



GEKA

A medmix Brand



SUSTAINABILITY  
REPORT

2021

Innovating to drive sustainable beauty

## FOREWORD

At medmix our mission is to provide innovative solutions that help millions of people live healthier and more confident lives. Our commitment to sustainability remains at the forefront of our business agenda and I am pleased to share with you the very first GEKA sustainability Report, which captures our commitment to and progress towards our sustainability goals.

Taking a systemic approach, we work closely with our stakeholders across the value chain, our suppliers, employees, communities, and customers to develop and deliver solutions that drive meaningful, long-lasting, and positive change.

Thanks to our highly motivated employees and business partners, we have been able to achieve key milestones along this path throughout 2021. I am proud of the programs and initiatives discussed in this report, and I am excited by what lies ahead, as we continue delivering on our sustainability strategy.

On behalf of the medmix team, I hope you too can be inspired by our efforts to drive sustainable innovation in the beauty industry.

**Girts Cimermans**  
CEO, medmix





# TABLE OF CONTENTS

<b>Chapter 1 - Introduction</b>	<b>6</b>
Our commitment	6
Our approach to sustainability	7
Key facts and figures	8 - 11
<b>Chapter 2 - Planet</b>	<b>12</b>
Reduce carbon footprint	14
Improve water usage and management	16
Low carbon electricity	17
Reduce waste to landfill	18
<b>Chapter 3 - Profit</b>	<b>20</b>
Embedding eco-design principles	23
Increase sales in sustainable, bio-based and PCR products	24
Gold standard recognition	26
Supply chain	27
<b>Chapter 4 - People</b>	<b>28</b>
Safe and inclusive workplace	31
Diversity and equity	32
Learning and employee engagement	34
Employment conditions	35
Employee engagement	37
Lifelong learning	38
Support local communities	39
<b>Glossary of terms</b>	<b>40</b>

# CHAPTER ONE INTRODUCTION

**GEKA is part of medmix, a global leader in high-precision delivery devices for the healthcare, consumer and industrial sectors. Founded in Germany in 1925, the GEKA brand is a pioneering manufacturer, supplier and wholesaler of innovative, high-precision beauty application solutions. In 2021, our sales reached CHF 127 million (approx. EUR 123 million, USD 130 million), delivered by a workforce of nearly 800 employees across three countries.**

We operate internationally, powered by extensive research and development programs that feed into three flexible manufacturing facilities, located in Bechhofen (Germany), Elgin (Illinois, USA) and São Paulo (Brazil). Our portfolio, which consists of 10'000 distinct packaging solutions, includes a wide variety of makeup packaging and applicator systems for mascara, lip gloss, concealer and many other cosmetics.

We work together with some of the most iconic names in beauty as well as companies launching their first cosmetics brands.

## **Our commitment**

**We believe in aligning our business goals with a broader vision of how we can contribute to the world we live in, creating an equitable, inclusive, fair and eco-conscious society. Thus, the value we create for our partners, customers, consumers and local communities extends well beyond our operations.**

We support growth and sustainable development through the positive contribution we make to economies around the world. We focus on a number of activities that we believe can make a meaningful impact, aiming to improve our environment, industry, society and business.

More precisely, our sustainability commitment is focused on improving resource utilization, reducing waste and emissions across the entire supply chain, cultivating diversity, equity and inclusion in the workplace as well as supporting local causes. Our actions are underpinned by a strong foundation of responsible business principles and practices. In this way, we maintain the highest standards of corporate conduct.

## **Our approach to sustainability**

**At medmix, sustainability is engrained in our overall corporate strategy and embedded in our operations and processes across the entire organization. We believe that sustainability is an enabler for our business. As such, our mission, goals and objectives are shaped to reflect the sustainability activities that matter most for our business and our stakeholders.**

More precisely, we recognize that our responsibilities go beyond delivering strong financial results. To this end, all our sites are aligned with a global sustainability policy, incorporating it into their local practices and daily operations. Using eco-design principles, we proactively direct our resources to develop and deliver innovations that contribute to delivering sustainable beauty solutions for our society.

At medmix, sustainability is engrained in our overall corporate strategy and embedded in our operations and processes across the entire organization.



# CHAPTER ONE INTRODUCTION

Our global approach to sustainability is based on three pillars: **PLANET**, **PROFIT** and **PEOPLE**. Our key highlights in 2021 for each of these aspects are detailed below.

## PLANET



We reduced our global carbon footprint by increasing low-carbon energy usage at our sites and decreasing air freight.



We helped protect the environment by cutting the amount of pollution released to the air, soil and water, and reduced our environmental impact by lowering the amount of waste sent to landfill while also improving our water usage management.



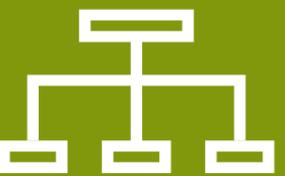
We improved our energy-related performance by purchasing energy-efficient products where possible.



We continued to fulfill applicable legal obligations and other requirements in the areas of health and safety, environment, energy use, energy consumption and energy efficiency.



We set ambitious, measurable, and meaningful environmental, health, safety and energy targets and provided the necessary knowledge and resources to achieve them.



We further improved our environmental, health, safety and energy management system and aim to have all GEKA's manufacturing sites ISO 45001/14001/50001-certified.

We prohibit, within our own operations and in our supply chain, discrimination and/or harassment based on race, color, age, gender, sexual orientation or identity, ethnicity, religion, disability, union membership or political affiliation.

## PROFIT



We increased development activities around sustainable technologies with long-term value.

We further expanded our work to reduce the environmental footprint of our products by incorporating eco-design principles from the development phase. We increased the use of post-consumer resin (PCR) and bio-based plastics.



We boosted activities aimed at enhancing our inclusive workplace, promoted impactful development opportunities and facilitated staff engagement.

