

**MEYLE AG's
Report on Progress for UN
Global Compact 2022**



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01.

Introduction by the Executive Board

Ladies and Gentlemen,

It has been a year since we joined the group of active supporters of the UN Global Compact. During this time, we have extensively examined the principles of the UN Global Compact. It's essential to remember issues such as human rights and climate change particularly in the face of the coronavirus pandemic – and that is precisely what we're committed to doing.

We wholeheartedly support the Ten Principles of the UN Global Compact in the areas of human rights, working conditions, environmental protection and anti-corruption, and are dedicated to implementing them in our business activities. One of our key priorities this first year was to integrate and implement these principles and inform our employees of our efforts.

Over the next year, MEYLE AG will continue to integrate the principles of the UN Global Compact into the company. At the same time, we're making every effort to achieve our strategic targets in the area of corporate responsibility, as our approach is guided by sustainable, socially responsible business and environmental protection. We would also like to exceed legal requirements with our initiatives and thus make a clear statement for the entire sector.

The following pages outline in greater detail what exactly we're doing to achieve this aim and what is important to us. We would be delighted if you would join us on this journey.

Hamburg, 30 March 2022

Dr Karl J. Gaertner, Dirk Damaschke, Marc Siemssen



Dr Karl J. Gaertner
Chairman



Dirk Damaschke
Executive Board



Marc Siemssen
Executive Board

COMMUNICATION
ON PROGRESS



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

02. MEYLE AG

Better parts and solutions for the independent aftermarket – just as reliable as a friend.

That’s the MEYLE AG motto. ‘The friendship of those we serve is the foundation of our success,’ says founder Wulf Gaertner. That says everything about how we work with our partners to support drivers around the globe. We’re there for everyone who needs to be able to rely on their car, whether motor-sport drivers, classic-car fans, DIY enthusiasts or simply drivers.

At our headquarters in Hamburg, we do everything in our power to fulfil our high quality standards across the board, from development and production coordination to logistics and services. We work with our partners, workshops and car mechanics in 120 countries to ensure that drivers can rely on us, as MEYLE is the DRIVER’S BEST FRIEND.

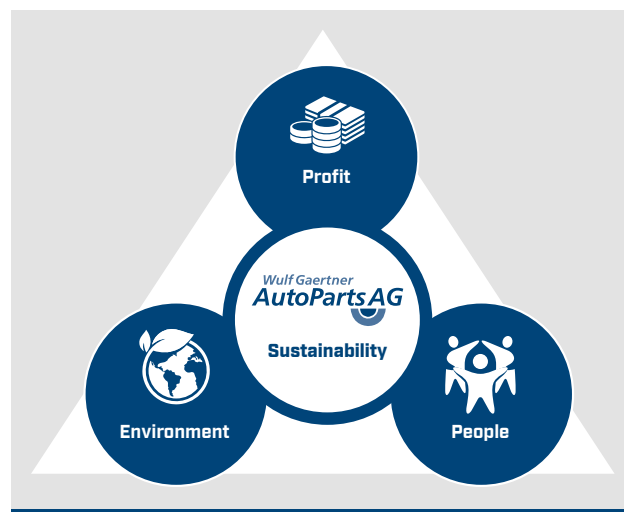
This also means that we work with our partners to increase the efficiency of our value chain and operate more sustainably. With climate change and the energy revolution, the scarcity of resources, increased awareness of sustainability and green vehicles, the need to act has never been as great as it is today. Sustainability management at MEYLE is based on the sustainability triangle with its three pillars: people, environment and profit. The idea is that sustainable development can only be achieved by meeting ecological, economic and social targets at the same time and in equal measure.

MEYLE AG’s three strategic corporate responsibility targets

Profit: At MEYLE, economic sustainability is centred on the development of sustainable, longer-lasting components, so that vehicles can remain on the road for longer and new vehicles do not need to be purchased as frequently. As such, we provide car drivers with more sustainable solutions in terms of car repairs and maintenance and support the efficient use of resources in vehicles. This includes, for instance, MEYLE-HD parts, which simply last longer due to their optimised design.

