

**NEUDORFF**

# **SUSTAINABLE FROM CONVICTION**

The magazine for sustainability  
2022

— W. Neudorff GmbH KG —



"It is not only for what we do that we are held responsible, but also for what we fail to do."

*Molière*



## Dear Reader,

The past two years have demanded a lot from all of us. Both personally and professionally. The Covid crisis and an unspeakable war are creating unnecessary suffering and bottlenecks in both supply chains and energy supplies. More than ever, it has become clear that it is not only the question of how sustainable our energy is that is relevant, but also where it comes from.

We have reduced our indirect emissions by 89% by generating our own electricity and switching to certified green electricity. We also want to reduce our direct emissions. By converting our fleet to hybrid and electric vehicles, we have come one step closer to our goal. Since we cannot completely avoid emissions from both of these areas, we have been offsetting the unavoidable emissions with climate protection certificates since September 2020. Ultimately, we achieve 50% of our climate-neutral production through our own efforts and 50% through offsetting via climate protection certificates.

In the 2020 financial year, companies were invited for the thirteenth time to submit their effective contributions to transformation in the important fields of climate, resources, biodiversity and society. We have already implemented many resource-saving processes, produce our own electricity from hydropower and photovoltaics and invest in sustainable production processes and sustainable packaging. With our concept of taking a holistic view of our environmentally friendly product range and resource-saving production, we were able to win the jury over for a second time and we received the German Sustainability Award in the transformation field of Resources in 2021.

Global cohesion and cooperation during the Covid crisis not only had a positive effect on the outcome of the global pandemic.

The topic of sustainability has also benefited at an international level from mergers and the dynamics of a jointly operating ecosystem, with a jointly declared goal.

New government policy guidelines are intended to encourage industries to rethink and act more than ever. Online communities work together to save endangered habitats and use petitions to ensure that controversial, climate-threatening projects cannot be implemented.

We are also making our contribution to ensuring that both our own goals and regional and international goals are achieved and implemented.

Our sustainability magazine provides an overview of our services.

Richard von Herman  
Management Team

Dr. Andreas Kiefer  
Management Team

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# ABOUT NEUDORFF

An insight into our history and philosophy

The management team was restructured in the 2022 financial year. From April, Richard von Herman took over the management of marketing and sales. In September 2022 Hans-Martin Lohmann left the company and Dr. Andreas Kiefer took over the management of production, technology, research and approval.

## History

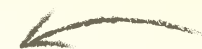
The chemical factory W. Neudorff GmbH KG was founded over 160 years ago in Königsberg in what was then Prussia – one of the first German companies to produce crop protection and animal care products. In the past, as today, the focus was on offering products that were as harmless as possible. One natural product was particularly popular back then: the Persian insect powder made from a natural chrysanthemum extract, pyrethrum. We still use this active ingredient today.

In 1959 Rudolf Lohmann bought the company and relocated to Emmerthal. The mill building, which today is almost exclusively used for administrative purposes, accommodated all of our production until 1986. Here, Neudorff developed and produced many other environmentally friendly preparations for the hobby gardener. And this was despite the fact that there were few other enthusiastic supporters of this idea.

Nevertheless, we have consistently pursued this idea. Over the years, we have developed environmentally friendly processes, preparations and equipment that are ideally suited to use in natural gardening, organic horticulture and integrated crop cultivation.



Founded over  
**165 years ago**  
in Königsberg



since **1959**  
Administration and  
production in Emmerthal

**Natural pyrethrum**  
then as now an important  
active ingredient from  
chrysanthemum extract





### **Sustainability and philosophy**

Our society consumes more resources than the earth can provide us. You do not have to be a mathematician to know that this calculation will not work in the long run. For this reason, we have developed a sustainability strategy that takes into account all of the influential factors, including the economy, ecology and social issues.