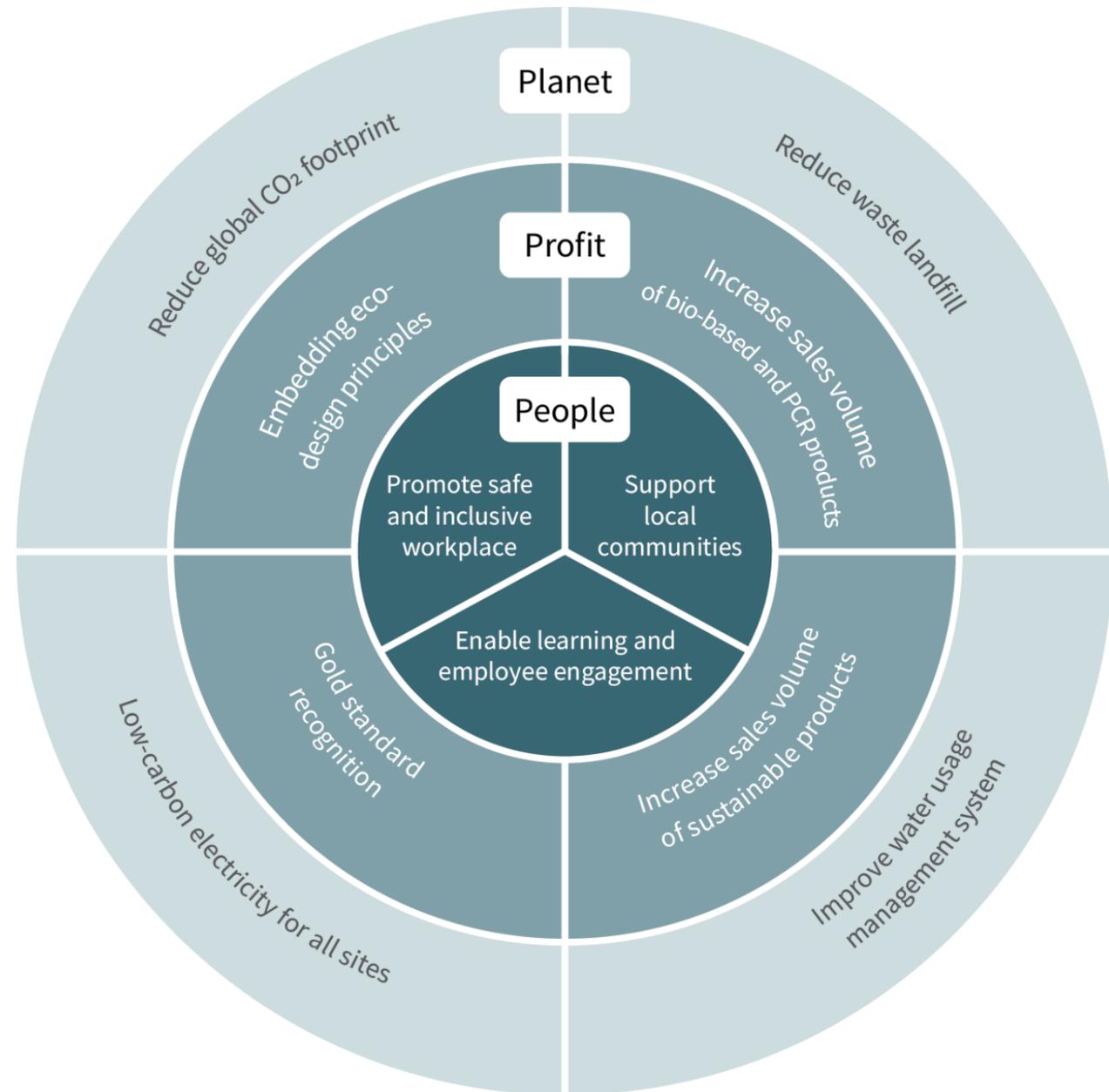


We increased support for our communities and our employees and engaged in projects with positive community impact at each of our sites.

We re-affirmed our commitment to supporting and respecting the protection of internationally proclaimed human rights. We also oppose child labor, forced labor and human trafficking, corruption, bribery, conflicts of interest, money laundering, anti-competitive practices and extortion.

## PEOPLE

# CHAPTER ONE INTRODUCTION



Our achievements for 2021 are summarized in the table below.

Pillar	Theme	Target	2019 (base year)	2021	Progress
Planet	CO <sub>2</sub> footprint	30% reduction by 2025 compared to the 2019 baseline	49'796.6 T CO <sub>2</sub> eq.	43'219.6 T CO <sub>2</sub> eq.	Reduction of 13.2% - on track
Planet	Low carbon electricity to our sites	All sites supplied by 2025	1 site	2 sites	On track
Planet	Environment and energy conscious workplace via a certified management system	All sites certified according to ISO 14001 and ISO 50001 by 2025	1 site ISO 14001	1 site ISO 14001 and ISO 50001	On track
Profit	CDP	B level by 2025	D	B	Achieved
Profit	EcoVadis	All sites at least Gold status by 2025	1	2	On track
Profit	Sales of products made of post-consumer plastic (PCR)	To be defined	0%	6%	On track
People	Safety	All sites certified ISO 45001 by end of 2022	1 site	1 site	On track
People	Give back to the community	1 community initiative per year per site	No figure available	6	Achieved

# CHAPTER TWO

## PLANET



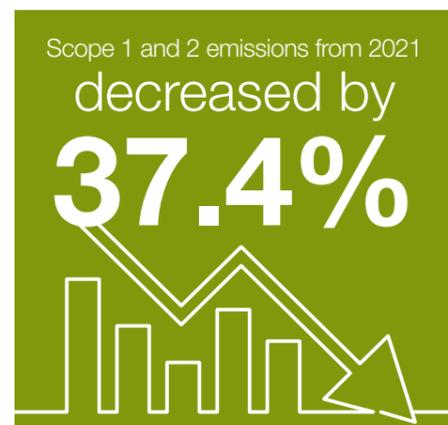
# CHAPTER TWO PLANET

medmix and its brand GEKA are helping to realize a sustainable, low-carbon beauty industry by reducing the environmental impact of our activities and products. At the same time, we aim to raise awareness and drive change across our entire value chain. By leveraging our thought leaders and top talents, combined with our innovative technologies and solutions, we are advancing sustainability practices industry-wide. Our roadmap is focused on decarbonization by reducing emissions in our operations and across the global value chain, as well as by replacing the use of virgin, fossil fuel-based materials with recycled or renewable feedstocks to support the creation of a circular economy. medmix started to align its environmental management system with ISO 14001 standards in 2011 and aims to have all its sites certified by 2025. GEKA begun this process in 2018 and shares the same 2025 target.

## Reduce carbon footprint

We believe that it is possible to reach climate drawdown in the near future. This is the point when the level of greenhouse gases (GHG) in the atmosphere starts to decline, preventing or even reversing climate change and the predicted consequences. To this end, medmix is implementing strategic emission reduction policies aimed at cutting our global CO2 footprint by 30% by 2025, measured against a baseline of 2019. In addition, in line with the Science Based Targets initiative (SBTi), GEKA is committed to helping to limit the global temperature increase to the most ambitious value set by the Paris Agreement, which is 1.5°C above pre-industrial levels.

As part of our carbon footprint reduction strategy, we set out to reduce our direct (Scope 1), indirect (Scope 2) as well as upstream and downstream value chain (Scope 3) emissions. We have submitted our Scope 1, 2 and Scope 3 emission reduction targets to SBTi for validation and official publication. In the past, GEKA went through third party verification on Scope 1, 2 and partial Scope 3 in 2020 and is completing the process for 2021 in June 2022. Our certificates can be downloaded here: <https://www.geka-world.com/en/sustainability/co2-emissions>.



When compared to our estimated carbon footprint in 2019, Scope 1 and 2 emissions from 2021 decreased by 37.4%. Overall, we achieved a reduction of 13.2% across Scope 1, 2 and 3. We managed to reach this goal by employing a range of targeted strategies. When looking at Scope 1 emissions, our reductions were mainly associated with the consolidation of our operations in Germany. This activity also supported the decrease in Scope 2 emissions, together with the selection of electricity suppliers with a limited carbon intensity and/or that provide a renewable energy certificate (REC). By reducing the use of air freight, incorporation of more recycled plastics in our products, minimization of the number of business trips taken while also supporting flexible work-from-home practices, which reduce commuting, we cut Scope 3 emissions.

These achievements were made possible by driving the continuous improvement of our facilities. Sustainable manufacturing practices are at the core of our operations, with our complex in Bechhofen, Germany, being the flagship. This features a combined heat and power (CHP) plant that provide a large volume of on-site energy and heat generation needs. In particular, our site has the KW 55 certification, formerly known as KfW 55. This means that it requires 55% of the energy of a reference building (formerly known as “KfW-100”) that meets the requirements of the Building Energy Act (formerly known as Energy Saving Ordinance).

Our facility also utilizes the latest technologies in polymer drying and storage to reduce energy usage and waste generation. For example, the polymers used are supplied and stored in double-chamber silos, rather than pallets, to simplify production and reduce waste, energy consumption and storage costs.

This transition also helps us reduce our reliance on plastic bags for granulates, reducing our annual plastic packaging waste by 8 metric tonnes. In addition, injection blow molding activities use a state-of-the-art, energy-efficient drying system for granulates that delivers ideal material properties. Moreover, a closed cooling system that reuses water as coolant removes heat from molds and machines as well supporting the air conditioning infrastructure.

	Unit	2019	2020	2021
<b>Total carbon footprint</b>	T CO <sub>2</sub> eq.	49'796.6	37'568.0	43'219.6
<b>Scope 1</b>	T CO <sub>2</sub> eq.	3'528.3	3'227.0	3'530.4
<b>Scope 2*</b>	T CO <sub>2</sub> eq.	5'066.3	3'928.2	1'843.7
<b>Scope 3</b>	T CO <sub>2</sub> eq.	41'202.0	30'413.2	37'845.2

