Made in Germany

Schneider Write it

Thinking sustainably. Acting responsibly. Step by step.

Sustainability Report 2021 - 2024

#theschneiderway

EMAS
VERIFIED
ENVIRONMENTAL
MANAGEMENT
DE-169-000015

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Long ago, we embarked on a journey to protect our nature in its uniqueness and beauty for ourselves and future generations. For our goal to achieve a sustainable future, we face new challenges and opportunities every day. We relentlessly move forward step by step and achieve results which encourage us in our direction. You too can be part of the #theschneiderway!

Christian Schneider
Managing director

#theschneiderway

We protect the environment.
We are regionally entrenched.
Our products are becoming more and more sustainable.

100 % green energy
in the company

From hydropower, own combined heat and power plants and photovoltaic systems

Own manufacturing
in Germany

Production sites in Schramberg-Tennenbronn (Black Forest) and Wernigerode (Harz)

85 % recycling rate
in our own production

Continuous reduction of the relative volume of waste

>93 % regional purchasing
in Europe

Measured by freight volume of all procured goods

Certified
by EMAS since 1998

Our environmental management system has been certified according to the world's most stringent environmental standard

<50 km distance
for more than 30 % of the packaging

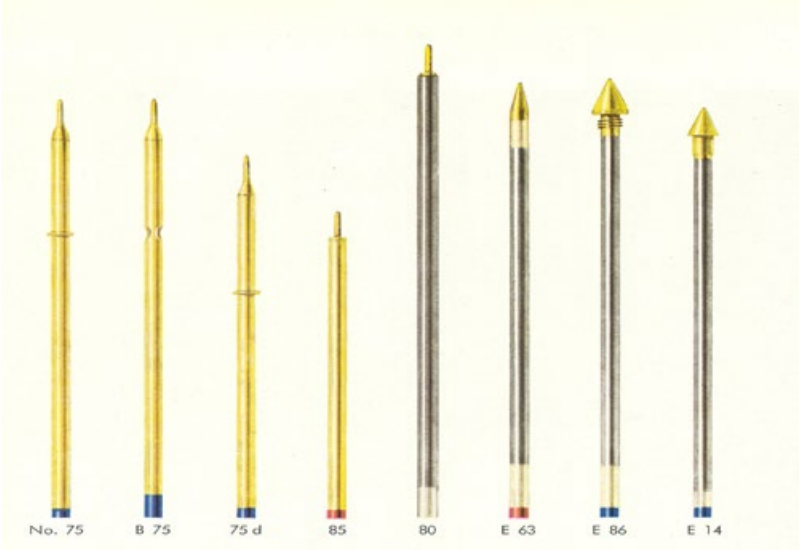
Almost all packaging is procured in Germany

#theschneiderway…
describes our commitment to a sustainable development and the sustainable use of natural resources. Throughout our way we have been highlighting what it means to act responsibly and to work towards a socially just society. We embarked on this journey at a very early stage. And Schneider is well equipped for it: with strong guard rails such as EMAS, strong partners such as Climate Partner and an enormous amount of ambition and determination. We are aware that as a company that is committed to sustainability, there is always more that can be done. The boundaries of what is possible are our financial resources, which must reflect a healthy balance between sustainability and solid profitability, as well as responsibility towards our employees.

Pens and the enviroment

1938

...Schneider is founded and starts with the production of turning parts. In 1948, when founder Christian Schneider hears about a biro for the first time, he immediately begins to design and develop Germany's first sample refills. At first, the ballpoint pen refill is considered a solid component of the pen and could be refilled by the user him/herself. It was not until years later that the success of the refill as a "spare part" came, making the ballpoint pen considerably more user-friendly and therefore even more popular among writers. Schneider became the number one supplier of refills and developed products of ever improving quality. It is worth recalling that the first ballpoint pens were expensive and extremely sought-after in the post-war period. Therefore, no one ever considered buying a whole new pen once the ink had been used up. It was standard practice refurbish the pen with a new refill.



In addition to traditional metal processing, in 1957 injection moulding technology was introduced and, in parallel to refill production, the manufacture of complete writing instruments began at Schneider. The first years as a writing instrument manufacturer are dominated by the desire to make "pens for everyone" affordable, automating processes and continuously improving the technology and chemistry involved. The introduction of plastic material, which was new and extremely promising at the time, made it possible!! Pens became affordable for everyone as prices could be reduced and, at the same time, prosperity grew.

Today, everyone knows that we not only have a global plastic waste problem, but also that the natural resources are depleting. One solution is to recycle plastic through a globally functioning recycling system. Unfortunately, only around 16%* of domestic plastic waste is recycled in Germany, and too much waste ends up in nature, where the material remains for years, if not centuries. It is therefore absolutely necessary to reduce the waste.

At Schneider, we do our best to improve the sustainability of our writing instruments so that they don't turn into waste in the first place. That's why we prioritise the quality and longevity of our products. For almost all products, we offer simple and clean refill options for the consumer that ensure the unrestricted usability of our writing instruments over several years. Not only that: we have developed the Plug+Play system for ballpoint pens, as an example. All ballpoint pens of the Plug+Play series have a universal fit for different refill formats. This makes refilling super easy.

1957

At that time, there were no problems with plastic waste contamination of the environment and no one thought that the use and consumption of plastic products would develop so rapidly, not to mention that this finite raw material could be completely "used up" at some point in the future.

Plug+Play Refill

*Source: Heinrich Böll Foundation 6 Association for the Environment and Nature Conservation Germany (BUND): The PLASTIC ATLAS (2019)

1998

Introduction of a professional environmental management system

The desire to constantly improve was not only the drive of our company founder when he was developing the best ballpoint pen refills, also his son Roland Schneider wanted to continuously improve things. For him, it was clear very early on that stable economic growth cannot function at the expense of our earth and natural resources. That's why at Schneider we started early to focus on processes that conserve resources and protect the environment - at a time when this was still ridiculed by many. As early as 1995, we were already thinking about an environmental management system. The first environmental inspection then took place at the Tennenbronn site in May 1996 and was carried out by TÜV Energie und Umwelt GmbH. The precursor of EMAS is the Regulation (EEC) No. 1836/93 on the voluntary participation of commercial enterprises in a Community eco-management and audit scheme. This regulation established the first environmental management system at Schneider. In 1998, we were the first company in the industry to receive the EMAS certificate, which we have regularly revalidated ever since. EMAS is a voluntary instrument of the European Union that helps companies to continuously improve their environmental performance. It is one of the most challenging environmental management systems in the world and imposes regulations that are more stringent than, for example, ISO 14001, which first started in 1996 and was later integrated into EMAS. What we like most about EMAS is the continuous improvement process, including regular validation by an auditor, as well as the documentation of our environmental performance in the environmental statement, which makes this subject transparent and accessible to interested parties. Furthermore, it has always been our incentive to comply with the most stringent system. Examples of sustainability in action at Schneider can be found on the following pages.

EMAS

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2010

Schneider goes for renewables

Since 2010, after a gradual changeover, we have been using electricity exclusively from renewable sources. We either produce it ourselves directly in our facilities (see below) or source it from hydropower.

On site: Photovoltaics and cogeneration of heat and power.
With photovoltaic systems on the roofs of our factory buildings in Tennenbronn and Wernigerode, we make use of the average 2,000 hours of sunshine. We also dispose of cogeneration of heat and power plants in both production sites in Tennenbronn and Wernigerode.

2012

Introduction of the bicycle campaign
For Schneider, it has been a goal for many years to reduce emissions in all areas. The vehicle fleet and employee commutes show great potential for saving emissions. For this reason, the former Managing Director Roland Schneider, an enthusiastic e-bike rider, launched an innovative campaign in 2012: The company acquired a fleet of 12 e-bikes and lent them to interested employees. The aim was for employees to cycle to work at least 80 times a year, avoiding the use of their cars. The campaign created enthusiasm among the employees and more and more employees wanted to cycle to work. The e-bike fleet has been growing steadily ever since. The e-bike campaign was included as an environmental goal in Schneider's environmental statement and in the longer term ~20,000 car kilometres should be avoided as a result. A figure which was already exceeded by a large number in the first year. By renting out e-bikes, Schneider employees became actively involved in the company's environmental commitment. In the same year when the campaign was launched, Schneider was awarded by the Baden-Württemberg Ministry of Transport and Infrastructure in Mannheim together with the German Environmental Management Association (B.A.U.M.) e. V. as the second "most bicycle-friendly employer in Baden-Württemberg 2012". The jury was impressed by the concept because it encouraged people to reconsider the use of their car and made them "switch to cycling": This is not only a contribution to the environment, as it is emission-free and climate-friendly, but also improves people's health.

In addition to the bicycle campaign, Schneider has a free company bus that can be used by employees during the winter months. Moreover, Schneider is gradually converting its own vehicle fleet to purely electrically powered vehicles. The electrically powered cars are ideal for short journeys in the region, small transports or journeys to the nearest railway station - because for destinations further away, it is obligatory for Schneider employees to travel by train if possible.

2014

When it comes to CO_2 emissions, Schneider thinks beyond its own production sites
At our headquarters in Tennenbronn, CO_2 emissions have been reduced by almost 80 percent in relation to product volume over the past ten years, and the two Schneider facilities in the Harz Mountains and the Black Forest have actually largely used the potential for reducible emissions on site.

But we thought - "You can always be greener if you want to - and therefore called in a specialist, ClimatePartner, to help us. Together we calculated the "corporate carbon footprint" of the entire company. The CO_2 footprint shows how many emissions are caused by a company's activities. This does not only include what happens within the company's own four walls, but also the procured raw materials, transport, services, business trips, employee journeys, etc. The primary goal of this calculation is to minimise emissions.

Derived from the "Corporate Carbon Footprint", it is also possible to calculate the emissions caused per individual product. The so-called "Product Carbon Footprint" creates further transparency and reveals possible fields of action.
As it is unrealistic to avoid all emissions of a company, Climate Partner offers the possibility to offset the unavoidable emissions elsewhere by supporting climate protection projects. This support is voluntary, and the climate protection projects must meet internationally recognised criteria and be certified. These are always projects which could not be carried out without support.

As the first products, the Slider series, Schneider's top seller, was offered as climate-neutral product in 2014 - at no extra cost to the customer, of course.

Schneider receives its first electric car

2016

Introduction of a company health management system
For us, the employees are the most valuable resource. Our success and the growth of the company are due to the great commitment, cooperation and loyalty of our employees. Maintaining and promoting their health and well-being is therefore an absolute priority for Schneider. For this reason, two corporate health days were held in April 2016 focusing on the aspects of nutrition, stress relief and physical activity. Numerous information stands and many tests carried out by nutrition and sports experts arouse great interest among the workforce and provided a lot of fun. Yoga courses and other activities for employees were offered as concrete measures.

Another highlight of the launch of the corporate health management system was the first Schneider-Run - a charity running event for everyone.

"Run for yourself and for others" - becomes the motto for the Schneider Run, as the entry fees and the revenues are completely donated to a local, social institution.

Launch of the first bio-based fineliners and fibre pens
In 2016, Schneider Schreibgeräte officially turned the fineliner market upside down and launched the first fineliner made of bio-based plastic. We are talking about the Line-Up in 30 colour variants. The 80% bio-based content of the barrel is certified and confirmed by DIN CERTO. In addition to the Line-Up, resource-saving, bio-based plastics are also used for the Schneider products Link-It and K3 Biosafe.

A sustainable partnership with Molotow
Sustainability also plays an important role for business relationships and cooperations, because only in a long-term cooperation based on collaboration and trust can major tasks be solved and major innovations be developed. Schneider Schreibgeräte GmbH and Feuerstein GmbH with its own brand MOLOTOW™ signed contracts for such a long-term cooperation. The decisive factor for the cooperation is a clear match of brand attitudes. Because not only Schneider is renowned for sustainability, but also MOLOTOW™ can demonstrate sustainable products and concepts: Almost all markers are refillable and offer the option of replacing the tips. This reduces plastic waste. In addition, Molotow also obtains 75% of its energy from solar panels.

2017

Made from renewable raw materials such as corn starch, sugar cane or beet starch and cellulose from wood or cotton (instead of fossil fuels).

Expansion of the bio-based product assortment: Slider Xite
Smooth writing and saving resources
The Slider Xite is a new product in the Slider series. It features the smooth gliding writing characteristics of the Slider range thanks to its Viscoglide® technology and in addition - thanks to Schneider's innovative power - it is made from 90% bio-based plastic.

In addition to the possibility of refilling the Slider Xite, the model, as well as the entire Slider series, is produced in a climate-neutral manner and manufactured exclusively in Germany. The emissions generated during its production are offset by supporting a climate protection project. Bio-based plastics are obtained from renewable raw materials, which means they conserve finite resources and cause fewer CO_2 emissions.

Inauguration of "blulog" - Schneider celebrates the opening of a new warehouse building in Tennenbronn. In addition to the commitment to an ongoing investment in Schramberg as a business location in Germany, a considerable amount has been invested in new environmental technology in the building, such as its own power and heat generation units and an electric charging station for cars.

On the day of the inauguration ceremony of the new building, the 2nd Schneider Run was held. 307 runners took part and a total of 2701.70€ was raised, which was then donated to the initiative SPORT TUT GUT(es).

PSI SUSTAINABILITY AWARDS

2017

Overall winner

Sustainable Company of the Year 2017

"Sustainable Company of the Year"

The PSI "Sustainability Awards" honour the importance of sustainability in the promotional products industry and were presented in several categories for the first time in 2015. These include the categories "Economic Excellence", "Environmental Excellence", "Social Excellence", "Environment Initiative", "Social Initiative", "Sustainable Product", "Sustainable Campaign" and "Sustainable Company of the Year 2017". The last "Award" is an overall prize, which results from the addition of the points achieved in the individual categories 1 to 7. Schneider was among the top three in three categories and among the top four in two other categories. The high awareness of social and ecological aspects as well as the importance of producing products under sustainable conditions are often important criteria in the decision-making process.

2018

Breeze rollerball pen awarded "Blue Angel"
The Breeze rollerball pen receives the oldest and best-known German eco-label, the "Blue Angel". Schneider is the first writing instruments manufacturer to meet the "Blue Angel" requirements for writing instruments. The pen body of the Breeze is made from recycled "post-consumer" plastic. The reuse of plastics helps to protect the environment and conserve resources. The rollerball pen Breeze is equipped with two roller cartridges that can be replaced an infinite number of times. Each cartridge has a brand new tip, which is a major factor in the pen's durability.

BLUE ANGEL
THE GERMAN ECOLABEL

The environmental emblem of the German federal government

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PSI
SUSTAINABILITY
AWARDS
2018
2nd Place
Environmental Excellence
2018

Two anniversaries: 80 years of Schneider - 20 years of EMAS
We are celebrating two major anniversaries this year: On the one hand, we can look back on a proud history of 80 years, and on the other hand, 20 years have already passed since the first EMAS certification. This means that sustainable practices have a long tradition at our company, as we have been part of this from the very beginning. In the paper, office supplies and stationery sector, we were the first and, for over 10 years, the only company to be certified according to this demanding environmental system.