We want to develop our traditional company sustainably through creative and environmentally conscious thinking. This allows us to guarantee high and environmentally friendly product quality. Our innovative ideas are intended to offer everyone the opportunity to create joy and quality of life through a healthy and beautiful plant world. We want to solve every cause of a problem, whether in the house or in the garden, with our effective and environmentally friendly products.

The active contribution of ideas and the creativity of our employees is crucial for the sustainable development of our family business. Sustainable, moderate growth should also help us to realise our ideas in the long term. We offer all of our employees, customers and business partners a long-term perspective in their collaboration with us.

#### **In summary, this means for us:**

*We want to handle our resources economically and sustainably, while avoiding negative environmental influences and acting in a socially responsible manner. We have already achieved a lot. But sustainability means constant change. It is a journey in which you always choose and head towards new destinations. So, we are constantly on the move, refocussing and, thus, continuously developing.*

# ABOUT NEUDORFF

## A sustainable business model

### Business model

Neudorff means gardening in accordance with nature. And this has been the case since 1854. The interaction of people, nature and the environment is always in the foreground. That is why we offer a wide range of environmentally friendly products. We always use active ingredients as much as possible that come from nature, grow back quickly and have a low impact on the environment. The company's own electricity production from hydropower, solar plants and combined heat and power generation makes a significant contribution to this. In all areas, we take care to conserve resources, pollute the environment as little as possible and promote biodiversity.

Our drive is not simply to offer an alternative product to, for example, conventional crop protection products or peat substrates. Rather, it is about raising awareness and imparting knowledge about how nature works and what influence each of us – whether as a company or a private individual – has on it.



## Neudorff facts

### Brands

Neudorff  
NaturKraft  
Progema

### Subsidiaries

W. Neudorff Inc.  
W. Servicos de Agricultura Neudorff do Brasil Ltda.  
W. Neudorff Österreich GmbH  
Progema GmbH

### Employees

We employ a total of  
295 people (as of Sep. 2022)

### Structure of Neudorff

Administration Emmerthal  
Production Emmerthal and Lüneburg  
Experimental garden Aerzen

### Our global operations

Distribution countries

## Our worldwide activities



### Stakeholder and materiality analysis<sup>2</sup>

One of our main goals is to contribute positively to a sustainable development. In this context, we strive for a combination of economic success, social responsibility and the protection of the environment in order to meet the current and future needs of society. Responsible management and a long-term value creation model are indispensable for this. However, it also includes high expectations of our suppliers, as well as their suppliers and subcontractors, to meet the highest ethical standards, as well as all of the applicable laws of the countries in which they are active.

Our global operations are guided by these approaches and principles. We expect and require all of our stakeholders to act according to these same approaches and principles. In this context, our business activities affect many different stakeholder groups who have different requirements of us. For this reason, continuous exchange, as well as open and constructive dialogue, is very important. The materiality matrix shows the sustainability issues or fields of action that are significant for us and our stakeholders<sup>3</sup>.

Essential for stakeholders	high		Reconciling family and work, Employee support and development	Material and resource efficiency, Supply chain management, climate and environmental protection, Compliance, social standards, R&D, Economic trade
	middle		Stakeholder dialogue and transparency, Biodiversity	Sustainability strategy, Occupational safety and protecting worker health, Collective agreement
	low	Social engagement		
		low	middle	high
	Essential for Neudorff			

<sup>2</sup>The materiality analysis is carried out at regular intervals. A comprehensive materiality analysis according to the ESRS standard is planned for the 2023 financial year

<sup>3</sup>Employees (both current and potential), suppliers & service providers, customers (trade, end customers, sales partners, potential customers), associations and trade unions, government organisations (EU, national governments, authorities), NGOs, media, community and neighbours, education and research, shareholders, banks and insurance companies

# 1

## ABOUT NEUDORFF

What we have achieved so far

### Special achievements

We contribute to sustainable development through our demonstrable achievements in sustainability. We also share this publicly and we are all the more pleased that our commitment has already been honoured several times. We were awarded most recently as "Brand of the Century" in the category of crop protection. You can find more of our awards in Chapter 5.