People: It’s about each and every one of us. This area encompasses measures relating to employees, their families and the Group as well as social responsibility in the form of donations and collaborations.

Environment: The goal of a sustainable value chain is closely linked to the environmental factors and impacts for our planet, including all measures relating to environmental protection such as the sustainable use of resources, waste prevention and the use of renewable energy at the company.



1. For the environment: Reducing CO₂ until carbon neutrality is achieved – in an effort to decelerate climate change.

2. For profit: We aim to be the ones with the better and thus more sustainable automotive spare parts.

3. For people: Strengthening employees and the common good of all.

We will implement these measures on the basis of the 17 UN Sustainable Development Goals (SDGs) in order to achieve a sustainable, efficient value cycle.

<p>1 NO POVERTY</p>	<p>2 ZERO HUNGER</p>	<p>3 GOOD HEALTH AND WELL-BEING</p>	<p>4 QUALITY EDUCATION</p>	<p>5 GENDER EQUALITY</p>	<p>6 CLEAN WATER AND SANITATION</p>
<p>Fair prices, reasonable wages and social benefits</p>	<p>A sustainable food supply</p>	<p>Work-life balance, safety and workplace equipment</p>	<p>Qualification and advanced training</p>	<p>No discrimination due to country of origin, religion, gender or sexuality</p>	<p>No wasting water</p>
<p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>10 REDUCED INEQUALITIES</p>	<p>11 SUSTAINABLE CITIES AND COMMUNITIES</p>	<p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>
<p>No waste of resources to produce energy</p>	<p>A profitable economy and humane work</p>	<p>Promoting and driving IAM development</p>	<p>Fact-based decision-making and transparency</p>	<p>A commitment to the regions in which our sites are located</p>	<p>Recycling and zero waste</p>
<p>13 CLIMATE ACTION</p>	<p>14 LIFE BELOW WATER</p>	<p>15 LIFE ON LAND</p>	<p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<p>17 PARTNERSHIPS FOR THE GOALS</p>	
<p>Environmental protection measures</p>	<p>Protection of the oceans and marine life</p>	<p>Protection of life on land and against desertification</p>	<p>Fair cooperation and fair working conditions</p>	<p>Provision of resources and partnerships designed to achieve CR objectives</p>	



Our objective:

To develop and operate sustainably all along our value chain, from product development and manufacturing to procurement logistics, business operations, marketing and shipping. That's an ambitious aim, which is why we work every day to improve and make processes and procedures more sustainable and efficient – for us and for future generations.

03.

Human rights

Protecting human rights internationally is a matter of course for us. Even before we joined the UN Global Compact, these requirements were addressed in our employee code of conduct and the general purchasing terms and conditions for suppliers. Initiatives such as

supplier management measures and a whistle-blower system for reporting compliance violations have been introduced. A range of other measures based on the German Supply Chain Due Diligence Act (LkSG) are in the pipeline.

Principle 1

Companies must support and respect the protection of international human rights within their area of influence.

Principle 2

Companies must ensure they are not complicit in human rights violations.

a) Measures

- All new employees learn about the employee code of conduct, which can be found on the intranet.
- A whistle-blower system for reporting compliance violations has been introduced for employees and external persons and is also available on our home page.
- When working with temp agencies, a mechanism for assessing human rights compliance was introduced as defined by the International Labour Organization (ILO).
- A supplier self-disclosure addressing criteria such as human rights and the environment was introduced in the area of supply chain management and must be completed by potential suppliers.
- The areas of human rights and environmental protection have been incorporated into our supplier audits.
- The results of the supplier audits are included and considered in the supplier assessment. Environmental and human rights violations must be corrected within the stipulated period of time.
- As part of an ongoing improvement process, our supplier management department works with

suppliers to correct any environmental or human rights violations or problems.