\*Market-based Scope 2 also considered

# CHAPTER TWO PLANET

## Improve water usage and management

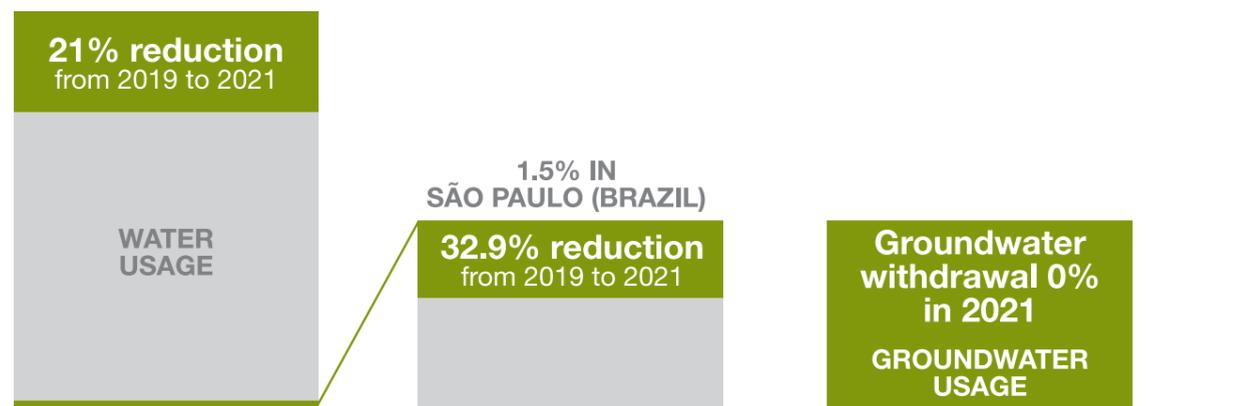
Water is a key resource for virtually any activity, including our industrial operations. More specifically, it is used as a coolant in many of our production processes at medmix and GEKA. Optimizing usage, selecting the most sustainable forms of supply and supporting a circular framework are three major activities undertaken by medmix and its brand GEKA that can help preserve this essential asset. Our holistic approach applies these strategies across all our manufacturing sites.

We use Aqueduct, a water risk atlas from the nonprofit World Resources Institute (WRI) to conduct water-related risk assessments for our operations and to determine potential areas of improvement. Thanks to this actionable insight, we have developed highly successful and conscientious water supply strategies.

We have put policies in place to address the sustainability of our water-based operations. Firstly, we are conducting extensive monitoring and maintenance of our water systems to prevent any wasteful leakage. Secondly, the water used for cooling activities does not undergo any modification of its physical and chemical properties. As a result, we can eliminate the need for energy- and resource-intensive pre-processing before conventional wastewater treatment, in accordance with local regulations.

Besides these measures, we reduced our total water usage across our facilities by 21% in comparison to 2019 – in São Paulo (Brazil), a location facing severe droughts, we achieved a decrease of 32.9%. To ensure our activities are in harmony with the local population and environment, our water withdrawal in the region is minimal, representing solely 1.5% of all our water needs across the globe in 2021.

In addition, we have been reducing our use of groundwater, which represented 13.8% of the total water withdrawal in 2019, to favor public water supply networks, as this offers better control over resource utilization. Our overall groundwater withdrawal was cut to 0% in 2021, thanks to a number of activities, including the consolidation of our operations in Germany.



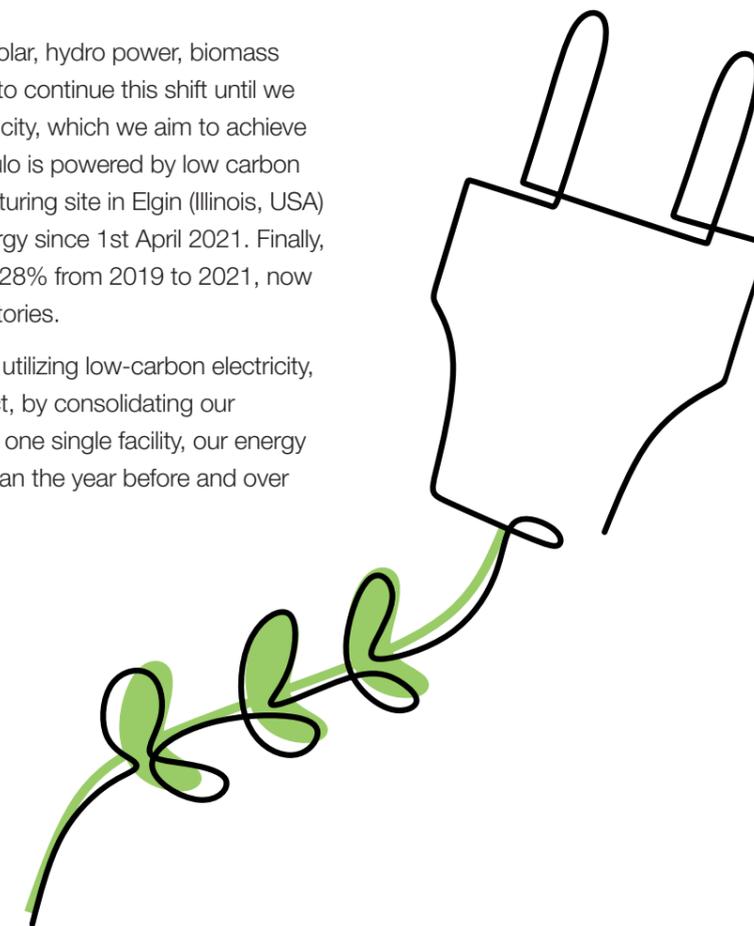
## Low carbon electricity

With a physical presence all around the world, the decarbonization of medmix and its brands is a key step towards meeting our sustainability targets. This is why GEKA, along with all other medmix companies, has a set goal to be supplied solely by low-carbon electricity by 2025, as recommended by the Intergovernmental Panel on Climate Change (IPCC). Besides leveraging power sources with a limited carbon footprint, medmix is also committed to optimizing our energy usage through the implementation of ISO 50001 certified energy management systems, with GEKA being the first brand to receive the certification. In addition, we will be focusing on a more efficient usage of our compressor system from 2022.

Our sites have been increasingly supplied by wind, solar, hydro power, biomass or nuclear energy sources since 2019 and we strive to continue this shift until we reach our goal of exclusively using low-carbon electricity, which we aim to achieve by 2025. Our Brazilian manufacturing site in São Paulo is powered by low carbon sources through the national grid. Also, our manufacturing site in Elgin (Illinois, USA) has used renewable energy certified (REC) wind energy since 1st April 2021. Finally, our share of renewable power sources increased by 28% from 2019 to 2021, now representing 61% of all electricity supplied to our factories.

With two manufacturing facilities out of three already utilizing low-carbon electricity, we are well placed to meet our 2025 targets. In effect, by consolidating our operations in Germany, moving from two factories to one single facility, our energy requirements in 2021 were approximately 7% less than the year before and over 17% lower than our 2019 baseline.

