

# SATIS&FY

satis&fy AG \ Industriegebiet Dögelmühle \ 61184 Karben

## CSR at satis&fy

Our responsibility towards People, the Environment and Society

For several years now, satis&fy has been committed to an ecologically correct and responsible execution of events, because our industry still has many imperfections. For us, the goal of making an event more sustainable is our contribution to a liveable future, which does not have to forgo events, trade fairs and presentations. Ecological and social thinking are also firmly anchored in our corporate culture. For many satis&fy employees, sustainability has always been a requirement in their daily activities. Since 2010 there is a corporate guideline (No. 17) that summarizes our way of thinking and is at the heart of our attitude:

**satis&fy is committed to the community, the environment and the future:**

*Companies, teams and members – we all love and live sustainability, but we do not preach it. With exemplary behaviour and well-thought-out use of materials, we try to convey our point of view to those around us and inspire others to do so. This is our way of achieving consistently sustainable project execution.*

Sustainability is a continuous process of improvement that can never be fully completed. We want to actively take responsibility and make a constructive contribution to our employees and the common good. For us, sustainability is maximizing profit for the future of our society, our spirit, the environment and profitability.

It is the way to create more value that everyone benefits from. In the following CSR declaration, we want to provide a transparent and comprehensive insight into our sustainability strategy, in which we describe the goals satis&fy pursues regarding responsibility towards people and the environment.

If you have any questions or comments, please feel free to contact us at [csr@satis-fy.com](mailto:csr@satis-fy.com)

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### **Community activities, Common Good and Sponsorship**

As far as we can, while ensuring our operational processes, we support cultural activities if they correspond to the spirit of an open and fair society and our image of the common good. Satis&fy supports social and cultural projects as well as universities with expert knowledge, services, logistics or infrastructure. Employees can also use company resources outside of work hours to pursue community and social support goals, depending on their needs and availability.

### **Occupational Safety**

The health and safety of our employees, customers and other parties involved is very important to us. That is why we take all legal regulations on health and safety at work seriously and actively require everyone to comply with them in every work process. We take all measures to avoid dangers and risks. The risk assessments of the activities in advance, the documentation and evaluation of accidents at work, the involvement of occupational safety experts and the necessary training should ensure the best possible protection. Occupational safety is achieved for all levels of business conduct through the role model function and the willingness of employees to take on responsibility. In the interest of the health and safety of all employees and visitors, every employee must comply with applicable laws, regulations and standards for occupational safety at their workplace. Furthermore, we have been involved in the event technology test center DPVT ([www.dpvt.org](http://www.dpvt.org)) since its foundation and are continuously certified in the field of occupational and event safety.

### **Sustainability and Environmental Protection**

We understand sustainability as the influence of all ecological, economic, social and cultural impacts that we generate through our actions. As part of our sustainability management, our core task is to determine and analyse these effects. We develop measures that lead to long-term sustainable and socially accepted effects. Therefore, we define sustainability as the improvement of our economic activity through environmental, social and ethical approaches. In our sustainability strategy, we describe the way in which we want to achieve these goals. Environmental and resource protection play a special role in our industry, which is why we have implemented our own environmental management system to continuously improve our processes.

The basis for all measures and environmental objectives is:

- We are committed to complying with all applicable legal provisions and their requirements that relate to our environmental aspects.
- We are committed to avoiding environmental pollution.
- We are committed to continuously improving our environmental performance.

Internal company guidelines regulate the handling of environmentally relevant substances and products and organize the work processes to improve the environmental impact of satis&fy AG in all areas. Our goal is resource-saving management as the basis of a sustainable corporate policy.

### **Environmental Goals**

We want to contribute to achieving international, European and national sustainability and environmental protection goals. Compliance with the Paris Climate Agreement is a central concern of ours, for this we want to bring the climate target down to our individual actions and, in the medium term, contribute at every point to achieve the 1,5 °C- target. The company's 2019 fiscal year is considered the reference year for measuring target achievement.

By 2030, across the group we aim to:

- Halve our CO2 emissions; for us, reducing and avoiding takes precedence over compensation,
- consolidate the share of renewable energy resources in the power supply to 100%,
- stabilize the recycling rate of our waste to at least 90%,
- halve the use of resources in all areas,
- reduce water consumption by 30%,
- reduce the use of hazardous substances and emissions from them by 75%.

### **Circular Economy**

In the future, our goal is to, where possible, consistently include sustainable products and services in our portfolio. The environmental relevance of the purchased products plays a key role in the entire life cycle. The best possible resource efficiency in a product comparison is a given purchase criterion.

We also want to ensure that no critical substances are present or can arise throughout the supply chain. Our aim is to ensure that the materials used are recyclable and remain in the value chain. Our long-term goal is to make the entire supply chain more sustainable in the future. Every employee is required to handle the material carefully to ensure that it can be reused or to keep it in the raw material cycle. When dealing with the products and recyclable materials, we closely follow the legally established waste hierarchy of the Recycling Management Act:

1. Avoidance of material usage
2. Reuse of used materials
3. Recycling of valuable materials after use
4. Thermal recycling or other high-quality recycling of valuable materials
5. Disposal of recyclable materials as the last disposal route

Our medium-term goal is the stringent development of "cradle-to-cradle" cycles of the materials used.

### **Equal Treatment and Diversity**

Cultural and social diversity is an asset for any modern society. For a modern international company like satis&fy AG it is also an existential must. For this reason, we pay great attention to the topics of diversity and inclusion. An employee centrally collects the issues surrounding these topics, bundles information for exchange with the board of directors and works out optimizations with those involved to remove or overcome obstacles.

For all employees and organizations of satis&fy AG, equality and equal treatment of men and women is a matter of course, which we demand from all parties involved in all levels and processes. Naturally, due to the different activity structures with partly heavy physical work, there are teams with a very low proportion of women, but we want to give all women the opportunity to work without restrictions. Equitable pay with equal treatment for men and women is sought in all areas.

Discrimination on the grounds of race, ethnic origin, gender, religion, ideology, disability, age or sexual identity is prohibited.

This particularly applies to dealings with colleagues, employees and business partners as well as when hiring, promoting or dismissing employees.

To further promote inclusion, satis&fy AG consciously procures products and services from organizations or companies in the non-profit sector. In instances of free purchases and product tenders, non-profit-making goods are given preference where possible.

Satis&fy AG and all its affiliated organizations are bound by the General Equal Treatment Act and its principles. Discrimination of any kind is not tolerated at any level at satis&fy AG and immediately leads to disciplinary measures as a compliance violation. The responsibility for this lies with the team leaders, all managers and the human resources department.

This declaration is binding for all departments and branches of satis&fy AG.

**Nico Ubenauf, CEO satis&fy**

Karben, February 2020