



GEA engineering for a better world

YEAR OF FIRST INVESTMENT
2017



Ontex

YEAR OF FIRST INVESTMENT
2015

At GEA, sustainability and value creation are inextricably intertwined. They serve as its guideline for entrepreneurial decisions and the further advancement of the group. GEA's understanding of sustainability implies that the group assumes responsibility for the way it handles its business and its economic, ecological and social impacts while ensuring transparency of reporting in this field in accordance with the GRI Standards. GEA monitors and communicates its contribution to the Sustainable Development Goals.

In 2019 GEA has clearly allocated Corporate Responsibility within the company's organizational structure with direct reporting line to the Executive Board and rolled out and trained important new policies for Compliance and Corporate Responsibility. These documents apply to all employees worldwide and ensure a common understanding of corporate behavior. Furthermore, GEA sets and strives to achieve concrete short- and long-term goals related to quality, occupational health and safety and environmental protection based on targets and actions. They are monitored continuously and communicated annually. In addition, the management systems and respective actions and results are audited by external certifiers and auditors. GEA's corporate claim encapsulates its key value proposition "engineering for a better world". In this way, GEA sets itself the goal of designing value-added processes in a responsible manner and contributing to the sustainable management and protection of natural resources with increasingly efficient products and process solutions for customers. This claim is reflected in the mission statement "Sustainable value creation".

Frameworks and performance

The policies and guidelines such as Compliance Policies, Code of Corporate Responsibility, and Code of Conduct for Suppliers and Subcontractors are all based on international standards and herewith follow the "Guidance on Social Responsibility" (ISO 26000) and the UN Global Compact initiative. The group also pledged to respect human rights and generally accepted core labor standards of the ILO and it fully abides by the OECD Guidelines for Multinational Enterprises.

GEA participates in the annual EcoVadis CSR performance monitoring scheme (2019: "Silver" with 60 points).

| Initiative | Commitment / assessment |
|--------------------|-------------------------|
| CDP Climate Change | A- |

Additional information

www.gea.com/en/company/corporate-responsibility/index.jsp

As a leading supplier of personal hygienic products for both private label and branded markets, Ontex believes that sustainable business practices contribute to genuine business success.

Ontex aims to integrate sustainability into all policies, aspects and activities of the organization and actively encourages suppliers and employees to perform their activities in an environmentally, socially and economically responsible manner. Ontex has three strategic aims to guide its work: sustainable growth, people at the heart and responsible production.

Ontex strives for sustainable growth, offering responsible products at an affordable price ("Sustainable growth"). The group wants to create a positive impact on society and improve people's lives wherever it connects with them ("People at the heart"). Finally, Ontex strives to operate with the ecological limits of the planet in mind so that it can support the needs of present and future generations ("Responsible production").

Commitments

The group's sustainability strategy has been developed to demonstrate and report against the action Ontex takes to advance broader environmental and social goals, such as the UN Sustainable Development Goals (SDGs).

The most recent CDP Climate Change result of B- was an improvement on the previous rating, and was in part due to the commitment by Ontex to be carbon-neutral in operations by 2030.

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|--------------------|-------------------------|
| CDP Climate Change | B- |

Additional information

www.ontexglobal.com/sustainability