**61%**  
electricity used by  
our factories is  
renewable



# CHAPTER TWO

## PLANET

### Reduce waste to landfill

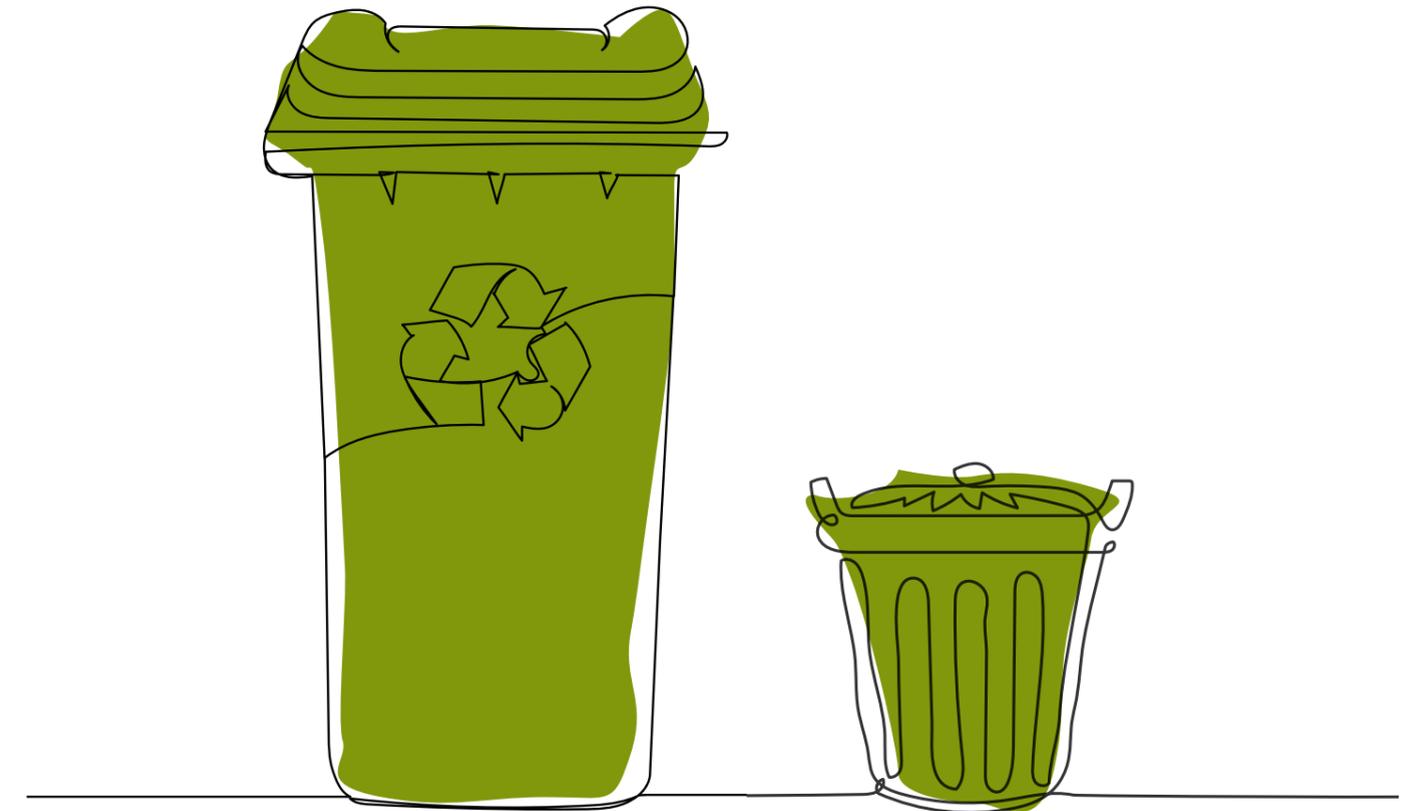
To support a circular economy of materials, medmix and its brand GEKA want to send zero waste to landfill by 2025. This means that operational waste will either be recycled or incinerated. In addition, effective technologies are allowing us to improve the reporting and tracking of waste produced at our plants.

2020 and 2021 were years like no other, with the global pandemic presenting unprecedented challenges. As the health and safety of our people is a top priority, we have been closely following guidance from health authorities to protect our employees across all facilities. To respond effectively, our production and distribution plants have been operating with significant safety adjustments, such as expanded cleaning and sanitization routines and requirements for personal protective equipment (PPE). This led to an increase in plastic and general waste produced.

These necessary measures, combined with the extension of our Bechhofen site (Germany) and our more comprehensive plastic waste reporting methods, have led to an increase in the total waste reported for 2020 in comparison to 2019. As we developed an increasing understanding of Covid-19 and its transmission, GEKA was able to reduce the volume of waste produced, returning to levels similar to 2019.

While the total volume of waste increased in 2021, we have been able to reduce the proportion being landfilled across all manufacturing sites, limiting it to a total of 7.9%. In addition, over 92.1% of the non-hazardous waste was either recycled (47.7%) or incinerated for energy generation (44.4%). The total amount of hazardous waste, which represented 13.7% of overall waste in 2019, was cut down to 1.6% in 2021 as a result of the consolidation of our operations in Germany.

Detailed figures on the carbon footprint, water and energy usage as well as waste generation and its destination from medmix's brand GEKA can be found on the GEKA website: <https://www.geka-world.com/en/downloads>



**92.1%**  
waste recycled or  
waste-to-energy

**7.9%**  
landfill waste

# CHAPTER THREE

## PROFIT

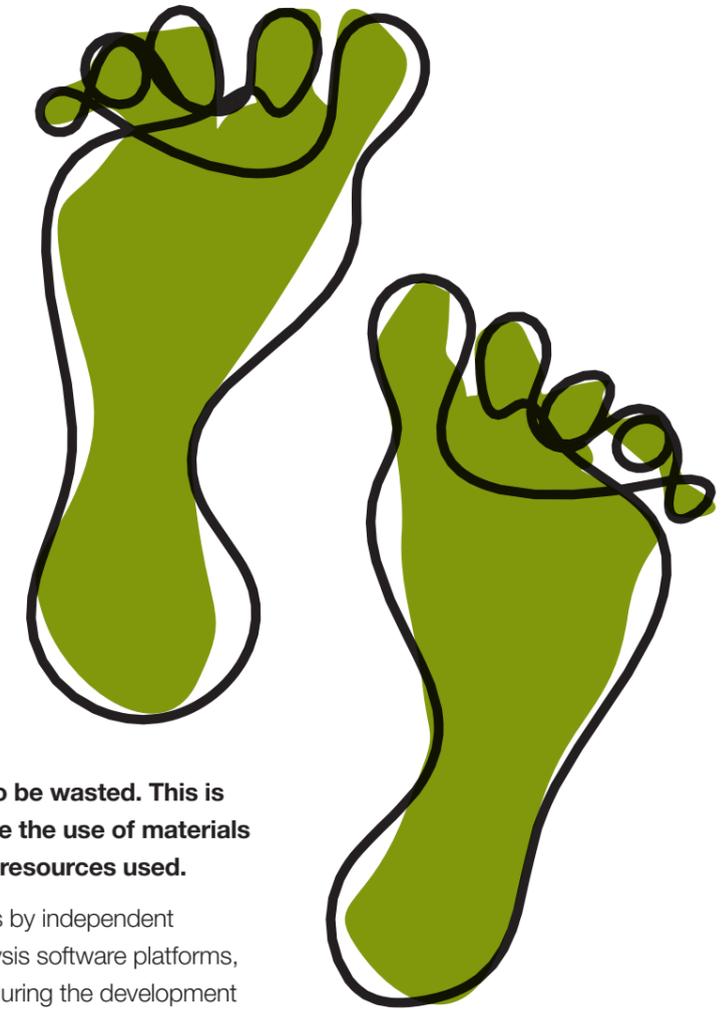
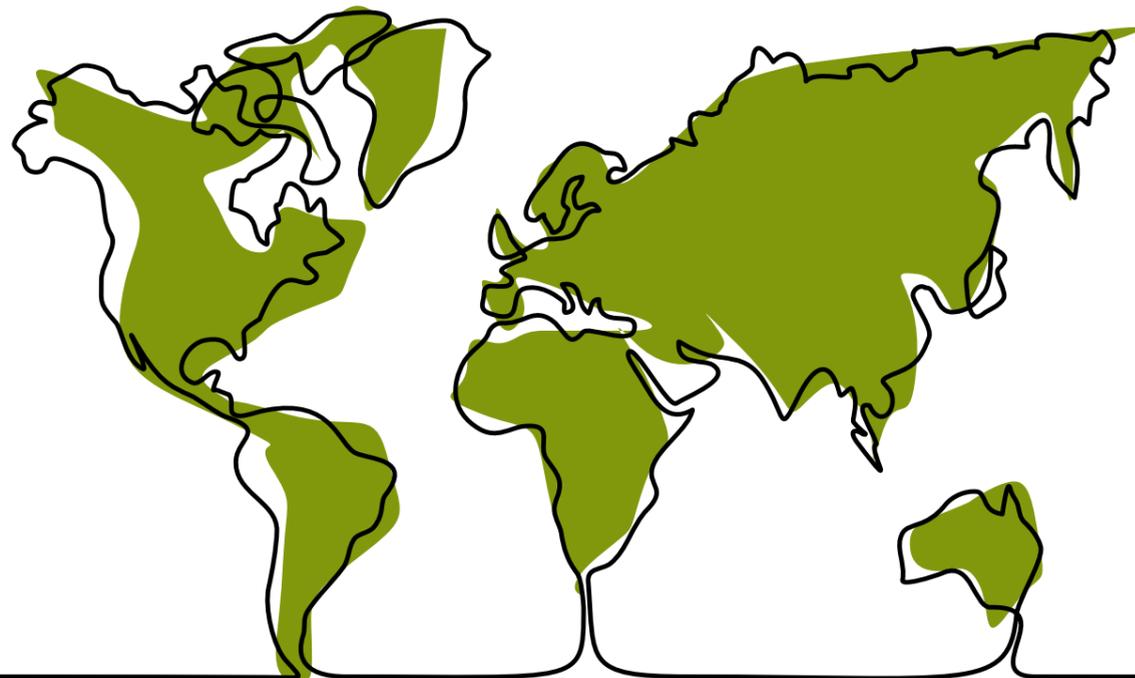


# CHAPTER THREE

## PROFIT

We believe in conducting business with integrity by following the highest standards of corporate governance and ethical practices. By operating responsibly and looking beyond our own horizons, we can earn the respect of our customers, shareholders and partners.