This year, our commitment has once again led to a place on the winner's podium of the PSI "Sustainability Awards". Schneider was nominated in five categories and was awarded second place in the "Environmental Excellence" category.

2019

Schneider is nominated for the German Sustainability Award and is thus one of the most sustainable companies in Germany! The German Sustainability Award is THE most important distinction in the field of ecology and sustainability! It is awarded via a foundation by the German government, local authorities and associations. The award recognises companies that are particularly successful in meeting the ecological and social challenges of our time. The independent jury of experts justifies Schneider's nomination thus:

"The family-owned company Schneider Schreibgeräte GmbH, founded in 1938, places great emphasis on sustainable and environmentally friendly production. The company has already been using regenerative energy sources for 20 years and meanwhile numerous products are manufactured climate neutrally. To achieve this, Schneider is committed to a regional approach: the company carries out research, development and production exclusively in Germany. In order to be able to monitor sustainable production, Schneider Schreibgeräte also keeps all production processes in-house and has been developing its own ink since 2018, for example. For other materials, the company opts for bio-based plastics and is also increasingly using recycled materials. In terms of mobility, the company is also on the move sustainably: since 2012, over 400,000 car kilometres have been reduced thanks to a bicycle leasing concept. By the end of 2019, the company plans to reduce personnel transport by a further 20,000 km by adding three video conference rooms per location."

We were also awarded a place on the winners' podium again at the PSI "Sustainability Awards".

Making good things even better - according to this motto and for the benefit of the environment, we have converted our classic markers from the "Maxx" series to plastic materials made of more than 95% recycled plastic - and we have done this in series without any additional costs for the customers.

PSI SUSTAINABILITY AWARDS 2019 **Winner** Environmental Excellence 2019

PSI SUSTAINABILITY AWARDS 2019 **Overall winner** Sustainable Company of the Year 2019

PSI SUSTAINABILITY AWARDS 2019 **Winner** Sustainable Product 2019 – Writing Instruments –

While the One rollerball pen family became a top seller at lightning speed after its launch in 2015 and won the title of "Product of the Year" from the Paper, Office and Stationery industry in the same year, Schneider always had another goal in mind: the One should also be refillable. Now this goal has been achieved and Schneider proudly presents the new One Change, the first refillable model of the popular rollerball series.

CO_2 neutral

One Change is not only an absolute star on the desk, it is also an elegant companion or accessory, which is always ready for important notes and document signatures in characteristic line width and striking opaque ink flow.
Due to the extra smooth writing properties, the rollerball pen was an instant favorite within the target group. The new refillable model is perfect for all writing needs and attracts environmentally aware writers. However, the rollerball is now not only refillable with new cartridges, but with each cartridge change, you get a brand new tip, which significantly affects the durability of the product. The ink cartridges are available in 5 different colours. The writing colours to choose from are black, red, blue, green and violet. All colours of the One series are waterproof according to ISO 14145-2 and the cap can be left open for 2 to 3 days without drying up. This model of the One series is also produced climate neutrally.

2020

At Paperworld in Frankfurt, we received our 7th "Blue Angel" - this time for the ballpoint pen Reco. We are particularly proud of this, because the regulations to obtain the eco-label Blue Angel pose a special challenge for ballpoint pens. Reco is the name of the new refillable retractable ballpoint pen with a body made of 92% recycled material. More about the history of Reco on page 16-17.

The "Blue Angel" is Germany's oldest and best-known eco-label and is highly accepted by authorities, commercial decision-makers and private consumers. For obtaining the label, the entire life cycle of the products is taken into account. The criteria for writing instruments were published in January 2016. The rollerball pen Breeze was the first writing instrument ever to meet the requirements of the Blue Angel criteria for writing instruments followed by fineliners, fibre pens and highlighters.

And we made it, again! Schneider has been nominated for the second time for the German Sustainability Award, and is thus continues to be one of the most sustainable companies in Germany.

Another green or rather four-coloured highlight this year has been the launch of our four-colour ballpoint pen Take 4. The Take 4 barrel is manufactured in an environmentally friendly and resource-saving way and consists of 92% recycled "post-consumer plastic". The proportion of recycled material has been confirmed by an independent certification institute. The source of raw materials, and thus the 100% use of post-consumer recycling, has also been verified by the European certification company EuCertPlast.

RECYCLED CONTENT DIN Geprüft BY0003

EuCertPlast

2021

Even though the situation in the promotional products sector was far from perfect due to Corona and the cancellation of trade fairs and events, we received some good news because we were awarded two prizes at the prestigious PSI "Sustainability Awards" at the beginning of the new business year. In the promotional products sector, the topic of sustainability has gained considerably in importance in recent years. The Corona pandemic further enhances the discussion and puts the need for sustainable products out of question.

Once again, Schneider is nominated in a total of 6 categories and proudly receives an award in the category "Environmental Excellence" as well as in the category "Sustainable Product". Not bad considering the roughly 100 submissions and a total of 85 nominees in the nine categories. The category "Environmental Excellence" evaluates certified measures that are taken to ensure environmental management and go beyond the minimum legal standards. In the category "Sustainable Product", sustainable products are assessed from an ecological point of view according to their existing certificates, as well as the product idea and its realisation. More on this on page 16.

2021 SUSTAINABLE PRODUCT PSI WINNER

2021 ENVIRONMENTAL EXCELLENCE PSI WINNER

Facets of sustainability at Schneider

What do Schneider employees understand by the concept of sustainability - and where is this topic relevant to them?

Processing bio-based and recycled plastics has posed enormous challenges for us, because it is very difficult, and it has taken a long time to meet our general quality requirements. We have to sell a lot of pens to compensate for this effort and pioneering work.

Manfred King
Head of the plastics injection moulding department

- In 2012, the first attempts were made using bio-based material. Examples of bio-based plastics are BioPE, BioPET, cellulose acetate and PLA. These are made from renewable raw materials such as starch from corn, sugar from sugar cane and sugar beet, vegetable oils such as castor oil, cellulose from cotton or wood. The use of renewable raw materials conserves limited petroleum reserves and reduces CO_2 emissions in an average comparison with conventional petroleum-based raw materials.
- Since 2016, more and more recycled plastics have also been processed. The implementation of such a material for a product usually takes more than 2 years, as each tool has to be tested and adapted individually.
- Schneider has its own toolmaking department for the necessary adaptation of the tools.
- Sprues and waste parts can be ground up again and reintroduced into the production process. In this way, plastic waste has been reduced to a minimum.

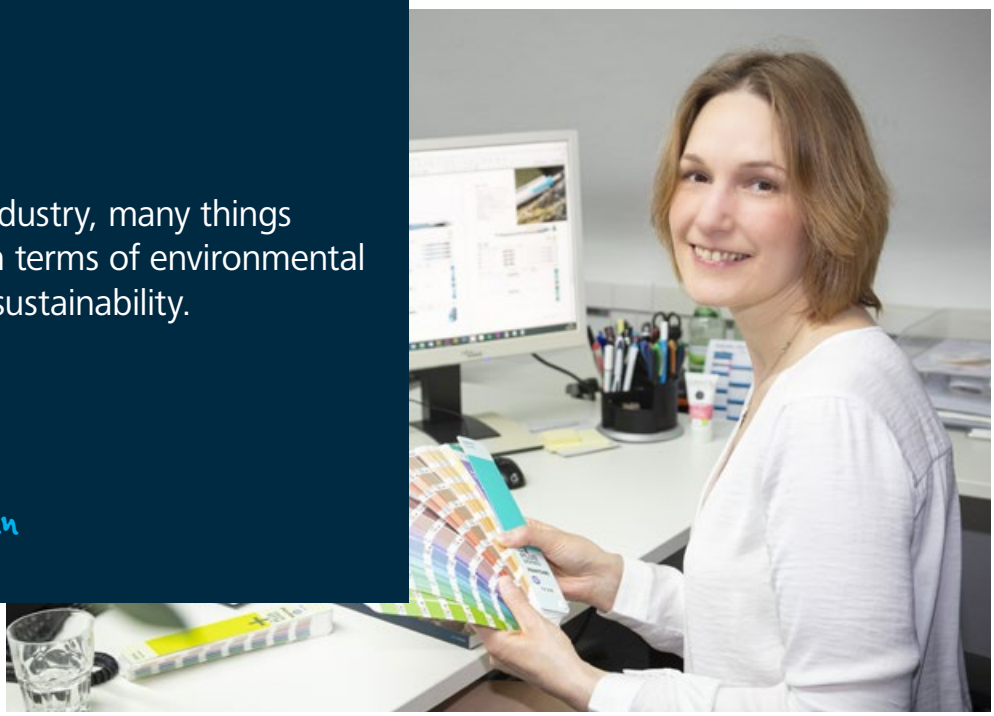
For me, sustainability has a lot to do with taking action in our own community and our direct environment. It is important to me to support local businesses.

Joana Kallus
Receptionist at Schneider

- When it comes to coffee, milk, coffee cream, water and other beverages, Schneider insists on fair trade and sustainable, certified brands.
- Certified environmental friendly products are also preferred for detergents, cleaning cloths, napkins, soap, etc.
- Schneider sources catering from local restaurants.
- Journeys to the nearest train station or to events and trade fairs are consolidated to reduce transport.
- For short distances, the fully electric car is used.

In the printing industry, many things have improved in terms of environmental friendliness and sustainability.

Marianne Braun
Graphic designer



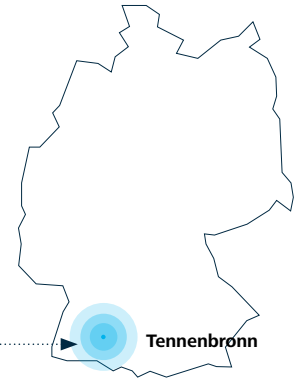
- We work with local, sustainable printing companies. We do not print our German catalogue and our sustainability report anymore.
- For our printed media we use sustainable, certified paper and environmentally friendly de-inkable inks as well as printing processes that do not require additional water and use few solvents.
- Our packaging is made of cardboard with at least 80 % recycled paper and comes exclusively from Germany.
- For blister cards we only use PET film, which is harmless when disposed of, and made of 85 % recycled material and recycled paper cardboard

In our human resources department, we emphasise the importance of sustainable long-term staff loyalty. That is why we opt for permanent employment contracts. This strengthens trust, which is an important pillar of our company.

Florian Hermann
Head of Human Resources

- Mobility concept (possibility for all employees to rent a bike) and to use a company shuttle in the winter months for those employees who live in the area.
- Step-by-step transition to "digital storage" and paperless office. No more printed pay checks etc.
- Corporate health management to keep our employees sustainably healthy. Every year, our trainees organise a sustainability project (waste collection, water protection).

From the rubbish bin to the international catwalk:



Here in southern Germany, we produce the ballpoint pen Reco

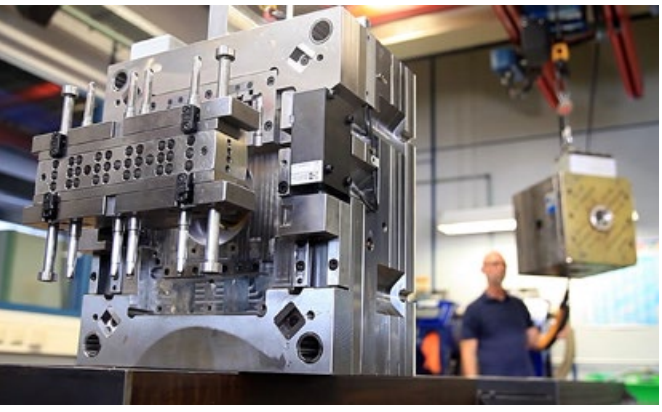
The development of the ballpoint pen Reco

It all started with the desire for a sustainable, certified ballpoint pen with a visible symbol for sustainability for the customer. But not just any ballpoint pen: It had to be one with the usual good writing characteristics of Schneider and a sleek design for a modern office. The result is Reco, the first ballpoint pen to be awarded the "Blue Angel" eco-label! But more about that later.

Having the wishes and requirements for a modern, sustainable office pen in mind, the Schneider Marketing

team, in cooperation with the technical office, began to work on Reco's appearance. It had to be new and sustainable, modern and minimalist. Ideally, it would replace an older model in the Schneider ballpoint pen assortment, so that more and more certified products would find a place in the assortment and old ones would be replaced. Based on a slightly outdated sales classic product that was no longer part of the range, the technical department meticulously built prototypes with different design elements and more sustainable materials.

From the very beginning, the goal was to produce a pen body made of environmentally friendly and resource-saving recycled plastic. The recycled plastic should also be "post-consumer", i.e. originate from the waste of domestic waste. In the purchasing department, enquiries were sent to different suppliers and various suitable sustainable raw materials were ordered for initial tests.



In this respect, Schneider pays particular attention to the origin, the quality and the environmental standards of possible suppliers and their products. After several tests and improvements, the final raw material was defined. Mainly beverage bottles provide the basis for the recycled plastic. This was then immediately certified by EuCertPlast. Three different colour options were chosen to fit into an elegant office: white, black and dark blue, each with an elegant matt shimmering surface.

After the final decision for the most appealing design, the moulds were planned and designed. The design plans therefore go directly to the in-house toolmaking department, where the injection moulds are then constructed.

In the case of the ballpoint pen Reco, the tools used for an old model were converted to the new product design and tested for feasibility by the mechanical development and plastic injection moulding departments using the new recycled plastic. The tests are very time-consuming and labour-intensive and posed great challenges for Schneider's internal plastic injection moulding department. But things worked out successfully: the result is a retractable ballpoint pen with dynamic design and streamlined elements.

As another unique selling point, not only the pen body should be made of recycled material, but also the refill.

Here, too, many tests were necessary to find the right material.

Now it was time to work on the substance, i.e. the paste, as the ink in the ballpoint pens is termed. It had to be document-proof according to ISO 12757-2 and guarantee a pleasantly light and smooth ink flow for a clean writing result. Once again, sustainability and the environment were at the focus of the development. The "Blue Angel" had developed and published its new guidelines in the category "Writing Instruments" in 2016. Following these new guidelines and meeting the strict requirements was Schneider's goal. So far, no manufacturer had succeeded in developing a paste for a ballpoint pen that met these requirements. The

challenge here is to provide ink that is document-proof, which is an important feature for an office ballpoint pen, especially for signatures etc.. The internal ink laboratory at Schneider succeeded in meeting these requirements and the excitement was great. Using the newly developed ink, the tip production department fine-tuned the perfect solution for a suitable tip. The ink or paste and the tip must form an excellent symbiosis and cannot be put together arbitrarily. For the Reco, a wear-resistant stainless steel tip with an M line width was selected. The refill of the Reco, called Eco 725, is suitable as a refill for the Reco as well as for many other writing instruments in G2 format and is the world's first refill made of recycled material.

