



# SUSTAINABILITY REPORT 2025



Multiple awards





## We take responsibility

Responsibility is an essential part of our more than 140 years of KNIPEX company history. We are part of society and embedded in the natural environment. We want to make positive contributions to both. And only when we treat people and nature well, we will have a good future. That is why, despite our already high standards, we are continuously working to improve our sustainability in the areas of environment, employees, society and economy.

In this sustainability report, we set out what we achieved in 2024 and what goals we have set ourselves for the coming years.

We are committed to the ten **principles of the UN Global Compact** and aim to actively contribute towards achieving the **17 Sustainable Development Goals (SDGs)**.



We use the corresponding icons within the report to make it clear in which principle of the Global Compact we have improved and to which SDG we have contributed in each case. We use the generally known symbols to denote this. A corresponding overview can be found on page 36.

A detailed, GRI Standards-compliant version is available in German and can be requested via the contact form on the KNIPEX website.



Sustainable and responsible business practices are in line with our values and fundamental beliefs. We have anchored sustainability in our mission statement and set ourselves corresponding goals, which we are working systematically and consistently to fulfil. Our commitment to Germany as a production location provides us with a good basis for realising our ethical and ecological values.



Ralf Putsch, Managing Partner

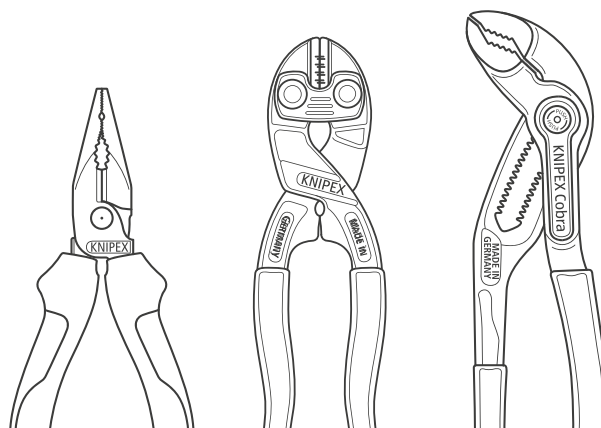
## **KNIPEX - The Pliers Brand: Quality and responsibility since 1882**

KNIPEX is the market leader in pliers for professional users.

We are an independent company in the fourth generation of family ownership and management, which is still located at its founding site in Wuppertal. Today, KNIPEX employs 1,700 people in Wuppertal.

The focus is on the development and production of pliers and related tools that enable demanding professional users to work effectively, easily and safely. With modern technology and a vertical range of manufacture of almost 100 per cent, KNIPEX produces more than 60,000 products every day, reaching customers in over 100 countries.

We feel connected to our environment and our fellow human beings. From this realisation, we derive our commitment to a resource-conserving production method, an ethical corporate culture and the promotion of the common good in our region.



## What sustainability means for KNIPEX

Responsibility is an integral part of our company history as a value-orientated family business. After the turn of the millennium, we began to systematically anchor sustainability in our corporate activities. In 2009, we took an important step towards conceptual planning and action by founding the interdisciplinary Energy Circle. In 2014, we defined the areas of sustainability for KNIPEX, initially from an internal company perspective. In doing so, we referred to our mission statement and the resulting voluntary commitment.

### Our fields of action



**Environment**



**Society**



**Employees**



**Economy**

### Our stakeholders give us excellent feedback

We maintain a continuous dialogue with our stakeholders on current and potential future issues. In addition to our customers, end consumers and employees, our most important stakeholders include our neighbours - both private and corporate, associations, children and young people as the next generation, educational and research institutions, suppliers and service providers.

In order to fulfil the growing interest of our stakeholders in the transparency of our sustainability performance, we have ourselves assessed annually by EcoVadis. EcoVadis is the world's largest independent provider of comprehensive sustainability ratings for companies. The comprehensive rating covers the areas of environment, labour and human rights, sustainable procurement and ethics, and also takes into account factors such as industry, size and location.

EcoVadis demands a lot in terms of substance, systematics, verification and documentation. We are therefore delighted that our **sustainability performance** was **once again** recognised **with the highest award level, platinum, in 2024**. This means that we remain in the top 1 per cent of all companies assessed at the time.





For the second time, the **German Sustainability Award** Foundation has **honoured** KNIPEX as **the company winner**. The expert jury was impressed by the concrete implementation of effective measures in the ecological and social fields of action. We were also nominated among the three finalists **for the special prize** in the **climate transformation field** for our effective contributions to climate protection.



We were honoured with the **Wuppertal Business Award 2024** as 'Company of the Year' for our special achievements in the areas of public welfare, innovation and sustainability. The Wuppertal Business Award honours companies that **combine economic success with positive contributions to the environment and society**. „Today we are honouring KNIPEX, a company that does much more than just manufacture products or provide services - it creates value, shapes its region and shapes the future. Today we are honouring a company that stands out not only for the excellence of its product, but above all for its attitude and actions,“ says laudator Axel Jütz, Chairman of the Management Board of Stadtsparkasse Wuppertal.

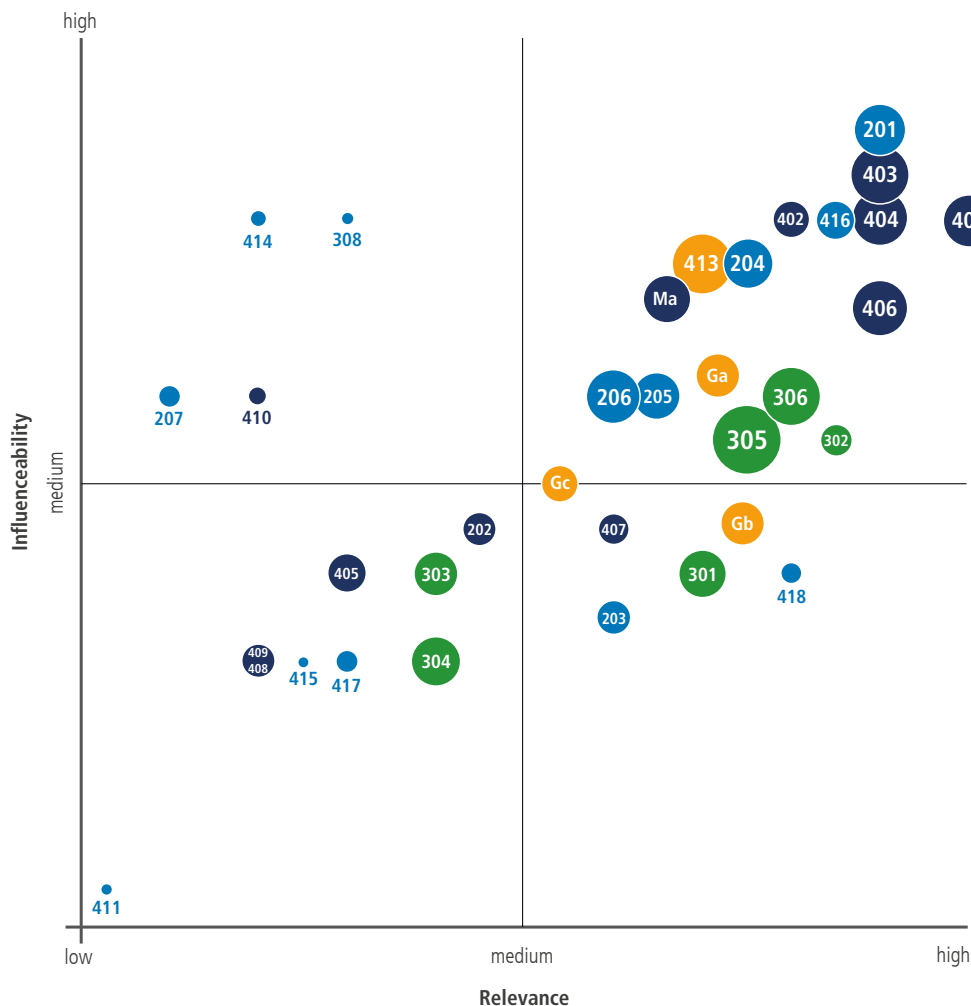


### Materiality analysis

In 2023, we updated our materiality analysis together with stakeholders and management in accordance with the requirements of the Global Reporting Initiative (GRI). The key question here was how the company's business activities impact the identified sustainability aspects. The materiality analysis remains valid for our actions.

Several topics from the GRI topic list, e.g. child labour, are so firmly anchored in KNIPEX's day-to-day work due to legal requirements and our understanding of values that we have not identified them as 'material topics' in the sense of the materiality analysis for our sustainable actions. This does not mean that they are not important to us, but rather that there is no need for action in the form of a management system approach.