- Support of more than ten aid organisations and social institutions.

b) Findings

- No employees, suppliers or customers were found to have violated human rights.
- In accordance with the German Supply Chain Due Diligence Act (LkSG), a range of additional measures for protecting human rights in the supply chain is in the pipeline.

c) 2022/2023 aims

- In the year under review, our efforts focus on preparation for the LkSG.
- Potential adjustment of our supplier code of conduct.
- Analysis of risks associated with our supply chain and the resulting development of additional measures for exercising due diligence in the area of human rights.
- Implementation of supplier audits and the resulting management of measures to protect human rights in the supply chain.

04.

Labour standards

MEYLE AG is subject to legal requirements in Germany and the EU. Our national subsidiaries are subject to local laws. It goes without saying that our employees have the right to collective bargaining and the freedom of association. MEYLE rejects any and all forms of forced labour, child labour and discrimination out of conviction and in response to legal requirements in

Germany and the EU. In addition, MEYLE is committed to promoting and spreading these aims with all its business contacts. When it came to labour standards, our measures therefore focused on the areas of corporate culture, management principles and collaboration, occupational health and safety, and promotion of a work-life balance.

Principle 3

Protecting freedom of association and effective recognition of the right to collective bargaining.

Principle 4

No toleration of forced labour.

Principle 5

Eliminating child labour.

Principle 6

No toleration of discrimination in terms of position and employment.

MEYLE maintains an open corporate culture, which is further shaped by a very positive work environment and flat hierarchies. All employees have the opportunity to assume responsibility and thus develop on a personal level. Everyone is part of this culture and breathes life into the company. We cannot reach our aims and overcome challenges unless we work together.

Friendly interaction with each other as well as with our stakeholders, suppliers and customers has always been a cornerstone of the MEYLE company. 'The friendship with those we serve is the foundation of our success,' says the company founder. This attitude is at the heart of everything we do.

Principles of leadership and collaboration!

CLARITY OVER HARMONY

Get acquainted with our vision and mission and embrace them as a role model.



Identify yourself with our company, the brand and our products in a credible way.



Communicate clearly and express your appreciation of others.



Follow through and focus on targets during the implementation stage.

GOOD, CONSISTENT MANAGEMENT

Consistent management also means demonstrating and implementing consequences.



! Good, consistent management ensures reliability and trust among employees.

There's always one person responsible and one schedule for a specific aim.



CHALLENGING AND ENCOURAGING

Work with your colleagues across all hierarchies to define realistic, straightforward aims that support the company's and your department's aims – and assess these on a regular basis.



Promote personal development for yourself and your colleagues for the benefit of the company. Exercise constructive criticism and never criticise individuals in front of others.



And be generous with praise when things are going well and progressing seamlessly.



BE A ROLE MODEL

Practice what you preach.



EVIDENCE-BASED DECISIONS

When making decisions, carefully consider customer benefits and costs (numbers, data, facts).



Depending on the situation, you may be able to improve your focus with the Pareto principle, according to which 80% benefit can be achieved with 20% effort.



Document your decision and assess the results.

We have also made every effort to give our lives and work at MEYLE a clear focus. In fact, we've developed a MEYLE target culture in several working groups and with participation across all hierarchical levels

which should provide guidance for everyone and their activities. It reflects our efforts to shape the future of MEYLE together.



#YOU COUNT!

... applies to ALL employees, without whom MEYLE wouldn't be where it is today.



#EQUAL FOOTING

... represents reliable, interdisciplinary collaboration based on trust and equal footing.



#ENTHUSIASM FOR MEYLE

... refers to the passion with which we do our daily work.



#COMMUNICATIVE

... represents the way in which we interact with each other – we communicate openly, clearly, in a timely fashion and with appreciation for others.



#RESPONSIBLE

... means that all our activities are long-term-oriented, sustainable and conscientious in an effort to ensure responsible company development.



#ENTREPRENEURIAL SPIRIT

... represents our DNA. For us, it's only natural that we inspire our customers with more innovative solutions and better parts.

‘MEYLE would like to make a key contribution to ensuring a work-life balance for employees – with a corporate culture which accommodates family and different stages of life.’