Now it's time for assembly: the semi-finished parts from the injection moulding and refill production are assembled in the ballpoint pen assembly department. All steps are manufactured at the headquarters in the Black Forest with 100% green electricity. This electricity is partly generated by the company's own photovoltaic systems, or it is also purchased. All Schneider production facilities are operated with 100% renewable electricity.

Quality control. There, the continuous improvement of quality is ensured through measuring and recording defects. In order to maintain the quality of the semi-finished parts at a high level, the various parts are tested with a wide range of measuring and testing tools.

Then all that remains to be done is packaging. The various boxes (packaging units), sales materials such as flyers, sampling cards and brochures as well as the sales displays for the trade are designed in marketing. Of course, recycled material is used for packaging which has only a short-lived purpose. Most of the boxes are made of cardboard with over 80% recycled material and even the blister cards required for some sales channels are made of recycled PET blister film.

Now it was time to apply for the "Blue Angel" award: There, the ballpoint pen is once again thoroughly examined. In the process, the entire life cycle of the products is taken into account. Schneider was the first company ever to meet the guidelines for the "Blue Angel" for writing instruments. The first time it was achieved with a refillable rollerball pen made of recycled material. This was followed by fineliners, fibre pens and highlighters. As a traditional brand for ballpoint pens and refills, we are particularly proud that the first ballpoint pens to be awarded the "Blue Angel" now also comes from Schneider. Of the eight writing instruments that have received the "Blue Angel" award, seven models come from Schneider.

On 27.01.2020 it was finally time to celebrate the official delivery of the "Blue Angel" at the Paperworld trade fair - Reco is the first ballpoint pen in the world to be awarded the "Blue Angel"!

However, the success story does not end there, because in the meantime the Reco has also made it onto the international catwalk - the classic office helper also impressed the "German Design Award" committee, the jury of the "Green Award", the jury of the "Promotional Gift Award" and the jury of the PSI "Sustainability Award". The German Design Award is the international premium award of the German Design Council. Its aim: to discover, present and award unique design trends. Every year, top-class submissions from the areas of product and communication design are awarded prizes, all of which are groundbreaking in their own way in the international design landscape. The "German Design Award", which was initiated in 2012, is one of the most renowned design competitions worldwide and enjoys a high reputation far beyond specialised circles.
All this makes Schneider particularly proud, because the design was created in-house. The competition sets the highest standards for the process of determining its award winners: in a unique nomination process, businesses are invited to participate once their products and communication design services are demonstrably convincing in terms of their design quality. In addition, companies have the opportunity to submit products directly and on their own behalf, which are then reviewed by the German Design Council to determine whether or not they meet the necessary criteria for participation.

2021 SUSTAINABLE PRODUCT PSI WINNER

GERMAN DESIGN AWARD SPECIAL 2021

PROMOTIONAL GIFT AWARD 2021

www.blauer-engel.de/uz200

BLUE ANGEL THE GERMAN ECOLABEL

pbs green award by pbs report Gewinner 2021 Schreibgeräte

Where is the path leading? The UN Sustainable Global Development Goals

Which goals do we pursue in general, where do we still want to improve?

In 2015, the United Nations Member States defined 17 Sustainable Development Goals (SDGs) with 169 targets. They represent the most important factors for achieving a global community that is sustainable from an economic, social and ecological point of view by 2030. A key factor here is that all member states of the United Nations have committed themselves to the respective goals and that a broad civil society has participated in the formulation of the goals. In order to achieve the ambitious goals, all key actors, ranging from the people, scientists, governments and municipalities to the private sector, are requested to participate in the 2030 Agenda and the process of change.

We would also like to make a contribution and have assessed the current and potential as well as the positive and negative impacts of our business activities on the SDGs along our value chain. Based on this assessment, we identified which positive effects could be strengthened and which negative effects can be reduced or avoided. For this reason, we have analysed the goals internally, prioritised them with regard to their relevance for us as a company and defined a number of fields of action.

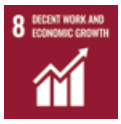
This assessment has not just been taking place since 2015, when the SDG's were defined, but is a regular part of Schneider's process, which we repeat annually on behalf of our EMAS certification. This year, however, for the first time, the goals and measures were subordinated to the SDGs, as these are recognised as a globally valid framework and facilitate communication internationally.

Schneider and the SDGs

At Schneider, we stand behind all 17 goals defined by the UN and do our best to contribute our part to achieving them. As we develop and produce our writing instruments almost exclusively in Germany, we can guarantee compliance with demanding social standards. Our supply chains are also very clear and transparent due to our own deep vertical range of manufacture. We use targeted supplier assessments to ensure that our suppliers also meet a high standard and follow principles that are compatible with human rights.

Some of the goals are not specifically prioritised as they are considered "non-critical" in terms of our value chain. We regard these as obvious minimum requirements and overarching goals. This includes goal number 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

In order to increase performance and the extent to which goals are achieved, Schneider is currently focusing on a total of eight goals and their associated measures. The following overview of the eight prioritised goals focuses on current measures and those that have already been implemented.

SDG/ Goals	Description	Measures already implemented	Currently targeted measures	These goals overlap with others
	Ensure healthy lives and promote well-being for all at all ages	- Ergonomic workplaces both in production and in the offices, e.g. through air circulation and extraction systems, dust filters and noise-absorbing ceilings, floor mats that are comfortable for the joints, etc. - Introduction of a comprehensive company health management system (including cooking and yoga classes, a running course, etc.) - Annual organisation of a charity run "Schneider-Run" - a running event for everyone - Bicycle campaign offering employees the opportunity to lease a bike at low cost via the company (including coverage of maintenance, insurance, competitions and incentives) - Joint bicycle trips, skiing trips, hikes - Occupational health and safety - Flexible working hours	- Upgrade the old desks in the offices to height-adjustable desks. (10 a year)	
	Ensure access to affordable, reliable, sustainable and modern energy for all.	- Electricity from 100 % hydropower and renewable energies - Constant investment in modern machinery in production for maximum energy efficiency - Own electricity generation through photovoltaic systems and combined heat and power plants. - Lighting control in various departments - Modern energy monitoring system that supervises all consumption in all areas and departments and reveals unusual losses - Modern mobility concept: vehicles with electric motors, 4 charging points for e-fleet at the headquarters and 2 charging columns at the "blulog" warehouse building	- Reduction in specific power consumption <1.4 kWh / kg plastic by acquiring two more electric injection moulding machines (Date: 2021) - Reduction in specific power consumption <1.9 kWh / kg plastic by acquiring of two more hybrid injection moulding machines (Date: 2022)	
	Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.	- Preference for regional suppliers - We perform 95 % of the purchasing volume in EU countries - less than 1 % comes from risk countries (according to the BSCI list) - Around 70 % of all external contract work is outsourced to workshops for the handicapped - Few/no temporary contracts - Flexible working hours. - Annual training programms for industrial and commercial professions with a high takeover rate - Average length of employment at the company is almost 17 years - Strong support for the regional economy and support for local cultural life - Commitment to being located in Germany, no outsourcing abroad, all future construction projects at the locations	- Overarching goals	
	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.	- Introduction of the quality management system ISO 9001: 2015 and environmental management system EMAS including ISO 14001 - Conformity with the legal requirements and conditions relevant to the organisation - Processes and procedures in the organisation are documented and presented transparently - Continuous improvement in all areas also leads to better internal communication, work performance and satisfaction of all parties involved - Optimised use of resources - Avoidance of errors and thus minimisation of error costs - Monitoring by means of defined key figures - Establishment of a strong local infrastructure by relying on suppliers from the region - Cooperation with universities - High value-added depth and exceptionally large research and development department - In-house product and design development	- Reduction of truck journeys to external warehouses thanks to the construction of an own automated warehouse for loose parts and components and the resulting stocking of previously outsourced goods (Deadline: 2022/2023/2024) - Reduction in work-related car emissions by an additional 20,000 km through extended home office arrangements for 30 people (deadline: 2021) - Possibility to work mobile also after the pandemic Ongoing measures: Digitalisation and the latest automation technologies as well as other innovations are constantly being introduced to improve our infrastructure, shorten distances, simplify processes, save resources and improve working conditions	
	Make cities and human settlements inclusive, safe, resilient and sustainable	- Numerous annual extra-company activities and events for employees and the local community, e.g. the Schneider-Run - Sponsor of running events or competitions such as (e.g. the Stadtradeln) - Financial support for all local clubs - School cooperation or educational partnership of the Thomas-Strittmatter-Gymnasium in St. Georgen, the Realschule St. Georgen and the Professional Schools in Schramberg. Monetary flows as well as real goods in the form of donations flow in support. In addition, there is a lively exchange on a communicative level, knowledge transfer and company visits.		

SDG/ Goals	Description	Measures already implemented	Currently targeted measures	These goals overlap with others
	Responsible consumption and production.	- The entire production is operated and constantly optimised in terms of environmental performance with a focus on improving eco-efficiency - We are certified according to EMAS for over 20 years and have implemented numerous measures: e.g. complete switchover of electricity sourcing to regenerative energies - Own electricity generation through combined heat and power generation and a photovoltaic system installed on all company buildings - Less-consuming machines, computers and printers significantly improved the energy and CO_2 balance. Own water plant for cooling the injection moulding machines - Complex electricity management system for monitoring all processes and possible electricity losses - Use of raw materials that comply with strict consumer protection and product safety guidelines that do not pose a health risk to consumers - Products and packaging are free of cadmium and PVC - Recycling of product components - High-quality manufacturing and long writing performance of our products ensure longevity - Long shelf life and open storage properties are also primary development goals - The development of user-friendly refill systems - Preferential processing of alternative, sustainable and bio-based substances for inks - Increased use of bio-based and recycled plastics - Certification and validation of plastics by independent certification bodies - Labelling our products with the "Blue Angel" - For some popular models, we additionally offset unavoidable emissions by supporting a forest conservation project in Brazil. - Concept for sustainable packaging: In addition to constant efforts to reduce packaging material, the materials have also been changed: e.g. blister covers are made of recycled plastic, paper variants and cardboard boxes are made of > 80% recycled fibres - Provision of sustainability information for customers and consumers to promote sustainable consumption and to raise awareness for environmental issues - Use of recycled paper	- Schneider undertakes the first tests for a circular economy project and works together with the staff/ associations and the municipality as well as an external partner. (Date: 2021/2022/2023) - More products are switched to recycled material	
	Take urgent action to combat climate change and its impacts.	- Cooperation with ClimatePartner - Calculation of the "Corporate Carbon Footprint" of the entire company - Launch of climate-neutral products by supporting a certified climate protection project - Savings of > 5,200 t CO_2. The current project is a forest conservation project in Pará, in the Amazon region - Introduction of a mobility concept: company bicycles, free company bus in winter for employees, gradual conversion of the company's own vehicle fleet to purely electrically powered vehicles and hybrid vehicles, mandatory train travel - Possibility of mobile working for 30 people even after Corona - Regional sourcing to obtain more clarity on environmentally friendly production and also to reduce transport distances. About 90% of the purchasing volume is made in EU countries for this reason - Concentration of the freight volume on one forwarding agent to achieve the highest possible capacity utilisation and thus reduce traffic	- Reduce car kilometres by 150,000 km per year by maintaining a total of 200 e-bike riders (Deadline: 2021/2022/2023/2024) - Reduce car kilometres by 12. 000 km per year - Maintaining a total of 24 e-bike riders (deadline: 2021/2022/2023/2024) - Reducing the company's "carbon footprint" (approx. 10,000 car kilometres) by reducing the vehicle fleet by 1 vehicle in Tennenbronn (Deadline: 2021) - Reduction in work-related car emissions by an additional 20,000 km through extended home office arrangements for 30 people (deadline: 2021) - Reduction of truck journeys to external warehouses thanks to the construction of an own automated warehouse for loose parts and components and the resulting stocking of previously outsourced goods (Deadline: 2022/2023/2024)	
	Strengthen the means of implementation and revitalize the global partnership for sustainable development.	- Support for local institutions through cooperation (workshops for the disabled), charity runs, or other fundraising activities or sponsoring - Cooperation with universities - School cooperation with 3 local schools - Recycling project with various cooperation partners	- Recycling of 9t of waste from the yellow bags (domestic waste) of the municipality of Tennenbronn incl. collection activities (Deadline: 2021/2022/2023) as well as a recycling scheme of 5 t of waste in cooperation with the Europapark	

Environmental Statement 2021

Schramberg-Tennenbronn and Wernigerode sites, data gathered 2020

Approved for public release
This environmental statement aims to inform our employees, customers and interested members of the public about environmental protection in our company. We guarantee that the information contained in this environmental statement is truthful and hereby approve the environmental statement for public release. Responsibility for approving this environmental statement lies with Executive Management.
We can assure you that we are legally compliant at all facilities.

Christian Schneider, Managing Director

Content

Technical product specifications

Ballpoint pens and refills
Marker and writing systems with fibre ink reservoir

* made from ≥92% recycled material

Reco

Plug+Play

Marker Maxx Eco 110

Marker Maxx Eco 110 cartridge

At the facility in Tennenbronn (TB) we produce ballpoint pens and refills, as well as ink pens and markers with cartouche-style reservoirs.

Ballpoint pens and refills
The production of ballpoint pens and refills are the core business and heart of Schneider, as they were the first writing instruments Schneider developed and ultimately brought to market in Germany.

Ballpoint pen barrels and mechanisms are mainly made from plastic. Metals are used for the clips, push buttons, decorative rings, barrel tips and nips. The refill tubes are made from metal or plastic and are filled with an ink paste. The writing tip is always made from metal. Ballpoint pens are especially popular writing instruments because they allow quick and easy writing. Schneider is constantly striving to optimize writing quality and user-friendliness and is the owner of several patents, such as Viscoglide Technology in combination with the particularly smooth-gliding, wide XB tip.

Marker and writing systems with fibre ink reservoirs
Roller balls, felt tips and markers are mainly made entirely from plastic. The barrels are mostly made from polypropylene (PP), however, there are also some models that are made of aluminium. In recent years, Schneider has already been able to switch the barrels of some models to recycled plastic.

Fibre reservoirs (fibre rods for storing ink) and ink feeders are made from polyester yarns. Depending on the model, the writing tips are made from fibre, plastic or metal.
The inks used are mostly produced on an aqueous base. In order to be able to adhere to smooth surfaces, the ink in permanent markers needs to contain alcohol. These
inks are stored and processed according to special requirements. Schneider also opts for simple refill options in the marker sector.

For almost every model we offer consumer-friendly refill stations or cartridges.

Product examples
Plug+Play
Schneider ballpoint pens using the Plug+Play system have a universal shape for various refill formats. This makes changing the refill super easy.