## Materiality analysis



### Environment

- 301 Materials
- 302 Energy
- 303 Water and wastewater
- 304 Biodiversity
- 305 Emissions
- 306 Waste

### Employees

- 202 Market presence
- 401 Employment
- 402 Employee-employer relationship
- 403 Occupational health and safety
- 404 Training and development
- 405 Diversity and equal opportunities
- 406 Non-discrimination
- 407 Freedom of association and collective bargaining
- 408 Child labour
- 409 Forced or compulsory labour
- 410 Safety practices
- Ma Compatibility work & family

### Society

- 413 Local communities
- Ga Educational opportunities
- Gb Equal opportunities
- Gc KNIPEX<sup>committed</sup>

### Economy

- 201 Economic performance
- 203 Indirect economic impacts
- 204 Procurement practices
- 205 Anti-corruption
- 206 Anti-competitive behaviour
- 207 Taxes
- 308 Environmental assessment of suppliers
- 411 Rights of indigenous people
- 414 Social assessment of suppliers
- 415 Political influence
- 416 Customer health and safety
- 417 Marketing & labelling
- 418 Protection of customer data

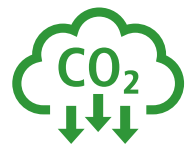
The top right quadrant contains the material topics. The size of the dots reflects the stakeholder relevance. We have assessed the importance of the individual interest groups for KNIPEX as well as the thematic relevance for the respective group itself.

## Environment

As a company, we live from conditions and resources for whose quality and preservation we share responsibility. **Our goals are to halve our greenhouse gas emissions by 2030 compared to 2020, achieve climate neutrality by 2045 at the latest, continuously and systematically reduce our specific energy consumption and production-related waste, conserve resources in production and increase ecological stability.**

### Climate protection management at KNIPEX

With our climate protection management, we are committed to climate-friendly behaviour. **We want to make a measurable contribution to climate protection.**



Climate neutrality by 2045 at the latest.

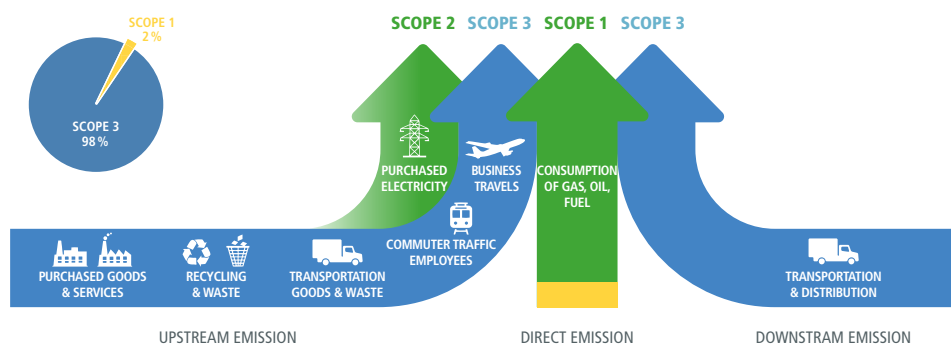
### Climate strategy

We have identified relevant emission sources for us and assessed the associated opportunities and risks. We have minimised our greenhouse gas emissions in Scopes **1, 2 and 3** accordingly. The **greenhouse gas** balance is calculated in accordance with the internationally recognised **Greenhouse Gas Protocol**.

Reduce greenhouse gas emissions by at least 50% by 2030 compared to 2020 at the latest.

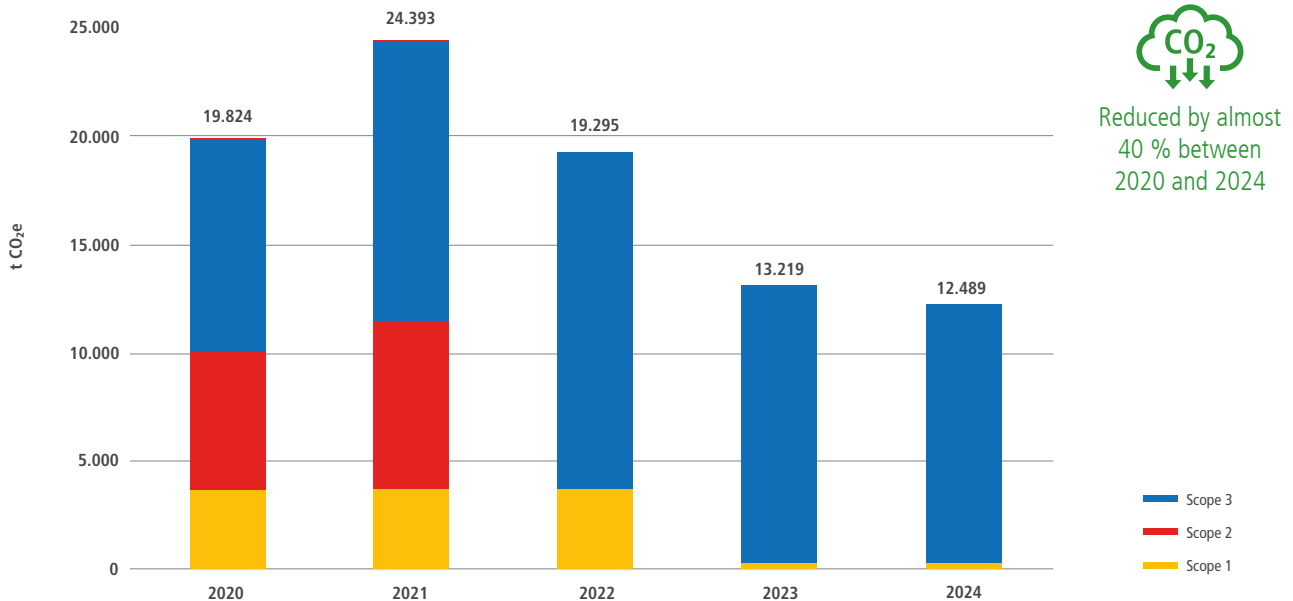
### Greenhouse gas balance

In 2024, we emitted 12,489 (2023: 13,219) tonnes of CO<sub>2</sub>e across all scopes.



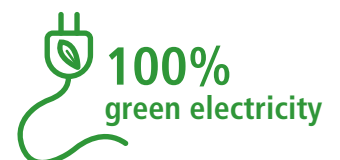
The absolute, effective and sustainable reduction of greenhouse gases is a priority in achieving our climate targets. To reduce fossil energy consumption, we rely on **technological** and/or **organisational solutions and the use of renewable energies**. We take responsibility for Scope 3 greenhouse gas emissions by identifying our opportunities to exert influence and utilise them. Investments in climate protection measures in such a way that emissions **are reduced** as **effectively** as possible. We see offsetting as the last measure if avoidance, reduction or substitution are not possible.





KNIPEX GHG emissions across all scopes

Since 2020, we have already reduced our emissions by a quarter, partly by switching completely to **green electricity and biogas**. At the end of 2024, we are almost **climate-neutral** in Scope 1 and completely **climate-neutral** in Scope 2. The balance sheet shows that the steel we purchase is the main source of greenhouse gas emissions. Over the past two years, we have held intensive discussions with our suppliers and examined the use of steel from alternative production routes in our production. In autumn 2024, we decided to **switch completely to green steel**, which will be completed in 2025. Since 2016, we have been investing regularly and significantly in a climate protection project (see Climate protection management section). This has enabled us to offset 1,804 tonnes of CO<sub>2</sub>. **Within four years**, we have **reduced** our **GHG emissions by well over a third**.



This year, we have included data in our greenhouse gas emissions balance sheet that was not yet available in previous years. This increases the values for some purchased goods, e.g. dipping paste for the handles of our pliers or shipping materials or the externally fuelled electricity for our fleet vehicles. This increases emissions on the balance sheet, but not actually. The reductions in actual emissions achieved in 2024 far outweigh the emissions added to the balance sheet.

Since the beginning of 2025, we have been reporting the climate impact of **our pliers** as an additional service for our customers with the **Product Carbon Footprint** (cradle-to-gate).



## Energy use & greenhouse gas reduction

For over 15 years, we have been striving to continuously reduce energy consumption in our pliers production; to this end, we identify new potential savings every year and define specific measures. **Optimisations in plant technology** and process selection as well as modernisation measures help us to fulfil our environmental responsibility.

Since 2014, KNIPEX has organised itself via an **energy management system** in accordance with DIN ISO 50001. A broad-based organisation of **energy sponsors** systematically pursues the reduction of the specific energies used - gas, electricity, oil and fuels. In 2024, we used 38.92 (2023: 39.93) gigawatt hours of energy throughout the company. This corresponds to 289 (2023: 286) tonnes of CO<sub>2</sub>e in Scope 1 and 0 (2023: 0) tonnes of CO<sub>2</sub>e in Scope 2. In 2024, the specific energy input, i.e. the energy required per pliers, fell to 2.57 kWh/pliers. The aim of the energy sponsors is to reduce specific energy consumption by five per cent to 2.44 kWh/pliers in 2025.