MEYLE is very near and dear to its employees, which is why the company makes such an effort to ensure well-being and a healthy work-life balance for our employees.

MEYLE therefore supports them with a range of benefits tailored to their needs and desires. As stages of life change, so too do expectations, priorities and aims. MEYLE views itself as a prudent partner in this area and is there to help employees plan their lives and career, with a wide variety of work models to choose from.

Everyone is expected to treat each other and third parties with respect, kindness, objectivity and fairness. No discrimination or any form of harassment is tolerated. The compliance code of conduct calls upon employees to report any such behaviour immediately. It is of the utmost importance to MEYLE to expose and stop incidents such as these and prevent future occurrences with suitable measures.

We view ourselves as a family business which values community and takes into account individual problems to the highest degree possible. Because our world has become more unstable and challenging, we're forever adjusting to changing requirements. We attempt to find helpful and supportive solutions for all employees under these conditions. For example, at the beginning of the coronavirus pandemic, we increased the required short-time allowance to

100% to financially support the warehouse staff, in particular, rather than leaving them in the lurch. We also paid out coronavirus bonuses in 2020 and 2021 due to the fortunately good results. These examples reveal that MEYLE AG's aim is not to maximise profit. We take our responsibility to our employees very seriously and stand behind them particularly in difficult times.

We're a global company with a clear commitment to our local roots and thus our employees, which is why we support local clubs and institutions in our employees' environments. We made a conscious decision to support amateur sport and charitable organisations, as we wholeheartedly believe that assistance is desperately needed in these areas. We also continuously support humanitarian measures which help people in need to alleviate distress and overcome their difficult situations themselves.

a) Measures

- **Integration of labour standards into the compliance code of conduct:**

All new employees learn about and receive a copy of the compliance code of conduct, which is also available on the intranet.

- **Sabbatical rule:** As an option for personal time off.
- **Whistle-blower system:** Introduced for reporting compliance violations for employees and external persons – also available on the home page.

- **Working with temp agencies:** A mechanism for assessing human rights compliance was introduced as defined by the International Labour Organization (ILO).
- **Introduction of remote working in 2020:** To enable the best-possible work-life balance. This allows employees to work from anywhere in the world at any time. Working times are to be arranged in coordination with the management and in a way that focuses on results. We offer assistance for remote working.
- **Further reduction of temporary work:** Whilst this gives us flexibility when it comes to addressing irregular order processing, our declared goal is to recruit more internal employees and together develop more flexible shift systems with the necessary shift work. More than one third of our warehouse staff are now temporary.
- **SchlemmerMEYLE company restaurant:** Our restaurant has been certified in accordance with DE ÖKO 039 since 13 January 2020 and recently received the organic label again.
- **Health management:** We all spend a great deal of our time at the workplace. So what could be more logical than ensuring a healthy work environment and teaching everyone about health. In concrete terms, it's all about strengthening resources and the health literacy of our employees and identifying

health risks at the workplace. MEYLE offers a wide variety of workplace health programmes. This includes preventive measures such as yoga, the 'Froach' (your digital health coach), massages provided by sport therapists, massage chairs, football, lectures on topics of health, the flu jab, the coronavirus vaccine, blood donation, Covid-19 rapid tests, colorectal cancer screening, a back/joint assessment, help provided by a psychologist (issues thus far: stress management, resilience, overview of physical illnesses), work bicycle leasing, option for sabbatical, funds for healthy food at SchlemmerMEYLE, and CPR courses. But MEYLE is also there for its employees even after longer illnesses, offering integration management and support for returning to work.

