



SUSTAINABILITY REPORT

of JAB JOSEF ANSTOETZ KG

2023

JAB
ANSTOETZ

GROUP

THE DESIGN COMPANY

Preface of the management

Dear Readers,

Sustainable behaviour for the benefit of the environment and social relations has always been one of our most important concerns. We see sustainability as a core task, not only in the areas of environment and energy. It is also key to our basic themes and principles and is reflected in our success targets, in the quality of our products and in our dealings with one another, both within the group of companies and with our partners worldwide.

Since 2021, the JAB ANSTOETZ Group has supported the United Nations Global Compact. Their ten principles in the areas of human rights, labour standards, environmental protection and the fight against corruption are also an integral part of our business management. We confirm these principles with our accession.

With the present Sustainability Report, we would like to express this commitment and present our progress and goals in relation to the ten principles of the United Nations Global Compact. We see the 17 UN Sustainable Development Goals (SDGs) as an important tool for joint endeavours to make globalisation more socially and ecologically responsible. Our activities and initiatives are intended to contribute to this.

The management in November 2023



We support:



SUSTAINABLE DEVELOPMENT GOALS

1 NO POVERTY 	2 ZERO HUNGER 	3 GOOD HEALTH AND WELL-BEING 	4 QUALITY EDUCATION 	5 GENDER EQUALITY 	6 CLEAN WATER AND SANITATION
7 AFFORDABLE AND CLEAN ENERGY 	8 DECENT WORK AND ECONOMIC GROWTH 	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE 	10 REDUCED INEQUALITIES 	11 SUSTAINABLE CITIES AND COMMUNITIES 	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
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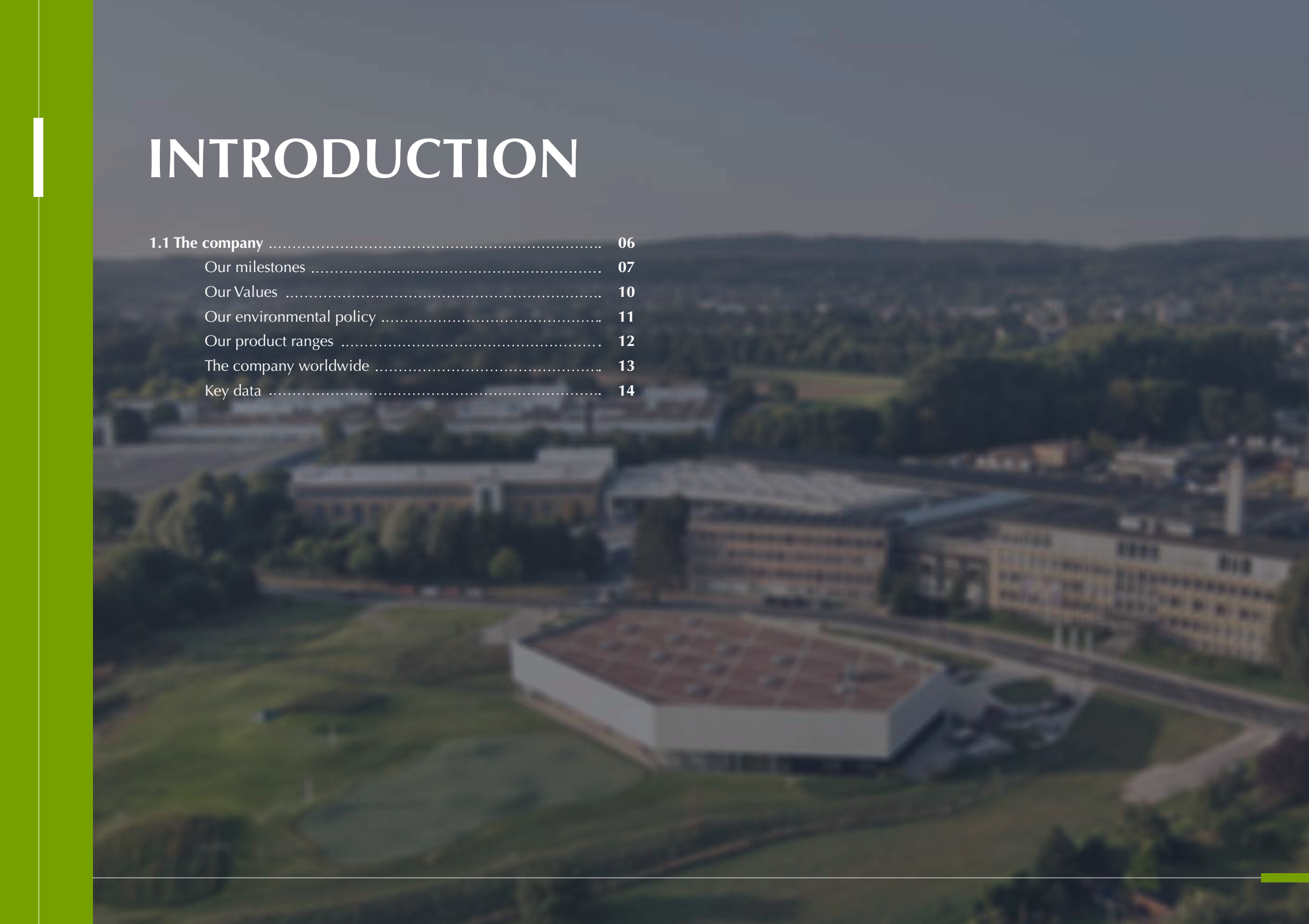
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INTRODUCTION

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1.1 The company

Aligning an entire group of companies with sustainability is a considerable challenge. All of our activities are part of a continuously progressing, future-oriented development process, which opens up great opportunities for us.

We apply the highest standards to our products, to our suppliers and to all of us.

Creativity, passion and goal-oriented action have driven the JAB ANSTOETZ Group since 1946. The challenges were different then, but the philosophy has remained the same: we believe in open relationships, both within the company and with our business partners all over the world, at all levels, and with each and every individual. This is how we create trust, use synergies and achieve what we set out to do.

Sustainable behaviour for the benefit of the environment and social relations is a matter of serious concern to us. We want to become better and better at sustainability, a topic that not only concerns the climate, air quality, carbon footprints, the protection of water, waste reduction and the economical use of energy. Sustainability also refers, in a figurative sense, to people's behaviour, how they respect one another despite individual differences, how they learn from each other and live integration and inclusion. Here, every single company, every single person is equally necessary and called upon. We apply the highest standards – to our products, to our production, to all of us. This is our agenda and our motivation. The JAB ANSTOETZ Group develops long-lasting and



thus sustainable products. Our ranges in furnishing textiles, interior sun protection and floor coverings are usually replaced in a cycle of about ten years. The handmade upholstered furniture from BW Bielefelder Werkstätten is often only replaced after 20 years, and in many cases the old furniture is then refurbished with a new fabric and reupholstered.

Out of conviction and a sense of responsibility towards future generations, we attach great importance to the issue of sustainability. As early as 2004, we implemented our first sustainable measures in the field of environmental protection by developing the second largest photovoltaic plant in Northern Germany. Like our father Heinz Anstoetz, we run our company according to the principle of “optimisation”. Optimisation for us means long-term thinking and future-oriented action that gives high priority to human, social and ecological aspects: they have always been an integral part of our corporate mission statement. For customers all over the world, the name JAB ANSTOETZ stands for textile passion expressed in imaginative creations of select quality. The family-run company is one of the trendsetters in sophisticated interior design and creates worlds of living with its finely coordinated products that fascinate customers all over the world.

“We make sure that people feel comfortable and secure whether at home or away.” This motto, under which we celebrated our 75th company anniversary in 2021, sums up our objectives in a nutshell. People and their needs are at the centre. A beautiful home provides a sense of security, while nature, as intact as possible, and harmonious coexistence are the prerequisites. Ever since the company was founded, JAB ANSTOETZ has developed products of outstanding quality: furnishing textiles, sun protection, floor coverings and upholstered furniture and beds are available in a unique variety of designs and depth of range.

The subsidiary Golf House is one of the leading golf retailers in Europe and with its top-class portfolio of equipment, brand-name clothing, shoes and service also caters for sophisticated lifestyles. From design to production, the JAB ANSTOETZ Group consistently applies the highest quality and production standards, both in-house and at all partner companies in Germany and abroad. Trends and current styles of living, technical innovations as well as influences from fashion

Our milestones

1946 Josef Anstoetz founds a wholesale business for decoration and upholstery fabrics in Bielefeld (= JAB).



1946

1956 Heinz Anstoetz founds the upholstered furniture manufactory BW Bielefelder Werkstätten. Timeless elegance made in Germany and the highest manufacturing standards become its trademarks.



1956

1955



1955 The sudden death of Josef Anstoetz hits both the family and the company hard. Heinz Anstoetz and his team of 28 employees have to undertake a structural reorganisation.

1961 The team grows steadily and already includes 157 people. The company logo gets a new look.



1961

1959



1959 Laying of the foundation stone for the new building complex at Potsdamer Strasse 160 in Bielefeld-Oldentrup.

1969 In the newly established production department, sewers also make extravagant window decorations like the crochet-look voile.



1969

1968

1968 In Paris the Société des Créations JAB opens its doors.



1971 The UNIVAC computer system goes into operation and heralds the start of the digital age at JAB ANSTOETZ.

1971

1973 The Società Creazioni JAB starts operations in Milan.

1973

1974



1974 With JAB ANSTOETZ Flooring the product range is extended to include floor coverings. Carpets and rugs are created in the handcraft manufactory at the Herford-Elverdissen site.

1979 The charitable Matthias Anstoetz Foundation is launched. It supports people in developing countries suffering from particular hardship or disability.

The third international location opens: JAB International Furnishings in London.



1979

1976

1976 The work-force grows to total 507 people.

1982 The acquisition of the oldest textile publishing house in North America, Stroheim & Roman in New York, marks the beginning of the success story of JAB USA INC.

1982 1983

1983 Opening ceremony of JAB JOSEF ANSTOETZ AG in Zurich.

Our milestones

1986 The company now has a workforce of 935 employees.



1996 Heinz Anstoetz retires from the operative business shortly after celebrating his 50th anniversary with the company and hands over the management to his sons Ralph, Stephan and Claus, as well as to Dieter Ebert and Chris-Jacob Schminnes.

