and safety management system is certified in accordance with DIN ISO 45001:2018 and applies to all employees of Körting Hannover GmbH without exception.

The positions of occupational safety specialist, company doctor and fire safety officer are held by external persons.

The company doctor is in the company once a month for mandatory and optional examinations in accordance with the Ordinance on Occupational Health Care (ArbMedVV) and is also available outside of these consultation hours for individually arranged appointments for employees. An overview of all mandatory and optional check-ups and their documentation is maintained by the officer responsible for coordinating safety, health and environmental protection (SHE).

Hazard identification, risk assessment and investigation of incidents are carried out, among other things, at the quarterly occupational safety committee meetings (ASA) in the presence of the occupational safety specialist and the company doctor, as well as through regular workplace inspections.

The risk assessments and operating instructions are continuously reviewed and adjusted if necessary.

Internal audits help the Board of Directors to monitor, scrutinise and improve defined occupational health and safety standards through dialogue and exchange with employees. They give employees the opportunity to actively contribute suggestions for improvement and/or ideas on these topics

## **7.2 Training and instruction**

Employees are continuously trained in occupational health and safety issues. Occupational safety training is provided in the Prevenio online programme. In addition, there are further topic-related personal instructions.

Employees of external companies must register with their respective contact person (accompanying person). Employees of external companies may only enter the production and auxiliary production areas and the warehouse and commence their work if they have been instructed by their accompanying person about the associated hazards and necessary protective measures. This is documented. Employees of external companies must wear a signalling waistcoat during their work in the production areas, which identifies them as external to the company.



### **7.3 Key figures for occupational health and safety**

In 2024, 1 reportable accident at work and 1 reportable commuting accident were registered. The causes of the accidents were analysed in detail. In the reported cases, no specific accident pattern was identified that would have justified special countermeasures. The employees concerned were instructed again in terms of accident prevention.

There are no known cases of illness due to working conditions.

### **7.4 Promoting the health of employees**

We offer our employees a JobRad leasing scheme. This is also intended to promote active health care and environmental awareness. The programme is currently being used by 29 employees.

Since 2008, the company has been promoting preventive healthcare at the fitness centre. The programme is currently used by 64 employees.

The company offers an annual flu vaccination by our company doctor and a skin cancer screening every three years. Both offers are free of charge for our employees. The next skin cancer screening is scheduled for 2026.

## **8 Purchasing / Suppliers / Supply chain**

The added value of a Körting product also includes preliminary products from external suppliers. We focus on reliable relationships based on mutual trust. In line with our commitment to sustainable value creation and the expectations of our stakeholders, we pay attention to standards in procurement. As part of supplier management (responsible sourcing), environmental and social aspects as well as transparency in the supply chain are important to us. We apply the same standards of sustainability to our collaboration with our suppliers as we do to our own business activities.

### **8.1 Suppliers**

With our purchasing management, we aim to minimise procurement risks such as supply bottlenecks and price risks and ensure smooth production processes. Long-term supply contracts are also concluded with selected suppliers to secure procurement.

Suppliers from Germany account for 94% of all suppliers. 35 of our 613 registered suppliers in 2024 come from abroad

#### **8.1.1 Evaluation of new suppliers**

As a globally active company, we source materials and preliminary products worldwide. We limit potential risks by carefully selecting and assessing our suppliers. We expect our suppliers to comply with the principles of our Code of Conduct or to apply equivalent codes of conduct. Together with our suppliers, we want to improve sustainability in the supply chains.

New suppliers are evaluated on the basis of a defined standard, which is set out in the form of a work instruction.

In addition, we require all our bronze casting suppliers to provide information on the possible use of conflict minerals.

## 8.2 Materials

A wide variety of materials and primary products are used and processed in our companies, such as steel, stainless steel, bronze or plastic, as our products are predominantly customised products. The materials and primary products used are recorded using material numbers. As an example, 118 pieces of stock metal sheets with a total weight of 85,307 kg were purchased.

## 9 Social commitment

We have been supporting the Gebr. Körting School with a fixed monthly amount since 2005. This support was extended at the beginning of 2023 for a further 3 years up to and including 2025.



## Content index according to GRI

### GRI 2 General disclosures 2021

The following disclosures for the Sustainability Report for the 2024 financial year are based on the GRI Standard. The information in the report is kept as compact as possible to make it easier to understand and read.

Explanation of the references: The abbreviations P. and Chap. stand for page and chapter respectively and refer to the contents of this report. The abbreviations CoC and AR refer to the "Code of Conduct" and the Annual Report (Management Report) of Körting Hannover GmbH in its currently valid revision status.

