



SIMONA

SIMONA AG

Environment – Energy – Social Responsibility

GLOBAL THERMOPLASTIC SOLUTIONS

We take responsibility.

As a company, SIMONA is aware of its responsibilities towards people and the environment. At SIMONA, environmental, social and energy-related issues are key elements to have been integrated into the decision-making and action structures of our entire management system.

We are committed to the continuous improvement of our processes for the purpose of protecting resources and the environment. In this context, we make a point of informing our employees at all levels about environmentally friendly, energy-efficient and community-focused behaviour. Indeed, through their efforts they have become instrumental in the ongoing improvement of SIMONA's quality, environmental and social performance, thus helping to make our everyday lives more sustainable, fairer and more worthwhile.

Environment

SIMONA products play a pivotal role in delivering sustainable solutions to challenges faced by modern society. Due to their low weight, our products can help to reduce emissions from vehicles and aircrafts. At the same time, their high chemical resistance ensures safety at chemical and industrial plants. Additionally, durable piping systems engineered by SIMONA can be used to collect, process and transport valuable drinking water.

Sustainability is also considered a strategic goal when it comes to our production processes. Production-integrated environmental protection is of considerable importance when planning new manufacturing processes and applying specific fabrication methods. A large proportion of production waste is returned directly to the production process. Only around 2% of such waste material has to be disposed of with the help of professional recycling measures.

Environmental management at SIMONA is certified in accordance with DIN EN ISO 14001.

SIMONA contributes to various environmental initiatives. One of them is "Zero Pellet Loss", which forms part of a global initiative by the plastics industry. Through this initiative, SIMONA also participates in projects aimed at combating marine litter.

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Energy

We pursue specific measures aimed at raising energy efficiency and scaling back emissions. Energy management at SIMONA is certified in accordance with DIN EN ISO 50001.

SIMONA contributes to an initiative by the name of "Energieeffizienz-Netzwerk der IHK Koblenz Süd" (Energy Efficiency Network of the Koblenz South Chamber of Industry and Commerce) and helps to achieve the climate and energy policy goals of the Federal Republic of Germany.

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Social and employee-related matters

Code of Conduct: In embracing the principles set out in our Code of Conduct, we support international diversity, advocate equal opportunities and demand mutual respect from our employees. SIMONA has appointed a Compliance Officer to ensure the effective implementation of its internal compliance system aimed at preventing corruption and bribery.

Health and safety at work: The "Vision Zero" concept put in place by SIMONA is aimed at actively and permanently reducing the number of work-related accidents. We also promote the fitness and health of our employees worldwide through numerous initiatives (health days, provision of fresh fruit, etc.).

Staff satisfaction: We conduct surveys among our employees on a regular basis for the purpose of improving staff satisfaction.

Developing talent: SIMONA invests in the education of young people by offering school sponsorships, supporting MINT programmes and working in close cooperation with local colleges and universities. In "SIMONA Nachwuchsförderkreis" (Talent Promotion Circle), we have also created an international programme aimed at developing talent among young professionals within our company.

Social engagement: We support social, cultural and aid-related projects around the globe. In addition, the foundation Dr. Wolfgang und Anita Bürkle Stiftung, as a major shareholder of SIMONA, is committed to addressing social issues in the Kirn region.

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Environmental protection



Environmental protection measures

A certified environmental management system in accordance with the requirements of DIN EN ISO 14001 forms part of SIMONA's central policies. This international standard for environmental management systems is designed to give certified companies a framework for protecting the environment and responding to changing circumstances in compliance with socio-economic requirements. The systematic approach promoted by the standard furnishes information that fosters success in the long term and opens up opportunities that contribute to sustainable development.

SIMONA has adopted an environmental management system at its sites in Kirn and Ringsheim in Germany and Litvinov in the Czech Republic and ensures compliance with its requirements through surveillance and recertification audits.

SIMONA manages its fire risk through preventive fire protection measures: regular maintenance for its extinguishers, inspections conducted with the insurer and fire service,

a dedicated set of fire protection regulations and annual staff briefings. Accident-related risk is managed with regular checks and maintenance of plant and equipment, structural measures such as retention basins, collecting pans and sealed floors and by storing hazardous substances in compliance with the law. SIMONA follows fixed emergency plans in the event of an accident, carries out weekly, semi-annual and annual maintenance and tests the leak-tightness of its oil separators every five years. Test and inspection intervals are complied with and emissions are measured regularly.