1986

1989 1990

JAB
ANSTOETZ

1989 The second graphic redraft of the company logo uses three capital letters at the centre.

1990 JAB ANSTOETZ branches are founded in Spain and Belgium.

1996

1998

1998 Heinz Anstoetz dies at the age of 68.

JAB ANSTOETZ Middle East opens in Dubai.


CHIVASSO

1999 2000

1999 Through the acquisition of shareholdings, the Dutch fabric publisher Chivasso with the brands Chivasso and Carlucci becomes part of JAB ANSTOETZ

2000 JAB ANSTOETZ Poland opens in Warsaw

2004



2004 A large-scale photovoltaic installation provides sustainable and future-proof energy. Around 410 000 kWh of environmentally friendly electricity is produced annually.

2005 The traditional brand Gardisette comes in to complement the brand portfolio.

The company now has 1,300 employees worldwide.

Gardisette®

2005

2006

ipdesign

2006 The Interprofil brand is integrated into BW Bielefelder Werkstätten under the name ipdesign.

2009 JAB ANSTOETZ expands its range to include interior sun protection products. Panels, roller blinds and pleated blinds are marketed under the JAB ANSTOETZ Systems brand.

JAB
ANSTOETZ
SYSTEMS

JABINIS
JAB ANSTOETZ - SYSTEMS
- and in 1999 we started here



2009

2009 The opening of the Jabinis day-care centre on the company premises facilitates the compatibility of work and family.

JAB ANSTOETZ Hungary gets off the ground.

2010

Golf House

2010 Golf House, the leading golf retailer in Europe, becomes part of the JAB ANSTOETZ Group.

Our milestones

2012 Pioneer: with the commissioning of the biogas cogeneration unit, the company site becomes an energy supplier. The modern plant supplies the JAB ANSTOETZ Group with electricity and heating.



2012

2017 Other locations follow: Singapore Pte Ltd with showrooms in Singapore and Shanghai. In the same year JAB ANSTOETZ Turkey is opened with celebrations in Istanbul.

2017

2019 The production department for interior sun protection is expanded. Customers can now obtain finished curtains, panels, roller blinds and pleated blinds "Made in Bielefeld".



2019

2021 In 2021, the JAB ANSTOETZ Group sets another milestone for the circular economy and sustainability. JAB ANSTOETZ Fabrics launches the NatureProtect brand for decoration fabrics and voiles manufactured using OceanSafe technology.



2021

2023 The Design Company – the new strapline underlines the self-image of the group of companies.



2023



2013 The LVT design flooring market is promising. The acquisition of the Adramaq brand offers new opportunities in both the private and contract sectors.

2013

2016 JAB ANSTOETZ China opens.

2016



2019 Takeover and worldwide distribution of the climatex® brand: The textile innovations receive the coveted and very rarely awarded "Cradle to Cradle" certificate in gold.



2019



2021 Acquisition of the sample manufacturer IMS

2021 The family business celebrates its 75th anniversary, there are now 1,600 employees. A balance sheet of all CO₂ emissions proves the climate neutrality of the JAB ANSTOETZ Group (excluding Golf House). BW Bielefelder Werkstätten is certified as a "Climate Neutral Furniture Manufacturer".

2021



2022 The new brand JAB ANSTOETZ Acoustics becomes part of the group of companies.

2022



2024 Construction of a large, new warehouse for BW Bielefelder Werkstätten

2024





WE MAKE SURE THAT PEOPLE FEEL COMFORTABLE
AND SECURE WHETHER AT HOME OR AWAY.

Our Values

As a company, we benefit from a clear code of conduct. At JAB ANSTOETZ, our mission statement is lived by all employees in every area of their business activities and thinking.

The principles of openness, reliability and proportionality are the basis of sustainable development, from which the company, society and the environment benefit in equal measure. That is why social responsibility and ecological awareness are just as much part of JAB ANSTOETZ's corporate culture as entrepreneurial fore-

sight and fairness in dealing with customers, business partners and employees. As an international employer, we attach particular importance to multicultural interaction based on respect and confidence. We view diversity in teams as an enrichment, and bring people together with their different experiences, convictions and perspectives. In order to ensure equal opportunities and to shape our internationality in a socially responsible manner, we welcome all people as employees, regardless of age and gender, ethnic and social origin, religion or world view, sexual identity or disability.

*We put the
focus on people
for respect, appreciation
and fair treatment*

*We make space
for creativity, innovation and
further development*

*We give substance
for sustainability
on behalf of a good climate - both
ecologically and between people*

Our environmental policy

Environmental protection is an important corporate goal for our company; we want to contribute to relieving the burden on the environment. Endeavouring to protect the environment is an obligation towards our customers, our fellow human beings and future generations.

With our environmental management system and the active participation of all employees, we aim to contribute to sustainable development at our site. When designing our environmental management system, we also take into account current developments in our company's situation as well as the expectations and needs of interested parties.

We regularly inform our employees, our contractual partners and the public about our environmental

activities through our sustainability report. We prevent environmental pollution, always pay attention to low energy consumption and focus on renewable resources. When making new acquisitions, we also check for an economical use of energy and materials.

We comply with all the relevant binding obligations and are also committed to continuously improving our environmental performance. In all environmental protection measures, we are guided by the best available and economically viable technology.

Our product ranges

The approximately 1,600 employees worldwide contribute significantly to the growing success of the JAB ANSTOETZ Group and ensure the unmistakable signature of the individual companies and brands, including JAB ANSTOETZ Fabrics, Chivasso, Carlucchi, Gardisette, climatex® and NatureProtect, which stand for furnishing textiles.

JAB ANSTOETZ Flooring offers high-quality carpets, rugs and design floor coverings.

At BW Bielefelder Werkstätten and ipdesign, upholstered furniture, upholstered beds and home accessories are carefully handcrafted.

As a harmonious addition, the group of companies offers partner products such as interior sun protection solutions and wallpapers. The subsidiary Golf House is one of the leading golf retailers in Europe and with its top-class portfolio of equipment, brand-name clothing, shoes and service also caters for sophisticated lifestyles.



The company worldwide

Trade customers and end consumers can experience the fascinating world of textile interior design in the JAB ANSTOETZ showrooms. In Germany, these are primarily the showrooms in Bielefeld, Berlin and Munich, where all the brands of the group of companies are presented as an ensemble.

The JAB ANSTOETZ Group is represented in more than 80 countries with its high-quality furnishing fabrics, carpets and upholstered furniture. In the most

important markets, the company presents its collections in its own showrooms. With their know-how and sure sense of style, experienced consultants, who are all familiar with the multifaceted range of the group of companies, support interior designers, decorators and architects in selecting the right products. We employ people from over 40 nations worldwide. At the Bielefeld site, 23 nations are represented.



Key data



Employees from
40 more than
nations



3.2 million
metres of fabric
in stock



represented in
80 countries



3,000 decorative
fabric qualities
in **35,000** colours



35 languages
spoken



300 million
turnover in 2023



1,600
employees
worldwide



16 years
average period
of employment



20 showrooms
worldwide



29 Golf House
subsidiaries



Approx. **20,000**
items around the
theme of golf



85 models in the
BW range

CLIMATE STRATEGY AND ENVIRONMENTAL PROTECTION

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2.1 Our products with “Cradle-to-Cradle®” certificate



We are continuously working on making our company site even more ecological. As a member of C2C e. V. Germany, we are committed to products that are specially recyclable: at the end of a long life cycle, the materials can be homogeneously separated and reused for the manufacture of the same product. In the future, we want to significantly increase the proportion of recyclable materials in our product ranges.

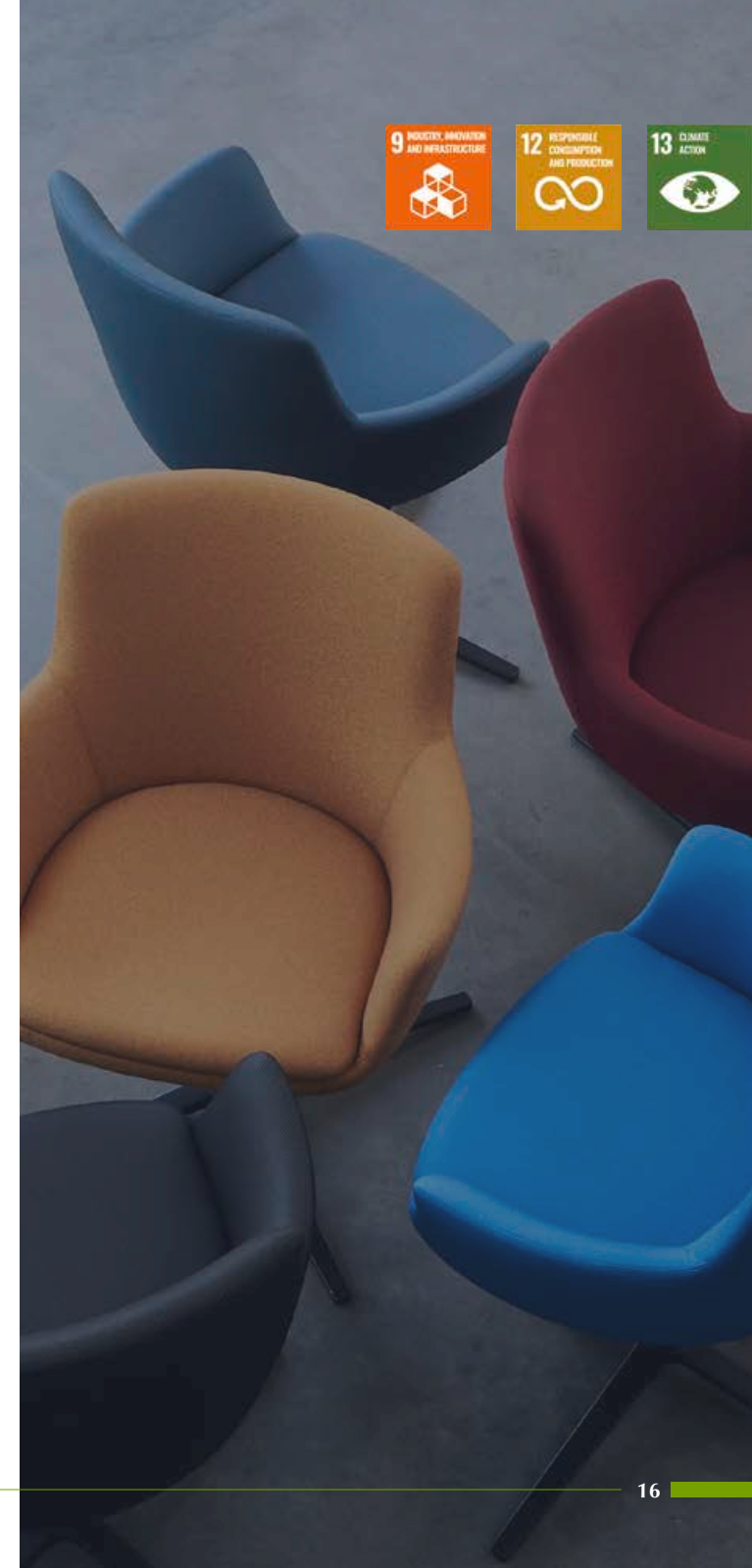
Collection climatex®

climatex® is the world's first “Cradle to Cradle®” certified textile fabric. The fabrics of the climatex® brand are based on innovative, patented technology. This allows climatizing and recyclable upholstery textiles and functional fabrics with outstanding properties to be produced from sustainable materials.

