

CORPORATE SOCIAL RESPONSIBILITY REPORT 2023



“**Our vision:** to be a global partner for commercial customers in 194 countries.

“**Our mission is:** Drive innovation, creativity and flexibility. Develop our people to become professionals.

„**Our approach:** Social Responsibility and Sustainability will become part of our DNA”

PHILANTHROPY

As a responsible corporate citizen, **BAUCH** works with local vocational schools to support youth development and focuses on the importance of education. In addition, we support academic research by sponsoring student's thesis.

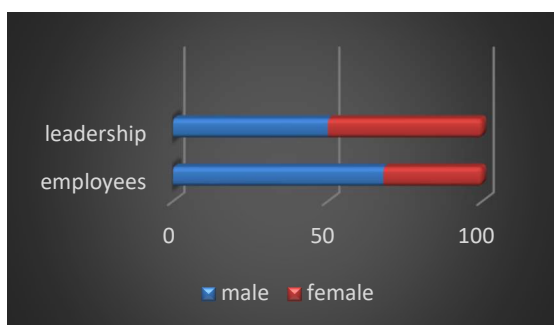
BUSINESS ETHICS

BAUCH is committed to prevent bribery and corruption. With communication and training sessions we inform our employees regularly about foreign trade and anti-bribery regulation. Our activities orientate therefor on the OECD- guidelines.

Interculturality is anchored by our business ethics and we see it as a value added factor.

Rules against discrimination are anchored in our published business culture and are guaranteed due to our intercultural team and multinational activities.

Furthermore, we are committed to increase the women's quota. In our company the women's quota has increased in recent years and is now by 32%.



We provide for health and safety and take it very seriously. To comply the laws our health and safety management system is audited by German authorities (TÜV, DEKRA) and it is also certified at DIN EN ISO 9001:2015. This is supported by annual, documented trainings.

In leadership positions our women's quota is now by 50%. Therefore, we act as a responsible role model for equal treatment and emancipation.

According to law standards our young workers have to take their regular breaks and it is ensured that they don't work during night hours. All regulations of youth work protection are recorded in the employment contract. Considering the avoidance of child labor, we employ young workers at a minimum age of 15 years.

BAUCH Initiatives for our self-conception as green company

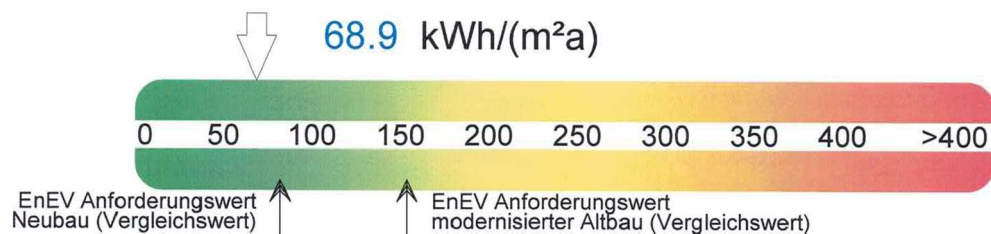


To reduce environmental pollution, we plan providently the supply chain. Orders of material were only taken as bulk order. We don't support "just in time-delivery" for emission prevention.

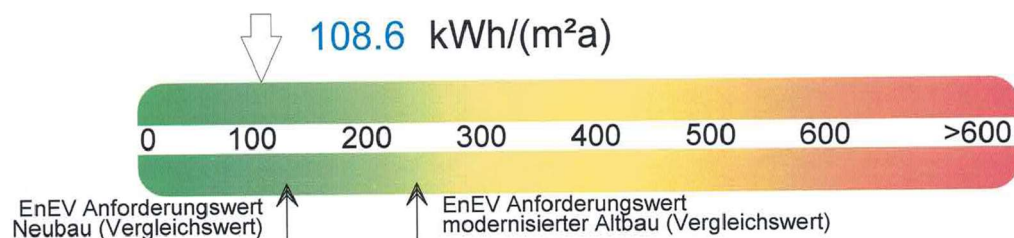
Our building is environmentally friendly with energy efficiency class A.

Our office building as well as our production hall surpasses the energy savings regulations considerably.

Office building:



Production hall:



Moreover, we use the heat feedback from compressed air machine (compressor).

Our processing machines basically have air filtration to exhaust gas filtration 99,9% and feedback oil mist into process.

In 2023 we installed our new Liqui Suction System



Liqui suction System



Illustration of Vacuum filter device



Illustration of electric Air-filter for optimum filtration

We adjust the thermostat per degree in the summer and winter to save energy. Every room is equipped with an own thermostat. The open plan office is regulated by thermostats for every heating circuit.

We go forward to save natural raw materials by using recycled paper, use double-sided printing if printing is necessary and use mainly electronic correspondence.

We recycle paper, plastic, aluminum and other products by separating waste.

We use reusable cups rather than bottled water.

We act in an energy-friendly way by turning off computers, power strips, monitors at night and on weekends.

We incentivize employees to use alternative methods of transportation to work and support this by offering flexible work schedules.

We give our employees the opportunity, to rent a “Job-Bike” and they get a subsidy for the rate amount.

We consider videoconferencing or teleconferencing to replace unnecessary travel.

For Energy efficiency we use motion sensor lighting systems.

We use environmentally-friendly cleaning products, automated waterworks and soaps to make a contribution for our valuable environment.

Our building is equipped with a photovoltaic system to produce environmentally-friendly solar power.

We planted a flower meadow to save endangered bees.

We strive to leave a small ecological footprint for our future.





PEOPLE

Development

BAUCH works consistently on training-offers, which are individual adapted to the employer's needs. We organize annual appraisal interviews to identify their individual requirement in professional development. Trainings are documented in our training management system and enables us efficient monitoring and adaption.

Recruitment

We keep our women's quota and strive for an equal relationship.

We focus on youth employment by hire apprentices every year. In 2022/23 we employed three apprentices. Last year 2022 we adjusted one more trainee from Iran. We see the necessity of education and engage for high quality apprenticeship.

Diversity

Cultural, Social and Age diversity is a value-added factor of our success. We empower our employees for open-minded contacts and fixed these guided principles also in our business culture. Respect for other cultures and diversities is a matter of course.

We are proud of employing our trainee Sara Veyseh from Iran und our engineer Omid Salar also from Iran. Our Gulagha from Afghanistan, is still employed by us – he is now a qualified warehouse clerk. We are also very proud of him.

Engagement

BAUCH promises a trusting environment with open dialogue about how improving engagement. We are convinced that motivated employees are keys for success. Therefore, we initialized last year an anonymous employee survey to get a key figure for documentation and controlling. This makes it possible to continue engagement's improvement.

We are offering the use of our training house in *Gmunden* (Austria) for every employee to enable and support their recovery-needs in surrounded by the scenic lake called *Traunsee*.

Corporate Citizenship

BAUCH is committed to charitable organization.
This is how we express our social responsibility.

Charitable use of profits for:

Animal welfare association
in Eichstätt



We are glad about supporting animals in need. Every year we donate a sum of money to help saving and mediating animals. We support especially the animal welfare association because they rescue animals and combine their work with children- and youth programs. This forms the base for the sense of responsibility.

Street ambulance in Ingolstadt



This Society helps homeless people. They offer medical help, addiction counseling, therapy mediation and give opportunities for washing and showering. Allover they offer help in difficult situations for many people in our region. That gave us the incentive supporting this society to make a social contribution. This year we donated 1.000,00 Euros to "Straßenambulanz St. Franziskus", which is funded purely by donations.