### Scope 1

2 per cent of our greenhouse gas emissions are classified as Scope 1. Since 2023 we have been using **100 per cent biogas** in our production, which means that only the fuels used in some of our company car fleet and the heating oil required in purchased buildings cause emissions.



It remains our goal to continuously reduce specific gas consumption through efficiency measures.

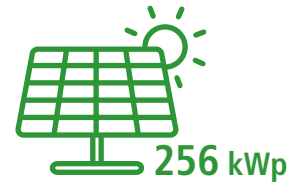
In 2024, in addition to a large number of small **process optimisations** and **training courses on heating behaviour**, we have **prepared a planning-intensive investment** in our heat treatment system, which will be implemented in 2025. After systematically implementing numerous energy-saving measures, it has become more difficult over the years to identify effective measures at an economically justifiable cost. In addition, specific energy consumption is rising due to the increasing automation of work that was previously carried out manually. Investments in intelligently controlled LED lighting, **smart system control** and the continuous expansion of our building management technology are having a noticeable impact on electricity consumption.

The sharp rise in the electricity requirements of our 13 **electric charging stations** demonstrates the continuous expansion of e-mobility in both our company car fleet and our employees' private electric vehicles. All of our **charging points are powered by self-generated solar power**.

## Scope 2



Since January 2022, we at KNIPEX have only been using green electricity, making our **Scope 2 emissions climate-neutral**. Further savings in the electricity we use and the continued expansion of self-generated solar power remain our goals. In 2024, we prepared the expansion of our **photovoltaic systems** and commissioned several new systems. We completed a **research project** for the generation of **wind energy** from gusty winds in 2024. After building a pilot system, our trainees operated the system for a year and determined its potential. It turned out that this form of electricity generation is not suitable for an industrial company.



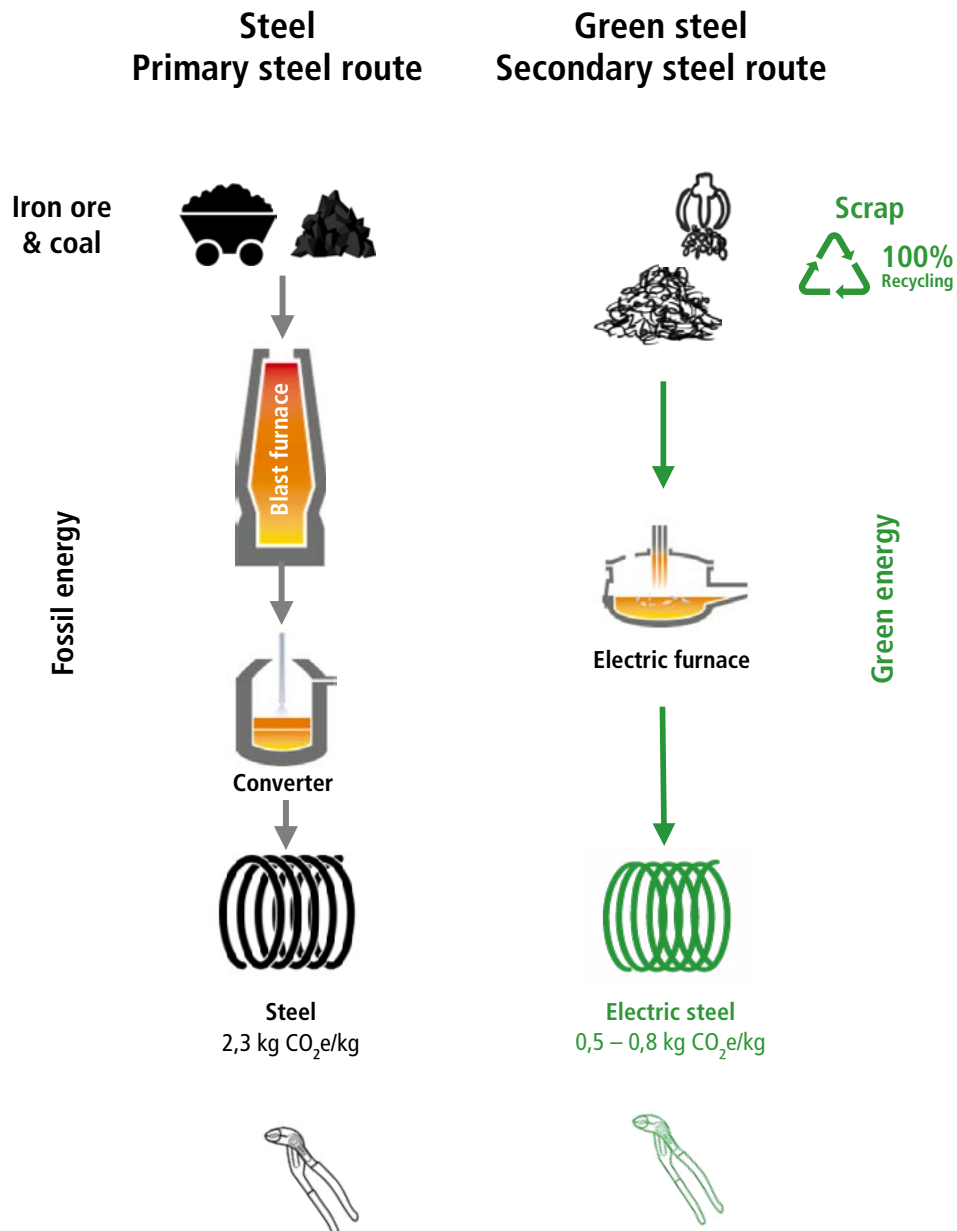
## Scope 3

At 14,004 (2023: 14,737) tonnes of CO<sub>2</sub>e, Scope 3 accounts for 98.1 per cent of our greenhouse gas emissions. The lion's share is accounted for by upstream emissions for the purchased steel and its transport to us.

We have been in close **dialogue with our steel suppliers** since 2022 and were already able to procure some of the steel we use as **green steel** in 2023. This is steel that is produced using secondary materials and with reduced energy consumption. As ensuring high quality and precise mass production of our pliers is our top priority, time-consuming tests were necessary for each individual steel grade. We successfully completed all trials in 2024 and will switch our entire steel procurement to **lower-emission steels** in 2025.



Steel production is characterised by two main process routes: the route from „iron ore to steel“ and the route from „scrap to steel“. In the iron ore-based route, pig iron is produced from iron ore and coal, i.e. from primary raw materials, in the blast furnace and from this crude steel is produced in the oxygen converter. Fossil fuels (natural gas, crude oil, coal) are used for this. In the scrap-based route, steel scrap (100% recycled material), i.e. secondary raw material, is melted down into new steel in the electric arc furnace. Depending on the origin of the scrap and the form of energy used, the **CO<sub>2</sub>e emissions** released in the electric route are **65 to 80 per cent lower** than in the blast furnace route.



Steel production: iron ore route and scrap-based route

We reduce the emissions caused by our employees' commuting by implementing various measures to increase sustainable mobility. As the company grows, the radius in which our employees live increases.





We promote the use of e-mobility through our e-charging stations powered by self-generated solar electricity, where our employees can **charge** their **private e-vehicles free of charge**.

In April 2023, we introduced **bicycle leasing** via salary conversion. Accompanied by information campaigns, action days and the opportunity to rent e-bikes for a longer period of time, almost 15 per cent of our employees took advantage of the offer. **243 bikes** were **leased** in 2024.



**243**  
leased bikes

We minimise the downstream emissions caused by transporting our pliers to our customers by opting for climate-neutral **shipping** wherever possible. This is reflected in the low proportion of downstream emissions in our balance sheet.

We have set ourselves the goal of reducing our Scope 3 emissions to below 10,000 tonnes of CO<sub>2</sub>e by 2030 at the latest, despite planned double-digit sales growth. We have already achieved our targets for Scope 1 and Scope 2.

### Climate protection projects

Since 2016, we have been involved in reforestation in the Libyan Desert with a local partner we have known for many years, the Egyptian development initiative [SEKEM](#).

In addition to reforestation, we are achieving positive social effects such as the **creation of good jobs**. So far almost **50,000** trees have been **planted** there, compensating 1,804 tonnes of CO<sub>2</sub> per year. We are in regular dialogue with our partner in this regard, ensuring replacement planting in the event of climate-related damage to new plantings and to continue our extensive commitment.