Ballpoint pen Reco and refill Eco 725
Reco: First ballpoint pen in the world that has been awarded the most famous eco-label "Blue Angel". The pen body is made of 92% recycled plastic. Not only that, it is also the world's first ballpoint pen equipped with a refill that is also made from 94% recycled material. And of course, the blue-writing refill has also been awarded the "Blue Angel".

Maxx Eco highlighter
Highlighter with ingeniously simple quick refill system. Simply insert the cartridge and the marker is immediately ready to be used again. Each cartridge is the equivalent of a new marker.

From the very beginning, Schneider's aim was to appeal to a broad target group with its sustainable products and to achieve this with an economically and ecologically sound manufacturing process. For this very reason, the recycled ballpoint pens, rollerball pens and markers, as well as bio-based fineliners and fiber pens, etc., had to be on par with a conventional plastic product. And in fact, you can't tell by looking at the products that they're made from recycled materials, for example.

Company profile Schramberg-Tennenbronn

The company was founded in Tennenbronn in 1938 by Christian Schneider. From 1978 onwards, Roland Schneider was the owner and CEO. In 2010 his son Christian Schneider and Frank Groß joined the management team. Since the beginning of 2018, the two of them have been the sole managers of the company.

In 1949, the company started the production of ballpoint pen refills, which in subsequent years was expanded to include the complete production of ballpoint pens. This was followed by other product categories. Today, Schneider manufactures all common writing systems and distributes its full range of products to over 130 countries around the world.

The headquarters are located in an area known for its climatic health in Schramberg-Tennenbronn and includes three properties. Plant 1, at the address Schwarzenbach 9, has a property area of 28,832 m², of which 11,200 m² have sealed surfaces. As the facility is built on several storeys, an area of 27,500 m² is available for production and administration. The "Schiltach" river, which is partly covered by buildings, flows through the company premises designated as a commercial area. Extensive efforts have been made to integrate the entire company in its natural surroundings in as responsible a way as possible.
A total of 358 people are employed in development, laboratories, design, toolmaking, production, marketing, sales, purchasing and administration. For the staff there is the possibility to lease an e-bike (pedelec) or bicycle at a reasonable price. This means that the employees not only get to their workplace with zero emissions, but they also do something for their health at the same time. With this offer, Schneider promotes cycling and motivates the employees to overthink their mobility and switch from car to bike. The offer to lease a bicycle at Schneider was highly appreciated by the employees and currently 328 bicycles are leased through the company.
In the cold month, there are also several free bus connections every day that take workers to the company and to their jobs.

Two additional buildings were obtained in Tennenbronn to help cope with the increased order volume and to ensure timely order execution.

- Plant II, at the address Unterm Dorf 184/1, employs 28 people. This is where writing instruments are assembled and packaged. It has approx. 1,800 m² of usable space.
- The newly acquired logistics center "blulog", which was adapted to our needs, has the address Weierhalden 37/1, and contains the warehouse for finished goods as well as the logistical dispatch department. 16 staff members are employed here. The building has several stories, offering usable space of approx. 6,200 m². The logistics center, which today after refurbishing an old building looks very modern, was inaugurated in the middle of 2017. In the building, a lot has been invested in new environmental technology in order to meet Schneider's high standards in this respect. A 23-kW cogeneration plant and a 44-kWp photovoltaic system are part of the equipment. Furthermore, the building has electric charging stations for trucks, cars and e-bikes (pedelecs).

Approximately 35,500 m² of usable space was available in the above-mentioned properties up to April 2021. Extensive reconstruction work is currently taking place at the headquarters location. Currently, older buildings that no longer meet energy standards are being demolished to make way for a modern, highly efficient automated small parts warehouse (AS/RS). We expect this to result in a significant increase in efficiency in warehouse utilization, supply of the required materials and shorter process times.
The centralized storage of our materials and semi-finished parts, combined with an oxygen reduction system that prevents the formation of fire, reduces the fire load and simplifies the management of fire water in all other parts of the building. For the heating of the new warehouse, the waste warm air from the plastic injection molding department will be used, which is expected to result in significant energy savings.

Headquarters, Schwarzenbach 9 in Schramberg-Tennenbronn

Logistics Centre "Blulog", Weierhalden 37/1 in Schramberg-Tennenbronn

Plant II, Unterm Dorf 184/1 in Schramberg-Tennenbronn

Technical product specifications

Writing systems with ink reservoir
Cartridge systems

Produced *CO_2- neutrally

One Business

Job

Fountain pens and ink pens with regulators are produced in Wernigerode, along with markers with fibre reservoirs and ink cartridges.

Fountain pens and ink pens with regulators
Ink is stored in liquid form without a fibre reservoir (liquid ink system). The control of the flow of ink to the writing tip and the balancing of pressure and temperature variations (leak guard) is handled by the ink regulator. The benefits of the regulator technology include the precise and even flow of ink and the use of the large ink reservoir right down to the last drop. Plastics are mostly used. Metals are used for nibs and sometimes for pen tips and clips. The inks are water-soluble.
We can proudly point out that the Schneider Breeze rollerball pen is the first writing instrument to be awarded the “Blue Angel“. The “Blue Angel“ has been around for 40 years. It is the oldest eco-label in the world and is widely known among consumers. The criteria for writing instruments were published in January 2016. Schneider was the first company to fulfil the requirements for the “Blue Angel“ for writing instruments.

Markers with fibre ink reservoirs
Highlighters, whiteboard markers and permanent markers are manufactured in Wernigerode. The barrels are mostly made from polypropylene (PP). A large part of the assortment has already been converted to recycled material. Fibre reservoirs (fibre rods for storing ink) and ink feeders are made from polyester. The inks used are either water-based or alcohol-based.

Standard ink cartridges
Standard ink cartridges are produced for use in fountain pens and rollerballs from Schneider and many other brands. Schneider was the only manufacturer to receive the rating "Very Good" for its standard ink cartridges in a large-scale test for hazardous substances conducted by Stiftung Warentest in 2018 (8/2018 issue).
In addition, we also manufacture rollerball cartridges that are equipped with a new writing tip. This means that the sensitive writing tip is also replaced every time a new cartridge is fitted. The use of the writing instrument is no longer affected by declining writing quality and the service life is considerably extended.

Company profile Wernigerode

In 1991, Schneider took over the company VEB Heiko, a well-known fountain pen manufacturer in the former German Democratic Republic. Schneider thus acquired the company's regulating technology for controlling the available ink without requiring a cartouche-type reservoir. The company moved into a new production and administration building in the industrial area of Stadtfeld in 1992.

As a result of several extensions, the property area has meanwhile grown to approx. 25,400 m², with 9,800 m² of sealed surfaces and a usable area of around 10,400 m².

The main work at Wernigerode involves further developments of the regulator technology and the production of the associated wiring instruments. In addition, because of space constraints, the production of some markers with fibre reservoirss was moved from Tennenbronn to Wernigerode. The facility currently employs 127 people (FTE).

Production facility in Wernigerode

Integrated Management System Policy of Schneider Schreibgeräte GmbH

The geographical location of our facilities, our values and our commitment to quality create a special bond between us and our customers, employees, business partners and the environment. Which is why we have defined a set of **overall ecological, social and quality goals**.

We have created the "Integrated Management System", a platform that intelligently combines our **own specifications** relating to quality and environmental matters, with the **standard requirements** of ISO 9001 and ISO 14001, and the requirements of EMAS. This helps us to pursue our targets and consistently take the necessary steps to achieve **continuous improvement**.
It is the **customer** that sets the quality standards of our products and services. To meet these requirements, we strive for lean and secure processes that allow us to **continuously improve**. This makes **customer satisfaction** an essential indicator of our performance.

We do not consider the existence of a high-quality industrial production facility in a recreation area famous for air health as a contradiction. Our sites fulfil all **environmentally relevant regulations**. More than twenty years of EMAS experience enable us to continuously monitor and **improve our environmental performance** - exceeding legal requirements.

Our **aim** is to produce functional, reliable and durable writing instruments. In this respect, we opt for the best available technology for new and replacement purchases while continuously monitoring **targeted energy-saving measures** as well as the **life cycle** of our products and decisions. This enables us to avoid **waste** and to protect **resources**.

We consider our employees to be our most valuable resources. Our sucess is based on their knowledge, performance and motivation. By offering qualified **jobs and training opportunities** with the associated occupational health and safety, we create the basis for a safe **social environment** and strengthen the community. The correct handling of personal data is also a matter of great importance to us. Appropriate processes have been defined to fulfil the required data protection regulations.

A number of organisational measures are defined for dealing with **emergencies**. These are intended to prevent hazards to people, the environment and material assets. The local rescue services have been integrated in the emergency planning in advance.

We want our **suppliers** to grow and develop along with us so that together we can confront the future demands of the market. This is why we include them in our quality and environmental philosophy.

Organisation of our environmental management

The environmental management system is a component of the integrated management system. However, only the environmentally relevant levels are shown in the present environmental statement.

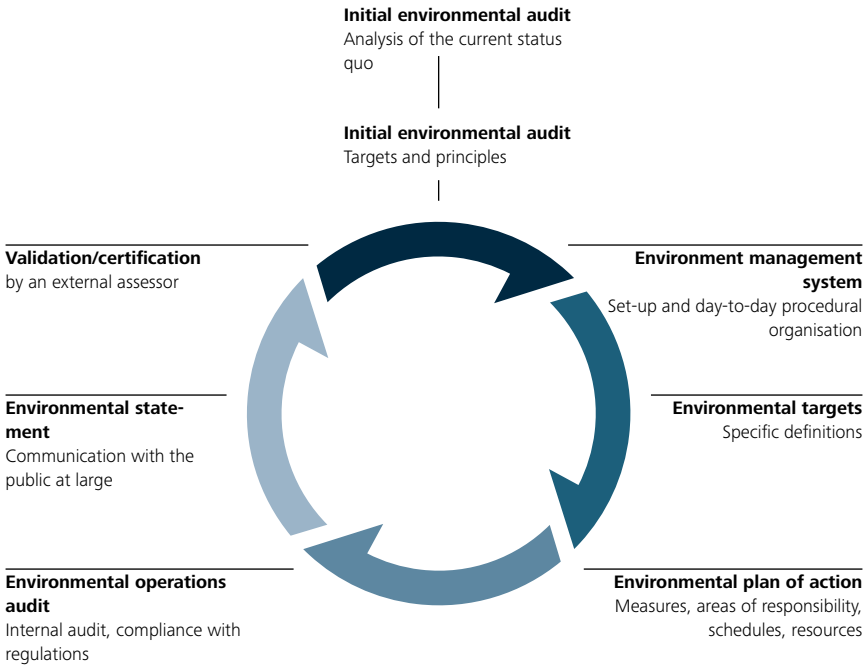
Environmental policy, environmental targets
Company policy serves as the basis and framework of the definition and implementation of the environmental plan of action.

Environmental management documentation
The management documentation contains all essential and relevant processes and workflows. By integrating the requirements in a joint system, we achieve better implementation and acceptance among the employees; it also helps us realise our environmental policy at our sites. Areas of responsibility and targets are defined for the various divisions within the company.

Environmental operations audit
Regular environmental operations audits enable the constituent elements of the environmental management system and environmental targets/programs to be analysed in terms of their effectiveness.

Environmental statement
In the environmental statement we offer a summary of the environmental situation of our company. This statement is published at regular intervals and is available to all interested parties.

Validation
Because our company has signed up to EU ordinances 1221/2009, 2017/1505 and 2018/2026, we are subject to regular auditing by an approved independent environmental assessor.

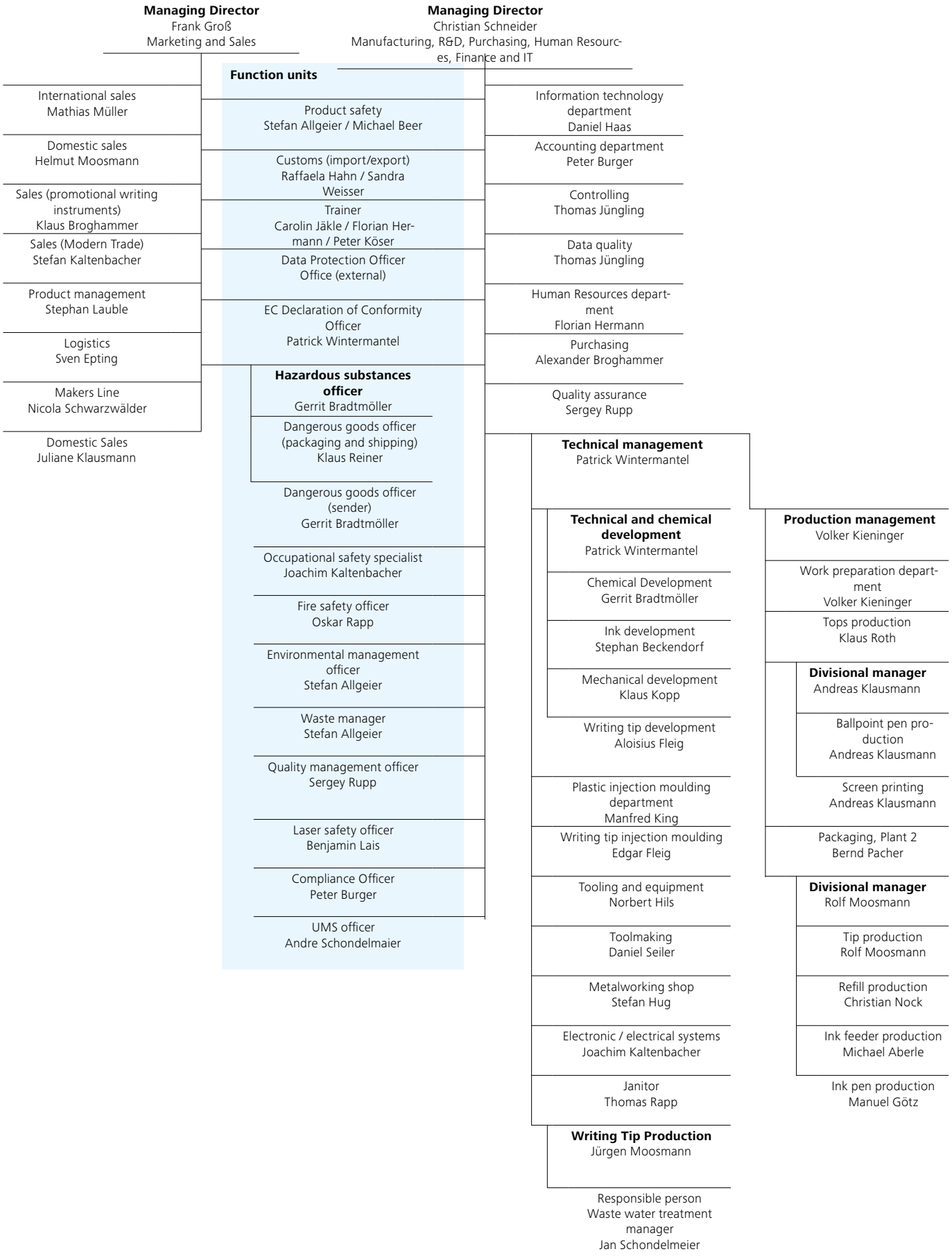


Tennenbronn

Responsibility at divisional level for the environmental management system.

