

# Sustainability Report 2024



## Foreword by the Managing Director

Companies can only be successful if they are innovative and actively engage in improvement processes. We are constantly questioning the status quo. We see this as an opportunity to continuously develop ourselves in terms of quality, service and technology, and to develop forward-looking solutions.

For us as a company, it goes without saying that we take responsibility for our society. We are aware that our business activities place stress on our environment and are aware of the planet's limits. We see this contradiction as a challenge. This is our mission and motivation to minimise our ecological footprint. We can only preserve our livelihoods for future generations if we operate in a resource-efficient manner.

Our corporate culture has a decisive influence on the conduct of all managers and employees. We want to maintain open communication and goal-orientated cooperation.

We want to develop in a sustainable and balanced way. Sustainability is a top priority for us!

I hope that reading this first sustainability report from PTFE NÜNCHRITZ will provide you with interesting insights that will encourage you to engage in dialogue with us.

Glaubitz, 30 April 2025

Thomas Vogt  
Managing Director



## About this report

PTFE NÜNCHRITZ is not subject to any corporate social responsibility (CSR) reporting obligations. We report voluntarily to inform our stakeholders about our commitment to sustainability and to maintain a lively dialogue with them.

This report is based on the Global Reporting Initiative (GRI) G4 guidelines and is created for the 2024 reporting period.

Figures, data and facts are used wherever possible. If it is necessary to work with estimates in exceptional cases, we will explicitly point this out.

This report is intended to provide a fact-based and transparent account of our company's efforts towards a more sustainable future. In future reporting periods, we aim to present trends over the years to clearly demonstrate improvements, while making visible where we need to do more.

We will be happy to answer any questions you may have about this report:

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## Responsible corporate governance

For us, responsible and sustainable corporate governance includes

- ✓ maintaining our company in the long term and securing jobs,
- ✓ ensuring that employees are healthy, capable and motivated at all times,
- ✓ respecting ethical and social principles as well as human rights at all times,
- ✓ maintaining intensive and lasting relationships with customers and suppliers for mutual benefit
- ✓ while keeping environmental and climate protection in focus at all times.

Occupational safety, health protection and respect for human rights are a matter of course for us and are also demanded by our suppliers.

We are a member of the Gesamtverband kunststoffverarbeitende Industrie e.V. (GKV; German Association of the Plastics Converters) and have committed ourselves to complying with the GKV's Code of Conduct.

### Our sustainability organisation

Our organisation is characterised by a lean hierarchy.

We have had a Sustainability Officer since 2023. With her support, we are purposefully taking the necessary steps towards the sustainable orientation of our company.

The endeavours of our employees – and above all, our managers – are supported in individual issues by the respective officers for quality, environmental, occupational health and safety, and energy management, the waste management officer, the fire safety officer and the occupational safety specialist.

### Our sustainability strategy

We are committed to the 17 Sustainable Development Goals (SDGs) of the United Nations<sup>1</sup> and contribute to their implementation through our actions.



<sup>1</sup> <https://sdgs.un.org/goals>

To implement SDGs that are applicable to us, we have identified our stakeholders and key issues, and defined strategic and operational goals, key indicators and measures for them. These are continuously updated.

The fundamental strategies we adopt in the fields of action for sustainability are outlined in Figure 1. We have based this categorisation of our position on the following guiding criteria:

- (legal) necessity
- economic impacts
- market-related opportunities.

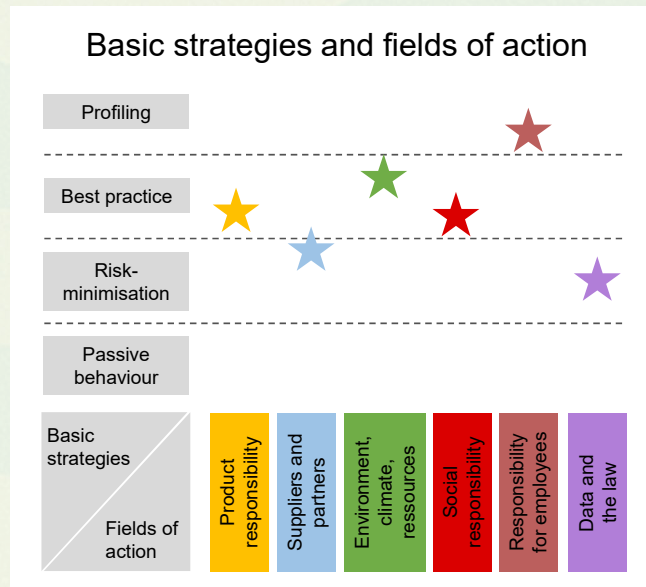


Figure 1: Our position in the individual fields of action for sustainability<sup>2</sup>

In the area of environmental and climate protection, we prepared the first greenhouse gas balance for Scope 1 and Scope 2 in 2024. The intention is to develop a climate protection strategy on this basis.