After use, the fibres can be separated homogeneously and 100 percent recycled.

All climatex® fabrics can be individually adapted to the customer's wishes in terms of both appearance and structure. Following the addition of the new articles “Nano”, “Circle” and “Colourflow”, a total of 400 colour variations and 16 fabric types are available.

climatex® fabrics regulate not only temperature but also moisture, thus promoting health, and they are very durable thanks to their high abrasion resistance values. The fabrics are also flame retardant and thus help to optimise fire protection. For this high-tech innovation, our company was awarded the “Cradle to Cradle®” certificate in Gold.



EcoProtect

To carry this label, decoration and upholstery fabrics must be made predominantly from recycled fibres. The proportion of recycled fibres should be as high as possible but must not fall below a minimum of 50 percent. We only use high-quality recycled yarns in order to meet our quality standards in terms of ease of care and durability. For us, the percentage is between 80 and 100 percent, depending on the design and manufacturing process. We use it for the collections of the brands JAB ANSTOETZ Fabrics, Chivasso, Carlucci and Gardisette.



NatureProtect

The Cradle to Cradle® principle is also applied to the decoration fabrics of the Nature Protect brand. Fabrics produced in this way can be reused after use and even composted – without any harmful residues. This means that they are not only ecologically friendly, but also create added value: composting produces humus, which returns to the biological cycle as a valuable raw material.

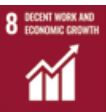


Furniture from BW Bielefelder Werkstätten

The term sustainability is understood and interpreted differently depending on the category. At BW Bielefelder Werkstätten, sustainability is defined by the keywords “durable”, “environmentally friendly” and “reasonable”. The durability of our products, the selection of materials and our production methods show how deeply rooted the basic idea of sustainability is at our company. At the same time, sustainability is a process that needs to be repeatedly reassessed and revised.

At BW Bielefelder Werkstätten, we not only constantly review our raw materials, working methods and processes, we also constantly strive to keep improving. This begins with the timeless design language. In the construction of our furniture, we pay particular attention to solidity where the dimensions of components and connections are concerned.

To support local suppliers and avoid long transport routes, we only use solid wood from regional forestry and process it according to the highest standards of craftsmanship, which guarantees our products a long lifespan. In addition, we offer our customers the upcycling of their older pieces of furniture. The piece of furniture they love is thus professionally reupholstered in our factories.



The carpet collection Calma

All the carpets in the CALMA collection are made from natural materials using traditional hand-weaving processes. First, the wool is blended from natural wool dyes, then felted into resistant yarns, before being woven into high-quality carpets on mechanical looms. In this process, we attach great importance to fairness and sustainability, for instance through environmentally friendly production, fair wages, good working and living conditions and the prohibition of child labour, as documented by the Step label.



The carpet collection Light & Shade

With its original materials and hand-woven charm, this JAB ANSTOETZ Flooring collection succeeds in creating islands of comfort in the midst of the hustle and bustle of everyday life. With seven qualities in natural shades, Light & Shade inspires the living culture of a generation that focuses on the essentials.

The natural materials of wool and mohair wool take centre stage in the Light & Shade collection. All carpets are free from harmful and allergenic substances and are made from pure, high-quality sheep and mohair wool on solid cotton warps using traditional hand-weaving and hand-knotting techniques.





The carpet collection NEW LIFE mono

JAB ANSTOETZ Flooring offers an environmentally friendly solution to close the material cycle of carpets. The NEW LIFE mono carpet qualities are made of homogeneously separable and recyclable polyester. This allows simple recycling at the end of the life cycle, without producing waste. The soft and longlasting material contributes to the overall ecological balance and is harmless for allergy sufferers. The yarn, fibres, backing and edgings are all made of recyclable polyester and can be recycled without leaving any residue.

2.2 Participation in environmental networks

We want to continuously improve our environmental performance so as to further reduce our CO₂ emissions. To increase our know-how in the areas of sustainability, climate friendliness and energy efficiency, we have joined the following networks:

Foundation Development and Climate Alliance

The Foundation Development and Climate Alliance is an economic cooperation that was established in autumn 2018. The aim of the alliance is to promote both global sustainable development and international climate protection. JAB ANSTOETZ is one of more than 1,000 members from large and small companies working to become climate neutral by avoiding, reducing and compensating their greenhouse gas emissions.



Initiative "Together Climate Neutral 2030"

The umbrella of the new regional climate initiative of the Chambers of Industry and Commerce of Lippe and East Westphalia brings together all the local companies that set an example for the climate engagement of the business community in East Westphalia by making a voluntary commitment. We have decided to participate in the initiative "Together climate neutral 2030" by the Chamber of Industry and Commerce. The project is intended to show that business is not a hinderance to climate protection, but is boldly moving forward. The Chamber of Industry and Commerce wants to use the initiative, firstly, to involve all very committed companies and "forward thinkers" in East Westphalia and, secondly, to motivate other companies to join, particularly those who are looking for quick and easy access to the topic.





United Nations Global Compact Network Germany e. V.

Two years ago, we already set an example for more sustainability by joining the United Nations Global Compact.

By joining the German network of the UN Global Compact in August 2023, we intend to further strengthen our commitment to the Ten Principles of the United Nations and their Sustainable Development Goals.

WE SUPPORT
UN GLOBAL COMPACT

Das kennen Sie ▼
Wir sind Teilnehmer im
United Nations Global Compact

Das ist neu ▼

Wir erneuern unser Commitment zum UN Global Compact und seinen Zehn Prinzipien unternehmerischer Nachhaltigkeit!
Aus diesem Grund sind wir nun Mitglied im e. V.

Global Compact
Netzwerk Deutschland

UN Global Compact

The United Nations Global Compact is the world's largest and most important initiative for responsible business management. Based on 10 universal principles and the Sustainable Development Goals, it pursues the vision of an inclusive and sustainable global economy for the benefit of all people, communities and markets, today and in the future.

All companies in the UN Global Compact commit to reporting their progress in implementing the 10 principles and their activities to promote sustainable development.

The UN Global Compact thus pursues the following goals:

- Promotion of transparency
- Continuous improvement of entrepreneurial activities
- Ensuring the integrity of the UN Global Compact and the United Nations
- Promotion of learning from one another through the dissemination of good practices

All CoPs are published on the UN Global Compact website – more than 24,000 reports are available to view.



Energy audit

To certify our commitment to climate-friendly energy supply, we regularly undergo an energy audit in accordance with DIN EN 16247-1. The idea behind this is to become better acquainted with our own savings potential, thus allowing us to utilise it in a targeted way. For this purpose, external auditors record the primary energy flows of the company on the basis of current operating data and analyse the energy data. A final report shows where more energy can be saved and which measures are economically efficient and recommendable.



Monitoring and updating the environmental and energy regulations



In a compliance audit, all applicable laws and regulations relating to energy and the environment were reviewed by an external company on-site. The relevant regulations were then summarised in a legal register. In order to keep this register of legal regulations continuously updated, we have commissioned a service provider that keeps us regularly informed on changes to the law. The environmental team will review and edit these updates on a regular basis.

Our environmental management

For our company environmental protection means nothing less than the introduction of and compliance with regulations and their respect, making environmental protection a natural part of our daily activities, just like quality, service and economic efficiency. We have stipulated goals in our environmental policy in order to define what we want to achieve. In an comprehensive environmental audit we identified all environmentally relevant consumption data, such as energy and water consumption as well as the waste volumes from the previous years. This data allows us to monitor our environmental performance. In order to involve our staff in our environmental management, we inform them about our environmental issues on a regular basis. However, for us, environmental management also means defining environmentally relevant tasks. We have therefore appointed an environmental management officer. In addition, an environmental team was set up to support the environmental management officer in their work.