**50.000**  
trees  
planted

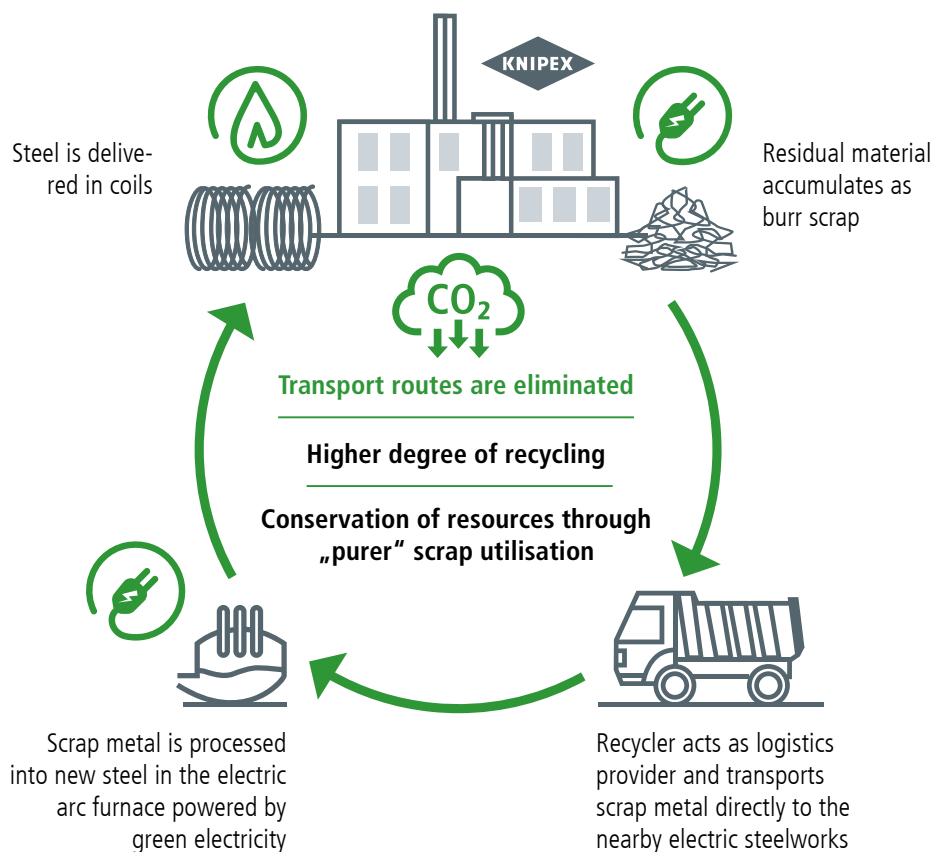
### Recycling management: the cycle of resources

Our aim is to use resources sparingly and systematically reduce our production-related waste. Since 2014, we have been using an **environmental management system** in accordance with DIN ISO 14001.

Resources that are not used in the first place do not have to be disposed of. We reduce consumption and raise awareness through targeted measures. Together with our waste disposal companies, we review and evaluate our material cycles to identify reduction potential and increase the **degree of recycling**.



Together with our steel supplier and our scrap disposal company, we have **converted** the previously linear **steel and scrap route into a cycle**. The burr scrap generated during pliers production is now transported directly to the steelworks by the disposal company and melted down there to produce new pliers steel. In addition to eliminating transport routes, this method increases the degree to which the scrap is recycled and also reduces the need for alloying elements.



Closed loop between KNIPEX, steel supplier & scrap disposal company

Sustainable action usually pays off several times over. We need cutting tools made from high-alloy tool steel for the production of pliers. Previously, when these tools were worn out, they were reused via the carbide scrap. With the aim of achieving a higher degree of recycling, we are systematically examining options for **closed-loop solutions**. In 2023, we concluded a retooling **agreement** with a tool supplier. We return the „used“ tools to the manufacturer and receive them back in reconditioned form. We have some of our HSS drills resharpened - for other drills, we conduct experiments to extend their operational lifespan through a reconditioning process.



The residual waste generated by us, including steel, construction debris, paper and cardboard, as well as wood, is **100 per cent recycled** by the respective manufacturers. The plastic waste produced during the production of our pliers handles and protective jaws are fed back into the injection molding process as regranulate.



Due to our growth, we are continuously expanding our production capacities and have purchased a disused factory in the immediate neighbourhood for this purpose. When dismantling the dilapidated buildings, we **"saved"** both inventory and equipment as well as **building materials**. We had 90 thousand bricks recycled and will use them in future construction projects.

**Sustainability is playing** an increasingly important role in **our construction projects** - whether in the renovation of existing buildings or in new builds. But what alternatives are there, what do they cost and what is realistic in practice? A **materials database** we have set up provides comprehensive information on the **origin, environmental impact, recyclability** and much more for the **building materials we use**. It categorises various materials according to building components - from load-bearing structures and insulation to floor coverings - and shows what is feasible. After all, not every sustainable building material automatically makes sense: price, technical approval, delivery routes and standards also play a role. It is important to **analyse the life cycle** - in other words, to look at the entire „footprint“ of a material, from production to disposal.



We use a **reusable solution for** take-away food from our canteen.



We offer our employees the opportunity to take items they no longer need in return for a donation for the common good and thus put to further use.

We also raise our employees' awareness of the other side of the recycling concept through **collection campaigns** for **mobile phones, glasses and toys** that are no longer used. We donate the items collected centrally for social or charitable purposes.



Over **98 per cent** of our customers within the EU receive their **invoices digitally**. Our aim is to further increase the level of digitalisation in order to conserve paper resources. Our HR department converted payroll accounting to digital dispatch in 2024.




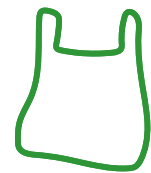




Due to their own weight, our pliers place high demands on sales and shipping packaging. Over 83 per cent of our pliers are already sold in **boxes made from 100 per cent recycled material**. We also rely on resource-saving materials for our shipping materials. We have switched our delivery note envelopes from film to paper and replaced PVC adhesive tape with polypropylene adhesive tape.




With the aim of also being active outside our direct sphere of influence to tackle environmental pollution, KNIPLEX has been committed to reducing pollution in regions where waste has a massive impact on people's lives by supporting a start-up  since 2020. To remove plastic waste from marine tributaries, [Plastic Fischer](#) is focusing on technical feasibility with the simplest local conditions and is thus building an **infrastructure to reduce waste** in the oceans. In 2024, Plastic Fischer fished 30 tonnes of plastic out of the tributaries of the Ganges for KNIPLEX. At the same time, this created **jobs** with a regular income for **15 people**. In total, our commitment has already **removed over 100 tonnes of plastic from the environment** - the equivalent of more than 10 million plastic bags that no longer pollute the environment or destroy marine biodiversity. We will continue this commitment in 2025.




**10  
million**  
Plastic bags  
removed from the  
environment

### Water management

Water is the most important resource on our planet and the basis of life for humans, animals, plants and ecosystems. The aim of our **operational water management** is to optimise water resources with the help of technical and structural measures and processes as efficiently as possible and to avoid water contamination. We aim to reduce our water consumption for cleaning, degreasing and rinsing  by 5 per cent by 2028.

In 2024, our water consumption was 37,379 m<sup>3</sup> (2023: 41,118), well below the previous year's level. Modern technologies, water-saving system components, the closed cooling water system and water-saving shower heads reduce water consumption.

The wastewater from the **company's own wastewater treatment plant** is monitored several times a day internally and regularly throughout the year by  external laboratories to ensure compliance with the limit values. In order to permanently reduce the pollutant load, we installed an ion exchanger in our wastewater treatment plant in 2024. We store extinguishing water for fire suppression **in a natural duck pond**. We have installed biological filtration to ensure that the requirements of the fire brigade are met while at the same time protecting the flora and fauna in and around the pond.



The **green roofs** of our new production halls built in 2018 and 2022 also serve as water reservoirs and buffers in the event of heavy rainfall events.

Where possible, we have unsealed sealed surfaces using suitable measures such as gravelled turf.

## Local emissions & pollution

KNIPLEX is a **company in the countryside** with residential buildings in the immediate neighbourhood. The protection of people and nature in the vicinity of our plant is just as important to us as the protection of the people who are in the plant. We take care to minimise the impact of our activities on the local environment. Emissions of noise, dust, any local pollution and vibrations are regularly monitored by our **environmental management system** and external certified test laboratories and are below the legal limits.

Noise cannot be completely prevented in our production processes. We take extensive technical and organisational noise protection measures at production facilities and buildings. When planning new plants, we carefully determine possible noise pollution by means of forecast reports by external experts in order to achieve the best possible emission protection. The actual noise pollution is checked when the systems are commissioned.