We will then intensify our activities in the supply chain.

# Stakeholder- and materiality analysis

## Our Stakeholder management

In order to gain a better understanding who has what expectations of our company, we have listed our stakeholder groups and rated them individually according to the degree of interest in PTFE NÜNCHRITZ on the one hand, and the ability to influence PTFE NÜNCHRITZ on the other. The result is shown in the influence-interest matrix in Figure 2. According to this, our most important stakeholders are our customers, our employees and our company owner Dirk Höfert. We maintain an intensive, regular and collaborative dialogue with these individuals and groups. We base our actions directly on this. However, we are also particularly interested in two other stakeholders: The pro-K association of the plastics industry and the municipality of Glaubitz. We therefore also asked them about their expectations of PTFE NÜNCHRITZ.

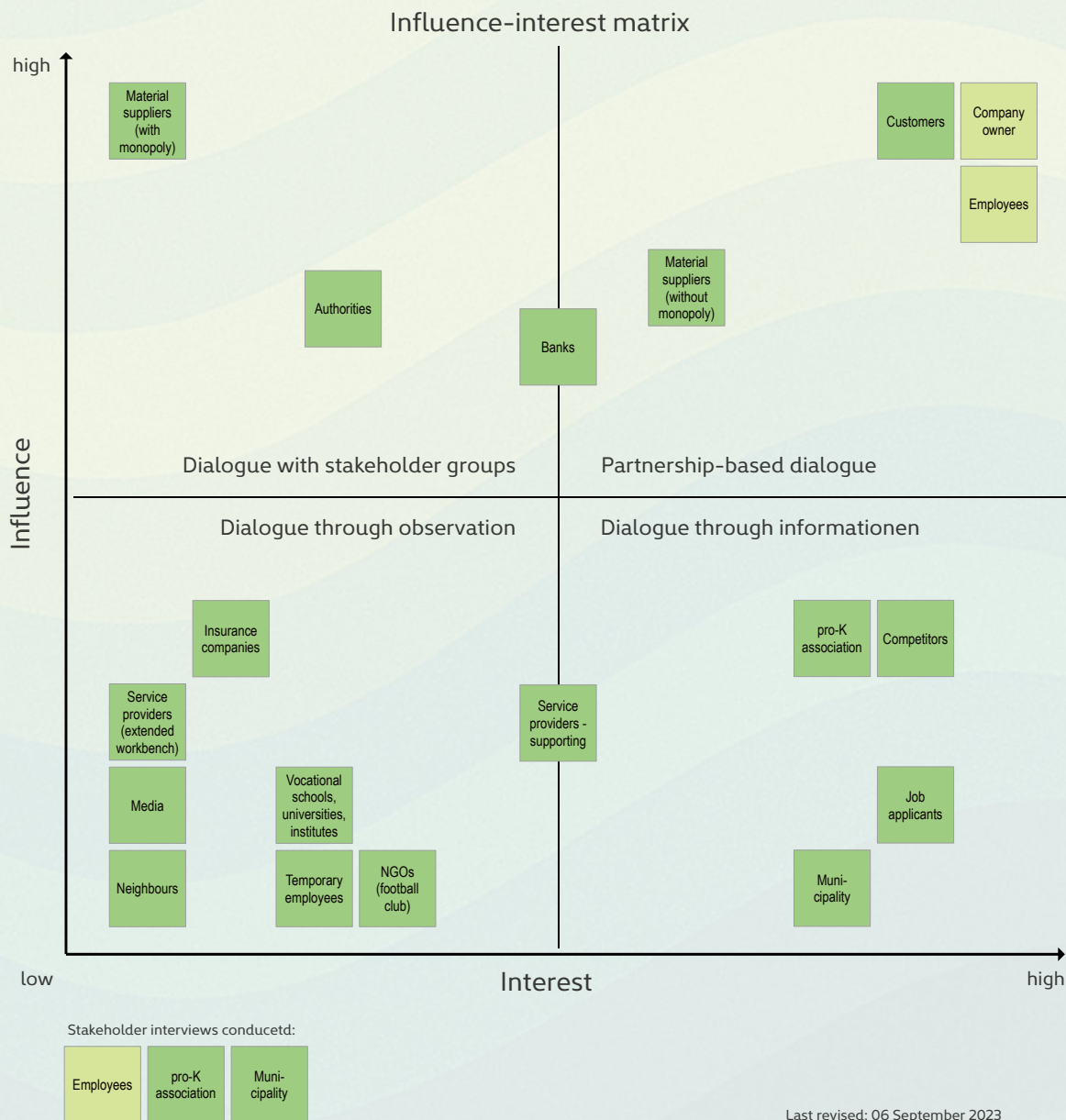


Figure 2: Stakeholder map

We must manage to remain economically viable in our endeavours to protect the environment. We can then produce competitively with neighbouring countries. As far as working conditions are concerned, they are really very good for the employees at PTFE.