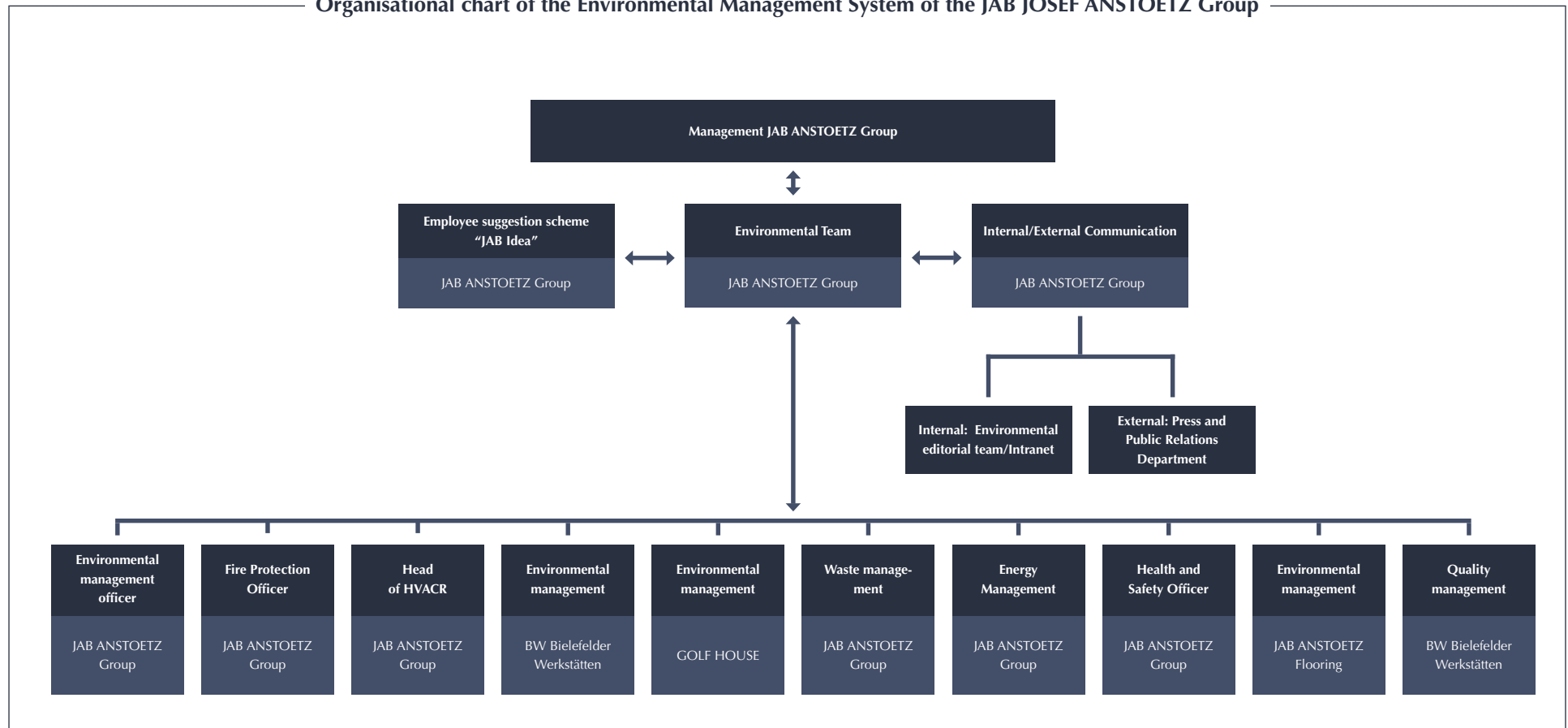
Environmental team and editorial team environment

In our environmental team, a wide variety of aspects of our own operations are examined and reflected. Our employees scrutinise all departments when it comes to improving our environmental balance.

It should go without saying that we need to promote intensive engagement with such issues. This is precisely the reason that the environmental team– with participants from various departments – was brought into being. This team deals with our environmental policy and related measures at regular intervals. Collectively, they examine possibilities for improvements in the company.

The “JAB News” on the company Intranet is used to keep employees informed about new developments. There is also an environmental editorial team that meets and writes comments on a wide variety of topics. These range from very simple things, such as an appeal not to leave the lights on unnecessarily, to explanations of the UN Global Compact or the environmental management system.

Organisational chart of the Environmental Management System of the JAB JOSEF ANSTOETZ Group



2.3 Reducing CO₂ emissions

Biogas cogeneration plant

At the beginning of 2012, our modern biogas cogeneration plant (CHP) started up in accordance with EEC regulations, making us a pioneer in the region. With an annual electricity and heat production of 1,700,000 kWh – an output that corresponds to the supply of about 400 four-person households for a year – it supplies both the subsidiary BW Bielefelder Werkstätten and the JAB plant. With an annual full-load running time of 4,500 hours, the CHP saved almost 8,000 tonnes of CO₂ from the beginning of its operations until the end of 2023. What's more, a particularly low proportion of maize is used to produce the biomethane gas supplied to us by Stadtwerke Bielefeld, which in turn reduces the amount of farmland required. With our biogas cogeneration plant, we save around 871 tonnes of CO₂ per year compared to fossil fuels.



Photovoltaics

A large-scale photovoltaic system has been producing green electricity since 2004. With the aid of the sun, this system generates up to 450,000 kilowatt hours per year of environmentally friendly electricity at our Bielefeld site. This can supply around 100 four-person households with electricity for an entire year. Further photovoltaic systems are being planned at other sites.

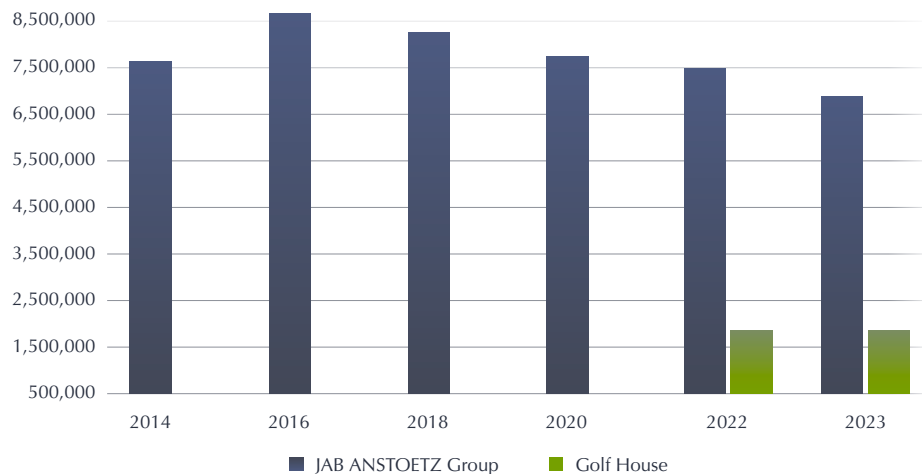
Target : Expansion of the photovoltaic systems



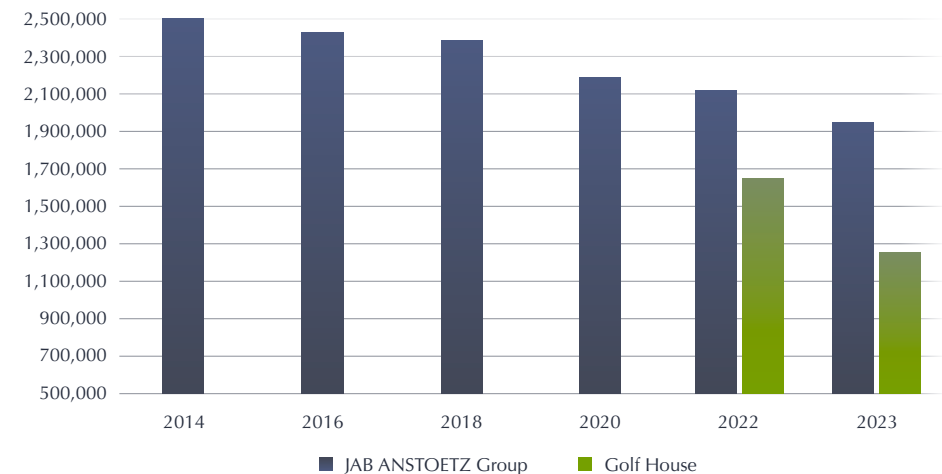
Producing electricity and heat in a CO₂-friendly way

Continuously improving the CO₂ balance of our company is our main goal for sustainability and climate protection. Already at the beginning of 2002, the City of Bielefeld recognised JAB ANSTOETZ as an ECO-PROFIT company. In 2014, our subsidiary BW Bielefelder Werkstätten Heinz Anstoetz Polstermöbelfabrik KG also followed suit. ECOPROFIT is the abbreviation for “Ecological project for integrated environmental technology”. In this project, municipalities and commercial enterprises are gradually joining together to form a network to conserve resources while at the same time reducing operating costs. In order to become an ECOPROFIT company, an enterprise spends about a year on consulting and workshops, creating suitable concepts and implementing measures.

Thermal energy consumption JAB ANSTOETZ Group in kWh
Biomethane and natural gas



Electricity consumption JAB ANSTOETZ Group in kWh



Use of highly efficient HVACR (...) technology

Since new computer technology requires less and less space despite enhanced performance, the previous computer centre could be greatly reduced in size and a smaller area now requires air-conditioning. The previous air-conditioning units have been replaced by smaller, efficient, CFC-free units.

Air compressors and heating pumps have been replaced by highly efficient, modern units. The heating is controlled by individual room regulation. When the windows are open, the heating switches off automatically so that no energy is lost.

Replacing our lighting with modern LED tubes is a continuous process. Replacement is carried out with a sense of proportion so that we only replace the old lighting if it is defective.

Daylight-dependent LED lighting is used in the carpentry, sewing and dispatch departments of the Bielefelder Werkstätten, taking into account the amount of daylight available, which then does not have to be additionally provided by artificial lighting. This allows artificial lighting to be reduced as much as possible.

In recent years, the switch to LED lighting has been progressively introduced in almost all Golf House branches and in their head office. In addition to the switch to LED, the lighting (eg of shop windows) was reduced outside core opening hours during the winter months. These measures led to savings in electricity of approx. 15% compared to the previous year.

At the Bielefelder Werkstätten, the old painting facility has been replaced by a new one featuring heat recovery. In the process, the old water walls, which produced a lot of toxic sludge, were replaced by a new filter system utilising dry extraction. Only the filter material now has to be disposed of. This saves water and avoids the time-consuming treatment of the waste-water containing paint sludge. A pressure-guided control system now ensures the efficient regulation of the fan motors.

Our new waste compactor reduces the volume of waste by compacting it to approx. 1/6 of the previous volume. The result: valuable space savings, lower disposal costs and a more effective use of operational floor space.

Automatic staircase lighting systems have been installed in many stairwells, corridors and on most walkways. With this technology, the light switches off automatically after a short interval.

Special valves have been fitted in all WCs and corridors in the group of companies. This means that the pre-set room temperatures cannot be changed.





JobTicket

As an employer, we rely on the “JobTicket” as an innovative benefit to support our employees and to promote sustainable mobility at the same time. With the “JobTicket”, our employees can travel at favourable prices around the clock on buses, light rail and local trains, even in their free time. With a generous extra payment for the JobTicket we relieve our employees financially and help reduce CO₂.