SIMONA disposes of waste that cannot be returned to the production cycle in accordance with the provisions of the German Circular Economy Act (Kreislaufwirtschaftsgesetz). Waste is mainly recycled in-house or passed on to external recycling firms. All waste disposal companies used have been certified and are authorised in accordance with the relevant statutory provisions. Staff receive regular training on preventing, recycling and disposing of waste.



We love plastics. And our environment. In introducing a comprehensive environmental management system, we have committed ourselves to protecting the environment. This includes a framework within which we define ecological targets that will help us act in a manner that is resource-efficient and environmentally friendly.

Reducing waste as a percentage of production volume is one of the company's key objectives. This figure currently stands at below two per cent.

SIMONA manages risks associated with the environmental footprint of the raw materials it uses by carefully selecting resource suppliers based on the certifications they have obtained (origin, observing blacklists), substituting hazardous substances right from the research and development stage and complying with applicable legislation governing the use of hazardous substances. SIMONA provides its customers with regular updates on the correct ways to use, recycle and dispose of its products and the waste that is generated when these products are processed further.

Product characteristics, key data and safe storage and processing instructions are listed in material and safety data sheets for each product, which are available online.

The risk of non-conformance with product properties is managed with a dedicated quality assurance system, which sets out testing and inspection plans for all products.

Additionally, durable SIMONA products help to deliver effective solutions in response to market challenges, e.g. with regard to environmental engineering and utilities.

Contribution to environmental protection initiatives

SIMONA is a member of "Null Granulatverlust" (Zero Pellet Loss), a campaign by pro-K Industrieverband für Halbzeuge und Konsumprodukte aus Kunststoff e.V. It forms an integral part of an environmental initiative by the plastics industry, to which associations of plastics manufacturers from around the globe contribute.

Under the headings "Zero Pellet Loss" and "Operation Clean Sweep", member companies and associations work together to prevent the loss of plastic granulate along the entire supply chain. As a subproject of the global "Marine Litter Solutions" initiative, "Operation Clean Sweep" has its focus on the avoidance of marine litter. Thus, SIMONA is also involved in projects aimed at combating marine pollution through plastic waste.

SIMONA is an active member of VinylPlus, an organisation that focuses on improving sustainability within the PVC supply chain.

In addition, SIMONA is a co-initiator and holder of the PVC quality mark issued by Industrieverband Halbzeuge und Konsumprodukte aus Kunststoff e.V. (pro-K). Those entitled to use the mark have committed themselves to specific quality standards, in addition to delivering the best possible manufacturing expertise and a premium-quality service.

We support:



Products for safety-critical and eco-specific applications

"Life is diversity" – as a manufacturer of thermoplastic products, SIMONA is fully aware of this. Embracing this philosophy, we have therefore developed new solutions tailored to the requirements of the energy and water utilities sector as well as products for safety-critical and eco-specific applications.

With the help of innovative products and materials we are making a committed contribution to the sustainable management of resources. In this context, the safety of humankind and the environment is always a key priority.

Water treatment

Against the backdrop of an expanding global population, the effects of climate change and the associated decline in rainfall, the reliable provision of clean drinking water around the globe is becoming more and more challenging. For the chemical industry, too, water is considered an indispensable resource, e.g. for coolants, solvents and detergents.

The global supply of water consists of 97 per cent salt or brackish water. Therefore, it is logical that these sources should be used for the supply of drinking water. Piping systems made of SIMONA® PE, PP, PVDF and ECTFE are deployed worldwide at seawater desalination and water treatment facilities. They help to process water, and transport it safely without leaks, in addition to reducing impurities and making salt water drinkable.

Air purification

With a share of approximately 95 per cent, modern agriculture is the main emitter of ammonia, an air pollutant, in Germany. Through acidification and eutrophication (nutrient enrichment), ammonia itself and the ammonium produced after conversion can cause considerable damage to land and water ecosystems and thus have a direct impact on biodiversity. In addition, germ-containing odours and particles are released in animal husbandry.

Exhaust purification systems (air scrubbers) are used to filter out ammonia, odours and dust. SIMONA® Twin-Wall Sheets combine the advantages of innovative lightweight design with the benefits of high chemical resistance and a long service life – the perfect choice for the construction of air scrubbers.