Toni Bielich, Head of Department for Semi-Finished Products Production

Our customers are very interested in what we can demonstrate in terms of sustainability. They ask for certificates and data on human rights and climate protection. I hope that everyone realises – both privately and professionally – that they can do something here.

Sindy Burkhardt, Internal Sales employee

PTFE NÜNCHRITZ is an important economic factor for the municipality. We are pleased to have a good employer here that secures jobs. It will certainly remain difficult to find skilled labour and new talent, and energy prices will also remain an important issue. The donations and commitment to the kindergarten will hopefully not diminish. We support our companies; for example, the work on the new solar park for PTFE went quickly and smoothly.

Lutz Thiemig, honorary mayor of the municipality of Glaubitz

PTFE NÜNCHRITZ could be a first mover in our association, as the company's CSR commitment is exemplary. The process to ban PFASs (per- and polyfluoroalkyl substances) is currently overshadowing many things. But scientific expertise and the shortage of skilled labour are also pressing challenges for companies in the plastics industry. We would like our members to take an even closer look at issues such as circularity and sustainability in general.

Sven Weihe, Managing Director at pro-K Industrieverband  
langlebige Kunststoffprodukte und Mehrwegsysteme e. V.  
[Industrial Association for Long-lived Plastic Products and Reusable Systems]