Deutschland-Ticket Golf House at a reduced price

In May 2023, the Deutschland-Ticket was introduced. It enables ticket holders to use public transport throughout Germany. Ever since, Golf House, with a branch structure all over Germany, has offered their employees the possibility of a discounted subscription. This enables each employee in Germany to travel to work in an affordable and environmentally friendly way, and also to use the ticket for private purposes.

Bike charging stations at Golf House

According to the Umweltbundesamt (German Federal Environment Agency) e-bikes/e-pedelecs are an environmentally friendly alternative to the car. E-bikes/e-pedelecs are cheaper to buy, healthier, more space-saving and every kilometre travelled by e-bike instead of by car, saves approx. 150 g CO₂. In Germany, around 10 million of these bikes are on the road and their number is increasing from year to year. Employees with a commute of 5 to 10 kilometres are increasingly using e-bikes/e-pedelecs. The employees at Golf House have therefore charging stations available at the bike parking spaces where they can charge their bikes.

E-charging station

Electric vehicles are considered by many people to be the future of automotive transportation. Consumers are buying hybrid and electric cars in increased numbers. There are now more than 10,9 million electric cars on the roads worldwide and, according to the Ministry of Transport, significantly more are to be expected. As there is currently still a lack of the nec-

essary charging infrastructure, we have set up seven e-charging stations for our employees and vehicle fleet at the Bielefeld site. In addition, an e-charging station was put into operation in cooperation with our local energy supplier, which is available to all electric vehicles. At Golf House in Hamburg and in Wiener Neudorf e-charging stations are available too.



2.4 Preserving resources



Print jobs

Climate-friendly printing means compensation for the emissions generated during printing, which are more or less unavoidable.

This compensation consists of the purchase of so-called emission certificates. As regards sustainability and climate protection, the printing industry in Germany has made considerable further developments in recent years. A large number of printing firms offer climate-neutral printing. So do the printing firms JAB Anstoetz Group collaborates with. When it is about placing print jobs, more and more orders are being placed for climate-neutral printing.



Duplex printer

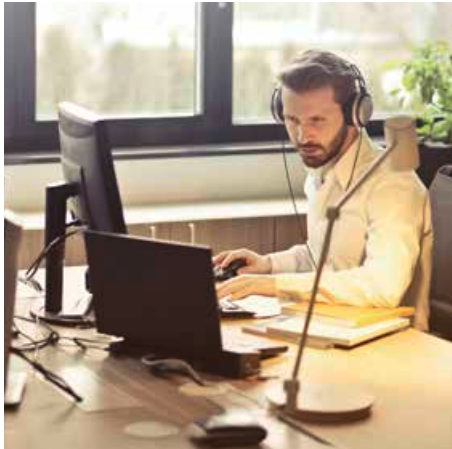
All printers in the group are automatically set to print on both sides of the paper. The fact that we now only use half as much paper as before the introduction of duplex printers, not only saves costs.



Recycled paper

The JAB ANSTOETZ Group uses only recycled paper with the "BlueAngel" label throughout its operations. Not a single tree has to be felled to produce recycled paper, as it is made from 100 % waste paper.





Paperless office and digital personnel records

In order to make internal processes and information at Golf House accessible to everyone, a paperless office was set up on the Intranet. Employees can find there all information in shared posts and new posts can be shared with colleagues. The digital personnel records enable each employee and manager to quickly access personal data, from any location. In addition, the digital filing of documents saves resources.



Environmentally friendly cardboard boxes at Golf House

The offset-printed cardboard boxes have been gradually phased out and replaced by packaging made from 100% grass paper. Grass is a sustainable, environmentally friendly and regional resource that can be used to make cardboard packaging. The production of grass paper consumes five times less CO₂ and 1000 times less water. In addition, grass grows much faster than the option wood.



Abolition of seasonal catalogues at Golf House

In order to further protect the environment, the successful catalogues, which had between 100 and 260 pages and have been published twice a year, were abolished. Instead, mailings only take the form of simple postcards. The latest trends are also presented in a digital format in the web shop.





Water dispensers and drinking bottles

We want to promote healthy drinking habits in our company with good sustainable water, and also increase performance and satisfaction. Water dispensers have been installed in the group of companies to provide employees with a permanent supply of free drinking water. They offer employees different types of water: still, sparkling, chilled or at room temperature. With modern water dispensers and personalised reusable bottles, we have sustainably said goodbye to single-use plastic bottles.



Utilisation of a returnable transport system for supplying the Golf House shops.

A reusable transport system with foldable boxes was introduced at Golf House to supply the shops. The items are picked up from the warehouse in returnable boxes and delivered to the shops. In the shop, the items from the reusable boxes are placed directly on the shelves. The reusable boxes are collected for the next delivery and returned to the cycle. The foldable boxes take up hardly any space during transport or storage and are therefore ideal for multiple use.



Cleaning products

We are overhauling our cleaning products and want to replace environmentally harmful products with environmentally neutral ones: Packaging made from 100 per cent recycled plastic, the cleaning products themselves free from microplastics and ingredients from renewable, plant-based sources.



2.5 Upcycling

It is important to us to work as resource-efficiently as possible and to significantly reduce the amount of non-recyclable waste. To this end, we want to develop a sustainable waste concept in the coming years that allows us to separate our waste by type and achieve a high recycling rate. We are already trying to avoid waste, regardless of its origin, as far as possible.



Fabric remnants / Leather scraps

We donate the fabric remnants from the cutting process to charitable organisations and kindergartens. Pen cases and key rings are made using the leather scraps from furniture production.

Carton packaging machine

Our packaging machine produces cartons in a wide variety of shapes and sizes: after the optimum type of packaging has been determined and the product measured, the machine selects the optimum width from three different widths of endless cardboard and produces the carton so that it is cut to fit the product

exactly, which not only makes the best possible use of the corrugated cardboard but also saves additional filling material and storage space. We use a shredder to produce filling material from the cardboard offcuts, which protects the contents of the packages during transport without using plastic.

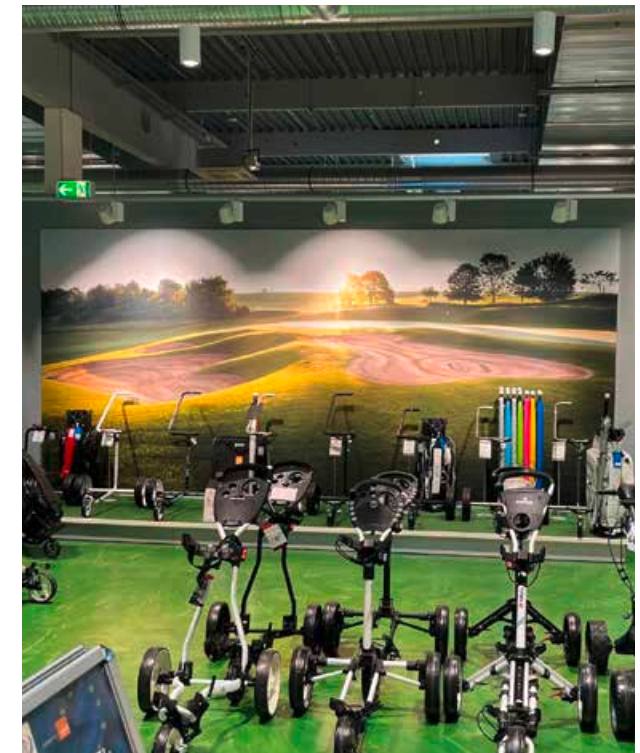


Drinks

Only glass bottles that can be returned in a deposit system are available in our vending machines.

Large pictures at Golf House

The many large pictures in our branches are no longer disposed of twice a year, but put to a second use. In collaboration with tag.werk bags, rucksacks and accessories are created from the materials.





2.6 Compliance

In order to comply with applicable laws, guidelines, standards and agreements, the JAB ANSTOETZ management has established compliance guidelines which are binding for every employee. Since laws and regulations change frequently or are replaced by new ones, the compliance guidelines are continuously revised and supplemented.

Many of the topics mentioned above are included in our compliance guidelines. Our goal is to ensure that all employees are aware of their own actions and responsibilities and that they constantly review the framework within which they operate.

True to our principle of behaving responsibly towards our environment, all employees are obliged not only to use resources such as fuels, electricity and all other auxiliary materials as sparingly and economically as possible, but also to observe all emission regulations.

2.7 Nature and insect protection, strengthening biological diversity



Wildflower meadows

As a food source for many useful insects, such as bumblebees, butterflies and bees, several large lawn areas have been converted into wildflower meadows since 2019. At most, these areas only need to be mown twice a year.



Insect hotel

Intensive human intervention in global ecology has so changed the natural landscape that only a few natural habitats for insects remain. To help compensate for this, an insect hotel was built near the wildflower meadow to help small insects nest and overwinter.



Tree planting campaign trainees

Recent climate change means that the forestland Teutoburger Wald, the green lung of East Westphalia, is slowly running out of air. Environmental awareness and nature protection are thus the greatest challenges of our time. For this reason, DSC Arminia Bielefeld has called for a major tree planting campaign in autumn 2022. As a partner and sponsor of DSC Arminia Bielefeld and "Bündnis OWL" (East Westphalia Alliance), our trainees participated in this campaign with great enthusiasm. Two hundred sessile oaks were planted under the guidance of the local district forester.



Nest boxes

We are counteracting the lack of nesting places for many cavity-nesting bird species with nest boxes of different sizes. In 2021, we set up 18 nest boxes. In this way, we are making a contribution to bird biodiversity at the company site.



Beehives

The importance of the honeybee for ecology – far beyond its role in bee keeping – cannot be overestimated. To complement our wildflower meadow, we set up several beehives at the Bielefeld site in 2021. They are looked after by a hobby beekeeper. Six bee colonies were also set up at the Herford Elverdissen site.



Green roof at Golf House in Bielefeld

Green roofs improve quality of life for people and insects in urban living spaces. According to the NABU (German Nature Conservation Organisation) up to two thirds of all sealed surfaces in Germany. However, green roofs have even more benefits. The green roof at the Bielefeld branch provides a significantly better thermal insulation and thus energy savings in winter.