- **Regular health survey:** The first survey was conducted and monitored extensively, with findings incorporated into a whole host of measures.
- **Social benefits and extra pay:**
 - **Integration management (IM).** Employees were specially trained, with integration management extensively introduced at the company. Up to 20 employees received intensive IM support for a limited period of time in the process, with results that satisfied all the participants in the cases that have been completed. For MEYLE AG, IM is a key component of care and support for our employees



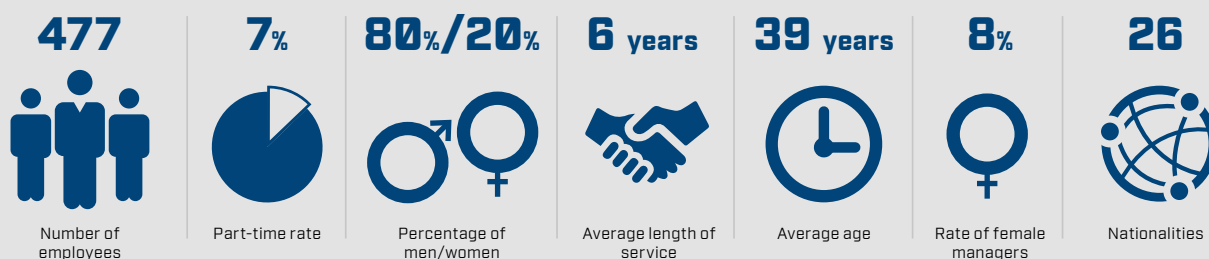
who need it. Unfortunately, there will always be employees who require this form of help, which is why we will always be there for them.

- **MEYLE breakdown service:** Life is full of highs and lows for all of us. Any one of us can be involved in an accident or find ourselves in a situation in which there doesn't appear to be a solution. MEYLE AG is interested in providing help and support in cases like these, too.
- **Occupational disability and supplementary health insurance:** These significantly improve cover in

the event of a claim and are available to everyone. Feedback provided by those employees who have utilised this offer has been very positive.

- **Payment of nursery allowances:** This support is at the highest level permitted by taxes and represents an important form of financial assistance for our families, as costs continue to be very high and pose a huge challenge.
- **A variety of further benefits and forms of extra pay:** For example, insurance support and HVV ProfiTicket.

b) Findings



Top Job 2021:

MEYLE AG received this award again in 2021, which was the seventh time in a row. We received another comprehensive employee survey report. We use these results to continue developing.



c) Aims for even more sustainability:

- We plan to further reinforce and promote the understanding of sustainability at the company, with the aim of becoming a sustainable employer through and through.
- To more intensively promote employee training particularly in the area of sustainability.
- Introduction of a competition for sustainable ideas for our employees.
- Increased visibility of the range of family-oriented measures among employees and applicants.
- Development of a role profile for managers, with the aim of better defining the range of tasks and areas of responsibility.
- Improved documentation and communication of relevant information on family and career.
- Expansion of mobility collaborations (including MOIA) to simplify the commute for all employees.
- Salary structure analyses to expose unintentional salary gaps (for example, resulting from longer absences such as parental leave) and development of compensation concepts.

05.

Environmental protection

Sustainability has long been a tradition at our company. MEYLE AG aims to support drivers around the world with sustainable repairs as well as keep vehicles on the road for longer with clever solutions and longer-lasting car parts. In 2002, we launched the MEYLE-HD product

range, featuring parts that are 'better than OE'. And the selection has steadily expanded since then to include resource-efficient MEYLE-KITS. The idea is always to exploit the potential to prevent waste and conserve resources throughout the entire development process.

Principle 7

Companies need to support a forward-looking approach in their response to environmental issues.

Principle 8

Companies need to take the initiative to increase the sense of responsibility for the environment.

Principle 9

Companies need to promote the development and spread of eco-friendly technologies.

MEYLE AG relies on resource conservation and energy efficiency. Strategic decisions aim to align value creation at MEYLE AG with the requirements of carbon neutrality and the transition to alternative drives. The high benchmarks apply to both internal processes and material procurement. The standards of high quality, sustainability and fulfilment of ethical principles are not limited to the MEYLE AG company, but also apply to the entire supply chain.

Our vision is to be **'the ones with the better and more sustainable automotive parts'**. It's important that we all set ambitious CO₂ targets in an effort to slow down climate change. We're absolutely determined to

implement our climate neutrality strategy, which for us means achieving climate neutrality for all our products by 2030.