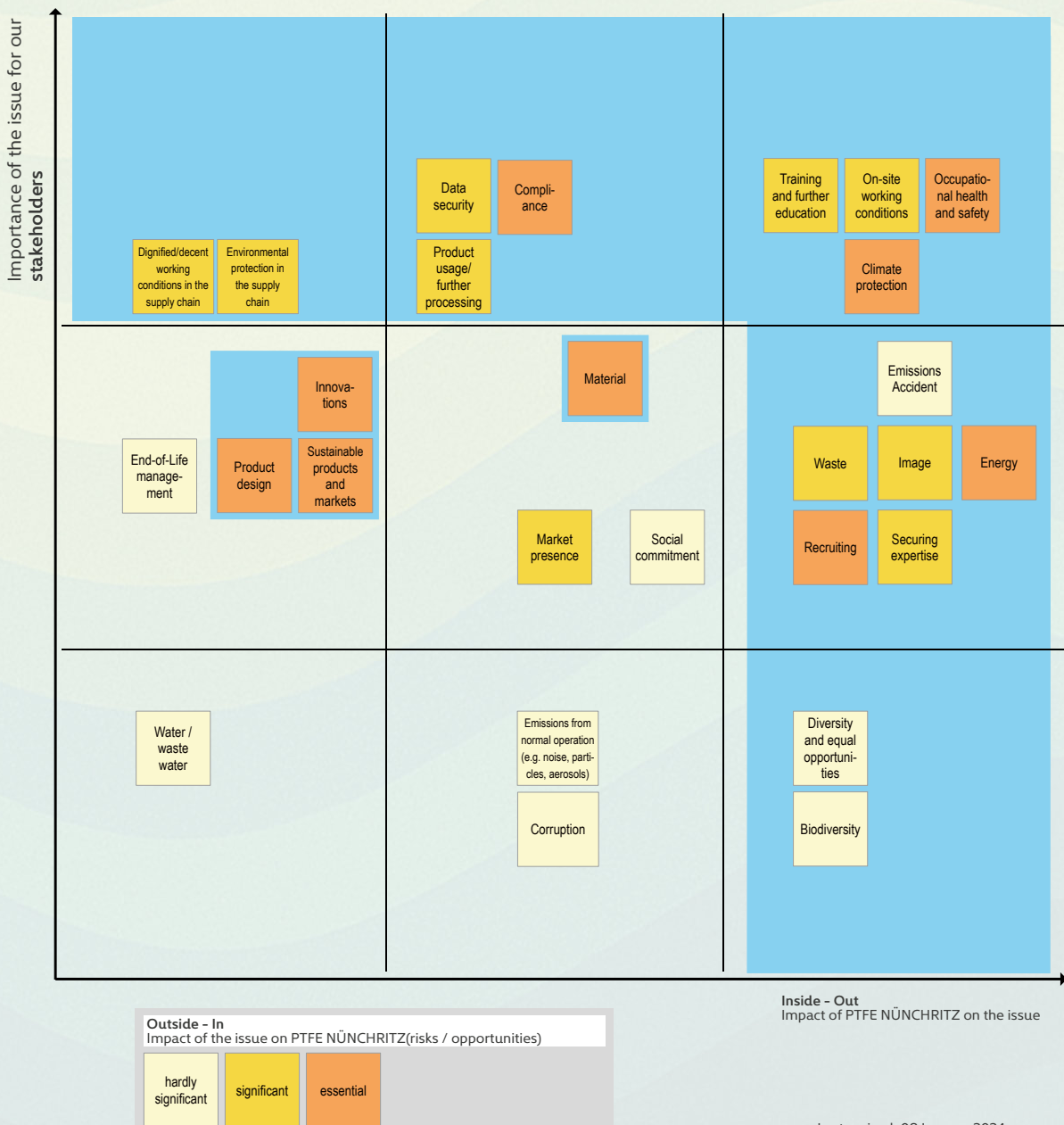
## Our key issues

This report contains an overview of our targets, key indicators and measures relating to the key sustainability issues for us. We are naturally pursuing other goals in our company, but these would be outside the scope of this report. We are therefore limiting ourselves to the key issues.

We have collected potential issues and considered them individually from three perspectives:

- the impact that PTFE NÜNCHRITZ has on the issue (inside-out approach)
- the importance of the issue for our stakeholders and
- the impacts that the issue has on PTFE NÜNCHRITZ (outside-in approach).

Discussions with our stakeholders naturally play an important role in this. Based on this, each issue is organised qualitatively in a materiality matrix (Figure 3). The materiality of the issues was determined according to the principle of double materiality in accordance with the ESRS standard. Accordingly, the issues that are considered material are those that are categorised as “high” in at least one perspective (blue areas in Figure 3).



Last revised: 08 January 2024

Figure 3: Our materiality matrix

Of the 21 issues identified as “material” in this way, we have selected 11 to look at in more detail. For this, we created the following selection criteria:

- Potential influence
- Relevance for solving global crises, such as the climate crisis and scarcity of resources
- Contribution to the future viability of the company

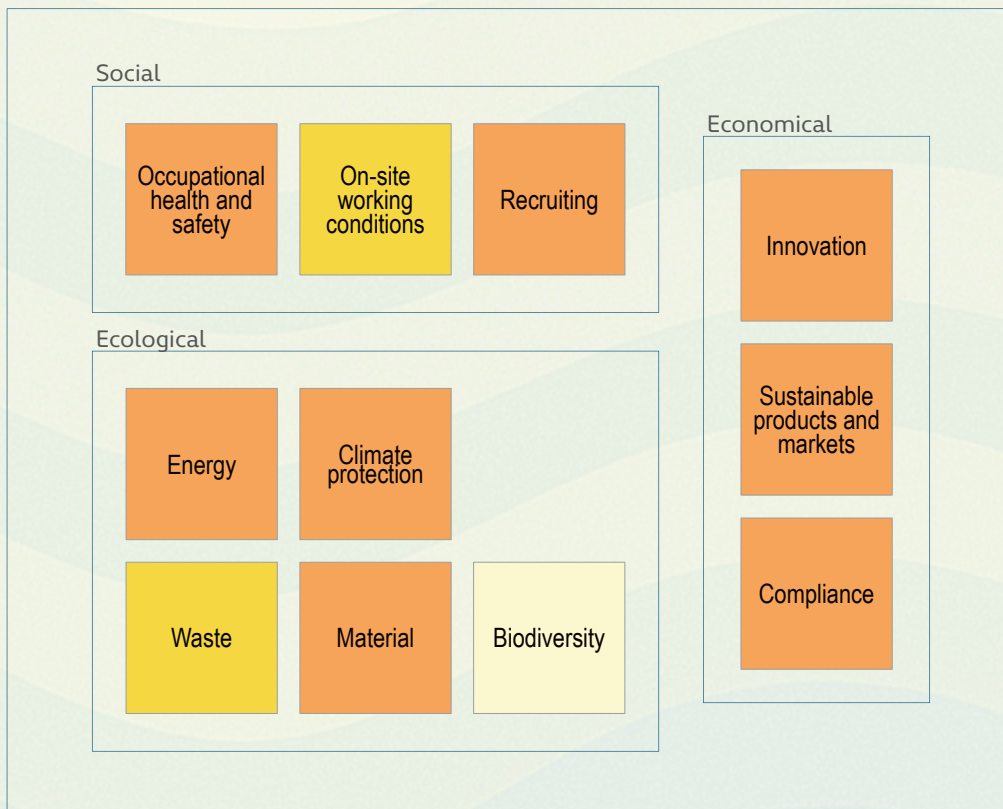
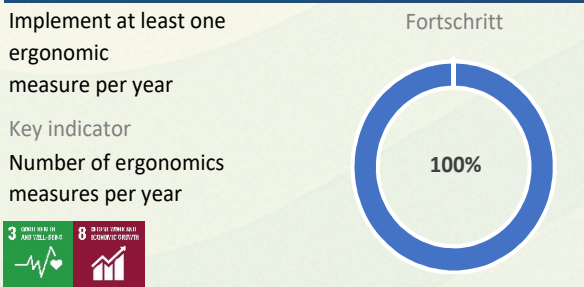