Compensation of CO₂ emissions

The success of emission reductions depends to a large extent on voluntary and consistent action by businesses in industrialised countries. The JAB ANSTOETZ Group has organised the recording of the greenhouse gas emissions resulting from our company's activities and offsets them by purchasing climate protection certificates. In doing so, we are supporting a hydropower plant project in Uttarakhand, India. The power station project was commissioned in 2015 and reduces the dependence of the electricity grid in the north (New Integrated Northern, East-

ern, Western and North Eastern - NEWNE) on fossil fuels, which is dominated by emission-intensive coal-based thermal power stations. We are aware of our special responsibility as a company towards future generations and act accordingly. We have determined the extent of the climate impact of our company with the support of an external sustainability consulting firm: our carbon footprint is around 5,056 tonnes of CO₂-equivalent pollutants per year. By way of comparison: on average, a person in Germany produces about 11.6 tonnes of CO₂ per year.

* without the CO₂ emissions from Golf House

Overview of the project data:



24,060,710

kilometres travelled by car produce the same amount of CO₂ as the JAB ANSTOETZ Group.

595

persons in Germany produce about the same amount of emissions as the JAB ANSTOETZ Group.

1,944

trees are needed to bind the CO₂ emissions of the JAB ANSTOETZ Group.

698

around-the-world flights by one person create the same amount of CO₂ as the JAB ANSTOETZ Group.

JAB ANSTOETZ GROUP AS AN EMPLOYER

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3.1 Introduction



It is important to us that our employees not only talk about environmental protection and sustainability, but also get really involved and live their commitment. We motivate them to take the train on business trips whenever possible, to use the company-funded e-bikes whenever possible, or to take advantage of the JobTicket provided by the company. Beyond that, however, we do everything we can as an attractive employer to create optimal conditions for our employees so that they feel comfortable in the company.



Our awards

Because good work is always down to the success of competent and motivated employees, we offer a wide range of company benefits and attach great importance to a good work-life balance. And because we ourselves are a family business, we pay particular attention to the compatibility of family and career. In a survey of the 38 most populous cities in Germany, the renowned Hamburg-based market research institute Statista presented a total of 610 awards for outstanding local employers. Employers were honoured, who, in the opinion of the employees inter-

viewed on-site, are particularly committed to their region, assume social responsibility, actively shape the business location and are also recommended as an attractive employer. Of the 15 companies honoured in Bielefeld, we were one of three to receive the "Most Attractive Employer in the City" seal. The economy and the common good are closely intertwined. The more successful companies are, the more society as a whole benefits. At the same time, many companies today attach increasing importance to a moral-ethical and political-social impact. The

economy for common good is gaining momentum as an economic model. With this in mind, the market research institute ServiceValue was commissioned in the year 2020 by the journal WirtschaftsWoche to ask citizens across Germany how they rate the value of a total of 2,138 companies for the common good. In this context, the JAB ANSTOETZ Group was rated very highly: We are in 81st place in the ranking - a result we are proud of.

Employer of the Future

Employer of the Future is an initiative that has emerged from a cooperation between DIND (German Innovation Institute for Sustainability and Digitalisation) and the media partner DUP UNTERNEHMER, the lead publication for transformation and future-relevant topics such as digitalisation and sustainability. Based on a three-stage testing procedure, the German Innovation Institute annually presents awards to companies that are particularly fit for the future, especially in these fields. Of the more than 2,500 companies analysed, JAB ANSTOETZ is among the top 7 % and may thus present itself as an Employer of the Future. The ranking was established using independent data collection.



We are "BEST PLACE TO LEARN"

AUBI-plus is a service company specialising in recruitment, certification and qualification in the field of training. In the period from 09.05.2022 up to and including 27.05.2022, we participated in a certification procedure by AUBI-plus on the quality of our training. During this time, our apprentices, our apprentice supervisors and our former apprentices who graduated within the last three years were asked a wide variety of questions about the quality of the training at JAB JOSEF ANSTOETZ KG. With an outstanding participation rate of 97 %, we obtained 1,023 out of a possible 1,295 points for the quality of our training and thus the "BEST PLACE TO LEARN" seal of quality with the mark "GOOD".



3.2 Employees

Remuneration principles and additional benefits

The JAB ANSTOETZ Group remunerates all employees for their commitment to the company and their work on the basis of collective and company agreements. Fair remuneration in line with the market is a matter of course for us, and this also means that wages are paid irrespective of factors such as gender, religious denomination, ethnicity, age, disability, sexual orientation and cultural background. We offer our employees a wide range of voluntary social and additional benefits. For example, we contribute to our employees' pension schemes, honour them on social occasions and anniversaries with monetary or non-monetary gifts, and regularly organise company parties. In addition, our employees benefit from discounts through our Corporate Benefit System in numerous online shops and at cultural and sporting events.



Health and safety at work

Protecting health and safety at work is a top priority for us – after all, health is as important to the success of our company as the motivation of our employees. We continuously update our safety regulations in all areas and ensure that we eliminate components, constructions, defects or side-effects that could injure or endanger the life and health of people during the manufacture, use or disposal of products.



Additional services and benefits

Since the satisfaction of our employees is also an important asset that contributes significantly to the sustainable success of our company, we offer all employees of the JAB ANSTOETZ Group a wide range of additional services and benefits.

Corporate Benefits

Well-known providers make their products and services available to our employees at special conditions under the term "Corporate Benefits". With an internet-enabled device our employees can use a specially created portal to access a range of attractive offers, which is enlarged every month.



Voucher booklet

In addition, our employees receive discounts for the popular "City for Two" voucher booklet by means of a company discount code. This booklet, both on line and in printed form, offers discounts at a variety of well-known restaurants, shops and leisure facilities in and around Bielefeld.

Summer and Christmas celebrations

We at JAB ANSTOETZ Group rely on team players; a healthy and attractive working atmosphere is essential for our daily, successful cooperation. To promote this and to express our appreciation for the work of our employees, we organise both a summer and a Christmas celebration. At these celebrations free food and drinks are offered, and an entertaining programme

creates a relaxed atmosphere where it is easy to build interpersonal relations.

Staff discounts

Furthermore, our employees have the option to buy products from our wide range of products at discounted prices.





Tickets for “Alliance Match Days”

Despite our international orientation, we are committed to our home region of East Westphalia. Since 2018, the JAB ANSTOETZ Group has been a member of “Bündnis Ostwestfalen” (East Westphalia Alliance), which provides financial support to the region's largest sports club, DSC Arminia Bielefeld. Thanks to this support, the DSC club was able to reorganise itself financially for the long term. As a thank you, our employees are given the opportunity to purchase a strongly discounted ticket once a season at the so-called “Alliance Match Day”.

Benefits in the sport of golf

Golf House gives the employees the opportunity to familiarise themselves with the sport of golf and to take a course for free. Employees and their relatives also have the chance to take out a discounted long-distance membership at the Gut Appeldör golf club in Dithmarschen. Employees at Golf House also have the opportunity to play at the golf course “Golf House 9” north of Hamburg, free of charge at any time.

Golf taster courses at Golf House

Since 2016 Golf House has been offering annual free taster courses for the employees at JAB ANSTOETZ so that they can get to know this sport. Participants can practise putting and teeing off in the indoor driving range or on the outdoor course with the balls and clubs provided there.



Equal treatment

For us, attentiveness to the needs of our fellow human beings is a continuous process that we constantly adapt and improve.

We not only ensure safety at work and fair remuneration, but also equal opportunities and freedom of expression. We have aligned our measures accordingly. We do not tolerate physical or moral hazards. We ensure that our employees are provided with appropriate sanitary facilities, we protect them from harassment in the workplace of any kind, whether physical or psychological, verbal or sexual, from abuse and threats, and we ensure that their lives and health are not endangered at any time during the work processes. We meticulously ensure that the provisions of the General Equal Treatment Act (AGG) are complied with. To this end, we have appointed an equal opportunities team to look after the interests of our employees.



STEP: Active for justice and fairness

JAB ANSTOETZ voluntarily undertakes all production according to the standards of the Swiss Fair Trade Label STEP, founded in 1995. For the employees, this means safe working conditions, an explicit ban on child labour, fair wages and compliance with environmental protection standards.



3.3 Work-life balance

A harmonious balance between professional demands and private needs is immensely important. We are pleased to see that our efforts towards ensuring the well-being of our employees are bearing fruit. We see the duration of employment of staff at our locations as a telling indicator and have determined that in the past years, staff remained with us for an average of 15.9 years.

Nursery “JABinis”

Family friendliness is a top priority for us. Our in-house nursery with qualified staff has been lovingly caring for the little ones for over ten years, allowing parents to relax and devote themselves to returning to work after parental leave without any organisational effort. In order to ensure that employees at Golf House are also able to combine family and career, Golf House grants a subsidy for the day-care centre’s monthly costs.

Our company canteen

In more and more company canteens, the focus is no longer just on the simple provision of food between appointments. It’s about taking a break, conscious enjoyment, networking and communication. In addition to a wide choice of meat dishes, the canteen also has a varied selection of vegetarian and vegan treats. A large salad buffet and various desserts also invite you to feast. A big plus is the buffet-style of the meals that the canteen offers. Here, every employee can decide for themselves what they want to eat and,



above all, how much. The advantage of a canteen is that it is a central meeting place for all departments, and employees can exchange ideas during their breaks. Such informal meetings in a relaxed atmosphere stimulate creative thinking, help

generate new ideas or lead to new opportunities for synergy. So you could say that here at JAB ANSTOETZ, food takes on the role of enjoyable fuel!





frei[raum] - our second canteen as a feel-good area with a new look

The creative potential of the JAB ANSTOETZ Group is given a new centre of gravity. In the former canteen of the Bielefeld headquarters, an inspiring feel-good area was created under the inviting name of “frei[raum]” (free area). That is open to the entire JAB ANSTOETZ team and their guests to exchange and present ideas, recharge their batteries and enjoy themselves.

Flexible working hours

Because flexible time management in many areas of our company enables our employees to reconcile personal needs and professional challenges, we have

several, also very individual, working time models. The group of companies tries to find customised solutions through flexitime, part-time models and working in flex offices.

For example, we offer our employees the opportunity to switch from full-time to part-time work if this makes it easier to reconcile family and career. In addition, we offer flexible working: the flex office option gives our employees the opportunity to pursue their work outside of the company workplace, provided the location is suitable, i.e. it allows temporary absence from the company without impairing results, the operational process or contact with the company, and allows data protection to be guaranteed.