In addition, our flame-retardant piping systems are used in chemical and pharmaceutical plants, where they allow the safe discharge of polluted air and aggressive gases.

Reduction of emissions

Vehicles and aircraft should be efficient, safe, reliable and comfortable. Specially developed for interior design applications in the transport sector, plastics from SIMONA and our subsidiaries SIMONA Boltaron and SIMONA PMC are a compelling proposition due to their low weight – making cars and aircraft lighter and thus helping to reduce emissions.

Energy management

Measures to improve our energy footprint

SIMONA has been operating with a certified energy management system since 2011; it complies with the provisions set out in DIN EN ISO 50001. This international standard for energy management systems is designed to help certified companies to develop systems and processes to become more energy-efficient. Adopting a systematic approach in order to introduce, implement, maintain and improve an energy management system is intended to enable companies to continuously improve their performance as regards energy management, energy efficiency and energy saving.

The standard sets out requirements governing the supply, use and consumption of energy, including measurement, documentation and reporting as well as practical design and procurement rules for facilities, systems, processes and personnel that consume energy.

SIMONA has adopted an energy management system at its sites in Kirn and Ringsheim in Germany and Litvinov in the Czech Republic and ensures compliance with its requirements through surveillance and recertification audits. In 2018, the energy management system was successfully recertified to the relevant standards (ISO 50001:2011 (ISO 50003)).

SIMONA has put in place specific measures to raise energy efficiency, for example by implementing a sustainable lighting concept for our production premises. The company assesses its energy consumption and efficiency by means of energy performance indicators (ENPIs), which compare consumption data with the relevant production volumes. Key objectives in the field of energy management are increasing energy efficiency and cutting consumption.



Permanent energy savings are only possible through permanent energy management. By implementing an energy management system according to DIN EN ISO 50001 within our company, we have paved the way for the responsible use of energy.

Membership in energy efficiency network

SIMONA is a member of the Energy Efficiency Network of the Koblenz Chamber of Industry and Commerce. It brings together a group of companies with considerable energy requirements and a joint commitment to reducing operational energy consumption. The energy efficiency initiatives include analyses of potential conducted at the respective member companies, the formulation of network goals and the determination of concrete action plans. The members benefit from the mutual exchange of knowledge.

In contributing to the network, SIMONA AG helps to achieve the climate and energy policy goals of the Federal Republic of Germany.

Products for sustainable energy production

As a renewable and versatile source of energy, biogas meets the full range of requirements relating to safety and environmental compatibility. Organic substances such as slurry, manure, green waste, silage and grain are used sensibly. SIMONA produces plastic pipes and fittings that combine high corrosion resistance with UV stability. Their durability makes them the perfect components for biogas installations.

Thanks to their high purity and chemical resistance, SIMONA high performance plastics can also be used in wet benches for the production of photovoltaic systems, thus supporting the expansion of renewable energies.

Social and employee-related matters



Code of Conduct

SIMONA's employees are a key pillar of its success. This is enshrined on several levels in our Code of Conduct, which applies equally to employees, line managers and senior executives at all SIMONA companies. We are committed to upholding internationally recognised human rights and have imposed a binding obligation to safeguard these rights. We support international diversity, advocate equal opportunities and demand mutual respect from our employees. Factors that are a potential source of discrimination such as gender, background, religion or sexual orientation are not considered when the company makes decisions. We wholeheartedly reject any form of forced or child labour and expect our business partners to do the same. We are continuously developing our approach. Following the introduction in 2015 of statutory regulations governing target figures, SIMONA set itself the target of appointing female executives to 20 per cent of positions at the level below the Management Board.

As this target was met at the first scheduled date of review, a new target of 25 per cent was set in 2018.

Without exception or restriction, SIMONA undertakes not to give any illegal gratuities to its staff, advisors, commercial representatives, agents or similar third parties or to receive any such gratuities. SIMONA has issued policies for avoiding bribery and corruption in respect of various areas and everyday situations with which its employees could be confronted. Under some circumstances, breaches of the ban and related policies can be serious offences that can cause the company financial damage as well as significant damage to its reputation. They will also give many of our contractual partners grounds to terminate their cooperation. Finally, they can also lead to the company being excluded from bidding for public tenders in Germany and abroad. Spotting risks early is a key criterion in preventing compliance breaches.