Figure 4: Selection of key issues for PTFE NÜNCHRITZ in the three sustainability areas of social, economic and ecological sustainability, determined according to the double materiality method.

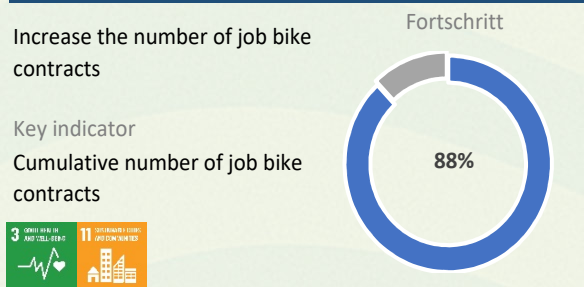
The fact that we have not included an issue from the materiality matrix in our report does not mean that we are ignoring it, of course. However, we also want to devote the greatest attention to the most important issues.

# Targets and key indicators for key issues

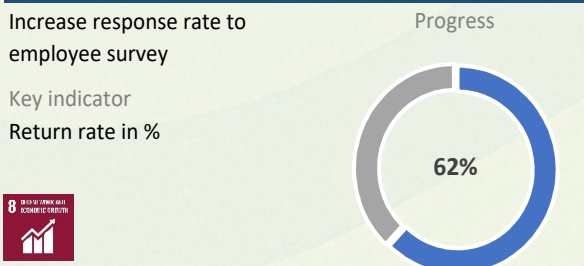
**Occupational health and safety**      Baseline year 2023  
 Target year 2028



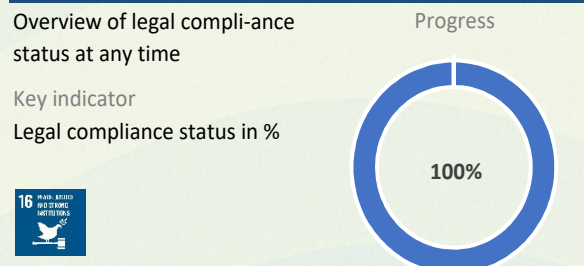
**Occupational health and safety**      Baseline year 2017  
 Target year 2025



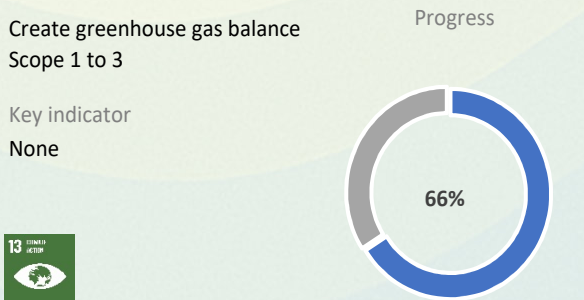
**On-site working conditions**      Baseline year 2023  
 Target year 2024



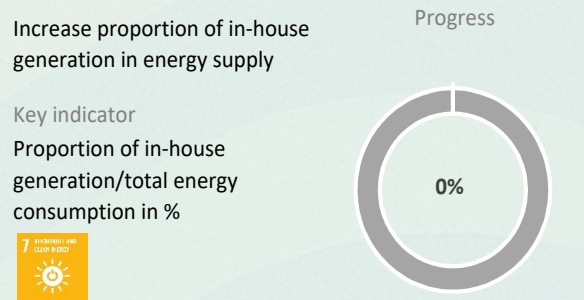
**Compliance**      Baseline year 2023  
 Target year 2024



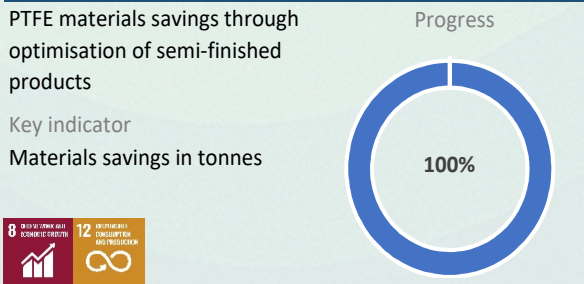
**Climate protection**      Baseline year 2023  
 Target year 2025