To prevent pollution of the environment, all potentially hazardous substances such as chemicals are stored and used in appropriately equipped operating areas.

## Biodiversity

Over ten years ago, with the support of the Heinz Sielmann Foundation, we developed a comprehensive concept to increase the diversity of habitats and **the biodiversity** of animals and plants on our company premises. Since then, we have implemented at least five measures every year to increase ecological stability. In the meantime, newly created habitats such as orchards, gravel lawns, bird protection hedges, green façades and green roofs provide a protective habitat for our native flora and fauna. In 2023, our company premises were **recognised by NABU** for their **biodiversity** and awarded the title „Butterfly-friendly garden“.



In 2024, we focussed on a healthy and stress-resistant range of trees. In a major **reforestation campaign** involving over 50 employees, more than **1,000 deciduous tree seedlings** were replanted in a section of forest that had been severely damaged by climate change and bark beetle infestation.



58 so-called **future trees** were planted on the company premises. Future trees are trees that are adapted to the changing conditions caused by climate change and have received special care in the tree nursery during their first few years. They are characterised by high drought stress tolerance and heat resistance, as well as frost hardiness and overall low susceptibility to pests and diseases.

We have transformed a 2,000 square metre fallow area into a **butterfly and insect paradise** by sowing a year's worth of sunflowers and classic meadow flowers.

### Raising awareness of sustainability

The declared aim is to ensure that the concept, the ecological goals and the corresponding sustainability measures are widely implemented within the company. Regular biodiversity walks, visits to our **flock of sheep** and joint apple harvests in



our **orchard** provide an opportunity for lively dialogue on many facets of biodiversity and nature conservation. Our snack garden with various berry bushes and fruit trees, monthly strawberries in the well-frequented break garden, honey from our **8 KNIBee colonies** and over a tonne of freshly harvested apples from a local fruit grower every month allow our employees to enjoy the sweet fruits of the earth.



**480.000**  
hard-working  
collectors

Holiday activities for our employees' children sensitise and inspire the next generation to treat our direct environment with care and responsibility. Employees used the 3rd **KNIPEX Sustainability Day** in September to find out about strategies, goals and measures for social and ecological sustainability. All commercial and technical **apprentices** are familiarised with the operational topics of sustainability at KNIPEX in a four-part training course in their first year of training. Three apprentices participated in the Energy Scout program of the IHK (Chamber of Commerce) and successfully completed additional qualifications in climate protection, environmental and resource conservation, as well as sustainable mobility behaviour.



### Thinking outside the box together

We are committed to continuous improvement and further development. Despite the recognised relevance and acceptance of sustainability within the company, it is often difficult to move from the abstract to concrete action.

In this regard, we specifically seek to engage with associations, companies, organisations and politicians. Since 2018, we have maintained an open and constructive dialogue with companies and organisations in the Bergisch city-triangle in the [Sustainability Future Circle HOCH3](#).





We are experiencing high synergy potential here and are also consciously implementing directly effective measures as a community.

We engage in sector-specific dialogue with the tool industry association and the forging industry association. The „Climate Protection in the Bundestag“ format offers the opportunity to discuss our interests in the implementation of statutory climate protection measures with political representatives and other company representatives - something we also regularly take advantage of.

### Networking for a global circular economy

[Circular Valley](#), founded in Wuppertal, is an initiative with the aim of establishing the expanded Rhine-Ruhr metropolitan region as a global centre for the circular economy. If we are working on closing the loops to conserve and use of our globally available resources, it makes sense to do so with representatives around the globe. Circular Valley offers an inspiring platform for networking young and **innovative companies from all over the world** with science and business - a good breeding ground for new and promising business ideas. We at KNIPEX are delighted to accompany this exciting development in our immediate neighbourhood and to support it as a sponsor.



- **Our goals in the environmental field of action**
- Reduction of our greenhouse gas emissions, climate neutrality by 2045
- Resource-saving production
- Increasing ecological stability

## Employees

We pursue social sustainability in the two areas of action „Employees“ and „Society“. We create and maintain good and secure jobs for our employees. **Our goals are the continuous training and further education of our employees, a good work-life balance and the maintenance or improvement of health in the workplace.**

KNIPEX was the first company in Germany to receive the TÜV „Ausgezeichneter Arbeitgeber & Ausbildungsbetrieb“ (Excellent Employer & Training Company) accreditation. The last Recertification took place in 2024.

### Continuous further development



The skills, knowledge, commitment and ideas of our employees form the basis of KNIPEX's success. That is why we invest in this basis throughout the entire time they are with the company. We support our employees through **lifelong learning**, through personal and professional development programmes and also encourage them to **think outside the box** with new formats. Through new and easily accessible learning opportunities, digital learning platforms, video and e-learning and much more, we adapt our programmes to the individual needs, personal opportunities and changing habits of our employees.

Our **HR development** is needs- and learning target-orientated. The needs are worked out jointly by employees, managers and HR development and **individually tailored** programmes are created on this basis. The results are reflected upon and evaluated in the medium and long term. In the reporting year, we laid the foundations for the introduction of a new learning platform in order to further increase efficiency and transparency in this process.

### Training and further education

With **seven full-time instructors** and a comprehensively equipped training workshop, we provide good, well-founded training in eleven different professions. Our training **regularly** receives **awards**. In 2024, 74 (2023: 68) young people were in training at KNIPEX. 12 apprentices successfully completed their training in 2024 (2023: 23) and were taken over.





As part of a so-called entry-level qualification programme, **KNIPEX supports young people with difficult circumstances** in gaining access to an apprenticeship. Young people receive insights and participation in the first year of apprenticeship over a longer period of time.

KNIPEX is taking part in a co-operation project involving several companies in Wuppertal, in which each participating company is designing and constructing an overseas container as a company escape room. The target group is primarily young people in school and university education, but also other people who are to be introduced to KNIPEX as an interesting employer in a playful way.



Getting pupils interested in technical professions is the aim of the annual career explorations in the form of one-day internships. In 2024, 60 (2023: 76) young people from the region took part and got to know KNIPEX as a company and the trainers.

In almost all areas of the company, we offer **internships for school and university students**, employment for **working students** and supervision for Bachelor's and Master's theses. As of 31 December 2024, 44 (2023: 48) students from 15 different colleges/universities and from 21 different degree programmes were employed at KNIPEX.



In 2024, eight employees began their **further training** as **machine and plant operators** or warehouse specialists, while a further 17 employees started in winter 2025. This qualification ensures that unskilled employees are prepared early for the changes brought about by technological modernisation. Since 2013, 81 employees have already undergone further training at KNIPEX. In Summer 2025, we will extend this successful qualification programme to include the qualification of metal technology specialist.

In addition, all employees with PC workstations have taken part in e-learning courses on the topics of IT and data security, data protection, occupational safety, the Internet, safe use of web tools and mobile devices as well as the Equal Treatment Act and compliance. These continuously updated training courses are mandatory for every employee with a PC workstation and must be repeated annually.



## Professional and personal development

We foster an open culture regarding feedback. In this way, we aim to reflect on the effectiveness of our actions and initiate necessary improvement steps. On the basis of company agreements, all employees and managers have a development meeting

at least once a year, in which professional and personal goals are discussed and an open exchange about performance, challenges, ideas and well-being is explicitly desired.

We offer individual and group formats for the systematic development of existing and potential leaders. KNIPEX's own customised **management learning journey** is mandatory for all our leaders and helps them to develop optimally in their role.

The „**KNIPEX Together**“ initiative was launched in summer 2024 as a result of the employee survey in 2023. The initiative addresses the topics of feedback, conflict, error culture and collaboration at KNIPEX. In 2025, the first concrete tests and implementations from the collaboration will start.



### Career and family

As a family business, the compatibility of work and family is important to us. With our in-house **childcare centre KNIPSKISTE**, we promote the smooth organisation of childcare. The childcare centre with a large, natural outdoor area is open all year round except for the days between Christmas and New Year. The 44 children currently aged between six months and school age, including four inclusive children, are looked after by nine nursery nurses and additional inclusion assistants.



**Flexible working time models** and mobile working make it easier to combine family and career. In 2024, 4.7 per cent (2023: 10.3 per cent) of our employees worked part-time. KNIPEX enables mobile working wherever it can be implemented.



### Maintaining and promoting health

Protecting the health of our employees and everyone present at the plant is very important to us. Our safety personnel deployed at the plant are regularly trained accordingly, at least once a year.

In addition to further training for our managers and employees with the aim of continuously improving our safety culture, we introduced occupational health and safety management software for systematic risk assessment for all activities and workplaces in 2019. We promote the **physical and mental health of** our employees with numerous measures and programmes - both in preventive healthcare and with high-quality healthcare.