GRI Standards		References	Comment
<b>GRI 2 General disclosures 2021</b>			
<b>The organisation and its reporting practices</b>			
2-1	Organisational profile	Chap. 1 & AR	
2-2	Entities included in the organisation's sustainability reporting	P.1	
2-3	Reporting period, reporting frequency and contact point	P.1 & X	
2-4	Correction or restatement of information	Chap. 5.2, 6.2, 6.3, 6.6, 6.8, 7.3	
2-5	External audit		
<b>Activities and employees</b>			
2-6	Activities, value chain and other business relationships	Chap. 1.3; 8 & AR	
2-7	Employees	Chap. 5	
2-8	Employees who are not salaried employees	Chap. 5.2	
<b>Corporate management</b>			
2-9	Management structure and composition	Chap. 1.2 & AR	
2-10	Nomination and selection of the maximum supervisory body	Chap. 2.1	
2-11	Chair of the highest supervisory body	Chap. 2.1	
2-12	Role of the highest supervisory body in overseeing the management of impacts	Chap. 2.1	Specified in the German GmbH Act
2-13	Delegation of responsibility for managing the impact	Chap. 2.1	Specified in the German GmbH Act

GRI Standards		References	Comment
2-14	Role of the highest governance body in sustainability reporting	Chap. 2.1	The shareholders' meeting is informed about this sustainability report.
2-15	Conflicts of interest	Chap. 2.1	
2-16	Transmission of critical concerns	Chap. 2.4	
2-17	Collected knowledge of the highest supervisory body	Chap. 2.1	
2-18	Evaluation of the performance of the highest governance body	Chap. 2.1	
2-19	Remuneration policy	Chap. 2.1	Specified in the German GmbH Act
2-20	Procedure for determining the remuneration	Chap. 2.1	Specified in the German GmbH Act
2-21	Ratio of total annual remuneration	Chap. 2.1	The remuneration of the Management Board is based on the size, complexity and economic situation of the company. The remuneration consists of fixed and variable components. The variable component is capped.
<b>Strategy, policies and practices</b>			
2-22	Declaration of application of the sustainable development strategy	P.4	
2-23	Declaration of commitment to principles and behaviour	Chap. 2.1; 2.2	
2-24	Inclusion of the declarations of commitment to principles and behaviour	Chap. 2.3	
2-25	Procedure for eliminating negative effects	Chap. 2.4 & CoC	
2-26	Procedure for seeking advice and reporting concerns	Chap. 2.4 & CoC	
2-27	Compliance with laws and regulations	Chap. 2.4 & CoC	
2-28	Membership of associations and interest groups	Chap. 2.4	Functions in associations and interest groups require the approval of the shareholders' meeting and are defined in the management's business allocation plan.

GRI Standards		References	Comment
<b>Strategy, Stakeholder involvement Policies and practices</b>			
2-29	Approach to stakeholder involvement	Chap. 2.4	
2-30	Collective labour agreements	Chap. 5.3	
<b>GRI 3 Material topics 2021</b>			
<b>Information on material topics</b>			
3-1	Procedure for determining material topics	Chap. 2.3	
3-2	List of key topics	Chap. 2.3	
3-3	Management of material topics	Chap. 2.3	
<b>Economic performance in 2016</b>			
3-3	Management of material topics	AR	
201-1	Direct economic value generated and distributed	AR	
201-2	Financial implications of climate change for the organisation and other risks and opportunities associated with climate change		Not rated.
201-3	Liabilities for defined benefit pension plans and other pension plans	AR	
201-4	Financial support from the public sector		We have received a small amount of research and development tax relief.
<b>Market presence 2016</b>			
3-3	Management of material topics	AR	
202-1	Ratio of the standard starting salary broken down by gender to the local statutory minimum wage	Chap. 5.3	
202-2	Proportion of senior management recruited from the local community	Chap. 5.2	
<b>Indirect economic effects in 2016</b>			
3-3	Management of material topics	AR	
203-1	Infrastructure investments and subsidised services		None
203-2	Significant indirect economic impact		Not known