**Energy**      Baseline year 2022  
 Target year 2025



**Material**      Baseline year 2019  
 Target year 2024



**Waste**      Baseline year 2021  
 Target year 2026



Figure 5: Overview of targets and key indicators

# Social responsibility

## Occupational health and safety

We rely on our employees. To keep our team at the site healthy, we have introduced a certified occupational health and safety management system in accordance with DIN EN ISO 45001:2018. We also contribute to health protection with numerous measures. We invest in ergonomic posture, for example, and support our employees to cycle more.

### What we are already doing:

- ✓ New ergonomic chairs and height-adjustable desks
- ✓ Newly acquired, ergonomically improved transport trolleys in Production
- ✓ Shock-absorbing floor mats in the warehouse to mitigate loads during standing work
- ✓ Halving of the sheet size for more convenient handling in Granulation
- ✓ New panel saw equipped with a vacuum lifter for back-friendly lifting
- ✓ 22 job bike contracts already signed
- ✓ Fruit baskets in the winter season: we donate one piece of fruit daily for each employee
- ✓ Water available free of charge
- ✓ Possibility of lunch catering
- ✓ Flu vaccination

### What are our next steps:

- ✓ Introduction of a lifting device in the Turning Shop
- ✓ Further ergonomic measures
- ✓ Conclusion of further job bike contracts
- ✓ Subsidy of €50 per employee every three years for the purchase of a new cycle helmet
- ✓ Expansion of the capacity of our bicycle parking spaces, covered and partly with charging facilities



Figure 6: Well-filled, even in November – our bicycle parking spaces



Figure 7: New transport trolleys are ergonomically optimised

## On-site working conditions

The people who work for us should feel good. That is why we emphasise an open working atmosphere and trusting cooperation. In 2023, we systematically surveyed our employees for the first time: How is it going for you with us? What can we improve?

### What we already doing:

- ✓ 2023: employee satisfaction survey conducted for the first time
- ✓ Family-friendly working-hour models
- ✓ Offer of mobile working where possible
- ✓ Backwards-rolling shift changes (best shift system for the biorhythm)
- ✓ Only two shifts instead of three for shift workers aged 60 and over
- ✓ Mentoring system for our trainees
- ✓ Individual further-education opportunities
- ✓ Celebrations and gifts for employees on certain occasions
- ✓ Collective labour agreement and non-tariff bonuses

### What are our next steps:

- ✓ Increase in the response rate for the annual employee survey

## Recruiting

In the race for skilled labour, it is important for us to find and retain good employees.

### What we are already doing:

- ✓ Application for our vacancies via the website
- ✓ We present ourselves at job fairs
- ✓ We offer internships to school students aged 13–15

### What are our next steps:

- ✓ Development of new flyers
- ✓ Introduction of “Employees recruit employees”

## Ecological responsibility

Our aim is to prevent environmental pollution before it even occurs.

We are constantly developing our management systems for energy in accordance with DIN EN ISO 50001:2018 and the environment in accordance with DIN EN ISO 14001:2015.

We continuously identify the risks associated with the manufacture, storage, transport, distribution, use, recycling and disposal of our products, initiating the measures necessary to reduce and avoid environmental pollution. We avoid waste wherever possible.

We already take environmental and energy aspects into account in the development of new products and production processes. We endeavour to make existing production processes as energy efficient as possible, supporting energy-efficient products and services that are designed to improve energy-related performance.

We work closely with the fire brigade to prevent and contain operational environmental or health hazards. Regular on-site exercises and coordination with the emergencies are carried out.

### Climate protection

To limit global warming, we support the 1.5-degree target of the Paris Climate Agreement<sup>3</sup>. We aim to achieve climate neutrality at the site by 2035 (Scope 1 and Scope 2 greenhouse-gas emissions).

#### What we are already doing:

- ✓ Implementation of individual measures to reduce our Scope 1 greenhouse-gas emissions
- ✓ Preparation and continuation of the greenhouse gas balance (improvement of data quality and creation of a database)
- ✓ Use of green electricity from 100% hydropower

#### What are our next steps:

- ✓ Development of a climate-protection strategy (identification of key emission drivers, potential reductions, definition of reduction targets for Scope 1 and Scope 2)
- ✓ Identification and implementation of further measures
- ✓ First-time preparation of the Scope 3 greenhouse gas balance planned for the 2025 reporting year

### Energy

We are committed to reducing our energy consumption and our energy-related performance in the long term, and to increasing our energy efficiency in a continuous improvement process.