More precisely, medmix is committed to operating in line with eco-design principles and looks closely at how we source materials, including key sustainability criteria, when assessing suppliers. Embodying these practices, GEKA believes in creating products with a reduced carbon footprint and reporting to independent organizations for auditing purposes.



### Embedding eco-design principles

**Any resource, whether renewable or not, is too valuable to be wasted. This is why we rely on Lean and eco-design principles to optimize the use of materials in our products. In this way, we can reduce the volume of resources used.**

Our design engineers are trained on lifecycle analysis techniques by independent experts in this domain. Leveraging highly accurate lifecycle analysis software platforms, we are able to incorporate eco-design principles and methods during the development phase of all our new products. More precisely, we assess and optimize the cradle-to-gate global warming potential of each product. We also evaluate the energy needed for manufacturing activities, the utilization of materials as well as secondary packaging requirements.

As we procure large volumes of goods and services from many suppliers to support our operations, we also consider the impact of the raw materials we select. At the same time, we work closely with our partners to secure products and materials with a lower carbon footprint.

# CHAPTER THREE

## PROFIT



### Increase sales in sustainable, bio-based and PCR products

**GEKA's commitment to achieving zero waste to landfill and increasing renewable resource utilization looks closely at plastic – the raw materials used and its disposal. To address plastic pollution, we are investing in the use of more sustainable resources to deliver premium products.**

As it is not always possible to replace plastics with alternatives, we are driving the creation of a circular economy for such materials. To this end, all our products contain at least 20% PCR plastic or bio-based materials. To emphasize this approach, some of our latest products already contain up to 92% of these material components. Nearly 50% of our molds are now able to support the use of PCR materials.

Despite reaching this key milestone, we are not resting on our laurels. We continue to look at ways to increase the use of renewable resources, further improving the sustainability of our applicators and packaging solutions. For example, we are actively developing and trialing mono-material products consisting of a single polymer, which are easier to recycle. In addition, we are also supporting the use of refillable solutions, which can considerably improve our own, customer and consumer carbon footprints.

For all our materials, we are committed to delivering quality, which is essential to ensuring the satisfaction of our customers and consumers. It encompasses several aspects, including visual appearance, resistance, decoration quality, compatibility and precision. To this end, all our factories are certified according to ISO 9001 standards. We also have a rigorous quality program in place, which helps uphold the highest standards across the key pillars of our production: planning, manufacturing activities, metrology, quality management and regulatory compliance.

We have also been able to drive and support the demand for products made with PCR plastics. Representing nearly 0% in 2019, the sales for PCR-based solutions reached 6% in 2021, demonstrating a clear interest from the market.

To further strengthen our commitment to using bio-based, renewable and recycled materials, we achieved the International Sustainability & Carbon Certification (ISCC) Plus designation for our German and American facilities. This is a leading, internationally recognized third-party certification system that covers all sustainable feedstocks. Achieving this voluntary validation will help GEKA provide our global customers with certified products to reduce their carbon footprint and meet their sustainability goals.



# CHAPTER THREE

## PROFIT

### Gold standard recognition

**Our customers along with consumers expect nothing but the best from our products and the way we operate. We closely monitor our activities and promote openness in our business practices. To lead by example and provide all our stakeholders with high-quality, sustainable products and the transparency they deserve, we engage with independent parties to evaluate our performance. More precisely, GEKA began its activities with EcoVadis and CDP in 2016 and 2017 respectively. Driven by our commitment, the wider medmix organization started to report to EcoVadis in 2020.**

We are continuously expanding our participation in EcoVadis Corporate Social Responsibility (CSR) assessments, disclosing detailed information on our business practices related to environment, labor and human rights, ethics and sustainable procurement. Policies and actions in regard to these areas are evaluated by EcoVadis' experts in relation to benchmarked industry, business size and location. We aim to have all our sites achieve at least a Gold rating by 2025. Our Bechhofen plant (Germany) received Gold in 2019 and has since excelled to achieve a Platinum rating in 2020 and 2021. GEKA's Elgin facility (USA), was assessed for the first time in 2021, earning Gold status. In 2022, our site in Brazil will be assessed for the first time.

We also take part in the Carbon Disclosure Program (CDP). This is a global non-profit that runs the world's leading environmental disclosure platform, helping companies and governments to audit activities aimed at reducing their emissions, safeguarding water resources and protecting forests. Since 2017, GEKA has been participating in CDP's climate change responses. We set the goal to reach a 'B' score by 2025. In fact, we exceeded this goal, as over the years, we have been constantly improving our rating, moving from 'D' level to 'B-' in 2020 and, in 2021, 'B' - putting GEKA in the management category, above many industry peers. In addition, we have begun to contribute to CDP's water security responses.



### Supply chain

**GEKA, in alignment with medmix's overall strategy, works to support sustainable practices within the company and across our entire supply chain. To this end, we seek suppliers who share our values and responsible approach to business. In addition to traditional considerations, such as price and quality, we integrate social and environmental criteria in the selection of our suppliers and include these elements in our commercial agreements. More precisely, in line with medmix's policies, we ask all our suppliers to sign a Supplier Code of Conduct and meet the standards set out in it. Our target is having all our direct suppliers adhere to this code by the end of 2023.**

Our policies and code of conduct include requirements on business ethics, labor and human rights, quality, health and safety as well as environmental sustainability. These are regularly reviewed and updated where applicable to further build on GEKA's responsible approach to business. In particular, we updated our policy in 2021, following suit with medmix, to enhance our commitment to human rights, including labor issues as well as the prevention of child and forced labor. Also, we refined our employment practices, including privacy, safety, supply chain, ethical conduct and access to healthcare.

As we continued to work to ensure that our suppliers share GEKA's high standards, we were able to engage all our new suppliers to use our Code of Conduct. We have also been monitoring and reviewing the performance of our suppliers on a yearly basis. Those that are found to be underperforming are asked to implement action plans, meet key targets and undergo third party audits to continue collaborating with us. In 2021, 47% of our direct suppliers have been assessed, covering 78% of our total spend. Over 65% of them were classified as good or very good.

**In addition, we perform a supplier risk assessment utilizing the following key elements:**

- Business Social Compliance Initiative (BSCI) Risk Classification
- International Labour Organization (ILO) ratification
- Criticality to replace supplier
- Turnover made with the supplier
- Availability of health and safety and/or social certifications
- GEKA's Supplier Code of Conduct

The number of vendors evaluated has grown from 252 in 2020 to 293 in 2021.

In recognition of all the measures we have implemented to drive positive change across the entire value chain, we have been awarded a 'B' Supplier Engagement Rating (SER) from the CDP in 2020 and 2021 for reducing the climate impact of our supply chain.

On top of this, our site in Germany has held a SA8000 certification for social accountability in the workplace for several years. More than 98% of employees have received specific training on the topic in 2021 and this has been extended to our supply chain.

# CHAPTER FOUR

## PEOPLE



# CHAPTER FOUR PEOPLE

We believe that people are at the core of a vibrant and sustainable business. Our highly skilled and motivated teams across the business drive our sustainability strategy. We strive to be an employer of choice within our industry and a good neighbor in our communities with flat hierarchies and a culture of mutual respect.

**GEKA and medmix as a whole are committed to creating a safe and inclusive workplace that provides learning opportunities to its staff and supports local communities. The creation of the GEKA Academy is in line with these principles.**



## Safe and inclusive workplace

**Our employees are indispensable to the success of GEKA and looking after our staff is a key aspect for us in our vision of an ethical and accomplished company. To this end, we are invested in ensuring the wellbeing of our staff, developing advanced environment, health and safety (EHS) policies, which encourage everyone to be responsible for their colleagues' as well as their own safety. Both the wider medmix group and GEKA are committed to putting processes and policies in place to prevent potential workplace accidents and our goal is to minimize the accident frequency rate (AFR) and accident severity rate (ASR) across our sites.**

In order to meet our responsibility towards all our employees, we carefully examine processes and practices related to health and safety at work. Should an incident occur, we track and evaluate it fully to understand the root causes and prevent reoccurrence. More precisely, we utilize an accountability system for root cause analysis and corrective action plans. In addition, we constantly evaluate and identify opportunities for improvement.