Managing Director	Responsible for maintaining the environment management system. Decides on corporate policy, environmental targets and environmental programs. Responsible for evaluating the management system and for defining and corrective measures that may be required.
Environmental work group	Comprises executive management, technical management, environmental management officer, employees in product management, and the purchasing department
Technical management	Contact person for the relevant authorities. Responsible for monitoring regulations and archiving documents, such as operating logs. Other important duties include the development of writing instruments and the technical equipment at the plant.
Production management	Production management is the interface between the development and production departments. This is where the efficient use of manpower, machines and materials is planned.
Waste water treatment manager	Operates and independently monitors the finishing plant with water treatment. Responsible for keeping the operational log.
Environmental management officer	Mainly responsible for developing, supporting and implementing the environmental management system. Records and evaluates the environment-related data for the plant and reports to executive management.
Chemical development department	Responsible for the development and selection of the physical and chemical components for writing instruments.
Waste manager	Responsible for the correct definition and declaration of the waste generated and for keeping the waste documentation register. The precise duties and tasks are dictated by the relevant laws.
Occupational safety specialist	Responsible for safety-related issues, e.g. in connection with determining potential risks and identifying safety equipment.
Purchasing department	Mainly responsible for ensuring that only materials that have been internally approved and ordered reach the company's sites. The re-use or disposal of waste is organised in consultation with the waste manager. Purchasing is responsible to assessing suppliers.
Product management and marketing-communication	Responsible for product development and for the development and implementation of product and communication design. Responsible for sales promotion campaigns and product packaging. Press, advertising, and internal and external corporate communication.
Fire safety officer	Shares responsibility for drawing up emergency plans and cooperates in the determination of possible risks.
Sales	Handles external communications with customers and sales partners and passes on external requests to the company.
Divisional and departmental heads	Instruct employees in correct practices in the workplace and check to ensure their instructions are followed. They also monitor the correct segregation of waste in their departments.
Human resources department	Keeps the training and instruction certificates in the personnel files and checks the dates of recurring training courses.
Hazardous substances officer	As an assistant to executive management, this person is required to ensure that suitable measures are taken to comply with the regulations for the transport of hazardous substances.
Incoming goods acceptance	Subordinate to the purchasing department and responsible for the correct distribution of deliveries of hazardous materials and other goods.
Data Protection Officer	For data protection, we are assisted by an external company.

Organisational chart



Wernigerode

Responsibility at divisional level for the environmental management system.

Managing Director	Responsible for maintaining the environment management system. Decides on corporate policy, environmental targets and environmental programs. Responsible for evaluating the environmental management system and for defining and corrective measures that may be required.
Environmental work group	Consists of the operations manager, the environmental management officer, the head of chemical development, and an electrician.
Operations manager	Deputy manager and responsible for producing and implementing operational and procedural instructions, as well as training and instruction in the relevant department. The operations manager is responsible for the safety of the employees, the technical equipment of the company and for the production.
Production management	Responsible for compliance with operational instructions and procedures and for training and instructions. The work preparation, the assembly and the warehouse are subordinate to this department.
Environmental management officer	Mainly responsible for developing, supporting and implementing the environmental management system. Records and evaluates the environment-related data for the plant and reports to executive management.
Chemical development department	Responsible for the development and selection of the physical and chemical components for writing instruments.
Waste manager	Responsible for the correct definition and declaration of the waste generated and for keeping the waste documentation register. The precise duties and tasks are dictated by the relevant laws.
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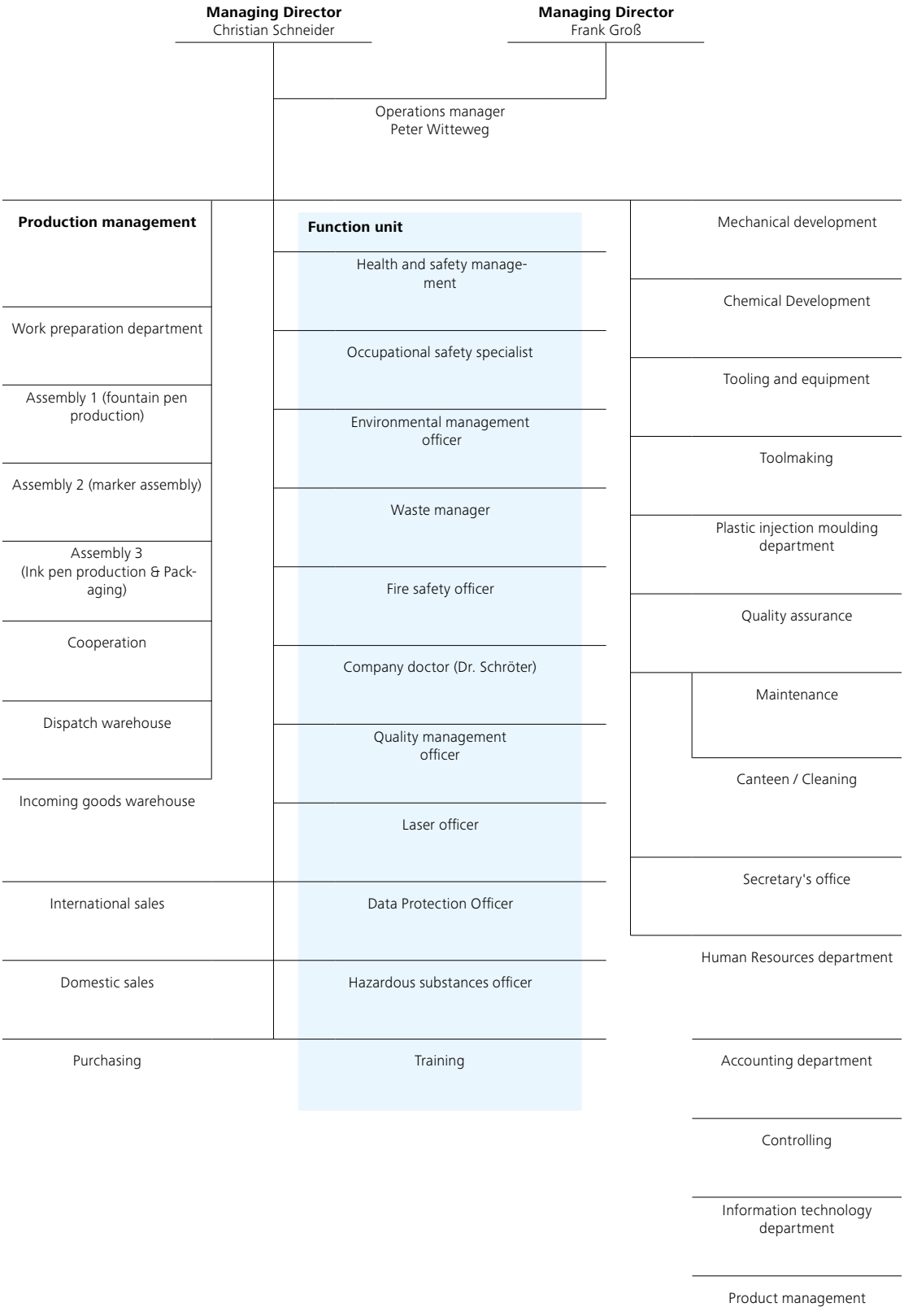
Fire safety officer	Shares responsibility for drawing up emergency plans and cooperates in the determination of possible risks.
Divisional and departmental heads	Instruct employees in correct practices in the workplace and check to ensure their instructions are followed. They also monitor the correct segregation of waste in their departments.
Dangerous goods officer	As an assistant to executive management, this person is required to ensure that suitable measures are taken to comply with the regulations for the transport of hazardous substances.
Incoming goods acceptance	Subordinate to the purchasing department and responsible for the correct distribution of deliveries of hazardous materials and other goods.
Data Protection Officer	For data protection, we are assisted by an external company.

Organisational chart



Production processes

1. Plastic injection moulding department
Polypropylene (PP) is mostly used in the production of barrels and mechanism parts. The remaining parts are made from environmentally compatible and recyclable thermoplastics, such as ABS, POM, PET and SAN. PVC is never used. At Schneider, materials are recovered directly at the injection moulding machines, i.e. sprues and faulty parts are ground up directly and returned to the production process. Various components are produced from up to 100% internally recycled materials. The use of new, fully electric injection moulding machines enable energy savings of up to 25%. Noise emissions are also reduced. The increased precision of the injection moulding processes allows performance and quality to be increased, which also results in lower scrap figures and therefore less waste. The system-related cooling of the injection moulds and moulding machines is achieved through water cooling which take place by means of cooling towers in Wernigerode and flowing water of a river in Tennenbronn. Modern heat recovery systems in the water and ventilation circuits enable much of the waste heat at both plants to be used for heating purposes.

2. Tooling and equipment
Each plant has its own tooling and equipment shop with the corresponding fleet of machines. The injection moulds used in the plastic injection moulding shops are almost all made by Schneider itself. However, in some cases moulds are also produced for customers. The main processing methods used in the production of moulds and tools are:

- Chip-removing processes with geometrically defined and undefined cutting, such as: Turning, milling, drilling, polishing or grinding. Water-emulsifiable coolants and lubricants are used.
- Spark erosion processes such as EDM and wire erosion. Processing with spark erosion uses either oils or deionised water as the dielectric.
- Assembly processes

3. Assembly departments / ink cartridge production
Schneider writing instruments are mainly assembled on fully automated production lines. Automatic controls integrated in the assembly process recognise malfunctions immediately, helping to avoid large amounts of waste material. The pen body parts are generally joined by means of screw, snap or press joints. Friction or ultrasonic welding is used for making fixed connections rendering solvent-containing adhesives almost obsolete.
Some colour pastes and inks for ballpoint pens, refills, ink pens, fountain pens and markers are supplied in large returnable containers with capacities of up to 1,000 litres. Alternatively, plastic canisters are used, which are recycled via a return system after emptying. An automatic washing station is integrated in the production process in ink cartridge production.

4. Printing on writing instruments
For certain target groups (including promotional clients) writing instruments are customised with motifs, company logos and other information. This involves a pad or screen printing process for small quantities. Depending on the material, either UV-curing or solvent-based inks are used. Alternatively, writing instruments can also be customized with digital print or laser engraving.
Hot embossing and film transfer techniques are used in larger series production. The print foils, pad printing clichés, templates and screens required are produced by the individual plants themselves. To minimise impact on staff, the solvent emissions produced are removed directly at the workplace by means of ventilation and extraction systems.

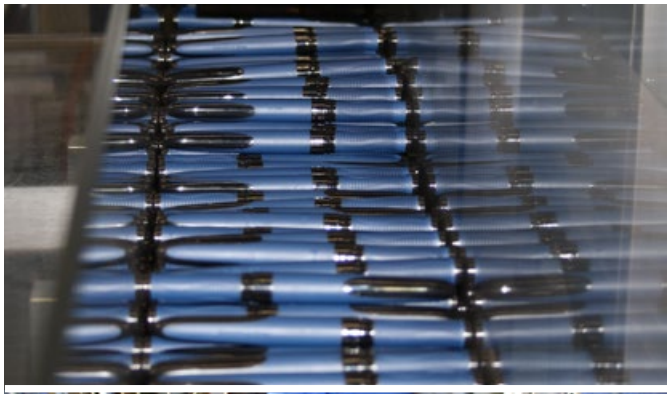
5. Writing Tip Production
Brass, nickel silver or stainless steel blanks and wires are processed on special turning machines to produce writing tips for paste, ink or gel writing instruments and are assembled with tiny metal balls at the tip. Swarfs and cutting oils are then removed in a cleaning system. Thanks to extensive test procedures and the procurement of a suitable cleaning system, we are able to avoid the use of solvents containing CHCs that are harmful to the environment and the climate.
Tips for gel pens are also made from plastic or a metal/plastic combination. In the combined tips the metal blanks are inserted into the mould and encapsulated with plastic.

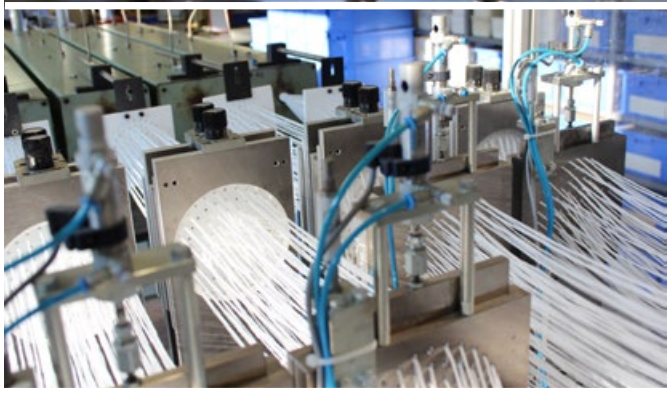
6. Ink feeder production
The best writing quality demands the precise coordination of the chemical/physical qualities of ink, ink feed and writing tip. To ensure that the key components are kept under close control during the production process, Schneider has established its own ink feed production, the only manufacturer in Germany to do so. This is where polyester yarns are bundled and glued together using heat and special resins. In subsequent process steps the ink feeds are cut to length depending on their eventual use and are finished with different cuts. The dust produced in the cutting process is removed by a filter system.

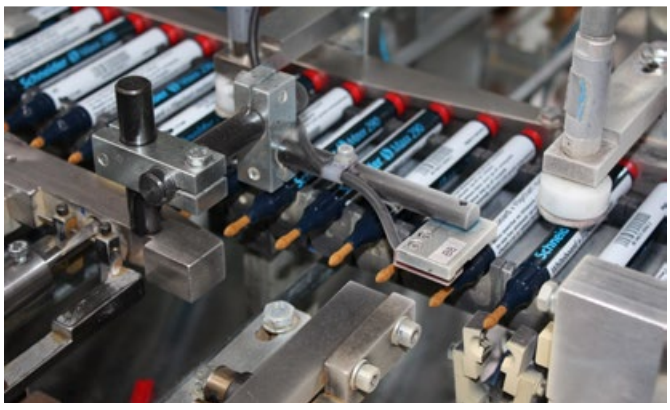
7. Finishing plant
Prior to further processing, metal parts are placed in vibration containers, where they rub and hit against one another, removing any burr and producing a polished finish. Depending on what is required, water is used with different compounds or abrasives. The system is operated in recirculation mode, which saves water and grinding additives. The resulting metal sludge is cut, flocculated, filtered and subsequently disposed of. The resulting waste water is analysed, treated and returned to the sewage system. Waste water is treated in an approved system (indirect feed).