GRI Standards		References	Comment
<b>Procurement practices 2016</b>			
3-3	Management of material topics	Chap. 8 & AR	
204-1	Share of expenditure for local suppliers	Chap. 8.1	
<b>Procurement practices 2016</b>			
3-3	Management of material topics	CoC	
205-1	Operating sites that are checked for corruption		Körting Hannover GmbH
205-2	Communication and training on anti-corruption policies and procedures	Chap. 2.1	
205-3	Confirmed cases of corruption and measures taken		None
<b>Anti-competitive behaviour 2016</b>			
3-3	Management of material topics	AR	
206-1	Legal proceedings due to anti-competitive behaviour, cartel and monopoly formation		None
<b>Taxes 2019</b>			
3-3	Management of material topics	AR	
207-1	Tax concept	AR	
207-2	Tax governance, control and risk management	AR	
207-3	Stakeholder involvement and management of tax concerns	AR	
207-4	Country-by-country reporting		None
<b>Materials 2016</b>			
3-3	Management of material topics	Chap. 8.2	
301-1	Materials used by weight and volume	Chap. 8.2	
301-2	Recycled raw materials used	Chap. 6.8.1	
301-3	Recycled products and their packaging materials	Chap. 6.8.1	
<b>Energy 2016</b>			
3-3	Management of material topics	Chap. 6.1	
302-1	Energy consumption within the organisation	Chap. 6.2	
302-2	Energy consumption outside the organisation		None
302-3	Energy intensity	Chap. 6.2	

GRI Standards		References	Comment
302-4	Reduction of energy consumption	Chap. 6.3	
302-5	Reduction of energy consumption for products and services		No data was collected in this regard.
<b>Water and wastewater 2018</b>			
3-3	Management of material topics	Chap. 6.4	
303-1	Water as a shared resource	Chap. 6.4	
302-2	Dealing with the effects of water recirculation	Chap. 6.4	
303-3	Water withdrawal	Chap. 6.4	
303-4	Water recirculation	Chap. 6.4	
303-5	Water consumption	Chap. 6.4	
<b>Biodiversity 2016</b>			
3-3	Management of material topics	Chap. 6.5	
304-1	Owned, leased and managed operating sites located in or adjacent to protected areas and areas of high biodiversity value outside protected areas		None
304-2	Significant impacts of activities, products and services on biodiversity		Not known
304-3	Protected or renaturalised habitats	Chap. 6.5	
304-4	Species on the Red List of the International Union for Conservation of Nature (IUCN) and on national lists of protected species that have their habitat in areas affected by the business activity		None
<b>Emissions 2016</b>			
3-3	Management of material topics	Chap. 6.1 & 6.6 et sqq.	
305-1	Direct GHG emissions (Scope 1)	Chap. 6.6	
305-2	Indirect energy-related GHG emissions (Scope 2)	Chap. 6.6	
305-3	Other indirect GHG emissions (Scope 3)		Optional, no data was recorded for this.
305-4	Intensity of greenhouse gas emissions		An organisation can indicate its greenhouse gas emissions in relation to an organisation-specific parameter using an intensity quotient. This intensity quotient is not determined due to our predominantly customer-specific customised production.

GRI Standards		References	Comment
305-5	Reduction of greenhouse gas emissions	Chap. 6.7	
305-6	Emissions of ozone-depleting substances		We do not produce, import or export any ozone-depleting substances.
305-7	Nitrogen oxides (NO <sub>x</sub> ), sulphur dioxide (SO <sub>x</sub> ) and other significant air emissions		Significant emissions of nitrogen oxides (NO <sub>x</sub> ) or sulphur dioxides (SO <sub>x</sub> ) are not known.
<b>Waste 2020</b>			
3-3	Management of material topics	Chapter 6.8 & Annual waste report	
306-1	Waste generated and significant waste-related impacts	Chap. 6.8.1	
306-2	Management of significant waste-related impacts	Chap. 6.8.1	
306-3	Accumulated waste	Chap. 6.8.1	
306-4	Waste diverted from disposal	Chap. 6.8.1	
306-5	Waste forwarded for disposal	Chap. 6.8.1	
<b>Environmental assessment of suppliers 2016</b>			
3-3	Management of material topics	Chap. 8 et sqq.	
308-1	New suppliers that have been screened using environmental criteria	Chap. 8.1	
308-2	Negative environmental impacts in the supply chain and measures taken		None known
<b>Employment 2016</b>			
3-3	Management of material topics	Chap. 5 et sqq.	
401-1	Newly hired employees and employee turnover	Chap. 5.2	
401-2	Company benefits that are only offered to full-time employees, but not to temporary or part-time employees	Chap. 5.3	
401-3	Parental leave	Chap. 5.2	