Our canteen serves healthy, **freshly prepared meals** every day. The **break garden with 80 seats** between large potted plants and under shady trees, as well as the **snack garden** by the duck pond, offer employees the opportunity to use their break to relax in nature. In addition to the fruit on offer in our snack garden and the strawberry plants in our break garden, we provide our employees with **freshly harvested apples** from local fruit growers during the apple season.

As a **pioneer in its sector**, KNIPEX has **entered** into a **multi-year cooperation** with the University of Wuppertal for more and **individually tailored health promotion programmes**. Comprehensive analyses of physical and psychological influences form the basis for the best possible individual behavioural and **preventive**



**measures** for all production workplaces. We derive possible steps and **measures to improve health** from the results of the measurements. The knowledge gained was integrated into the company structures. The experience gained from the project resulted in various measures such as the offer of sports therapy counselling or targeted measures for employees with orthopaedic problems. The previous staff unit for occupational health management was expanded to a team of three. Among other things, the team takes care of **ergonomic improvements**, analyses mental and physical stress peaks, develops measures and facilitating **health-related training**.



We are improving the medical care structure for our employees by entering into a **cooperation agreement with the local hospital** in 2024. All employees and their immediate family members will have easier access to prompt specialist appointments in orthopaedics, cardiology and oncology. Other medical areas are to follow.

In our modern **in-house examination rooms**, all employees can take advantage



of company medical measures without long journeys and waiting times. This is also where, for example, KNIPEX-sponsored physiotherapy, massages and the free flu and corona vaccinations for our employees take place.

Our **sports and exercise programmes**, such as our weekly running group, participation in the suspension railway run or city cycling, are very popular. Since 2023, our employees have had the opportunity to lease a bicycle or e-bike via deferred compensation, which can also be used privately. By the end of the year, almost 15 per cent of our employees had already taken advantage of this. Many **also use the bike for their daily commute to work**.

 **243**  
**leased bikes**





Mental health services, such as free **care advice** (online care guide and personal advice via the care hotline), free **psychosocial counselling** (fast, uncomplicated and confidential counselling) and **debt counselling** are available to all employees.

### Transparency and participation

We offer many opportunities to obtain and exchange information on company and inter-company topics. There are moderated and unmoderated formats, such as our lunch meeting or academies on interdisciplinary topics.

Our quarterly KNIPEXpress, a newspaper by and for employees, provides detailed reports on topics such as strategy, measures, successes and developments at KNIPEX. We use the **myKNIPEX smartphone app** to provide information, often several times a day, on everyday work events.



> **95%**  
Utilisation

At KNIPEX, we honour **suggestions for improvement that** come from the specialist and production areas. With our **annual mission statement award**, we strengthen joint action in line with our mission statement. Every year, we reward particularly successful ideas and implemented measures with attractive bonuses and present the ideas throughout the company.



Regular **employee surveys** support a direct and constructive dialogue between employees, specialist departments and managers through to the Executive Board.

### Human rights & labour standards

#### Diversity

It does not fit into our value system to think in terms of different „groups“. We recognise people and their personalities and create a working environment in which everyone feels welcome and can make the best possible contribution. At KNIPEX, we consciously recognise diversity in our workforce environment in which everyone feels welcome and can make the best possible contribution. At KNIPEX, we consciously ensure diversity in our staffing.



The Tool manufacturing is traditionally male-dominated. We endeavour to **increase** and promote the **proportion of women**, for example by contacting educational institutions and the early contact of girls and women with technical issues. In total, 29.1 per cent (2023: 29.3 per cent) of our employees are women. 10.6 per cent (2023: 10.8 per cent) of our management positions are held by women.





We employ people from 53 nations.

### Equal opportunities



Our practised and value-orientated corporate culture ensures equal opportunities and **fair cooperation**. A risk assessment carried out for this purpose does not reveal any pronounced risk of inequality of opportunity, discrimination or harassment in or by our company or our employees. Child labour, forced labour or slavery are expressly KNIPEX expressly excludes child labour, forced labour or slavery.



**53 nations**

Well aware that we are based in Germany and that the position that our company is in cannot be taken for granted on a global scale, we are strongly committed to human rights and equal opportunities, both in our extended neighbourhood in Wuppertal and the Bergisches Land region, as well as in an increasing number of international projects. More details on this can be found in the Society section.



- **Our goals in the „Employees“ area of action**
- Continuous training and development of our employees
- Good work-life balance
- Maintaining or improving health in the workplace

## Society

We consider ourselves to be connected to our region and the people who live here. **Our goals are to promote equal opportunities and to actively contribute to the common good.** This leads us to initiate and support a wide variety of projects and initiatives focusing on education, culture and social issues. We provided financial support to 250 organisations and associations in the region in 2024.

### Social commitment



Equal opportunities are of great importance to us. The opportunities a person has in life should not depend on the family home. Children and young people should have the opportunity to experiment, discover new things, shape their environment, turn ideas into reality. **We support many associations and organisations** that focus on children and young people in Wuppertal and beyond and that work for **education, culture, social advancement** and more **equal opportunities** in general. We present the key points from 2024 here.

#### Trassen-Tandem - a voluntary mentoring project

Pupils in years 9 and 10 who would like additional support in choosing a career receive this through **volunteer mentors**. The mentors have exclusive time for the young people, take them seriously and recognise them, **thereby strengthening their self-confidence**. The project is being implemented at the Leimbach secondary school in Wuppertal Barmen and has so far reached 34 pupils. KNIPEX is providing conceptual and financial support.

#### Wuppertal chat phone - together instead of alone

The Plaudertelefon is a project of the **Nachbarschaftsheim Wuppertal e.V.** and aims to enable **participation** for people who are less able to take part in social life. We support the neighbourhood home financially in the placement of volunteer supporters who take half an hour a week to make telephone contact with interested people who have previously registered.

#### A play container at Oberbarmen railway station

There was a lack of play facilities at Berliner Platz. Climbing, sliding, romping and playing should be part of children's everyday lives, which is why KNIPEX financed a converted sea container as a play mobile, thus supporting an initiative of the **Oberbarmen YMCA**.

#### Food for the needy and children's aid

Anyone who has no more money left for food at the end of the month can get food at the [Wuppertaler Tafel](#) food bank. Children find a valuable port of call at the Kindertafel. We



are happy to support this financially. The same goes for the [Mampferando](#) initiative, which was founded by two siblings. Along with a small team of volunteers, they bring hot food to the homeless every weekend by delivery bike.

### Start-up aid for emotionally distressed children

[CHANCE 8](#) supports emotionally and socially stressed children. Mindfulness groups in a family-like setting with predictable daily structures, a secure bond with familiar people and opportunities for social retreat relieve the children to such an extent that they can participate in educational processes again.



### Simplify scholarships

As part of the [„Simplify“ projekt](#), six-month public welfare scholarships are awarded twice a year, giving people in Wuppertal the opportunity to experiment with public welfare. The project is implemented together with the Wuppertal Economic Development Agency, wuppertalaktiv! and the W-tec Technology Centre and is co-financed by KNIPEX.

### Everyone helps shape their city



A living democracy needs broad participation. It is not „those at the top“ who shape our reality, but all of us. The Bürgerbudget initiative aims to demonstrate this. Everyone in Wuppertal can submit ideas on how to make their city more attractive, more liveable, and how to strengthen the community. We provide money so these ideas can be implemented.

### Employees get involved

We are convinced that social life benefits from an active volunteering culture. KNIPEX<sup>engagiert</sup> supports and encourages our staff to show active commitment to social causes.

Everyone at KNIPEX can donate the small change from their payslips through the Rest-Cent Campaign. The many small amounts add up to a significant sum that is donated once a year to charitable organisations in Wuppertal. In 2024, the cent amounts collected in this way totalled 18,000 euros to three projects that provide lunch for school-age children: die [Kinderkantine des Nachbarschaftsheim Wuppertal e.V.](#), der [Unterbarmer Kinderteller e.V.](#) und die [Kindertafel Vohwinkel e.V.](#) each received 6,000 euros each and used the donation to buy food.



**18.000**   
Spare cent donation

KNIPEX employees can act individually or as departments to cover the costs of food and basic needs for the school children of our international partner [Our children and our future](#) in Kitamba/Uganda for one year via a sponsorship programme.



In 2024, 25 sponsorships were taken on by employees. KNIPEX supports this by taking on an additional sponsorship for each sponsorship, so that 50 children were supported.



### Commitment to education



Close contact between educational institutions and business community can provide young people options for professional opportunities and also show us as companies the expectations and needs of future generations. We support educational institutions in Wuppertal and neighbouring Bergisch towns through links, partnerships and projects.