The EHS officers at GEKA report employee safety performance weekly to local senior leadership and manufacturing teams, while monthly proceedings are provided to top management members. Each near miss or incident leads to a specific investigation conducted by the site management team and informed by the local EHS officer. All safety data are reported in an up-to-date web-based tool and anyone in the factory can log observations via a mobile application.

In 2019, we aligned the occupational health and safety management system of our facilities in Germany with the ISO 45001 international occupational health and safety standard. We are on the way to certify our North American and Brazilian sites too in 2022.

We expanded our engagement activities aimed at promoting safety across our manufacturing facilities, with a total of 307 safety walks and 409 safety observations available in 2021. We also developed a safe behavior program focused on improving the understanding and awareness of machine operators as well as strengthening a positive, collaborative culture, where employee involvement in EHS activities is maximized.

In 2021

**307**  
Safety walks

**409**  
Safety observations

# CHAPTER FOUR

## PEOPLE



### Diversity and equity

**We are dedicated to creating an environment that is characterized by a diverse workforce and equal opportunities. GEKA is proud to have an equal share of women and men in our workplace.**

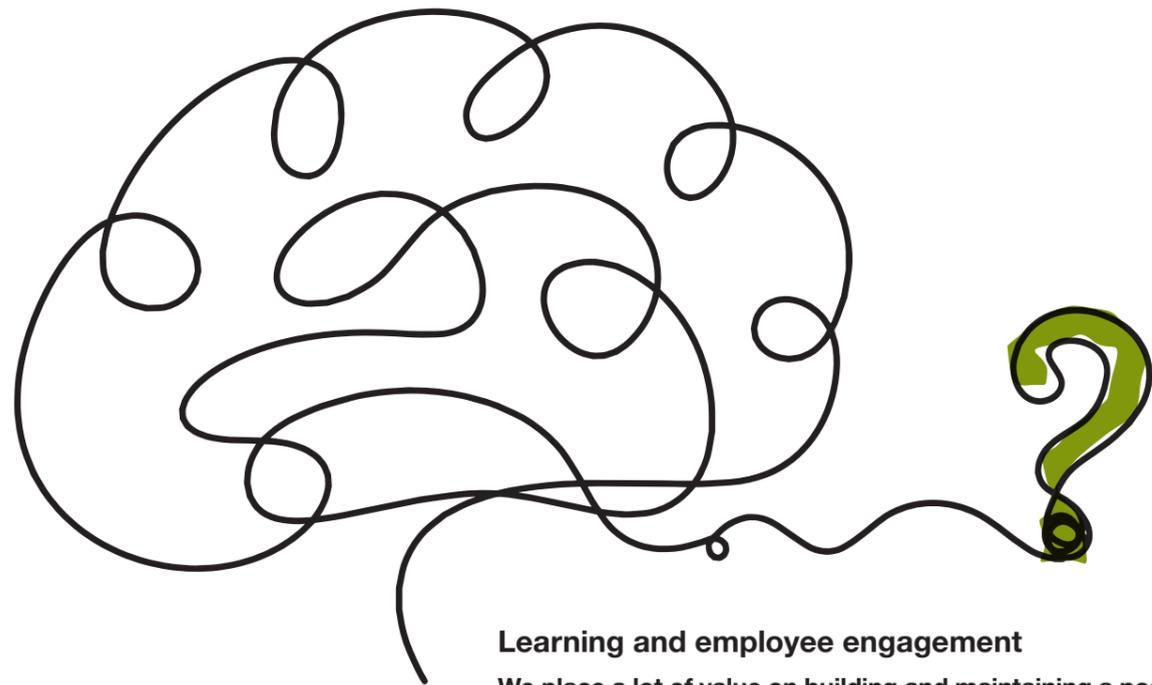
The proportion of women in management positions continues to increase, reaching 32.7% in 2021. Finally, GEKA's leadership team consists of 7 members, 3 of whom are women.

While we are pleased with our achievements, we plan to further support equity in our workforce by promoting and expanding activities to support a positive, fair working environment.



# CHAPTER FOUR

## PEOPLE



### Learning and employee engagement

**We place a lot of value on building and maintaining a positive environment for our staff, where a shared culture of diversity, inclusion and belonging are promoted. By doing this, we aim to maximize employee engagement. The approach of medmix and its brand GEKA to human resource (HR) management is shaped in line with these principles.**

We have nearly 800 employees worldwide and we want them to enjoy being part of GEKA. In effect, wherever they work, they are vital to our company's success. In addition, every single member of staff is an ambassador, helping us positively shape the communities that we are a part of.

The pillars of our strategy that help to create an engaging workplace are based on fair and equal working conditions, attractive salaries, promotion and retention schemes as well as training programs. The elements are in line with our efforts to advance and nurture high employee standards

### Employment conditions

**We believe that beneficial working conditions in an open and supportive environment are essential to the satisfaction of employees. A key element of our HR strategy to be an attractive employer globally is ensuring a suitable work-life balance and fair remuneration.**

The right equilibrium between work and personal life varies for each individual employee. This is why we offer multiple options to help our workforce create their optimal working conditions. In particular, the organization has mobile working policies in place and we accommodate flexible working hours for everyone, including teams in our operations department. We also have assistance programs in place, granting extra leave when needed, for example if family members fall ill.

In acknowledgment of our employee-oriented policies, GEKA's plant in Germany has been receiving the audit berufundfamilie® certificate since 2020 for its commitment to work-life balance and family-friendly working practices.

We also provide a range of health-oriented schemes, even in countries where there are no statutory provisions. For instance, on top of what American law requires, our site in Elgin, Illinois, offers voluntary benefits, such as contribution to employees' health saving accounts to assist with medical expenses.



# CHAPTER FOUR

## PEOPLE



### Employee engagement

**Our goal is to continue to ensure that we are an exceptional, sought-after employer, where people feel valued and empowered as part of a team. As connections come in many forms, we promote and foster employee engagement at all levels of our business through different activities. We also value feedback as a way to help shape our business, conducting regular staff surveys. Since 2019, Medmix and GEKA as a brand have conducted recurring anonymous surveys. These cover 10 relevant areas and help us to evaluate our performance and offering to employees.**

The results of the 2021 survey highlighted an increased participation rate, which rose by 27% (from 60% in 2019 to 87% in 2021).

Sustainable engagement that is based on employees' motivation to work hard, an environment that supports productivity and support for personal well being- went up by 10 percentage points to 81%. We also saw significant improvements in the scores for social responsibility, with a 15 percentage point increase over 2019.

One result of the feedback received was a new initiative to increase internal communications through different channels and report developments in our sustainability performance more frequently, as well as actions and decisions taken. In addition, in line with the insights obtained, we are working to streamline activities and implement leaner, digitalized processes and practices. Finally, we introduced the GEKA Academy in 2021 to address our staff's interest in continuous education.

Survey covering

# 10

relevant areas  
to evaluate  
company  
performance

Increased  
employee  
participation  
rate of

# 87%

in 2021

# CHAPTER FOUR PEOPLE

## Lifelong learning

**Having qualified and highly skilled employees is at the core of our success, as it gives us a competitive advantage while helping our staff utilize their full potential. This is why medmix seeks to expand and grow the capabilities of our staff through a comprehensive training offering as part of a personnel development policy. We are able to identify and develop targeted education initiatives by providing our staff access to a career management program, which involves one-to-one discussions and conversations with line managers one to three times per year. In addition to this, GEKA has its own academy dedicated to supporting further learning.**

GEKA has a long tradition of training its own staff, from entry-level, trainee positions all the way up to the executive level. In particular, in 2019 we launched an e-training facility, supported by Harvard Manage Mentor system. This covers multiple aspects of our business, including coaching, customer support, decision making, hiring and presentation skills as well as project and time management.

Among the 50 people in leading positions in the company, 25 of them started their development journey on this platform.

In 2021, GEKA created its own in-house academy, covering the following themes: leadership, digital skills, products, quality, foreign languages, communications, health, sustainability and safety. In addition to the academy, we have partnerships with local universities and schools.