### Brand of the Century

Neudorff is one of the "Brands of the Century" in the crop protection category. The Die Zeit Publishing Group grants this award to major German brands. A jury rewarded Neudorff's outstanding achievements in the field of crop protection in a transparent selection process.

The jury found that Neudorff is a model for the entire crop protection category. Their decision is based on a comprehensive and transparent set of rules.

"We are proud to receive such an exclusive award with our long-established and innovative company. This puts us in the top class of German brands in our crop protection category", says Richard von Herman, Managing Director for Marketing and Sales at W. Neudorff GmbH KG. "We have always broken new ground in the field of environmentally friendly and sustainable plant care with our products and processes and are pleased to confirm our decades of innovative work."





**Finalist Sustainable Impact Award 2022**

Neudorff took 2nd place in the Impact on Earth category. Holistic and innovative solutions for sustainable management were awarded in this category.



# THE NEUDORFF PRINCIPLE

## Our motivation

### We want

- ✓ to offer effective, environmentally friendly and rapidly degradable products,
- ✓ to produce our own environmentally friendly energy,
- ✓ to ensure short, low-emission transport routes,
- ✓ to use environmentally friendly packaging,
- ✓ to minimise waste in production,
- ✓ to select raw materials carefully,
- ✓ to support and encourage like-minded people,
- ✓ to advocate for more biodiversity,
- ✓ to not burden the climate unnecessarily



with **KlimAktiv**

Climate Neutral Production

2022

[register.klimaktiv.de](https://register.klimaktiv.de)





**The Neudorff principle can be summarised in one sentence:**

**from nature, for nature.**

**Protecting people and nature**

**is our motivation.**



Ever-increasing population, resource consumption and the associated emissions have been showing us the way for years. Statutory requirements are our minimum requirements. We want to be a role model. As a pioneer in sustainability, we want to motivate our industry to walk the path together with us. As a member of the Association of the Chemical Industry (VCI), we are leading the way in many pilot projects of the sustainability initiative ChemieHoch3.

Sustainability has many facets and has many areas of action. Ecology, economy and social issues always intertwine. All of the measures we implement should be in balance with these three pillars and have a positive impact on all areas.

Of course, there are a wealth of possibilities that particularly create ecological added value. But we must not disregard the economy here, either. We are a commercial company and are responsible for over 295 employees and their jobs. And we can only maintain this if we operate sustainably and also create economic added value.

# 2.1

## OUR GUIDING PRINCIPLES

The foundation of our sustainability strategy

### ECONOMY

For us, sustainability means that healthy growth of nature is in balance with the economic development of our company.



Innovative, environmentally friendly and sustainable quality products

### ECOLOGY

For us, sustainability means learning from nature, not burdening it unnecessarily and supporting it with our products.

**Saving resources** –

through economical and **responsible** use of raw materials.

**Creating added value** –

through an understanding of nature.

**Being transparent** –

through **fair dealing** with customers and suppliers.





**Producing in a climate-neutral manner and using green energy**

## Promoting biodiversity –

through the **safety** of our products for people and animals.



# SOCIAL

## Creating together –

through equality and fair dealing.

**For us, sustainability means that we are a trustworthy employer and that everyone gets a chance.**



**Promoting social and sustainable development, including internationally**

## Creating knowledge –

through responsible training of the next generation.

# 3

## SUSTAINABLE DEVELOPMENT GOALS

The 2030 Agenda with its 17 goals and 169 sub-goals (Sustainable Development Goals, SDGs) is a global plan to promote sustainable peace and prosperity and protect our planet – a roadmap for the future. It is aimed at everyone: governments worldwide, but also civil society, the private sector and academia. The goals are a continuation of the Millennium Development Goals, which were also adopted by the UN in 2000 and were set for 2015

The goals are to end extreme poverty, fight inequalities and injustices and stop climate change. They should enable a decent standard of life worldwide and, at the same time, permanently preserve the natural foundations of life. This includes economic, ecological and social aspects. At the same time, it sometimes seems impossible that the actions of each of us individually can have any impact at all. But we are all part of solving global problems and have a responsibility. Even the slightest change in our behaviour has a positive effect.