GRI Standards		References	Comment
<b>Employer-employee relationship 2016</b>			
3-3	Management of material topics	Chap. .5 et sqq.	
402-1	Minimum notification period for operational changes	Chap. 5.4	
<b>Health and safety in the workplace 2018</b>			
3-3	Management of material topics	Section .7 et sqq., Integrated Management Handbook, processes and procedural and work instructions	
403-1	Management system for health and safety at work	Chap. 7.1	
403-2	Hazard identification, risk assessment and incident investigation	Chap. 7.1	
403-3	Occupational health service	Chap. 7.1	
403-4	Employee involvement, consultation and communication on health and safety in the workplace	Chap. 7.1	
403-5	Employee training on health and safety in the workplace	Chap. 7.2	
403-6	Promoting the health of employees	Chap. 7.4	
403-7	Prevention and mitigation of impacts on occupational health and safety directly related to business relationships	Chap. 7.2	
403-8	Employees covered by an occupational health and safety management system	Chap. 7.1	
403-9	Work-related injuries	Chap. 7.3	
403-10	Work-related illnesses	Chap. 7.3	
<b>Training and further education 2016</b>			
3-3	Management of material topics	Chap. 5.5	
404-1	Average number of hours for training and further education per year and employee		Not yet systematically recorded.
404-2	Programmes to improve the skills of employees and provide transitional assistance	Chap. 5.5	Were not utilised in the reporting period.

GRI Standards		References	Comment
404-3	Percentage of employees receiving regular performance and career development reviews	Chap. 5.6	A percentage is not charged.
<b>Diversity and equal opportunities 2016</b>			
3-3	Management of material topics	Chap. 5.5	
405-1	Diversity in supervisory bodies and among employees	Chap. 2.1	
405-2	Ratio of the basic salary and remuneration of women to the basic salary and remuneration of men	Chap. 5.3	
<b>Non-discrimination 2016</b>			
3-3	Management of material topics	Chap. 2.1	
406-1	Incidents of discrimination and remedial action taken		There are no known cases of discrimination in the reporting period.
<b>Freedom of association and collective bargaining 2016</b>			
3-3	Management of material topics	Chap. 5.4	
407-1	Operations and suppliers in which the right to exercise freedom of association and collective bargaining may be at risk		None known
<b>Child labour 2016</b>			
3-3	Management of material topics	Chap. 4 & CoC	
408-1	Operations and suppliers at significant risk for incidents of child labour		None known
<b>Forced or compulsory labour 2016</b>			
3-3	Management of material topics	Chap. 4	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour		None known
<b>Security practices 2016</b>			
3-3	Management of material topics		Not a material topic
410-1			Körting Hannover GmbH does not employ its own security personnel.

GRI Standards		References	Comment
<b>Rights of indigenous peoples 2016</b>			
3-3	Management of material topics	Chap. 4 & CoC	
411-1	Incidents in which the rights of indigenous peoples are violated		There were no known incidents in the reporting period.
<b>Local communities 2016</b>			
3-3	Management of material topics	Chap. 4 & CoC	
413-1	Operating sites with local community involvement, impact assessments and support programmes	Chap. 5.2	
413-2	Operations with significant or potential negative impacts on local communities		There were no known incidents in the reporting period.
<b>Social assessment of suppliers 2016</b>			
3-3	Management of material topics	Chap. 8.1 & CoC	
414-1	New suppliers that have been screened according to social criteria		This key figure has not been collected to date.
414-2	Negative social impacts in the supply chain and measures taken		There were no known incidents in the reporting period.
<b>Political influence in 2016</b>			
3-3	Management of material topics		Körting Hannover GmbH does not support any political parties, neither financially nor through donations in kind.
415-1	Party donations		
<b>Customer health and safety 2016</b>			
3-3	Management of material topics	Chap. 3.1 & 3.2	
416-1	Assessment of the impact of different product and service categories on health and safety	Chap. 3.2	
416-2	Infringements relating to the health and safety impacts of products and services		There were no known violations during the reporting period.



GRI Standards		References	Comment
<b>Marketing and labelling 2016</b>			
3-3	Management of material topics	Chap. 3.4	
417-1	Requirements for product and service information and labelling	Chap. 3.4	
417-2	Infringements in connection with product and service information and labelling		There were no known violations during the reporting period.
471-3	Offences in connection with marketing and communication		There were no known violations during the reporting period.
<b>Protection of customer data 2016</b>			
3-3	Management of material topics	Chap. 2.6	
418-1	Substantiated complaints regarding breaches of customer data protection and loss of customer data		No complaints are known in the reporting period.

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