However, our approach does not aim to merely compensate for all CO₂ emissions, but rather make a real effort to prevent them in the first place. And we'll only compensate for what we're not yet able to reduce.

Our approach:

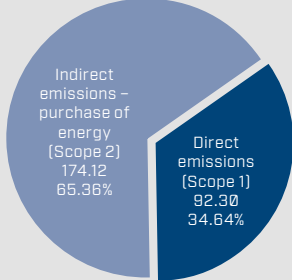
1. Measuring CO₂ emissions: Scope 1 to 3 emissions according to the Greenhouse Gas (GHG) Protocol.
2. Implementation of measures to reduce CO₂.
3. Compensation for CO₂ emissions not yet avoidable.

a) Measures

- Measurement of CO₂ emissions (Scope 1 and 2 according to the GHG Protocol).
- We've been using green energy at our headquarters

in Hamburg since 2019. We've also measured our CO₂ emissions, are constantly working to further reduce them and are certified carbon-neutral (Scope 1 and 2 according to the GHG Protocol).

Our carbon footprint for CO₂ emissions in 2020:



	GHG emissions (t CO ₂ e)	Percentage (%)
Direct emissions (Scope 1)	92.30	34.64
Indirect emissions - purchase of energy (Scope 2)	174.12	65.36
Total	266.42	100.00

We've compensated for the remaining CO₂ emissions with investment in climate protection projects.

Project 1: Efficient stoves in East Africa –

A project certified with the Gold Standard, the most stringent CO₂ climate protection standard.

Projekthintergrund
Ruanda und Uganda zählen zu den ärmsten Ländern der Erde. Aufgrund der sehr geringen Haushaltsinkommen nutzen noch sehr viele Haushalte Holz- oder Holzkohle- und das traditionelle offene Dreibein-Feuer zum Kochen.

Das hat zahlreiche negative Folgen, wie starke Energieverluste und unverhältnismäßig hohe CO₂-Emissionen. Die Rauchbelastung der Wohnräume führt zu Atemwegserkrankungen mit jährlich 19.700 Todesfällen in Uganda (WHO 2009). Hier gehen pro Jahr 92.000 Hektar Waldfläche durch Abholzung verloren. Werden Ugandas Wälder weiter mit der gleichen Geschwindigkeit abgeholzt, sind diese bis 2050 nahezu komplett verschwunden. Schwere Dürren sowie Überflutungen und daraus resultierende Hungerkatastrophen wären die Folge. Die nicht nachhaltige Nutzung von Holz zur Energiegewinnung, wie dies in Ruanda und Uganda der Fall ist, verursacht circa 2% Prozent der weltweiten CO₂-Emissionen. Die Vermeidung eines Teiles dieser Emissionen ist durch verfügbare effizientere Kochtechnologie leicht möglich. Viele Familien in den ländlichen Regionen dieser beiden Länder können sich diese effizienten Kochöfen jedoch nicht leisten.

Projektgegenstand
Wir fördern mit diesem Projekt die Nutzung effizienter Kochöfen, die gegenüber traditionellen Kochtechnologien Brennstoffe bzw. Holzsparen. Dies erleichtert den Alltag der Familien, fördert den Waldschutz in der Projektregion und global den Schutz des Klimas.

WHO: "The lack of modern cooking services accounts for the largest share of incidences of energy poverty, and addressing that lack has the clearest and most immediate benefits for human welfare".

SUSTAINABLE DEVELOPMENT GOALS

- 1 **Arbeitsplätze**: Durch geringere Aufwendungen für die Brennstoffbeschaffung haben Familien mehr Zeit und Geld für wichtige Grundbedürfnisse (z.B. Schulbesuch, Erwerbsfähigkeit)
- 3 **saubere Energie**: Durch geringere Rauchbelastung beim Kochen treten insbesondere bei Frauen und Kindern weniger Atemwegserkrankungen auf.
- 13 **saubere Wasser**: Große Mengen an Brennholz werden eingespart. Der

Gold Standard
www.goldstandard.org

Project 2: The hydroelectric power project of the hospital in Itete, Tanzania –

A project certified with the Gold Standard, the most stringent CO₂ climate protection standard.