SUSTAINABLE  
DEVELOPMENT  
GOALS





<b>2</b> ZERO HUNGER 	<b>3</b> GOOD HEALTH AND WELL-BEING 	<b>4</b> QUALITY EDUCATION 	<b>5</b> GENDER EQUALITY 	<b>6</b> CLEAN WATER AND SANITATION 
<b>8</b> DECENT WORK AND ECONOMIC GROWTH 	<b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE 	<b>10</b> REDUCED INEQUALITIES 	<b>11</b> SUSTAINABLE CITIES AND COMMUNITIES 	<b>12</b> RESPONSIBLE CONSUMPTION AND PRODUCTION 
<b>14</b> LIFE BELOW WATER 	<b>15</b> LIFE ON LAND 	<b>16</b> PEACE, JUSTICE AND STRONG INSTITUTIONS 	<b>17</b> PARTNERSHIPS FOR THE GOALS 	



# 4

## NEUDORFF'S CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

We also see ourselves as having a responsibility to contribute to the achievement of the world's sustainable development goals. They are also our timetable. Of course, we cannot adopt the goals one-to-one. So, we have defined our own fields of action based on them. Some goals do not overlap with our business model, so we are also committed to protecting the environment and social projects regionally, nationally and internationally, in addition to our own business area.

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### SUSTAINABLE MANAGEMENT AND SUCCESS

Through a sustainable business model

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### SUSTAINABLE PRODUCTS & RAW MATERIALS

By offering innovative products and packaging





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## PRESERVATION AND PROMOTION OF BIODIVERSITY

Through products and education on "natural gardening"

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## INNOVATION AND CONTINUOUS IMPROVEMENT

Through organic fertilisers, peat-free soils and biological crop protection

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## OWN AND GREEN ENERGY GENERATION

Through hydropower, photovoltaics and combined heat and power generation

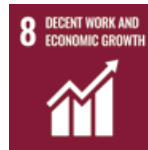
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## CLIMATE-FRIENDLY VALUE CREATION

Through climate-neutral production and alternative mobility concepts

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## RESPONSIBLE EMPLOYER

Through trust and equal opportunities

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## COMMUNITY ENGAGEMENT

Through partnerships to achieve various goals







# SUSTAINABLE MANAGEMENT AND SUCCESS

# 4.1

## SUSTAINABLE MANAGEMENT AND SUCCESS

Through a sustainable business model

### Our motivation

We want to learn from nature and use the knowledge gained profitably. That is why we focus on the principle of the organic cycle when developing new products. In nature, everyone helps everyone. The plants absorb gases from the air, as well as water and nutrients from the earth. The sun provides the power to grow. In return, the plants provide other living beings in nature with food. We implement these findings into integrated crop protection.

Sustainable business operation requires a responsible use of energy and the conscientious handling of resources. For example, we have always relied on peat-free soil to protect the environment and the climate. This means that we can meet societal challenges, such as climate change.

By doing so, we want to guarantee a balance between the healthy growth of nature and the economic development of our family business. Because we look at the next generations with a focussed view. We want to offer them all of the perspectives and opportunities to lead a healthy and sustainable life and to operate in a future-proof manner.

### Our goals

- To create long-term secure jobs to stabilise the region



For example, we have always relied on peat-free soil to protect the environment and the climate.





Financial year	2019	2020	2021	2022
Net turnover of the Neudorff Group (Million €)	108	122	129	134
Of which Europe (including Germany)	85	98	101	103
Of which worldwide (excluding Europe)	23	24	28	30

# 4.1

## SUSTAINABLE MANAGEMENT AND SUCCESS

Through a sustainable business model

### Our actions

Neudorff stands for high, sustainable and environmentally friendly product quality. A very special company philosophy that has enabled the 160-year success of our company and stands for common values that determine our day-to-day actions.