3.4 Education, training and further education

Accompanying and actively supporting young people in their vocational training is a matter of course for us. We not only attach great importance to the acquisition and expansion of professional skills, but also to personal development. We pursue the goal of qualifying our apprentices so that they can be successful on national and international markets after their graduation. In the group of companies, there are always 50 ongoing apprenticeships in a wide variety of training professions. This includes commercial training as well as the skilled trades of our industry, but also various activities in the field of IT and media design.

We offer placements for students who want to gain their first work experience in possible future fields of activity before they leave school, and once a year we organise the Girls' and Boys' Day, our action day to counter role clichés in the profession – girls gain insights into technical and craft professions in the field of industry or in the IT sector, and boys explore a variety of activities on this day, especially in social work, healthcare, nursing and education. And finally, we also offer internships, usually lasting six months, for students who would like to explore practice-related professional themes in more detail while they are still studying.

It is particularly important to us to offer our employees continuous training and further education, because the importance of their skills and abilities for the progress and success of our company cannot be over-estimated. With our annual "Fit for the Future" programme, we have set up an advanced training programme with more than 30 different courses, ranging from courses in working techniques and IT training to communication training and seminars on improving personal resources. We develop customised individual solutions for our professional staff and executives.

And last but not least, we would like to mention our language courses: Because of our global activities, foreign language skills are essential for our employees in almost every area of work.



Education, training and further education



Apprenticeships at Golf House

Retail sales assistant, assistant office manager, sales assistant in e-commerce, sales specialist, sales & distribution specialist, specialist in e-commerce, IT specialist for application development, IT specialist for system integration, media designer in digital and print

Craft apprenticeships

Upholsterer and decoration seamstress, Interior decorator, Upholsterer

Other apprenticeships

IT specialist for system integration, IT specialist for application development, Media designer digital and print, Media designer image and sound, Warehouse logistics

Commercial trainings

Wholesale and foreign trade management, Industrial management assistant



**Our apprenticeships
in all areas of the
group of companies**

3.5 Stay healthy

Well-being in the workplace not only helps our employees, but also benefits our company. It goes without saying that medical services are on standby. The company doctor not only takes care of acute emergencies, but also supports us in risk assessments, safety inspections, accident analyses and other problems as required. Our employees can seek medical advice at any time. In addition, preventive measures such as vaccinations are available. Furthermore, we organise special health days to sensitise our employees to relevant topics, to give them food for thought and action and, if necessary, concrete tips for a healthier lifestyle.

Various modules are offered as part of the health days, from mini check-ups to thyroid and skin screenings to series of lectures on bowel cancer screening, addiction and prevention measures. Our company sports association promotes the health and well-being of our employees and offers various courses such as back muscles training, yoga, Pilates and table tennis.



And last but not least, we offer our employees the opportunity to be treated by a qualified masseuse during working hours.

Through JobRad GmbH, employees at JAB ANSTOETZ Group can lease a company bike that they can use as desired, also for private use.

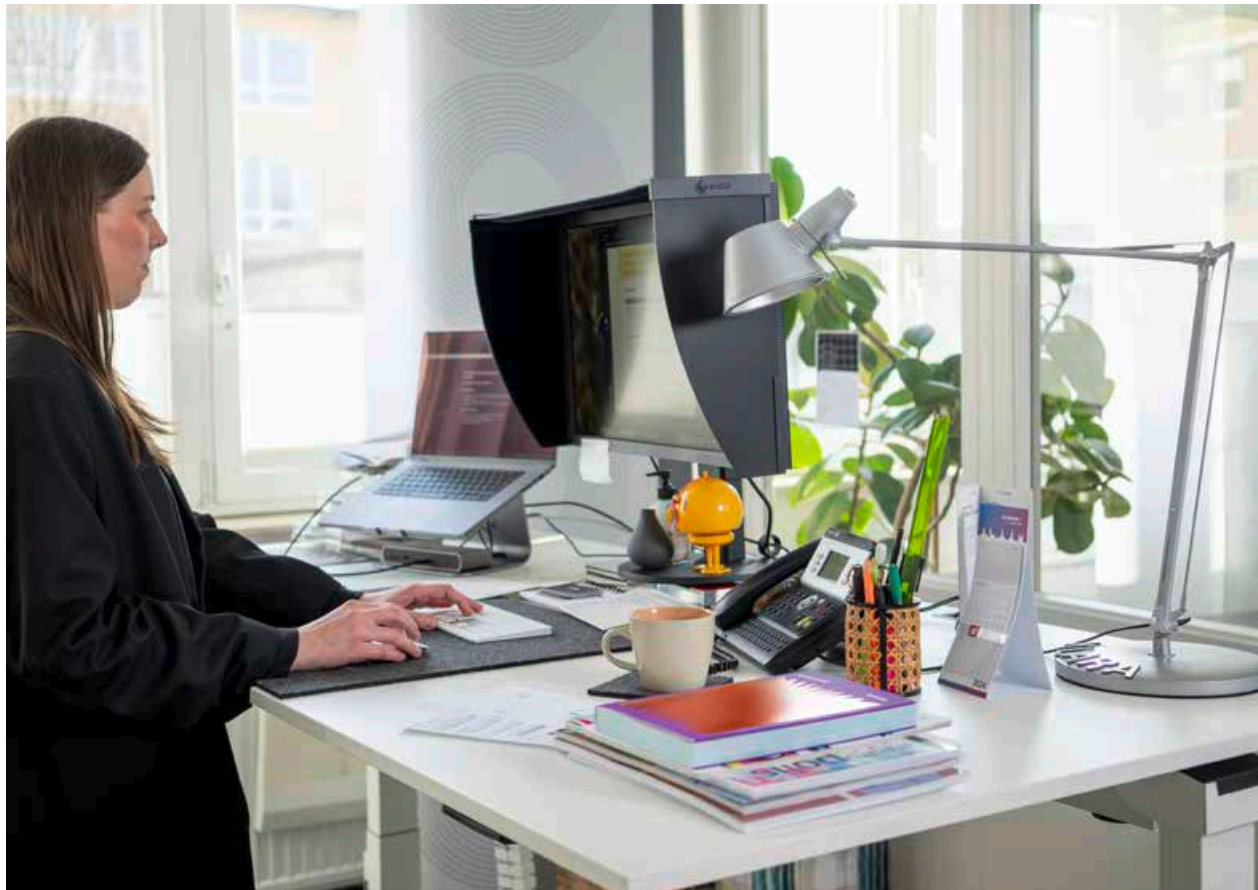
This saves up to 40 per cent of the purchase price – another incentive to commute in a climate-friendly and healthy way.

As so many employees participate in the JobBike model, two additional roofed bi-cycle parking facilities, illuminated with solar lamps, have recently been built at central locations on the company site, and, in accordance with the JobBike theft insurance guidelines, have sturdy bars anchored into the ground.



Our employees enthusiastically participate in the campaign “Stadtradeln” (City Cycling) in Bielefeld, organised by the Climate Alliance network. The aim is to cycle as many kilometres as possible as a group or individual within a given period of time, mainly to reduce one's own and the participating municipality's CO₂ emissions.





Ergonomic workplaces

The well-being of our employees plays an important role in the JAB ANSTOETZ group of companies. We want to support this by creating ergonomic workplaces. With the help of height-adjustable desks and flexible office chairs, we create a workplace that corresponds to the New Work concept. Ergonomic working allows for more varied movement sequences and a wide range of working positions. This enables us to meet individual needs and support job satisfaction.

Lifting aids

Carrying aids support our warehouse employees. The health of our employees is our top priority, as their well-being makes a decisive contribution to the success of our company. Especially in areas where heavy loads are moved, the use of suitable work equipment is essential. For this reason, we have electronic mini-lifts in use. These ergonomic helpers support our warehouse employees in transporting and lifting various loads, especially our fabric rolls, easily and safely at the workplace.

Showers for cyclists and participants in the company sports courses

Another measure to promote cycling was the construction of showers for employees. This offers the opportunity to freshen up after travelling to work. In addition, the showers can also be used after the various company sports courses.

Company runs

"Business runs" are intended to promote team spirit and emotional experiences in company runs with unique routes around interesting locations and Germany's major stadiums. The running distances of five to six kilometers are feasible for everyone - whether runner, walker or Nordic walker! To keep employees healthy and motivated, Golf House participates in business runs every year. This shared experience strengthens the team spirit and promotes social purposes.



SOCIAL COMMITMENT

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4.1 Matthias Anstoetz Foundation

Founded by Heinz Anstoetz in 1979 in honour of his father, the charitable foundation supports people in need in developing countries. The heart of the foundation is the “Jeevan Jyoti School” in Varanasi. Over the years, the foundation has built a large complex with several schools there, including a boarding school for about 200 visually impaired girls who would have no future prospects in their own families. There is also a school for girls and boys with multiple disabilities and a general day school for 530 children, where around 30 visually impaired children receive inclusive education.

The foundation also supports numerous other projects, including hostels, schools and a children’s hospital in the north Indian diocese of Tezpur. A settlement with 70 single-family houses, in which poor large families have found new homes, has also been built in this region.



4.2. Support for people in need in crisis areas

The recent political events affect us all. These days, the war in Ukraine is a daily focus in the media. JAB ANSTOETZ KG called for donations to help provide for refugee children in Slupca, Poland. For this purpose, a list of the utensils needed was drawn up and displayed. Alternatively, money could also be transferred to the municipality in Slupca, whose employees organise the procurement of food in the local area. Furthermore, attention was repeatedly drawn to fundraising campaigns, such as for the construction of a village in Chmelnizkyj for refugee orphans from Mariupol and Charkiw.



4.3 eeWerk – Cooperation with disabled persons



Inclusion and integration are becoming more and more important in our time. The JAB ANSTOETZ Group has therefore been working together with the eeWerk in Lemgo for over 3 years. The eeWerk belongs to the Eben-Ezer Foundation and sees itself as a diaconia for life in diversity. Based on the place Eben-Ezer from 1 Samuel 7.12 where God protects and preserves life, the foundation creates a safe atmosphere, characterised by respect and responsibility. In addition to working with disabled persons, the Protestant foundation also provides care for young people and children, as well as for the elderly. Employees in the eeWerk workshop pack various assembly bags for the pleated blinds production of JAB ANSTOETZ Systems. They are also responsible for linking some of the individual parts. JAB ANSTOETZ sends the components to the eeWerk, where they are also stored. Employees can then pack the assembly bags according to parts lists. The ready-packed bags are then sent to us and assigned to the respective system types. As soon as the reorder level is reached, we receive a notification and deliver the required material. In this way time-consuming work is taken off our hands and is conscientiously undertaken by the employees of the eeWerk. JAB ANSTOETZ thus supports inclusive work and creates a regular daily routine for disabled persons.