Tansania: Strom aus Wasserkraft für Krankenhaus in Itete

Projekthintergrund
Die Evangelisch-Lutherische Kirche in Tansania (ELCT) betreibt in Itete ein Krankenhaus. Dieses Krankenhaus dient der Versorgung von mehr als 100.000 Menschen. Zur Energieversorgung und damit des Krankenhauses ein eigenes kleines Wasserkraftwerk muss dringend saniert werden. Aufgrund fehlender als 50% der Patienten werden kostenfrei behandelt. Die Sanierung aus eigenen Mitteln ist nicht möglich.

Um die Wiederherstellung einer zuverlässigen Energieversorgung für das Krankenhaus und die Elektrizität für die Bevölkerung in der Umgebung des Krankenhauses zu erreichen, ist es erforderlich, einen neuen Generator zu installieren und geringfügige Anpassungen an der Wehranlage vorzunehmen.

Wasserkraft, Tansania

Da die vorhandenen baulichen Anlagen nicht wesentlich verändert werden, hat dieses Projekt keine negativen Auswirkungen auf das Umfeld (Bevölkerung, Umwelt) der Anlage.

Projektresultat
Nach Abschluss der Sanierungsmaßnahmen verfügt das „Itete Hospital“ wieder über saubere und bezahlbare Elektrizität für den Betrieb des Krankenhauses und die Mitarbeiterunterkünfte. In der Umgebung des Krankenhauses werden Familien und kleinere öffentliche / private Organisationen mit Strom versorgt.

Jährlich werden durch die Sanierung der Anlage 650 Tonnen CO₂ eingespart, da klimaschädlichere Energiequellen (Diesel, Kerosin, Brennholz) ersetzt werden.

Projektstatus
Planungs-/Bauphase

Projektstandard
Gold Standard (GS-VER), Projekt-ID: GS 1317

www.klimaschngeizen.de

- **MEYLE compliance code of conduct:** Each employee is partly responsible for environmental protection in their department and must observe environmental protection laws, requirements and standards.
- **Environmental protection at the workplace:** This document is available in the induction documents for new employees.
- **Donation of waste materials:** From logistics for our employees.
- **Measures to reduce CO₂ during the commute:**
 - MEYLE promotes electric mobility for its employees and provides a fleet of electric vehicles and a charging infrastructure.
 - Specification of CO₂-reducing field service vehicles, fleet vehicles and company cars.
 - Reduction of the internal vehicle fleet and more sustainable capacity adjustment through the use of flexible options such as car subscription and leasing.
 - Subsidising company bicycle leasing.
 - Subsidising the HVV ticket.
 - Carpool service for industrial employees outside of bus times.
- **Green energy from energy cooperatives:** Compared to the German electricity mix, this has reduced MEYLE AG's consumption by around 860 t CO₂ a year since 2019, which is equivalent to the amount of CO₂ absorbed by approximately 70,000 full-grown trees a year. That's 71 hectares of forest.
- **LED lighting to increase energy efficiency:** The warehouse lighting in the first to fourth stages of construction has been updated to 100% LED. Implementation will occur gradually in the fifth stage of construction.
- **MEYLE honey on its own natural fields:** We're thus supporting a local apiary, its bees and pollination around the MEYLE headquarters in Merkkuring. The honey is sold to employees at cost and presented as an Easter gift.
- **Green roof on company building:** Our rooftop garden with wild plants is one of the few in Hamburg industrial parks – to the sheer delight of our employees and the environment.
- **Organic certification for the SchlemmerMEYLE company restaurant:**
 - Organic certificate: 20% organic products.
 - Organic quality is separately subsidised.
 - Deposit system for takeaway containers, which are made from sustainable raw materials.
- **CO₂ Neutral Website certificate:** This certificate confirms that MEYLE AG participates in the CO₂ Neutral Website programme. The certificate confirms that the CO₂ emissions released by the website and website users have been neutralised with measurable CO₂ reductions. These reductions are achieved through a variety of measures,



‘The first switch in packaging and shipping materials has allowed us to reduce plastic consumption by around four tonnes a year.’



including the use of renewable energy sources (e.g. installation of wind turbines) and participation in controlled CO₂-reducing projects.