### Junior Uni

The impact of the [Junior Uni](#), a children's and youth university with a very wide range of courses, extends far beyond Wuppertal. Small groups of children and young people from four to 20 years of age can engage here with a wide variety of topics in a very stimulating way. KNIPEX accompanies the privately financed Junior Uni from the very beginning by participating in committees, through financial support and by participating in courses.



We regularly offer workshops at KNIPEX as part of the [Bergischen Schul-Technikums Zentrum BeST](#) (Zentrum BeST zdi) initiative. In this way, we want to make girls aware of STEM professions and give pupils a practical reference to the many career opportunities in an industrial company – always connected with hands-on activities.

The educational network [KURS 21 e.V.](#) offers an extracurricular platform in the Bergisches Land region that combines theoretical knowledge with practical application. With projects such as the climate breakfast, the network goes into schools, addresses the issue of sustainable nutrition and explains the connection between resource scarcity and food production.



### Many schools organise exciting projects that we are happy to support

The music project „Eine Klasse musiziert“ takes place weekly at the Barmen-Süd-west secondary school and is integrated into lessons. This music lesson, which is organised by external teachers from the Bergische Musikschule, is an attempt to reach a target group that is difficult to reach. The municipal comprehensive school in Uellendahl-Katernberg offers the „Sport after school“ project in cooperation with sports clubs. KNIPEX supports the idea of getting young people moving more and strengthening social ties through these activities. The „Trainees in schools“ project run by the [ROCKID.one organisation](#) is implemented at primary schools in Wuppertal. Apprentices teach children how to use digital technology for the first time in a fun way.



KNIPEX supports the project with a financial donation and has sent three technical trainees to the programme in 2024 for social engagement.



For many years, teachers from **Marienstrasse primary school** take pupils on holiday during the autumn holidays on a voluntary basis. This is a project aimed at equalising educational disadvantages, **social participation** and **social integration** of needy and newly immigrated pupils. KNIPEX **finances the excursions** that take place during this week. In cooperation with the **Sedanstraße grammar school**, KNIPEX organises the project week „**1.5 degrees in the pliers - 1.5 degrees with the pliers**“ for the year 11. During workshop days, the pupils learn about our apprenticeships and the company divisions. Environmental, climate and energy topics are also addressed and compared with the young people’s understanding of sustainability.

In 2024, we supported 15 students at the University of Wuppertal and two students at the Cologne University of Music and Dance who were involved in voluntary work alongside their studies through the [Deutschlandstipendium scholarship](#). This is our way of honouring voluntary work and academic achievement at the same time. This year, for the first time, the University of Wuppertal also awarded the Volunteering Prize with prize money for three projects supported by the scholarship holders. KNIPEX took over the sponsorship for the third prize and thus made a monetary donation to the Essen-based [organisation Zweitzeugen e.V.](#), which is committed to encouraging (young) people to engage with the history of National Socialism and to take an active **stand against anti-Semitism and racism**.



**17 scholarships**

### International commitment

Education enables sustainable development. We have deliberately expanded our social commitment internationally as a company that is active worldwide. Working together with partners who are personally known to us, we aim to improve **living and educational conditions**, primarily in Africa. Our long established links with experienced associations and foundations ensures that we have local contacts as well as a personal connection with the projects.



We continued to support the [Q-RATIO](#) association in setting up an **educational structure** with a children’s centre in Lolera, a Maasai village in Tanzania. In addition to education, over 250 children receive a **warm lunch** and social interaction here every day - in the afternoons, the premises are used for **adult education**.



**Food + education  
for 250 children**

The “one change one future” association campaigns for the right to education in Ghana and builds schools on its own initiative. The first [three classrooms](#) were built in 2023. In 2024, KNIPEX equipped them with school furniture.



KNIPEX also provided financial support for two international programmes run by the [Strahlemann Foundation](#): the project „Employment promotion for young adults in Beni (Bolivia) and the development of life skills and vocational training for nomadic women and men in northern Kenya.

### Cultural commitment

A stimulating artistic and cultural landscape is a valuable foundation for future generations. KNIPEX financially supports numerous projects in the field of art and culture and **makes concerts, theatre performances and exhibitions possible**. As the main sponsor of the [Bergischen Kulturfonds](#), we supported 7 local projects from all areas of the independent cultural scene in the reporting year.

The sponsored project [Urbaner Kunstraum Wuppertal](#) is an open-air museum in a public space. International street artists are transforming 24 façades scattered around the city into exhibits, addressing cultural themes in the city.

Singing and artistic activities are an expression of one's own being and make people resilient. We want to make these experiences possible for children who receive little cultural stimulation at home. One way we do this is through the [Culture in the Morning](#) project, which we support significantly. 19 musicians or visual artists regularly visit twelve primary schools and make music or paint with the children. They build up a relationship with them and invite them to express themselves via art.

As the main sponsor of [SingPause](#) Wuppertal, we enable over 2,700 primary school children to receive regular singing lessons from trained singers and music teachers every year. This gives the children greater access to their voices, trains their hearing and allows them to proudly present their skills in concerts. In 2024, 13 primary schools in Wuppertal took part.



**2700**  
singing children

#### Our goals in the society field of action

- Promotion of cultural offerings & equal opportunities
- Active contribution to the common good
- Improve international educational opportunities

## € Economy

We combine the sustainability aspect of economy with a stable, long-term business model and the continuous expansion and maintenance of our foundations for success. **Our goals include maintaining our financial solidity, building and maintaining trusting and fair business relationships and responsible purchasing.**

### Sound business practices and reliable relationships

KNIPEX relies on a solid business model and a high level of self-financing to **maintain economic independence**, investment strength and security for the future. We strive for long-term economic success, but not at any price. We are guided by values and the principle of economically, socially and ecologically sustainable development. We **maintain good, long-term relationships** with our customers and suppliers; in our dealings with each other, we act in accordance with the principles of the respectable businessman. **Continuous improvement of products and processes** is also important to us.

By continuously expanding our international sales system, we ensure the long-term **development of new sales markets**. We sell our tools in over 100 countries around the world. At the same time, strong roots in our home region are important to us. We want to play our part in a **positive development in our neighbourhood**. In addition to well-paid jobs and tax payments, we do this by consciously selecting local suppliers and business partners and by supporting and donating to local associations and initiatives.

We are countering the increasing challenges posed by, for example, supply chains that continue to be under strain and increasing protectionist measures with suitable countermeasures such as closer **cooperation with suppliers**, the establishment of redundancies and **preparatory steps** to deal with the threat of tariffs.

To strengthen the ongoing **dialogue with our stakeholders**, KNIPEX participates in initiatives and associations such as „Circular Valley“, the German Tool Industry Association (FWI), the European Tool Association CEO and the Maschinenraum family business network. KNIPEX is also regularly represented at trade fairs and events in order to maintain direct and personal contact with our interest groups.




Customers from over  
**100** countries

## Investing for a good future

One basis for successful business is good **corporate value**. Alongside qualified and committed employees, modern production facilities are crucial for the **precision and quality of our products**. Investments in our production facilities are regularly higher than depreciation. In 2024, we commissioned a total of 33 new machines and systems with acquisition costs of over 25.3 million euros.




**25,3  
million €**  
Investments  
in M&A

In 2024, the proportion of our investments that were directly invested in sustainability was 9.3 per cent (2023: 5.9 per cent). Noteworthy is the enclosure of our new forging hammers to reduce noise emissions and integrate heat recovery. With the help of a new selective exchanger system and additional treatment facilities, wastewater  is processed, and various extraction systems improve air quality in our production halls. We are also investing in new energy-saving technologies, driverless transport equipment and other automation.

To improve the ergonomics of our workstations, we regularly provide additional transport aids (such as lifting devices or mobile cranes) and invest in further ergonomic improvements.

Extensive investments in new facilities and buildings are also planned for the coming years in order to further strengthen KNIPEX's future viability.

## High quality is our standard

The KNIPEX quality promise results in a **long service life for our products** and this contributes directly to the goal of **conserving resources**. Product quality is already focussed on during the development of new products. Our comprehensive complaints management system ensures that if a complaint does occur, the causes are systematically analysed and rectified. Product quality also includes a **high level of safety and ergonomic handling of our tools**. Our product compliance manager and a committee set up for this purpose are constantly working to fulfil the ever-increasing demands on product safety and ensure that the limits for harmful substances permitted in the respective markets are always clearly undercut. Through  improvements in production and the optimisation of components and products, also in cooperation with our suppliers, we are working towards our goal of manufacturing safe and consistently **high-quality products**. For example, components and plasticisers containing lead have already been almost completely replaced in our products. We also avoid the use of so-called „perpetual chemicals“ in our products.

When selecting our product components, we ensure that they fulfil the requirements of the REACH regulation and are recyclable.