We specifically promote and support aid projects in the respective regions of our company sites, in addition to collaborating with universities and offering school sponsorships. Within our company, diversity, equal opportunities and mutual respect are key principles to which we have committed ourselves.

The specific compliance risks to which SIMONA is exposed are determined, analysed and updated systematically in an annual process. Appropriate preventive measures are formulated and introduced as and when new risks emerge. Checks as to whether the subsidiaries are complying with the regulations on preventing bribery and corruption are performed by means of regular site audits, including inspecting accounts and cash holdings. SIMONA has appointed a Compliance Officer to ensure the effective implementation of its compliance system. SIMONA allows both staff and external third parties to report breaches of the ban on bribery and corruption to the Compliance Officer anonymously. Rather than following or being based on any national or international standards, the company's system for combating bribery and corruption is structured in line with the individual requirements and risk situation within the organisation.

Occupational health and safety

The health and safety of our employees is a top priority. With this in mind, SIMONA introduced "Vision Zero" with the aim of permanently reducing work-related accidents within the company as part of a multi-year concept. It consists of an extensive range of individual measures. The execution of these measures was also defined as a target in the Balanced Scorecard for the European sites. All occupational accidents are logged in reports by the health and safety officers appointed by the company before their causes are analysed and preventive action is determined based on this analysis.

SIMONA AG has also set up a cross-departmental healthcare team geared towards keeping staff healthy. SIMONA aims to make a contribution to the health and fitness of all its employees worldwide through a variety of activities such as annual health days, free provision of fresh fruit, back exercises for employees and a subsidy for gym memberships.

Staff satisfaction

SIMONA regularly seeks its employees' opinions in anonymous staff surveys and uses the results to devise tangible measures to improve staff satisfaction. To a large extent, the SIMONA companies located in Kirn have already implemented performance appraisals or plan to introduce them fully in 2019. In the commercial area they are, in part, already organised on the basis of a skills matrix. This set-up allows every employee to be shown the requirements of their position and the extent to which they themselves are meeting these requirements. Training needs are determined based on these annual PDRs. Feedback from training courses attended are evaluated systematically. Within the SIMONA companies, the flow of information to staff is guaranteed by the SIMONA intranet, a noticeboard system, departmental get-togethers and regular shift training and company meetings.

SIMONA recognises the right of all its employees to be represented on, in and by trade unions and to form staff committees. There are long-established employee representatives at the German sites: at the Kirn site the workforce is also represented by the IGBCE.

Developing talent

We invest in promoting suitable young talent and regularly participate in joint projects with schools and universities. In addition to supporting MINT programmes, this also includes the establishment of regional school sponsorships that establish a network between students, teachers and companies. The focus here is on activities such as internships for schoolchildren, company tours, information events on career choices and job application training. As well as training, applicants who fit the criteria can look forward to a dual-degree course, subsidised training to fit around their existing work commitments (part-time degree) or a placement at one of the foreign sites run by our subsidiaries. SIMONA AG maintains partnerships with universities in Ludwigshafen, Darmstadt and Mainz in order to offer these dual work/study and part-time degrees.

Another important component of HR development at SIMONA is the SIMONA Talent Promotion Circle. The internationally staffed development programme prepares talented young professionals in the company over a period of two years for the assumption of more senior management tasks. We believe in our employees and this programme is indicative of our efforts to fill management positions from our own ranks.

Social commitment

As a company, SIMONA bears responsibility for the development and appeal of the cities and communities where it is based and takes social matters into account. We are committed to supporting social, cultural and aid projects at the company's sites around the globe. The due diligence processes implemented as part of this philosophy lay down responsibilities and workflows for selecting the institutions, projects and initiatives to be supported and how much support each is to receive. The promotion of institutions and initiatives that are committed to the interests of children and young people is particularly important to us. In recent years, we have regularly supported kindergartens and primary schools as well as sports programmes for young people with donations in cash and in kind.

At the Kirn site, the foundation Dr. Wolfgang und Anita Bürkle Stiftung, SIMONA AG's major shareholder, also makes a committed contribution. The foundation focuses on promoting education and healthcare, endangered species and animals in general, art and culture, development aid funding and charitable causes relating to social welfare facilities.

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