8. Ink regulator finishing
Schneider uses a variety of processes for finishing ink feeds for fountain pens and ink writing instruments with direct filling systems, also known as “Free Ink Systems". Various gas mixtures are used in vacuum chambers in the plasma process. Furthermore, there are various
chemical methods that are used in a closed system.

9. Ink production
In order to keep up the sustainable orientation of our company, we have built up our own R&D and ink and paste production department over the last few years. One of our major goals is to use as many biodegradable and organic ingredients as possible, so that our customers can use the pens without any concerns.







Environmental targets achieved from the period 2018-2021

	Environmental targets and individual targets	Measures	Implementation
1	**Resource conservation**		
	Increasing energy efficiency / Saving electrical energy Reduction in specific power consumption at the plastic injection moulding shop <1.4 kWh / kg plastic	Acquisition of two more electric injection moulding machines by 2020.	As scheduled, the injection molding machines were purchased. Due to the installation of a new energy recording system, it was not possible to record data as usual during the transition period. Due to the pandemic, the values for 2020 are unfortunately not representative.
	Reduction in specific power consumption at the plastic injection moulding shop <1.8 kWh / kg plastic	Acquisition of two more hybrid injection moulding machines by 2019.	In 2018, an all-electric injection molding machine was purchased instead of a hybrid one. Another one was delivered in the summer of 2019. Unfortunately, we were not able to reach our target of 2.0 kWh/kg. Likewise, in Wernigerode, the values for 2020 are unfortunately not representative due to the pandemic.
	Cutting fuel consumption and emissions Reduction of car kilometres by 120,000 km per year	Maintain 100 e-bike riders at the facility in Tennenbronn.	The number of e-bikes was further increased to over 200. This means that 136,000 km have been cycled. This corresponds to a saving of 27.2 t CO_2 with a conversion factor of 200g. (ifeu Institute Heidelberg).
	Reducing car kilometres by 10,000 km per year	Increasing the number of e-bike riders to 30.	The goal was accomplished ahead of schedule. In 2019, there were nearly 40 e-bike riders who collectively cycled about 41,000 km. In 2020, the figures were maintained.
	Reducing the "Carbon Footprint" of the company	Acquisition of an electric transporter by 2019	Offers were requested. However, the project was not pursued further for cost reasons.
	Reducing personal transport by a further 20,000 km	Expansion of video conferencing	Additional rooms were equipped with video conferencing technology. Furthermore, the video chat function via mobile devices was introduced. This was also very helpful to us during the pandemic. This goal was achieved.
	Reducing personal transport by a further 10,000 km.	Increasing bus rides to work and home to cover the late shift	Bus transportation was initially expanded. However, due to the increased use of e-bikes, the buses were hardly used anymore, which is why alternative options for passenger transport are now being explored.
	Product development Expand the product portfolio of bio-based materials and recycled plastics, as well as climate-neutral and refillable products. Standard product range > 1,000 tonnes	Expansion and changes to product range.	Currently, intensive attempts are being made to convert various writing instruments to more environmentally friendly materials. Some new products could already be realized with bio-based or recycled plastics. Due to resource availability issues and delays in product development due to the pandemic, we have not quite reached the target. We have just reached a little less than 900t. However, we want to stick to our target in 2021.

	Environmental targets and individual targets	Measures	Implementation
	Reduction of energy costs Increases in efficiency on the basis of new technology	New, continuously variable motors in the ventilation system in tip production for 25,000 €	Older measurements of the ventilation system showed a power consumption of approx. 32 kW. The new system has a power consumption of 15 kW on average. Thus, the annual energy savings amount to approximately 100,000 kWh.
	Fewer fluctuations in the compressed air network. More targeted provision of compressed air	Use of a new, regulated compressor (non-central)	By installing a smaller regulated compressor, the large system no longer needs to be cycled during off-peak hours. This reduces fluctuations in the compressed air network and power peaks.
	Centralisation of processes	Remaining individual printers are centralised for departments	The project was successfully achieved. The elimination of approximately 20 individual printers will reduce power consumption.
	Cutting resources and emissions Reduce oil consumption, relieve the cleaning system	New in-line cleaning units on tip rotating machines to minimise oil losses	The project has not yet been completed, but we are still working on it.
2	**Environmental management**		
	Make processes more ecological Reduce paper consumption by 30% This corresponds to approx. 1 tonne / year	Saving copy paper by introducing and extending document management system to other departments.	Various processes were converted or newly implemented in the software systems (DMS / BDE). However, the savings will only become visible gradually. The project has not yet been completed, but we are still working on it.
	Ecological product development Development of writing liquids that require no special label	Use of sustainable raw materials in inks and pastes	An in-house ink and paste production facility was set up to promote further development in this area. The highlighter and fountain pen inks produced are not subject to any labelling requirements and are mainly made from renewable raw materials.

Input Tennenbronn

Product material	**Unit**	**2016**	**2017**	**2018**	**2019**	**2020**
Plastics	t	2,037.5	2,049.6	1,798.9	1,588.2	1,217.3
Metals	t	257.6	273.6	244.4	284.7	181.9
Pastes / inks	t	242.0	239.1	200.3	159.0	189.9
Decorative foils and printing inks	t	9.4	9.2	5.7	5.6	4.7
Semi-finished products (others)	t	10.0	10.0	5.0	5.0	0.0
TOTAL	**t**	**2,556.5**	**2,581.5**	**2,254.3**	**2,042.5**	**1,593.8**
Commercial product	t	173.6	181.0	185.3	51.2	36.4
TOTAL incl. Commercial product	**t**	**2,730.1**	**2,762.5**	**2,439.6**	**2,093.7**	**1,630.2**

Auxiliary and operational materials	**Unit**	**2016**	**2017**	**2018**	**2019**	**2020**
Oils + grease + lubricants	t	7.6	10.1	9.4	10.0	5.9
Cleaning agents and solvents	t	6.6	6.2	8.6	6.6	6.7
Grinding media	t	0.9	0.6	0.0	0.6	0.1
Miscellaneous	t	0.2	0.2	0.4	0.7	0.5
TOTAL	**t**	**15.3**	**17.1**	**18.4**	**17.9**	**13.2**

Packaging	**Unit**	**2016**	**2017**	**2018**	**2019**	**2020**
Paper, cardboard	t	492.6	491.4	446.4	347.7	305.9
Plastics	t	77.1	88.6	38.7	71.8	39.9
Miscellaneous (wooden pallets, etc.)	t	50.3	74.3	67.4	91.0	66.4
TOTAL	**t**	**620.0**	**654.3**	**552.5**	**510.5**	**412.2**

Energy	Unit	2016	2017	2018	2019	2020
Heating (heating oil, EL)	MWh	44.7	36.6	10.0	29.9	27.9
Heating (liquid gas)	MWh	674.6	581.9	358.3	303.8	556.1
Heating (natural gas)	MWh	0.0	0.0	517.4	552.8	601.4
Heating (combined heat and power unit)	MWh	785.5	762.0	855.0	1,051.2	986.6
Combined heat and power unit (el. output)	MWh	439.0	414.6	432.4	534.9	503.1
Solar panel system (at the location)	MWh	28.7	32.4	33.5	56.1	79.1
Electricity (external source)	MWh	4,774.0	4,813.2	4,581.7	4,277.7	3,716.2
Fuels (vehicle fleet)	MWh	114.1	133.3	122.8	123.8	92.8
TOTAL	**MWh**	**6,860.6**	**6,774.0**	**6,911.1**	**6,930.2**	**6,563.2**

Water	Unit	2016	2017	2018	2019	2020
Cooling water	m^3	130,220	156,027	179,592	168,684	124,236
Drinking water	m^3	2,558	2,465	2,931	2,840	2,591
TOTAL	**m^3**	**132,778**	**158,492**	**182,523**	**171,524**	**126,827**

Output Tennenbronn

Products	Unit	2016	2017	2018	2019	2020
In-house production	t	2,450.4	2,495.0	2,122.3	2,081.7	1,749.5
Commercial product	t	173.6	181.0	185.3	51.2	38.6
TOTAL	**t**	**2,624.0**	**2,676.0**	**2,307.6**	**2,132.9**	**1,788.1**

Non-hazardous waste for re-use	Unit	2016	2017	2018	2019	2020
Paper, cardboard	t	74.4	80.5	64.7	45.9	61.4
Metals	t	68.3	53.6	50.0	54.4	59.3
Production waste (plastics, etc.)	t	91.5	78.7	87.9	66.4	94.6
Miscellaneous	t	10.6	15.5	9.6	6.8	12.9
TOTAL	**t**	**244.8**	**228.3**	**212.2**	**173.5**	**228.2**

Waste for re-use hazardous	Unit	2016	2017	2018	2019	2020
Plastic containers	t	8.7	8.3	9.0	5.8	2.8
Brass refills with paste	t	2.3	1.4	2.2	1.0	2.1
Machine oil	t	3.8	1.4	1.6	3.5	1.6
Drilling and grinding emulsions	t	1.2	1.9	1.7	2.3	1.8
Solvents (halogen-free)	t	1.0	1.5	1.2	1.2	1.2
Miscellaneous (e.g. oil/water mix)	t	0.5	0.5	0.3	0.8	0.5
TOTAL	**t**	**17.5**	**15.0**	**16.0**	**14.6**	**10.0**

Non-hazardous waste for disposal	Unit	2016	2017	2018	2019	2020
household-like commercial waste	t	11.9	12.0	13.2	16.7	9.8
Construction waste	t	0.0	0.0	0.0	3.7	0.0
TOTAL	**t**	**11.9**	**12.0**	**13.2**	**20.4**	**9.8**

Hazardous waste for disposal	Unit	2016	2017	2018	2019	2020
Metal grinding sludge	t	2.0	2.2	1.5	1.4	1.0
Old paints	t	2.1	0.6	0.4	1.4	1.3
Miscellaneous (resins)	t	0.6	0.7	0.2	1.2	0.7
TOTAL	**t**	**4.7**	**3.5**	**2.1**	**4.0**	**3.0**

Waste TOTAL	**t**	**278.9**	**258.8**	**243.5**	**212.5**	**251.0**

Waste water	Unit	2016	2017	2018	2019	2020
Cooling water in Schiltach	m^3	130,220	156,027	179,592	168,684	124,236
Sanitary area	m^3	2,528	2,435	2,901	2,815	2,566
Finishing plant	m^3	30	30	30	25	25
TOTAL	**m^3**	**132,778**	**158,492**	**182,523**	**171,524**	**126,827**

Emissions	Unit	2016	2017	2018	2019	2020
CO_2 (purchased energy)	t	0	0	0	0	0
CO_2 (heating, combined heat and power unit, vehicle fleet)	t	423	533	463	541	554
cooling agent loss as CO_2 equivalent	t	0	0	0	0	0
TOTAL	**t**	**418**	**394**	**464**	**527**	**554**

General comments

Due to the difficult economic situation in many sectors, caused by the worldwide pandemic, many of Schneider's input and output figures have also shifted downwards. Events range from supply difficulties in the raw materials sector, especially plastics, up to order cancellations due to lock-downs among our customers' respective countries. This has unfortunately led to a slight deterioration in energy efficiency per unit produced. Shorter production times and home office regulations have reduced residual waste and water consumption.

The relocation of the marker production to Wernigerode has also contributed to this.

With the integration of two new facilities into the integrated management system, at the headquarters in Tennenbronn, the energy consumption (heating and electricity consumption) can no longer be compared with previous years.

Deviations from the general trend

- In 2020, the increase in paper and plastic waste is particularly noticeable, but this can be explained as follows: Due to the difficult situation on the plastics market, we were forced to thoroughly test alternative materials, which resulted in proportionally more waste. However, we have used the time to take a step forward, especially in the field of recycled plastics.
- Furthermore, old stockpiles of semi-finished parts were cleaned up, as the pending demolition of older buildings required them to be cleared.
- In addition, the amount of scrap metal has increased as some machines have been discarded.

Input Wernigerode

Product material	Unit	2016	2017	2018	2019	2020
Plastics	t	552.5	478.7	441.1	561.8	490.0
Metals	t	43.5	29.6	25.8	23.1	27.6
Writing fluids	t	197.0	154.0	182.0	237.1	210.4
Decorative foils and printing inks	t	6.5	5	4.4	10.1	5.4
Toolmaking	t	7.2	6.7	5.4	3.0	2.2
Partial total	**t**	**806.7**	**674.0**	**658.7**	**835.1**	**734.1**
Commercial product	t	36.9	50.2	45.7	11.5	1.5
Total	**t**	**843.65**	**724.174**	**704.301**	**845.8**	**735.64**

Auxiliary and operational materials	Unit	2016	2017	2018	2019	2020
Oils, grease, lubricants	t	1.2	1.8	0.7	1.4	1.0
Cleaning agents and solvents, miscellaneous	t	0.7	0.6	0.9	2.5	2.7
Total	**t**	**1.9**	**2.4**	**1.6**	**3.9**	**3.7**

Packaging	Unit	2016	2017	2018	2019	2020
Paper, cardboard	t	180.5	124.4	126.9	153.6	131.0
Plastics	t	36.0	51.2	37.3	36.5	38.4
Glass	t	60.4	1.2	1.7	12.7	6.0
Miscellaneous (mainly wooden pallets)	t	31.0	28.3	25.0	12.5	8.0
Total	**t**	**307.9**	**205.1**	**190.7**	**215.3**	**183.4**

Energy	**Unit**	**2016**	**2017**	**2018**	**2019**	**2020**
Heating district heating system	MWh	753	758	854	817	717
Electricity (external source)	MWh	2,199	1,834	1,911	2,143	1,801
Vehicle fleet	MWh	12	16	12	12	8
Total	**MWh**	**2,963**	**2,608**	**2,777**	**2,972**	**2,526**

Water	**Unit**	**2016**	**2017**	**2018**	**2019**	**2020**
Drinking water	m^3	2593	2167	2462	2452	1990
Total	**m^3**	**2593**	**2167**	**2462**	**2452**	**1990**

Output Wernigerode

Products (packaged)	Unit	2016	2017	2018	2019	2020
In-house products	t	1047.1	855.8	772.8	1004.5	889.0
Commercial product	t	36.9	50.2	45.7	10.6	1.5
Total	**t**	**1084.0**	**906.0**	**818.5**	**1015.1**	**890.5**

Non-hazardous waste for re-use	Unit	2016	2017	2018	2019	2020
Paper, cardboard	t	10.4	8.4	10.2	16.5	17.2
Metals	t	16.0	5.1	5.1	17.2	7.1
mixed production waste	t	40.5	37.9	35.9	44.0	31.0
Injection moulded parts for recycling	t	8.2	7.7	13.4	6.0	2.9
Miscellaneous	t	0.0	0.0	4.5	2.7	4.2
Total B:	**t**	**75.1**	**59.0**	**69.0**	**86.4**	**62.4**