#### What we are already doing:

- ✓ As part of our energy-management system, we systematically identify and realise potential savings.
- ✓ When purchasing new systems, energy efficiency is a key selection criterion.
- ✓ We have already converted some of our production processes to more efficient technology, such as by replacing an old electro-hydraulic press with a new electric press and converting four extruders from hydraulic drive to electric spindle drive.
- ✓ Installation of a 1.3 MW photovoltaic system for in-house generation of electricity from solar energy, commissioning at the beginning of 2025.



Figure 8: Our solar park is being built. Commissioning at the beginning of 2025.

**What are our next steps:**

- ✓ The conversion of production processes to more efficient technologies is continuing.

## Materials

For us, using raw materials as carefully as possible is simply a matter of respecting our planet's limits. A great deal of energy is used to produce a component from the high-performance PTFE material. In our processes for manufacturing PTFE products, we therefore optimise the use of raw materials per finished product wherever possible. We also keep a constant eye on the consumption of all other raw materials in our production and consistently implement ideas for optimisation.

### What we are already doing:

- ✓ Ethanol is recovered via an ethanol-recovery oven and thus recirculated.
- ✓ Commissioning of a second ethanol-recovery oven.
- ✓ In consultation with the customer, we use as little filling material as possible for packaging and use paper instead of film.
- ✓ We now manufacture our pressed parts as close to the final contour as possible. This has enabled us to reduce part weight by 29–59% for our top-five products and save around 25 tonnes of material since 2020; see Figure 9. A lower part weight not only saves resources, but also reduces CO<sub>2</sub> emissions in the long term.

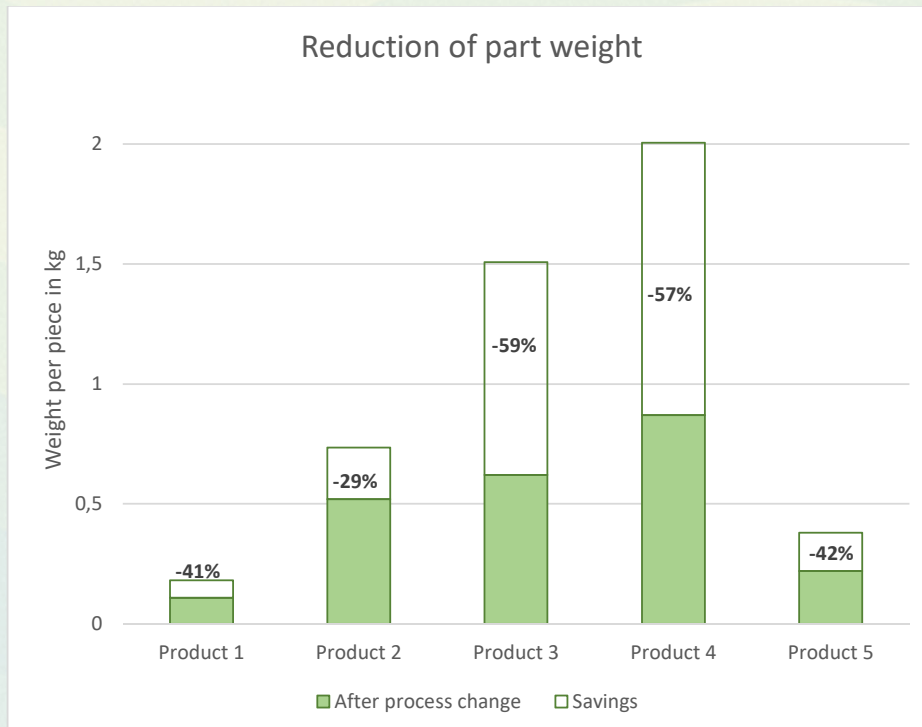


Figure 9: Lower part weight, thanks to a change in the manufacturing process

### What are our next steps:

- ✓ Optimisation of semi-finished products in extrusion to be able to manufacture closer to the final contour in future.

## Waste

Our main types of waste are distributed as follows:



Figure 10: Breakdown of our waste volume since 2021

Part of the mixed municipal waste consists of the contaminated pieces and chips that accumulate during the production process. Some of these are PTFE chips contaminated with coolants; others are compound pieces and chips that are mixed with carbon, synthetic resin or similar substances. These contaminated pieces and chips are currently thermally recycled, as they cannot be used in any other way. This means that valuable resources are lost from the material cycle.

Together with pro-K Industrieverband langlebige Kunststoffprodukte und Mehrwegsysteme e. V. and other stakeholders, we are looking for new solutions for recycling PTFE, including contaminated PTFE.