Pro Werk Bethel

Since 12.06.2023 JAB ANSTOETZ has been successfully participating in the project of integrated workplaces of the company proWerk. People with and without impairments work together in these workplaces.

tag.werk

tag.Werk is an occupation project of Caritas Styria and stands for innovative products, fresh design, high quality, sustainability and for treating people and resources respectfully. Golf House collaborates with tag.werk to put pictures that are no longer required to a second use. Since its founding in 1999, tag.werk has been supporting young people in difficult life situations and helps to (re)integrate them into the working process and to give them a perspective for their future.

<https://tagwerk.at>



4.4 Association for the promotion of international students in Bielefeld (VISIB)

It is important to the association and to us as sponsors that international students come to Bielefeld. The VISIB association aims to support international students and visiting academics in Bielefeld, to promote relations between them and local people, to offer help in emergency situations, to provide practical assistance in studies and everyday life, and to organise an alternative leisure and cultural programme that focuses on the state of NRW.



4.5 We donate fabrics

From our large stocks, fabrics are regularly donated, for instance to the project “Sew a Smile”, a far-reaching sewing campaign for the benefit of refugees, to local churches and kindergartens as well as to special campaigns for various institutions (hospitals, workshops for the disabled, social institutions). Large art projects are also realised with fabric donations, such as a unique exhibition with works by photographer Steve McCurry on display at the Vienna Sempdepot.



4.6 Campaign “Aktion Lichtblicke”

Within the framework of this campaign, the JAB ANSTOETZ Group supports children, young people and families in North Rhine-Westphalia who are in material, financial or emotional distress. The campaign was launched by 45 local radio stations in the region, and the Caritas and Diakonie associations, and generated around four million euros of donations last year.



4.7 DKMS (German database of bone marrow donators)

A stem cell donation can save the life of a person suffering from leukaemia if a suitable donor is found in time. Numerous JAB ANSTOETZ employees have registered with the German bone marrow donators database.



4.8 “Bielefelder Bürgerstiftung” (Bielefeld Civic Foundation)

The “Bielefelder Bürgerstiftung” is a civil society alliance. With our Gold Sponsorship, we support projects that directly benefit local people and the environment, for example, the planting campaign “Our Tree for Bielefeld” and the annual Advent calendar. The proceeds are used for children's and youth cultural projects.

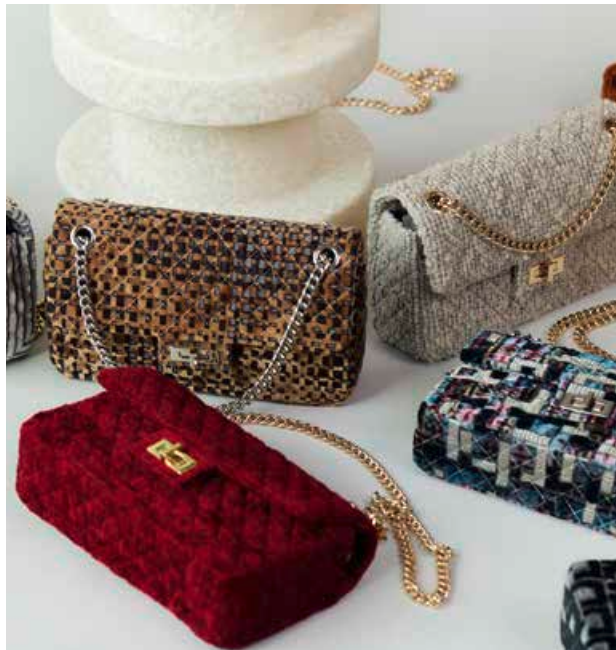


4.9 KAUSA

The coordination office for training and migration – KAUSA – has been supporting entrepreneurs with a migration background, young people with a refugee or migration background and their parents in all matters relating to training since 1999. Throughout Germany, KAUSA projects are important points of contact at regional and national levels. Young people with a migration background have found permanent jobs in our factory BW Bielefelder Werkstätten, among others.

5.0 Nicas Konzept

The remnants of our fabrics are being recycled by the label Nicas Concept from Berlin. The sisters Nika and Carolina founded their bag label in 2019.



The brand's idea is to distance itself from the fast fashion industry and instead create new bags from leftovers. They use our fabric remnants to create new, recycled bags. The packaging of the bags is also 100% recycled.

5.1 No Waste Benelux

Last year, our colleagues from JAB ANSTOETZ Benelux started an exciting cooperation with the Dutch company “No Waste Decoration”. Together with the initiator of No Waste Decoration and the designer for upcycling, fabric remnants are creatively transformed so that these can still be used for interior design. As a consequence, the fabric remnants are not just thrown away, but processed and combined with sustainable materials and colours to create new home accessories that correspond to current trends. In this way, old and new are combined in a unique and creative way. For example, new cushions were made from unsold sample material from the JAB ANSTOETZ Group.

5.2 Support of day-care centres

In today's time, day-care centres and schools are facing a variety of challenges in order to ensure optimal education and care for children. Despite dedicated teachers and educators, there is often a lack of funding to purchase additional resources that improve the learning environment.

This is where support through donations comes into play. Donations to schools and kindergartens are invaluable as they help to improve the quality of education and care and offer children additional oppor-



tunities. Through donations, schools and kindergartens can finance materials, equipment and programs that would otherwise not be feasible.

For example, JAB ANSTOETZ donates fabric remnants that are used for handicrafts or fabrics for decorating various rooms, such as bedrooms in daycare centres.

A close-up photograph of a hand-drawn architectural plan on a table. A hand is holding a red pencil, and another hand is holding a yellow pencil. The plan shows various lines and shapes, likely representing a floor plan or a technical drawing. The background is slightly blurred, focusing attention on the hands and the drawing.

SUPPORT AND PROMOTION OF THE CRAFT

5.3 Master schools 56

5.4 Training initiative “Das ist Bodenhandwerk“ 56

5.3 Master schools

Since January 2020, the title of master craftsperson in interior design has once again been a prerequisite for running a business independently. The master craftsperson requirement promotes the attractiveness of the profession, enhances its reputation in society, and last but not least, ensures high-quality work. In order to provide the master craftspersons with an attractive working and development environment, we support ten interior decorating schools with fabrics, carpets, wallpapers and everything else required. The complete brand portfolio is available to the participants of the master classes. We provide the journeymen and women with the tools for their training and sponsor the necessary materials with up to 500 euros.



5.4 Training initiative “Das ist Bodenhandwerk”

The initiative “Das ist Boden Handwerk” is an association of several crafting enterprises in the flooring industry. It has set itself the goal of presenting the occupational branches of the flooring trade in a more attractive way and thus acquiring trainees and interns for companies throughout Germany in the coming years.



OTHER COMMITMENT

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6.1 Scraps with a sense

Leather scraps from the furniture production at BW Bielefelder Werkstätten are passed on to various producers. These companies then use the scraps to make wallets, key rings or various other small items.



6.2 Save heating costs with textile furnishings

The JAB ANSTOETZ Group has developed an elaborate campaign to show their customers and end consumers that even the simplest of steps can lead to energy savings. With a professionally planned concept, heating costs can be saved and CO₂ emissions reduced. The following ranges from the JAB ANSTOETZ Group have a noticeable effect on how warm people feel and thus on heating costs: furnishing textiles, interior sun protection, carpeting and rugs.

6.3 Commitment to “Bündnis Ostwestfalen” (East Westphalia Alliance)

In November 2018, several renowned companies from the East Westphalia-Lippe region joined forces in “Bündnis Ostwestfalen”. The most important goal of this alliance was to save the football club DSC Arminia Bielefeld, which was struggling financially at the time, from the threat of insolvency – among other things, by purchasing shares in the Schüco Arena, the club's stadium. An alliance of this kind is unique in German professional football, because the companies involved have neither classic sponsoring interests nor the goal of taking a financial stake in the club.

Instead, the East Westphalia Alliance wants to preserve Arminia Bielefeld as a cultural asset and important locational factor for Bielefeld and the region of East Westphalia-Lippe. The alliance has grown into a partner-like exchange between the club and the companies, in which both sides learn from and strengthen each other.

As a symbol of this special partnership and as an expression of gratitude for the commitment of the Alliance's employees, so-called Alliance Match Days are organised annually. Employees have the opportunity to purchase discounted tickets for these match days. In addition, the Arminia ambassadors from the company also organise trips away. The employees can purchase a combined ticket, which includes both the admission ticket and the transfer.



6.4. Bielefelder Kunstverein (Bielefeld Art Association)

KUNSTVEREIN
BIELEFELD

The “Bielefelder Kunstverein” is a place for presenting and discussing contemporary art and its relation to current life and thought. The art association makes a significant contribution to Bielefeld's profile as a city of culture.

6.5 WEGE

As the municipal economic development agency for the city of Bielefeld, WEGE mbH is committed to all companies in Bielefeld, including JAB ANSTOETZ. WEGE is the link between the city administration and the business community. As a partner, the agency supports companies and new entrepreneurs and assists them with all location-relevant and operational matters.

WEGE
Wirtschaftsförderung für Bielefeld

6.6 DKAB ("That comes from Bielefeld")

Bielefeld companies and the municipal economic development agency WEGE are working on a joint locational project to increase regional and supra-regional visibility. Together they want to promote awareness of which market leaders, brands and products come from Bielefeld and which companies are innovative and successful and make attractive employers. JAB ANSTOETZ, as one of the 120 companies involved, also benefits from the collegial exchange in terms of networking on company-relevant topics – both live and in digital formats. In this way the DAS KOMMT AUS BIELEFELD (that comes from Bielefeld) has developed into one of the largest networks for Bielefeld's economy.



JAB

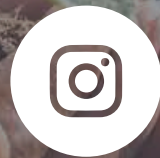
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