Hazardous waste for re-use	Unit	2016	2017	2018	2019	2020
Machine oil	t	0.9	1.53	0	0.7	1.6
Drilling and grinding emulsions	t	0	3.4	0	2.3	4.1
Miscellaneous	t	1.33	1.46	0.00	0.0	0.0
Total	**t**	**2.2**	**6.4**	**0.0**	**3.0**	**5.7**

Non-hazardous waste for disposal	Unit	2016	2017	2018	2019	2020
Domestic waste	t	3.3	6.1	5.4	6.6	3.3
Miscellaneous	t	0.0	0.0	0.0	0.0	0.0
Total	**t**	**3.3**	**6.1**	**5.4**	**6.6**	**3.3**

Hazardous waste for disposal	Unit	2016	2017	2018	2019	2020
Oil-contaminated operating materials	t	0.3	0.4	0.3	0.8	0.2
Operating materials with paint and solvent residues.	t	1.3	1.5	1.0	2.8	2.9
Ink	t	5.5	3.6	4.6	4.6	6.7
Miscellaneous	t	0.0	0.0	0.0	0.0	0.0
Total	**t**	**7.2**	**5.5**	**5.9**	**8.2**	**9.9**

Total waste	t	87.8	77.0	80.3	104.2	81.3

Waste water	Unit	2016	2017	2018	2019	2020
Sanitary area	m^3	1741	1525	1666	1562	1081
Total	m^2	1741	1525	1666	1562	1081

Emissions	Unit	2016	2017	2018	2019	2020
Water which evaporates via cooling towers	t	852	642	796	890	909
Total	**t**	**852**	**642**	**796**	**890**	**909**

CO_2 emissions	Unit	2016	2017	2018	2019	2020
from purchased energy	t	0	0	0	0	0
District heating + vehicle fleet	t	184	186	208	199	174
cooling agent loss as CO_2 equivalent	t	0	0	0	0	0
Total	**t**	**184**	**186**	**208**	**199**	**174**

General comments

In Wernigerode we had to face the same difficulties as in Tennenbronn. Here, too, we had to cope with declining numbers in almost all areas, which in turn led to lower occupancy. Unfortunately, this has also led to a slight deterioration in energy efficiency per unit produced.

Due to the pandemic and the resulting travel and visitor restrictions, home office regulations and temporary short-time work the numbers show reduced consumption figures, for example in the vehicle fleet, the heating system and drinking water, and also in reduced waste quantities such as household waste.

Deviations from the general trend

- The reduction is especially noticeable for trade goods. However, this trend can be explained by the fact that various products were no longer traded individually, but integrated into their own products and thus added to another product group in the evaluation.
- The relocation of the marker production to Wernigerode resulted in proportionally larger amounts of ink being needed.
- Also due to the relocation of the marker production is the increased consumption of alcohol-based cleaning products. These are needed to clean and rinse the filling machines.
- In terms of packaging, there was a switch from heavy glass packaging to lighter plastic packaging.
- Due to warehouse clean-ups and the additional capacity for the fibre ink reservoir for markers, cardboard waste has increased.
- In 2019, part of our machinery was renewed and old machines were disposed of. We are on target for 2020.
- Due to major work on green areas, a lot of garden cuttings were produced, which led to an increase in “other waste”.
- In 2020, cutting emulsion was disposed of twice, which also led to an increase in the waste figures.

Other direct and indirect impacts on the environment

Product material
Different types of plastics, metals, pastes and inks are processed. Plastics are used in the form of granulates for plastic injection moulding, tubes, cord or fibre rods. Schneider mainly uses polypropylene (PP), and recycled PP, followed by ABS and SAN. PVC is never used. Increasingly, bio-based or recycled plastics are being used. Soft rubberised surfaces feel comfortable in the hand. They avoid pressure points and ensure an ergonomic posture when used for the grip zone of a writing instrument. These soft polymers are free of plasticisers, such as phthalates.

The metals such as stainless steel, nickel silver and brass are obtained either as wires, segments or tubes. The various wires are mostly used to produce writing tips, but also refill springs. The tubes are used to produce refills. Where technically feasible, lead-free alternatives are increasingly being used. In this regard, we are dependent on the offers of the metal suppliers. For the metal parts used, such as clips, push buttons, decorative rings and tips, we ensure that the maximum nickel discharge values of the coatings are not exceeded.

Small amounts of hard metals (tungsten carbide) and ceramics are used. We try to avoid the use of cobalt as a binding agent here. The tooling and equipment departments process tooling steels, cooper or aluminium.

Different pastes, inks and gels are processed as writing media, depending on the purpose in hand. In order to prevent environmental damage, the flammable and polluting materials are stored in appropriate tanks in special rooms according to statutory requirements. Because we develop and produce our own inks, we have a greater influence on the ingredients used.

Packaging - internal and external
In order to reduce packaging waste, Schneider has been using KLTs (small load carriers) and plastic transport boxes for many years for internal transport and for transport between locations. This procedure was also rolled out to various subcontractors where larger quantities are purchased. However, this only makes ecological sense if the necessary return transport does not pollute the environment more than deliveries in cardboard boxes, for example. Furthermore, our packaging materials were adapted accordingly for deliveries within our own organisation. For example, envelopes for delivery papers can be used several times.

Packaging
For product packaging and for transport to the customer, mainly cardboard boxes and pallets are used, as the use of reusable packaging is not feasible due to the worldwide distribution network.
Cardboard quality GD2 with at least 80% recycled paper is used for flat-pack boxes and disposable displays. Permanent displays may also be made from plastic, wood, metal Goods are dispatched in cardboard boxes, mostly on Euro pallets, protected with stretch plastic. Increasingly, recycled film is being used here. Disposable pallets are used for international consignments. The total proportion of plastic in the packaging materials is less than 12%.
Schneider works with various approved service providers and take-back systems for the disposal of packaging at retail and consumer level. The sale of writing instruments to private and small business clients is moving increasingly away from specialist retailers to self-service markets. In response to the requirements of this sales form in terms of product information, sales promotion and security against theft, writing instruments are increasingly packaged in so-called blister packs. We mostly use blister packs made from at least 90% recycled paper. A harmless lacquer is used to provide the hot-sealable coating. The blisters are made from environmentally compatible and recyclable PET.
To get closer to our goal of sustainable packaging, we are trying to convince customers to avoid plastic by introducing a new packaging concept.

Waste in Tennenbronn
The main constituents of waste in Tennenbronn are plastics, metals and paper and cardboard, which together make up approx. 80% of production waste. The proportion of re-usable waste is over 90% on annual average. The biggest shares of the waste for disposal come from domestic grade commercial refuse, metal grinding sludge and waste produced by demolition and conversion activities. The increased volume of production means that waste has increased in absolute terms. In relation to the processed production materials, however, the quantity has halved since the commencement of our environmental management system. reduced by half.

Waste in Wernigerode
The proportion of re-usable waste is over 85 % on annual average. The largest proportion of the waste is cardboard packaging and production waste (a mixture of plastic waste and other writing instrument components. Some of the plastic waste is re-used by external manufacturers.
Mainly the domestic-type commercial refuse as well as oil-contaminated operating materials are sent for disposal.

Process materials and operating materials in Tennenbronn
The process materials and operating materials are mainly cutting and hydraulic oils, additives for the grinding unit as well as cleaning agents and solvents. To remove the oil from the metal tips after its processing, a new cleaning system has been employed that operates with a modified alcohol. Due to the type of solvent used, the system is not subject to mandatory licensing. To protect the ground water, the entire automatic cleaning mechanism stands in a collection basin. The integrated solvent recovery mechanism distils unwanted oil components off, which allows the plant to be operated in a recirculation system. Materials with polluting or other hazardous characteristics are handled and stored in accordance with statutory requirements. In the past it has been possible to reduce consumption of process materials and operating materials in Tennenbronn continuously. Over the years it has been possible to cut the average consumption from approx. 23 tonnes to around 16 tonnes.

Auxiliary and operational materials in Wernigerode
The auxiliary and operational materials used in Wernigerode are almost exclusively hydraulic fluids, machine oils and drilling oils for the injection moulding machines and our toolmaker shop and, to a much smaller extent, cleaning agents and solvents for the assembly and printing departments. Due to the relocation of marker production to Wernigerode, alcohol is now increasingly needed for rinsing and cleaning the filling facility.

Energy consumption in Tennenbronn
Electricity
- Since 2004, Tennenbronn has been using 100 % "electricity from hydropower", including in the rented buildings.
- Self-generated electricity from cogeneration plants (gas CHP) is also partially used.
- In 2006, the first photovoltaic system was installed on the top of the company building. • In total, Schneider now operates photovoltaic systems with a total output of over 100 kWp, some of which is fed into the public grid.

The main consumer of electrical energy in Tennenbronn is the plastic injection moulding department. Here plastic granulate is heated until it can be injected into metal moulds. In order to achieve good environmental conditions in all work areas, extensive ventilation systems have been installed, also encompassing old parts of the building. This has also led to a slight rise in power consumption in recent years.

Heating systems
- The building heating in the headquarters (Plant 1) buildings is mainly provided by the cogeneration units as well as by a modern gas heating system with liquid gas, only the canteen area is still heated with small amounts of fuel oil. The liquid gas is stored in an approved system according to 4 BImSchV (Federal Emission Control Act). The underground tanks have a capacity of 48 tonnes of liquid gas.
- The first CHP (cogeneration of heat and power) plant that was installed in 1998 and ran on liquid gas has now been taken out of operation after nearly 20 years of service and replaced by a new system. A total of 3 CHP (combined heat and power plants) are operated in Tennenbronn. The quantities of electricity and heat produced are primarily consumed in the internal networks on the premises, but some is also fed into the public electricity network.
- Natural gas is used for heating in Plant 2 and in the Blulog Logistics Centre.
- Effective heat recovery by means of a heat wheel is carried out using the exhaust air from the plastic injection moulding department as well as from the newly installed ventilation system in the production departments.
- Thanks to a heat recovery system on the compressor unit, the domestic water in the headquarter (plant 1) can be heated throughout the year.
- By means of three heat pumps, residual heat from different departments is used to heat other parts of the building.

Energy consumption in Wernigerode
Electricity
The main energy consumer at Schneider in Wernigerode is also the plastic injection moulding shop. As in Tennenbronn, plastic granulate is heated up and injected into moulds. Other main consumers include the compressors and cooling units. Since the beginning of 2010, this location has also been drawing electricity from 100 % hydropower. In Wernigerode we operate a photovoltaic system with 53 kWp which generated 46.7 MWh in 2020.

Building heating system
- The Wernigerode plant has no heating systems of its own. Environmentally-friendly distance heating is provided from the municipal works.
- Also in Wernigerode, service water is heated throughout the year by heat recovery from compressors.
- The network of pipes was optimised due to various reconstructions in order to also be able to integrate residual heat into the heating system.
- The new warehouse is heated using waste heat from the plastic injection moulding shop.

Water / waste water in Tennenbronn
The drinking water used at the headquarters (Plant 1) comes solely from the company's own springs. The drinking water is mainly used in the sanitary area, small amounts are used in ink production, ink feeder production and on the grinding machine. In our second facility in Tennenbronn (Plant 2) and in the Blulog logistics centre, water is obtained from the public network and employed solely in the building's sanitary facilities.
In the plastics injection moulding shop mould and machines are cooled indirectly by means of a heat exchanger in the cold water circuit using water from the "Schiltach".. The recooling water comes from the small river next to the company building and is cleaned using quartz sand filters. It is heated in the heat exchanger and then returned to the "Schiltach" without loss and without the addition of any chemicals. We have a permit from the water authority for this operation. The volume of waste water comprises the drinking water consumed, the recooling water returned to the "Schiltach" and a small amount of waste water from the grinding machine (indirect feed).

Water / waste water in Wernigerode
The fresh water used is exclusively drinking water from the public supply. It is used in the sanitation area, for the ink production and to top up the cooling water circuits in the plastic injection moulding department as well as for the eroding machines. Waste water is produced in the sanitation area and as residue from the cleaning of ink containers and ink cartridges.

Noise
New internal measurements were carried out as the limits for noise levels were reduced. It was found that noise pollution could not be completely excluded in Tennenbronn in the plastic injection moulding and writing tip production departments.
In order to provide staff with the best possible protection for their hearing, specially adapted ear protectors were provided. However,

Environmental impact

suitable ear protectors are also available to staff who work in departments where noise is not at nuisance levels. The noise level outside the building is negligible.

Emissions

In Tennenbronn, emissions are mainly produced by the heating systems and the combined heat and power units. Emissions from the new cleaning system are intercepted by activated carbon filters and values are lower than the permitted thresholds. Most emissions in Wernigerode are generated not at the site, but rather on the district heating system. At both locations, additional emissions are caused to a small extent by solvents, diluents and printing inks in the screen printing shop as well as by the small in-house vehicle fleet. Other emissions, such as methane, sulphur hexafluoride or fluorocarbons are of no relevance for either plant.

Traffic

The fleet of vehicles at the two plants is kept small with a few cars and a small truck. In Tennenbronn, a medium-sized lorry is also used to allow timely delivery of produced goods to the new logistics centre. The vehicle fleet could be reduced. Unfortunately hybrid vehicles have not proven to be a "more sustainable alternative" in every case, as the total energy requirement was sometimes even higher than for conventional models.

Climate-neutral products and offsetting of emissions

Schneider is now working with ClimatePartner to become even more active in climate protection – especially, however, to integrate climate protection "in" to he product, thereby rendering it more tangible for customers. In conjunction with Climate Partner, Schneider has computed the "Corporate Carbon Footprint" for the entire company (scope 1-3) including purchased raw materials, transport, services, business trips, etc. A “corporate carbon footprint“ is used as the foundation for developing concepts to reduce carbon emissions.

Derived from the "CO_2 Footprint" it is possible to quantify the exact amount of emissions for individual products in order to offset them and render them climate-neutral by supporting climate protection projects. These projects, which are traded on the voluntary market, must meet internationally recognised criteria and be certified by independent auditors. Schneider has been supporting projects according to the Gold Standard since 2014 and thus offsets the emissions for several product series (e.g. for the top-selling Slider series and the popular rollerball series One). In addition to environmentally conscious consumers, the new range of climate-neutral products is primarily aimed at companies wanting to realise or implement a climate protection strategy and "Green Office" or want to draw their customers' attention to the issue of sustainability with climate-neutral promotional writing instruments. In total, 5,231,305 kg of CO_2 have already been offset by selling climate-neutral products.

Other indirect impact

- Wherever possible, regional suppliers and craftsmen are preferred in order to keep travel distances and the associated emissions to a minimum.
- We prioritise suppliers who operate an environmental management system.
- At both locations, a large proportion of the workforce comes to work by bicycle or e-bike.
- In Tennenbronn, a free company bus operates to and from the company during the winter months.
- Wherever possible, business trips are taken by train.
- Where possible, air travel is avoided.