For example, our factory in Elgin, U.S., collaborates with the Elgin Community College as part of a U.S. Department of Labor apprenticeship scheme. In 2021, this collaboration enabled two students to work at our facility and four apprentices were hired in 2020 and 2019.

The factory in Germany has a long history of training apprentices, and currently has 29 of them, 11 in administrative roles and 18 in technical areas. They represent approximately 4% of our entire staff at the facility. In addition, among various co-operations with higher education centers, GEKA collaborates with a local university to conduct tests on plastic materials and product conformity.

In 2021, our site in São Paulo hired three apprentices for the operations, purchasing and sales departments. This represents circa 10% of our staff on site.

Finally, in 2021, despite the challenges presented by the global pandemic, nearly 6'000 hours of training were delivered, corresponding to an average ratio of 8.4 hours per employee. 87% of these 6'000 hours were aimed at staff from operations while 13% were delivered to employees in management roles.

**6'000**  
hours of  
training  
delivered

## Support local communities

**Our success depends on the communities where our employees, partners and customers live and work. By supporting social causes and giving back to society, we are creating value for the beneficiaries of our actions as well as for our staff and our company. To this end, we encourage our teams to engage with and ask for support from GEKA and medmix for non-profit social projects close to their hearts. In particular, we aim to be involved in at least one project every year per production site.**

Across all our facilities, we offer our staff the opportunity to volunteer and help charities, schools and other non-profit community organizations. Ultimately, we offer a bottom up approach, enabling our employees to identify goals, pull together campaigns and decide on services or products to donate. In 2021, our teams went above and beyond to help their local communities, supporting six major causes and projects.

Workers at our factory in Elgin (Illinois, USA) donated the equivalent of USD 500 to PADS homeless shelter for the winter harvest. In addition, they supported breast cancer and domestic violence research by raising USD 2'400. Finally, they collected toys for the association 'Toys for Tots'.

Our employees in Bechhofen (Germany) donated food and EUR 500 to the local food bank 'Tafel Ansbach' to make a difference to members of the community with limited financial resources. As part of a separate initiative, they delivered 75'000 packs of mascara to the staff of the local hospital to show appreciation to healthcare workers for their extraordinary commitment during the Covid-19 pandemic and every day.

In Brazil, our teams supported the local association 'Casa da Mirella Toy Library', run by the non-governmental organization (NGO) 'Enfrente' by donating toys for children during the Christmas period. They also supported the 'Social Center of Cotia - Lar criança feliz' by collecting clothes and other goods for people in need.

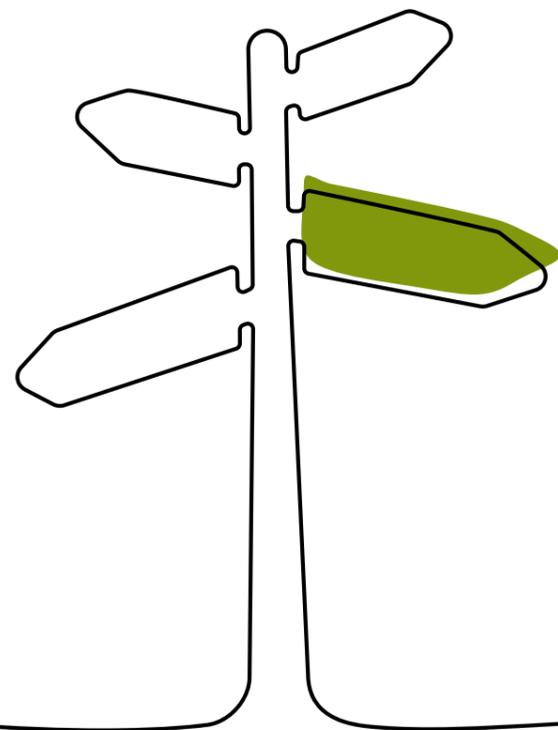
Detailed figures on health & safety and HR information from medmix's brand GEKA can be found on the GEKA website: <https://www.geka-world.com/en/downloads>



# GLOSSARY OF TERMS

## List of abbreviations

<b>AFR</b>	Accident frequency rate. Measured as number of lost time accidents x 1'000'000/worked hours
<b>ASR</b>	Accident severity rate. Measured as number of lost days x 1'000'000 / worked hours
<b>BSCI</b>	Business Social Compliance Initiative
<b>CDP</b>	Carbon Disclosure Program
<b>CHP</b>	Combined heat and power
<b>CO<sub>2</sub></b>	Carbon dioxide
<b>CO<sub>2</sub> eq.</b>	CO <sub>2</sub> equivalent
<b>CSR</b>	Corporate social responsibility
<b>GHG</b>	Greenhouse gases
<b>GJ</b>	Gigajoules
<b>HR</b>	Human resources
<b>EHS</b>	Environment, health and safety
<b>ILO</b>	International Labour Organization
<b>IPCC</b>	Intergovernmental Panel on Climate Change
<b>ISCC</b>	International Sustainability & Carbon Certification
<b>m<sup>3</sup></b>	Cubic meter
<b>NGO</b>	Non-governmental organization
<b>PCR</b>	Post-consumer recycled
<b>REC</b>	Renewable energy certificate
<b>SER</b>	Supplier Engagement Rating
<b>STBi</b>	Science Based Targets initiative
<b>T</b>	Metric tonne
<b>WRI</b>	World Resources Institute



# KEY DATA FACTS & FIGURES

## Appendix

Carbon footprint				
	Unit	2019	2020	2021
<b>Total carbon footprint</b>	T CO <sub>2</sub> eq.	49'796.6	37'568.0*	43'219.6
<b>Scope 1</b>		3'528.3	3'227.0	3'530.4
<b>Scope 2**</b>		5'066.3	3'928.2	1'843.7
<b>Scope 3</b>		41'202.0	30'413.2	37'845.2

\* Drop in 2020 is mainly explained by Covid-19 crisis.

\*\* Market-based Scope 2 emissions being considered

# KEY DATA FACTS & FIGURES

## Appendix

Specific details on carbon footprint - Scope 3				
	Unit	2019	2020	2021
<b>Total carbon footprint scope 3</b>	Scope 3 T CO <sub>2</sub> eq.	41'202.0	30'413.2	37'845.7
<b>Purchased goods and services</b>		20'327.0	16'833.0	20'414.0
<b>Capital goods*</b>		0.0	1'718.0	0.0
<b>Fuel and energy related activities</b>		2'574.0	1'874.0	1'154.9
<b>Upstream transportation and distribution</b>		7'854.6	3'989.0	7'859.0
<b>Waste generated in operations</b>		369.5	412.2	314.5
<b>Business travel</b>		682.0	186.7	10.3
<b>Employee commuting</b>		2'269.0	1'643.0	1'643.0
<b>Downstream transportation</b>		7'107.2	2'493	6'449
<b>Upstream leased assets, processing of sold products, use of sold products, end of life treatment of sold products, downstream leased assets, franchises, investments**</b>		0.0	0.0	0.0

\* Extension of Bechhofen is accounted for in the year 2020

\*\* Non applicable, as our products do not need energy to be used.

Also, our packaging products are filled by customer. It is therefore our customer's responsibility.