- **Office and kitchen supplies:** Nearly 100% switch to sustainable variants such as fair trade, organic and Blue Angel.
- **Reduction of marketing items:** And the requirement to always choose the most sustainable variant. A dedicated budget has been set up specifically for this purpose.
- **Reduced use of plastic in logistics:** The first switch in packaging and shipping materials has reduced consumption by around four tonnes a year (more than 550 km of plastic in the form of stretch wrap and plastic adhesive tape). We use paper adhesive tape and shipping envelopes as an alternative.
- **Paper reduction through digitisation**

b) Findings:

- Our sponsorship activities in racing are not yet 100% sustainable. But we're working with a racing team that values sustainability and already compensates for the CO₂ emissions in racing.

c) Environmental protection aims for 2022:

- Optimisation of the CR figures – through measurement of our progress in environmental protection.
- Further CO₂ reduction across all areas:
 - Making supply chains more sustainable – for example, with supplier management and the use of green, low-carbon aluminium and steel.
 - Racing: CO₂ reduction and CO₂ compensation.
 - CO₂ measurement, CO₂ reduction and CO₂ compensation for the first product lines.
 - Investment in climate protection projects for CO₂ compensation.
- Further reduction of paper through internal digitisation processes.
- Implementation of guidelines for sustainable procurement.
- Implementation of the supplier strategy to reduce production in China and increase production in the EU.
- Observing the German Supply Chain Due Diligence Act (LkSG).
- Reduction of product packaging and increased use of sustainable variants.

06.

Anti-corruption

Principle 10

Companies need to stand up to corruption of all kinds, including blackmail and bribery.

Without restriction, MEYLE AG is committed to fair competition, transparency and, in particular, stringent observation of cartel law and other relevant competition laws.

a) Measures

- **Integration of the prohibition on corruption into the compliance code of conduct:** The compliance code of conduct is a component of every onboarding process. All new employees receive a copy of the compliance code of conduct, which is also available on the intranet.
- **Compliance training courses:** A required, annual compliance training course provides employees with in-depth information about legal frameworks and the distinction between customer care and corruption, which includes key everyday work topics and issues such as invitations to a business lunch and how to deal with supplier gifts. Employees are encouraged to direct any questions or uncertainties to the Legal and Compliance department.
- **Legal whistle-blower system:** A whistle-blower system has been set up to expose and stop white-collar crime and any other illegal business practices early on as well as prevent harm to all those involved. As a neutral point of contact, the Compliance office processes tips and treats them with the necessary confidentiality. Possible misconduct can also be reported to the Compliance office directly, via the Executive Board or via managers. Internal whistle-blowers are afforded special protection, meaning no penalisation of any kind is permitted in response to reports made in good faith. Whistle-blowers who act in good faith may therefore not be disadvantaged at MEYLE AG in any way.

• Integration of anti-corruption into supplier management:

We have implemented targeted measures in our supplier management processes to effectively prevent corruption in our upstream supply chain as well. To start with, suppliers are asked to complete a self-disclosure questionnaire. We carefully audit every supplier, paying special attention to environmental standards, human rights and labour standards. We also examine suppliers to evaluate their efforts to prevent corruption and systematically develop measures in their own supply chain.

b) Findings

No violations of corruption/competition law were identified at the company.

c) 2022/2023 aims

The measures already adopted are to be continued and implemented in the next fiscal year. The following key measures are in the pipeline:

- Our revised code of conduct as an obligation for our suppliers.
- Development of a compliance committee for regular monitoring and verification of compliance issues. Committee responsibilities include appointing the Compliance Officer, continuing to develop and assess adherence to compliance policy, discussing any tips or problems, and supporting the Compliance Officer.
- Integration of the topic into webinars and other training courses for employees as well as further training for the compliance committee.

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