Contaminated sites

None known

Key indicators Tennenbronn

Energy efficiency	**Unit**	**2016**	**2017**	**2018**	**2019**	**2020**
Total energy	MWh	6,861	7,648	6,936	6,930	6,563
Product (w/o commercial goods)	t	2,450	2,495	2,372	2,082	1,750
Key performance indicator	**MWh / t**	**2.80**	**3.07**	**2.92**	**3.33**	**3.75**

Electrical energy	**Unit**	**2016**	**2017**	**2018**	**2019**	**2020**
Electrical energy	MWh	5,242	5,448	5,077	4,869	4,298
Product (w/o commercial goods)	t	2,450	2,495	2,372	2,082	1,750
Key performance indicator	**MWh / t**	**2.14**	**2.18**	**2.14**	**2.34**	**2.46**

renewable energy	**Unit**	**2016**	**2017**	**2018**	**2019**	**2020**
renewable energy	MWh	4,803	5,014	4,645	4,334	3,795
Total energy	MWh	6,861	7,648	6,936	6,930	6,563
Key performance indicator	**MWh / MWh**	**70%**	**66%**	**67%**	**63%**	**58%**

Thermal energy	**Unit**	**2016**	**2017**	**2018**	**2019**	**2020**
Heating performance	MWh	1,505	2,067	1,736	1,938	2,172
converted space	m^3	78,448	117,381	117,381	117,381	117,381
Day-to-degree ratio	GTZ 20/15	1.00	1.01	0.89	0.96	0.89
Key performance indicator	**MWh / m^3**	**0.019**	**0.018**	**0.013**	**0.016**	**0.016**

Fuel	**Unit**	**2016**	**2017**	**2018**	**2019**	**2020**
Fuel consumption	L	11,745	13,875	12,616	12,697	9,637
distance travelled	km	163,991	173,898	159,075	145,317	96,619
Key performance indicator	**L/km**	**7.16**	**7.98**	**7.93**	**8.74**	**0.100**

Material efficiency	**Unit**	**2016**	**2017**	**2018**	**2019**	**2020**
Material	t	2,557	2,582	2,254	2,043	1,594
Product (w/o commercial goods)	t	2,450	2,495	2,372	2,082	1,750
Key performance indicator	**t / t**	**1.04**	**1.03**	**0.95**	**0.98**	**0.91**

Water	**Unit**	**2016**	**2017**	**2018**	**2019**	**2020**
Drinking water (w/o cooling)	m^3	2,558	2,667	2,931	2,840	2,591
Product (w/o commercial goods)	t	2,450	2,495	2,372	2,082	1,750
Key performance indicator	**m^3 / t**	**1.04**	**1.07**	**1.24**	**1.36**	**1.48**

Waste	**Unit**	**2016**	**2017**	**2018**	**2019**	**2020**
Total waste	t	279	271	272	213	251
Product (w/o commercial goods)	t	2,450	2,495	2,372	2,082	1,750
Key performance indicator	**t / t**	**0.114**	**0.109**	**0.115**	**0.102**	**0.143**

bio-diversity	**Unit**	**2016**	**2017**	**2018**	**2019**	**2020**
area covered by buildings	m^2	11,084	18,637	18,637	18,637	18,637
Product (w/o commercial goods)	t	2,450	2,495	2,372	2,082	1,750
Key performance indicator	**m^2 / t**	**4.52**	**7.47**	**7.86**	**8.95**	**10.65**

F - Emissions	**Unit**	**2016**	**2017**	**2018**	**2019**	**2020**
CO_2 total emissions	t	423	533	463	541	554
Product (w/o commercial goods)	t	2,450	2,495	2,372	2,082	1,750
Key performance indicator	**t / t**	**0.17**	**0.21**	**0.2**	**0.26**	**0.32**

Key indicators for Wernigerode

Energy efficiency	**Unit**	**2016**	**2017**	**2018**	**2019**	**2020**
Total energy	MWh	2,963	2,608	2,777	2,972	2,526
Product (w/o commercial goods)	t	1,047	856	773	1,004	889
Key performance indicator	**MWh/t**	**2.83**	**3.05**	**3.59**	**2.96**	**2.84**

Electrical energy		**2016**	**2017**	**2018**	**2019**	**2020**
Electrical energy	MWh	2,199	1,834	1,911	2,143	1,801
Product (w/o commercial goods)	t	1,047	856	773	1,004	889
Key performance indicator	**MWh/t**	**2.10**	**2.14**	**2.47**	**2.13**	**2.03**

renewable energy	**Unit**	**2016**	**2017**	**2018**	**2019**	**2020**
renewable energy	MWh	2,199	1,834	1,911	2,143	1,801
Total energy	MWh	2,963	2,608	2,777	2,972	2,526
Key performance indicator	**MWh/MWh**	**74%**	**70%**	**69%**	**72%**	**71%**

Thermal energy		**2016**	**2017**	**2018**	**2019**	**2020**
Heating performance	MWh	753	758	854	817	717
converted space	m^3	44,200	49,300	49,300	49,300	49,300
Day-to-degree ratio	GTZ 20/15	0.98	0.96	0.92	0.92	0.90
Key performance indicator	**kWh/m^3**	**16.7**	**14.8**	**15.9**	**15.2**	**13.1**

Fuel	**Unit**	**2016**	**2017**	**2018**	**2019**	**2020**
Fuel consumption	L	1,183	1,629	1,176	1,239	769
distance travelled	km	18,076	24,043	18,378	18,953	10,414
Key performance indicator	**L/100 km**	**6.54**	**6.78**	**6.40**	**6.54**	**7.38**

Material efficiency	**Unit**	**2016**	**2017**	**2018**	**2019**	**2020**
Material	t	1116	882	851	1054	923
Product (w/o commercial goods)	t	1,047	856	773	1,004	889
Key performance indicator	**t/t**	**1.07**	**1.03**	**1.10**	**1.05**	**1.04**

Water	**Unit**	**2016**	**2017**	**2018**	**2019**	**2020**
Drinking water (w/o cooling)	m^3	1741	1525	1666	1562	1081
Product (w/o commercial goods)	t	1,047	856	773	1,004	889
Key performance indicator	**m^3/t**	**1.07**	**1.78**	**2.16**	**1.56**	**1.22**

Waste	**Unit**	**2016**	**2017**	**2018**	**2019**	**2020**
Total waste	t	88	77	80	104	81
Product (w/o commercial goods)	t	1047	856	773	1004	889
Key performance indicator	**t/t**	**0.084**	**0.090**	**0.104**	**0.104**	**0.091**

bio-diversity	**Unit**	**2016**	**2017**	**2018**	**2019**	**2020**
area covered by buildings	m^2	9,768	10,440	10,440	10,440	10,440
Product (w/o commercial goods)	t	1,047	856	773	1,004	889
Key performance indicator	**m^2/t**	**9.33**	**12.20**	**13.51**	**10.39**	**11.74**

bio-diversity	**Unit**	**2016**	**2017**	**2018**	**2019**	**2020**
area covered by buildings	m^2	9,768	10,440	10,440	10,440	10,440
Area of the property	m^2	25,354	25,354	25,354	25,354	25,354
Key performance indicator	**m^2/m^2**	**0.39**	**0.41**	**0.41**	**0.41**	**0.41**

direct CO_2 emissions	**Unit**	**2016**	**2017**	**2018**	**2019**	**2020**
CO_2 total emissions	t	184	186	208	199	174
Product (w/o commercial goods)	t	1,047	856	773	1,004	889
Key performance indicator	**t/t**	**0.18**	**0.22**	**0.27**	**0.20**	**0.20**

Environmental targets 2021-2024

Program /target	Individual target	Measure	Date	Site	Responsibility
Resource conservation Increasing energy efficiency / Saving electrical energy	Reduction in specific power consumption at the plastic injection moulding shop <1.4 kWh / kg plastic	Acquisition of two more electric injection moulding machines.	2020	TB	GL
	Reduction in specific power consumption <1.4 kWh / kg plastic	Acquisition of two more electric injection moulding machines.	2021	TB	GL
	Reduction in specific power consumption <1.9 kWh / kg plastic	Acquisition of two more hybrid injection moulding machines.	2022	WR	BL
Cutting fuel consumption and emissions	Reducing car kilometres by 10,000 km per year	Increasing the number of e-bike riders to 30	2019 2020 2022	WR	BL
	Reduction of car kilometres by 150,000 km per year	Maintain 200 e-bike riders	2021 2022 2023 2024	TB	GL
	Reduction of car kilometres by 12,000 km per year	Maintaining 24 e-bike riders	2021 2022 2023 2024	WR	BL
	Reducing the "Carbon Footprint" of the company (approx. 10,000 car kilometres)	Reducing the vehicle fleet by 1 vehicle in Tennenbronn	2021	TB	GL
	Reducing employee commuting by a further 20,000 km	Regulating home office arrangements, mobile working for 30 people by contract	2021	TB / WR	GL / IT
	Reduction of truck journeys to external warehouses	Construction of an own automated warehouse for loose parts and components and the resulting stocking of previously outsourced goods.	2022 2023 2024	TB	TL
Product development	Fewer compressed air fluctuations in the network. More targeted provision of compressed air	Use of a new, regulated compressor (non-central)	2018	TB	TL
	Increase of product portfolio to include bio-based plastics and recycling material, as well as of climate-neutral products and refillable products.	Expansion and changes to product range. Two more standard products are being switched over	2021 2022	TB / WR	GL / BL
Recycling of waste	Reduce oil consumption, relieve the cleaning system	New in-line cleaning units on tip rotating machines to minimise oil losses	2019	TB	TL
	Recycling of 9t of waste from the yellow bags (domestic waste) of the municipality of Tennenbronn	Organise collection activities	2021 2022 2023	TB	GL

Environmental targets 2018–2021

Program /target	Individual target	Measure	Date	Site	Responsibility
	Recycling of 5t of waste from the Europapark	Encourage cooperation with Europapark (depending on the recovering from the pandemic)	2021 2022 2023	TB	GL
Environmental management Make processes more ecological	Reduce paper consumption	The product catalogue in German will no longer be printed.	2021 2022 2023	TB	GL
	Decrease paper consumption on all printers / photocopiers by 30%.	Implementing and expanding document management system to other departments	2021 2022 2023	TB / WR	GL
	Introduce supplier assessment for key production materials	Further increase the percentage of environmentally certified suppliers to 30%.	2021 2022 2023	TB	GL
	Introduce supplier assessment for key production materials	Further increase the percentage of environmentally certified suppliers to 20%.	2021 2022 2023	WR	GL
Ecological product development	Improve product ecology	Develop a new environmentally friendly paste	2022 2023 2024	TB	TL

Declaration of validity

Environmental statement
The next consolidated environmental statement will be presented for validation in
March 2024 at the latest.
The next updated environmental statement will be presented to the environmental assessor for validation in
March 2022 at the latest.

Environmental assessor / environmental assessor organisation
The following environmental assessor / environmental assessor organisation was
engaged:
Intechnica Cert GmbH (certification no. DE-V-0279)
Ostendstr. 181
90482 Nuremberg

Confirmation of validity
The signatory, Dr. Udo Ammon, EMAS environmental verifier with the registration number DE-V-0259, accredited or licensed for the scope 32.99 (NACE code Rev. 2) confirms to have verified whether the site or the entire organisation Schneider Schreibgeräte in Schramberg-Tennenbronn and in Wernigerode as stated in the consolidated environmental statement (with the registration number D-169-00015) meets all requirements of Regulation (EC) No. 1221/2009 of the European Parliament and of the Council of 25 November 2009 and Amendment Regulation 2017/1505 of 28/8/2017 and Amendment Regulation 2018/2026 of 19/12/2018 on the voluntary participation by organisations in a Community eco-management and audit scheme (EMAS).

By signing this statement, I confirm that
- the assessment and validation have been carried out in full compliance with the requirements of Regulation (EC) No 1221/2009, Amendment Regulation 2017/1505 and Amendment Regulation 2018/2026,
- the result of the assessment and validation confirms that there is no evidence of failure to comply with the relevant environmental regulations,
- the data and specifications of the consolidated environmental statement by the organisation represents a reliable, credible and truthful picture of all the activities of the organisation within the area specified in the environmental statement.

INTECHNICA
UMWELT- UND MANAGEMENTBERATER

I

Dr. Udo Ammon
Environmental Assessor


INTECHNICA

CERTIFICATE

ISO 14001:2015

for

Schneider Schreibgeräte GmbH
78144 Schramberg, OT Tennenbronn, Schwarzenbach 9

Schneider GmbH & Co. Produktions – und Vertriebs KG
38855 Wernigerode, Martin-Heinrich-Klaproth-Straße 28

The DAU-accredited environmental verifier hereby certifies that the named Organization has implemented an Environmental Management System.

Scope: Manufacture of other plastic products

With an audit it has been assessed that the requirements of ISO 14001:2015 are fulfilled.

Nuremberg, 20 May 2021

The follow-up certificate No. UG0619-2020 is valid until 7 May 2024.

Dr. Udo Ammon
Environmental Verifier
DE-V-0259

Dipl.-Phys. Reinhard Mirz
Environmental Verifier
Organisation, DE-V-0279

Intechnica Cert GmbH Umweltgutachterorganisation, Ostendstraße 181, 90482 Nürnberg


INTECHNICA

CERTIFICATE

ISO 9001:2015

for

Schneider Schreibgeräte GmbH
78144 Schramberg, OT Tennenbronn Schwarzenbach 9

Schneider GmbH & Co. Produktions – und Vertriebs KG
38855 Wernigerode, Martin-Heinrich-Klaproth-Straße 28

The DAkkS-accredited certification body for management systems hereby certifies that the named organization has implemented a Quality Management System.

Scope: Manufacture of other plastic products

With an audit it has been assessed that the requirements of ISO 9001:2015 are fulfilled.

Nuremberg, 20 May 2021

The follow-up certificate No. QG0078-2021 is valid until 7 May 2024.

Dr. Udo Ammon
Lead auditor

Dipl.-Phys. Reinhard Mirz
Certification Body

Intechnica Cert GmbH Umweltgutachterorganisation, Ostendstraße 181, 90482 Nürnberg


CERTIFICATE

EMAS
VERIFIED ENVIRONMENTAL MANAGEMENT

Schneider Schreibgeräte GmbH

with the business premises

Schwarzenbach 9
78144 Schramberg

and

Schneider GmbH & Co. Produktions- und Vertriebs KG
Martin-Heinrich-Klaproth-Straße 28 | 38855 Wernigerode

Register-No. DE-169-00015

Date of first registration
13th February 1998

This certificate is valid until
24th march 2024

IHK

NaturEnergie

ISO 14001

B.A.U.M.

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