## Appendix

Water					
Category	Sub category	Unit	2019	2020	2021
<b>Water withdrawal by source</b>	Municipal water	m <sup>3</sup>	24'471.0	21'746.0	22'415.0
	Groundwater		3'934.0	1'654.0	0.0
	Total withdrawal		28'405.0	23'400.0	22'415.0
<b>Water discharged</b>	Municipal water treatment plant		14'043.3	10'406.6	9'038.9
	Evaporated		13'912.0	12'647.0	13'092.0
	Groundwater		425.7	280.4	284
	Surface water		0.0	0.0	0.0
	Other bodies (lawn sprinkler)		0.0	0.0	0.0
	Total discharge		28'381.0	23'334.0	22'414.9

# KEY DATA FACTS & FIGURES

## Appendix

Energy				
Category	Unit	2019	2020	2021
<b>Total</b>	GJ	132'262.7	124'379.8	109'355.3
<b>Thereof Electricity</b>		66'122.5	54'756.4	50'291.5
<b>Thereof Fossil energy</b>		66'140.2	69'623.4	59'063.7
<b>Total Fossil energy</b>		66'110.1	69'623.6	59'063.7
<b>Thereof Natural Gas</b>		58'359.9	59'098.2	57'757.8
<b>Thereof District heating</b>		6'177.0	6'811.2	0.0
<b>Thereof Diesel</b>		0.0	981.1	452.6
<b>Thereof Petrol</b>		0.0	564.3	853.2
<b>Thereof Propane</b>		0.0	0.3	0.1
<b>Thereof Fuel oil extra light</b>		1'573.2	2'168.5	0.0
<b>Total Electricity</b>		66'122.5	54'756.4	50'291.5
<b>Low carbon sources</b>		24'188.8	20'236.6	30'951.5
<b>Non-Renewable sources</b>		41'933.7	34'519.8	19'340.0

## Appendix

Waste				
Category	Unit	2019	2020	2021
<b>Total amount of waste</b>	T	782.1	1051.6	843.3
<b>Total amount of non-hazardous waste</b>		762.3	1022.3	829.6
<b>Total amount of hazardous waste</b>		19.8	29.3	13.7
<b>Total amount of waste diverted from disposal</b>		700.7	962.5	740.7
<b>Total amount of waste going to landfill</b>		61.6	72.9	64.1
<b>Total amount of waste going to incineration without energy recovery</b>		352.0	474.4	357.3
<b>Total amount of waste going to incineration without energy recovery</b>		0.0	0.0	0.0
<b>Total amount of waste going to recycling operation</b>		348.7	452.2	383.4

# KEY DATA FACTS & FIGURES

## Appendix

People - Employment contract									
Description	2019			2020			2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total number of employees by employment contract by gender - permanent contract*	360	454	<b>814</b>	304	352	<b>656</b>	338	371	<b>709</b>
Total number of employees by employment contract by gender - temporary contract**	49	44	<b>93</b>	29	41	<b>70</b>	34	47	<b>81</b>

\* Permanent contract means long term contract

\*\* Temporary means fixed term contract

People - Employment type									
Description	2019			2020			2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total number of employees by employment type by gender - full time contract*	390	391	<b>781</b>	318	286	<b>604</b>	350	304	<b>654</b>
Total number of employees by employment type by gender - part time contract **	19	107	<b>126</b>	15	107	<b>122</b>	22	114	<b>136</b>

\* Full Time = 100%

\*\* Part time is less than 100%

## Appendix

People - Parental leave									
Description	2019			2020			2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Total number of employees that were entitled to parental leave, by gender	360	454	<b>814*</b>	304	352	<b>656*</b>	338	371	<b>709*</b>
Total number of employees that took parental leave, by gender	49	44	<b>93*</b>	29	41	<b>70*</b>	34	47	<b>81*</b>

\* Active parental leave in December of the year

An explanation of how the data have been compiled:

Data have been extracted from internal reporting software and Qlick Sense queries.

# KEY DATA FACTS & FIGURES

## Appendix

People - Training									
Description	2019			2020			2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Average hours of training that the organization's employees have undertaken during the reporting period, by: gender.	4235.9	5235.1	<b>9471.0</b>	1172.6	1371.4	<b>2544.0</b>	2790.5	3115.5	<b>5906.0</b>
Average hours of training that the organization's management have undertaken during the reporting period. *	NA	NA	<b>1265.6</b>	NA	NA	<b>344.5</b>	NA	NA	<b>733.0</b>
Average hours of training that the organization's non-management have undertaken during the reporting period. *	NA	NA	<b>8205.4</b>	NA	NA	<b>2199.5</b>	NA	NA	<b>5173.0</b>

\* Granularity information per gender is not available

## Appendix

People - Performance									
Description	2019			2020			2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Percentage of total employees by gender category who received a regular performance and career development review during the reporting period	100%	100%	<b>100%</b>	100%	100%	<b>100%</b>	100%	100%	<b>100%</b>

# KEY DATA FACTS & FIGURES

## Appendix

People - Diversity									
Description	2019			2020			2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Percentage of employees by gender	45.1%	54.9%	100%	45.9%	54.1%	100%	47.1%	52.9%	100%
Percentage of employees less than 30 years old	11.5%	9.2%	20.7%	11.8%	9.6%	21.4%	10.3%	8.0%	18.3%
Percentage of employees between 30 and 50 years old	21.4%	27.3%	48.7%	22.6%	26.4%	49%	24.6%	26.3%	50.9%
Percentage of employees greater than 50 years old	12.2%	18.4%	30.6%	11.4%	18.0%	29.4%	12.2%	18.7%	30.9%
Percentage of senior management at significant locations of operation that are hired from the local community. *	N.A.	N.A.	86.0%	N.A.	N.A.	83.0%	N.A.	N.A.	84.0%

\* Granularity per gender is not available

### Definitions:

#### The definition used for 'senior management'

Employees at medmix level 7 and higher are categorized as 'Senior management'.

#### The definition used for 'significant locations of operation'.

The most significant location for our operations is: Germany, as our Bechhofen facility represents more than 90% of the total GEKA staff.

#### The organization's geographical definition of 'local'.

Definition of local: People living in the country of the facility.

## Appendix

People - Diversity									
Description	2019			2020			2021		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Percentage of women in management position	70.0%	30.0%	100%	68.3%	31.7%	100%	67.3%	32.7%	100%
Percentage of women and men overall	45.1%	54.9%	100%	45.9%	54.1%	100%	47.1%	52.9%	100%
Percentage of workers with declared disabilities *	N.A.	N.A.	3.2%	N.A.	N.A.	3.9%	N.A.	N.A.	3.5%

\* The numbers represent only voluntary disclosure  
Granularity per gender is not available

# KEY DATA FACTS & FIGURES

## Appendix

Safety			
Description	2019	2020	2021
AFR	4.3	4.3	4.8
AFR acceptance	7.0	4.5	3.0
ASR	26.5	35.9	46.5
Total amount of safety walks	296	277	307
Total amount of safety walks vs. target	46.5%	73.4%	112.0%
Total amount of safety observations	111	518	623
Total amount of safety walks vs. target	44.0%	111.0%	182.0%

## Appendix

### Participation & Consultation

**Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees**

*All our factories have a health and safety committee, including different functions and by different level of responsibilities. The type of employees represented belong to different divisions, including HR, Engineering, Quality, inspection, logistics, HR, productions employees, quality, ESH, safety delegates (where present), occupational doctor (specific to Germany) as well as members of the worker council (specific to Germany), General Manager (specific to Germany). The meeting frequency is on a monthly basis or, for Germany, quarterly. The committee has some authority to take decisions but needs to consult with the local General Management team if this is not present during the meeting. The type of subjects relates to occupational health and safety, as well as ESH training, projects, absenteeism, audit planning and results, review of accidents and lessons learnt as well as review of reported observations, maintenance and repair activities, fire safety.*

### Medical services

**An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.**

*Specifically for Germany, there is a company doctor who provides mandatory and additional check-ups for employees only. Contractors and agency workers are excluded from these services, as they have other employers. Also, a health insurance is provided to employees. Specifically for Brazil, a health insurance is available at no cost for employees. Specifically for the USA, a health insurance is provided to a certain extent.*

### Health services

**A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.**

*The Brazilian and German sites offer lectures on health, environment, quality of life, safety and other, non work-related diseases, on a regular basis. Also, they offer also influenza vaccines on a yearly basis. The German site also offers professional massages that can be booked to take place during working time.*

# KEY DATA FACTS & FIGURES

## Appendix

### Collective bargaining

#### Percentage of total employees covered by collective bargaining agreements.

*There is no collective bargaining at any of our sites, but our Brazilian and German sites have a worker council as per local law and the Brazilian employees are under the collective union agreement by law.*

### Partnerships

#### Describe any partnerships with schools, universities, industries:

*German site: We cooperate with different schools/universities and the Mayor of Bechhofen, providing e.g.:*

- Internships for students, to show them options for working at GEKA*
- Participation in school/university job/apprenticeship exhibitions*
- School visits to make e.g. application training to support students for a good start in their business life*

*Schools/universities: e.g. school in Bechhofen, Herrieden, Wassertrüdingen, Dinkelsbühl, Ansbach; university Triesdorf & Ansbach*

*On top of our collaborations with local institutions (e.g. Mayor of Bechhofen; local red cross, local fire department; local sports clubs)*

*Brazil site: Partnerships with Escola Técnica - SENAI and Fundação Getulio Vargas University and FIA University*

*American site : Partnership with local university*