### What we are already doing:

- ✓ As part of our environmental management system, we systematically identify and realise potential improvements.
- ✓ We manufacture our pressed parts as close to the final contour as possible. This means that significantly fewer PTFE chips are produced during the subsequent machining processes.
- ✓ We pass on the pieces and chips of PTFE that are produced – approx. 15–25 tonnes per year – to a recycling partner that returns the PTFE to the material cycle.
- ✓ Together with pro-K Industrieverband langlebige Kunststoffprodukte und Mehrwegsysteme e. V. and other stakeholders, we are looking for new solutions for recycling PTFE.

### What are our next steps:

- ✓ We want to return not only pure PTFE pieces and chips to the material cycle, but also the compounds and the pieces and chips contaminated with coolant. To this end, we are planning a market and customer analysis to identify potential customers.
- ✓ Definition of further possible measures to reduce mixed municipal waste.
- ✓ Supporting efforts on the market to upcycle PTFE waste.

## Biodiversity

Our economic processes are also based on ecological resources. However, the global extinction of species and the decline of ecosystems show us that these resources are under enormous pressure.

It is particularly important to us to contribute to the preservation of biodiversity. Instead of waiting for others, we start at home – on our company premises.

### **What we are already doing:**

- ✓ We maintain our green spaces and only impermeably pave areas where it is absolutely necessary.

### **What are our next steps:**

- ✓ Insect-friendly replanting of our green spaces in front of the main entrance
- ✓ Grazing of the area of our solar park by sheep since 2024. This is a gentle form of meadow management that promotes biodiversity in a natural way in the long term.

## Economic responsibility

### Compliance

PTFE NÜNCHRITZ is committed to continuous improvement in the areas of quality, occupational safety, health protection, environmental protection and energy performance, and to compliance with all legal and other requirements in these areas.

The intention is to identify risks at an early stage and to derive effective measures.

#### What we are already doing:

- ✓ We practise active risk management.
- ✓ We take appropriate measures to ensure legal compliance in all areas.
- ✓ We use the conlexa legal database to keep an eye on the status of legal compliance at all times.
- ✓ We are also keeping an eye on the planned PFAS ban and are in an active dialogue with stakeholders.

#### What are our next steps:

- ✓ We continue to advocate PTFE as a future-oriented material and agree with the numerous expert opinions that categorise fluoropolymers as low-risk and at the same time essential for many future and key technologies.

On the current PFAS ban proceedings:

As a fluoropolymer, PTFE falls into the substance group of per- and polyfluorinated alkyl compounds (PFASs), which are affected by the current prohibition procedure of the European Chemicals Agency (ECHA). In contrast to the low-molecular-weight PFASs of this group of substances – which comprises more than 10,000 materials – the high-molecular-weight fluoropolymers differ significantly in their structure and properties. Fluoropolymers are non-mobile, non-bioaccumulative, non-toxic and flame-retardant. Fluoropolymers have been extensively tested according to OECD criteria and classified as “polymers of low concern” (PLC)<sup>4</sup>. They are therefore considered safe and harmless to the environment and human health.

### Innovations and sustainable products and markets

We know that with our innovative strength, knowledge and technical opportunities, we have the opportunity to make possible new technologies for a more sustainable world, and we see it as our responsibility to utilise this influence in line with the UN SDGs.

However, as a parts manufacturer, we are very much dependent on the orientation of our customers and their innovation strategy and strength. This presents us with particular challenges. We have resolved to scrutinise our options for exerting influence and to set ourselves initial targets for these two topics from 2025 with more information and ideas for implementation.

## Afterword

Do good and talk about it!

That was the goal when it was decided that PTFE NÜNCHRITZ would publish a sustainability report for the first time. How much a company actually does for socially and environmentally responsible business practices varies greatly. At PTFE NÜNCHRITZ, it quickly becomes obvious that employees are a top priority. The balancing act of connecting ecology with economy is also clearly included in business decisions. And not just since this sustainability report.

PTFE NÜNCHRITZ long ago set out on the path to a more responsible future, despite all the difficulties. We realise that we must not do business at the expense of the environment or people if we want to create a world in which our grandchildren will also thrive. With the gradual introduction of our sustainability management system, we are now working even more systematically and consistently to reduce our footprint and make our company fit for the future. And above all: we are talking more about it.

Personally, I would like to see more dialogue on the subject of sustainability, and I welcome any feedback on this report. Do you want to go in the right direction with us? Do you have any requests, concerns or ideas on the subject of sustainability? I look forward to your responses. Please feel free to contact me.

Simone Jubel, Sustainability Officer at PTFE NÜNCHRITZ