## Innovations

KNIPEX relies on a high level of innovation to meet the needs of our customers in the best possible way and to maintain KNIPEX's leading market position. Our aim is to apply for **several new property rights every year**. In 2024, we began equipping our range with the newly developed comfort grips. We also introduced several **new products**, including a new stripping knife with sliding shoe and new cable shears with a stepped cut. In the area of production, we are increasingly focusing on **automation to reduce the workload of our employees**, using laser technologies and 3D printing for magazines and maintenance components. Awarded the BSFZ seal for **in-house research** and development, we take advantage of the opportunity to have our research projects funded - in 2024 we received positive funding decisions for 6 different projects. Our innovative products are often the target of property right infringements. We consistently and successfully defend registered property rights, especially increasingly on online platforms worldwide.



## Digitalisation

Automation and digitalisation have become much more important in all areas of the company. A specially created IT department is driving digital topics in a strategic and targeted manner. The application of **cloud technologies** and the use of **artificial intelligence** are intended to simplify workflows and processes and make them more efficient, such as automated order entry with learning algorithms. We have established a cross-departmental committee to manage the digitalisation initiatives.



In 2024, we implemented projects such as a **digital business card**, a modernised KNIPEX intranet and project management software. We offer our employees their own access to chatbots for general enquiries. We have also **trained chatbots** for various special use cases and made them available to employees. Relevant IT projects are tracked by a dedicated committee, the IT Council. In addition to the internal IT department and external service providers, we are also working on these topics with LMIS AG, which has been part of the KNIPEX Group since 2017. For example, KNIPEX relies on the LMIS product Dynamian to carry out maintenance and retrofitting of machines without time-consuming instructions.

LMIS AG also supports us with AI components, particularly in digitalisation projects.

## Ethics and compliance

In the past, we have relied on value-orientated action in accordance with our mission statement. In line with the changing needs of our stakeholders, we are constantly establishing additional precautions, processes and measures for the prevention and clarification of compliance violations.





To identify the issues relevant to us, we have had an initial compliance risk analysis carried out and identified corresponding issues in the areas of anti-corruption, anti-competitive practices and responsible information management. The compliance risk analysis is repeated on a regular basis, including in 2024. Based on this, we have issued an internal guideline on ethics, human rights and working conditions.

KNIPEX has set up a **whistleblower procedure** to process reports of legal violations or misconduct in accordance with our „Guideline on Ethics, Human Rights and Working Conditions“ and to protect the anonymity of the whistleblower.



Employees are regularly trained on our „Policy on Ethics, Human Rights and Working Conditions“ and the topics of anti-corruption and combating anti-competitive practices on a rotational basis are trained in person. E-learning modules are mandatory for all employees with PC workstations.



### Data protection and data security

Data protection and data security are highly relevant in all areas and receive appropriate attention through technical and organisational measures as well as training. This involves protecting internal company data and the data of employees, customers and suppliers. Through tests and simulations, also with external partners, we identify potential for improvement and weak points and derive appropriate measures in cooperation with the persons authorised to do so. We issue various guidelines to our employees in order to increase **IT security** and ensure **data protection**.

We have established an emergency management system for IT incidents. Our whistleblower system can also be used to report data protection incidents.

An **e-learning tool** is used to train and query content and document learning success and potential for improvement.

### Sustainable procurement

Compliance with the law, fairness and respect for human rights and human dignity are important to us not only in our own company, but also in our **supply chain**. We do not tolerate child labour, inhumane working conditions or violations of environmental aspects. We see it as our responsibility not only to enforce this in our direct area of responsibility, but **also to promote and ensure it in the supply chain** and to follow up on any indications of violations.



The Head of Procurement and, if necessary, the departments responsible for compliance are responsible for this; this includes our highest management body. Our goal is to obtain written recognition of our Code of Conduct or an equivalent supplier code of conduct from all of our top 200 suppliers by the end of 2025. We have also set ourselves the goal of training 100 per cent of our purchasers in sustainable procurement.

### Business relationships with suppliers

We take account of social and environmental aspects in procurement in several process steps. Our requirements and demands regarding social and environmental standards are an integral part of our contracts with suppliers. In addition to social and environmental standards, the binding „General Terms and Conditions of Purchase“ also include our Code of Conduct as a binding component. We are in **dialogue** with our suppliers on a partnership and **personal level** in order to ensure and continuously develop the standards expected of us.

Suggestions for improvement submitted by partners, suppliers and other external stakeholders are actively taken up and followed up and are taken into account in **supplier discussions**. We also expect our suppliers to uphold the standards and values described above in their own supply chains and monitor this as part of our systematic, annual supplier assessment. During **on-site visits** to ensure compliance with our requirements.

### Local sourcing & climate-friendly transport

We endeavour to be close to suppliers and service providers. Short distances facilitate dialogue between partners and reduce transport-related emissions. Spending within the region **strengthens the local economy and society**. We therefore prefer to work with local partners, including smaller ones, always focusing on quality and delivery reliability. Our aim is for at least 85 per cent of our suppliers to be based in Germany.

In 2024, 88 per cent of our suppliers were based in Germany and 3 per cent outside Europe in terms of the procurement budget. 48 per cent of our suppliers come from our federal state, North Rhine-Westphalia, and 20 per cent from the Bergisch city-triangle (2023: 87 / 2 / 53 / 28 per cent).

**Punctual and complete delivery** is an important focus. Accordingly, we are continuously working on expanding our capacities and improving our reliability. Where possible, we choose climate-friendly shipping solutions. We also advise our suppliers, where feasible, to **use climate-neutral shipping options** such as carbon-neutral parcel services, to choose logistically efficient planned routes and to avoid unnecessary empty runs. We expect and support the use of reusable container systems.



100% Procurement

88% Germany

48% North-Rhine-Westphalia

20% Bergisch city-triangle

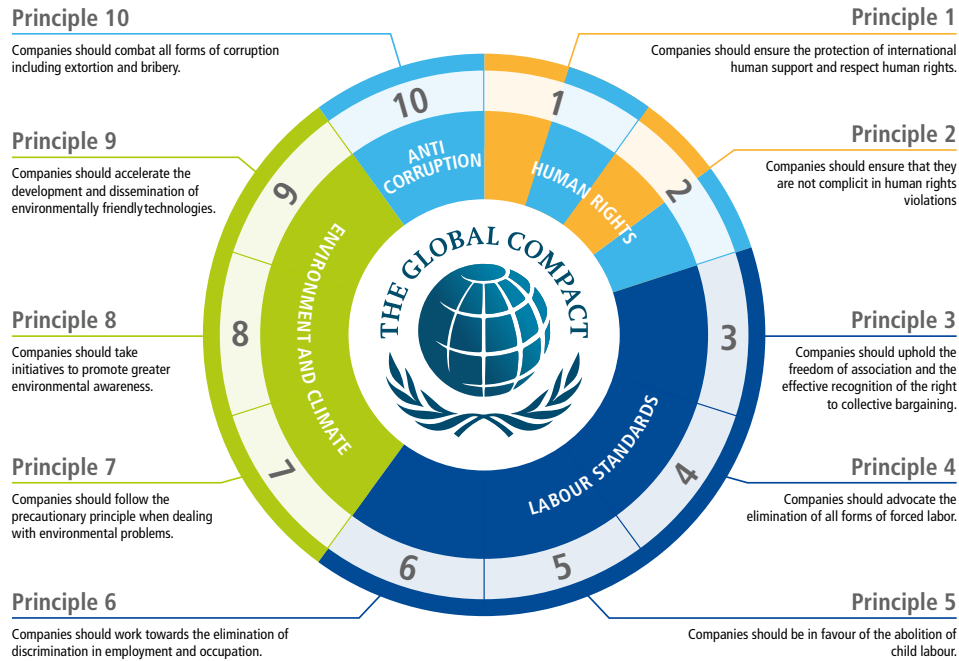
## Inclusion

We also want to make it easier for disadvantaged groups to participate in working life. One instrument that has proven itself over many years is our collaboration with local **sheltered workshops**. We work together to put together our product ranges and maintain our green spaces. 37 people with disabilities are employed full-time at KNIPEX (2023: 38). In this way, we are also strengthening our local region both socially and economically. In accordance with the provisions of our supplier guidelines, we also recommend and expect this kind of commitment from our suppliers. For 2025, in collaboration with a local partner, we plan to expand the employment of people with disabilities.



- **Our goals in the economy field of action**
- Maintaining our financial solidity and independence
- Long-term business relationships based on trust
- Ecologically and socially responsible purchasing

We are committed to the ten principles of the UN Global Compact



We want to make an active contribution to achieving the 17 Sustainable Development Goals (SDGs).