Sustainable, moderate growth is intended to help make our ideas a reality in the long term and to offer all of our employees and customers a long-term perspective in their collaboration with us. For this reason, we have developed a sustainability strategy that takes into account all of the economic, ecological and social factors.

Despite the extensive coronavirus pandemic and the scarcity of resources caused by the Ukraine war, we were able to master the associated challenges. Neudorff was able to keep the employment level stable and even expand the number of employees.

Thanks to our forward-looking planning in the areas of purchasing and production and the commitment of all of our employees in various areas, Neudorff was always able to deliver, even in times of delivery difficulties, a high degree of uncertainty and a scarcity of resources.

Since many people spent their holidays on the balcony, the patio or otherwise in the garden during the crisis, the focus was on their own home and health and, consequently, there was very strong demand for nursery products in the last two financial years.

### Our certifications

Quality management according to DIN EN ISO 9001

Energy management according to DIN EN ISO 50001

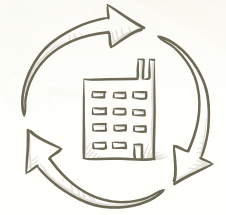
Environmental management according to EN ISO 14001



**The energy and resource use**

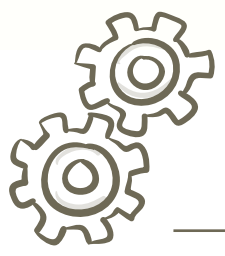
**reclaim and generate**

Energy recovery, storage, CHP<sup>1</sup>, solar, water



**reduce**

More efficient use thanks to better handling and use of new technologies



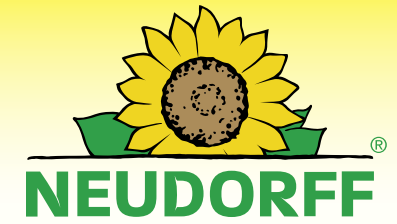
**avoid**

Switching off unneeded energy, insulation and information



<sup>1</sup> Combined heat and power





# SUSTAINABLE PRODUCTS AND RAW MATERIALS

## SUSTAINABLE PRODUCTS AND RAW MATERIALS

By offering innovative products and packaging

### Our motivation

It has always been our idea to offer sustainable products for natural gardening with an efficient use of resources. At the time, no one in our industry believed that this idea had any potential for success. We now operate globally and offer a wide range of products: peat-free soils, useful insects, organic fertilisers, biological crop protection agents and much more. We want to show that plant care and plant protection are not in contrast to nature and climate protection.

### Our goals

- The use and purchase of raw materials and active ingredients only according to firmly defined sustainability standards by 2023 (processes in progress)
- 100% recyclable packaging by 2025 (approx. 87% of packaging is recyclable)
- The use of at least 30% recycled material in all packaging by 2025  
(75% of our packaging contains at least 30% recycled material → 73% of packaging containing recycled material has a proportion of 80% or more)

### Our actions

We have developed a scoring system for our packaging within our project team that has been specially set up for innovative packaging. This team discusses innovations on a monthly basis, addresses the approach in the field of sustainable packaging design and handles project-related tasks.

The scoring system helps us to evaluate a wide range of variables and influences from different types of packaging and, as a result, supports us in assessing the environmental compatibility of new packaging.

The system includes a range of parameters, such as the proportion of recycled material, the distance to the supplier or the ratio of packaging to product.

The values entered are assigned a corresponding weighting using a point system. The higher the score, the better the value of the packaging.

The aim of this system is to make different types of packaging comparable and to include sustainability aspects in decision-making

<sup>5</sup> For packaging in DACHL (Germany, Austria, Switzerland and Liechtenstein)





**Our aim is to use as little material as possible and make all packaging 100 percent recyclable.**



We have switched our entire pallet system from disposable to reusable pallets and the entire bottle range will be converted to recyclate by 2025. Recyclates are recycled plastics from plastic waste generated by consumers in households and offices.

Financial year	2019	2020	2021	2022
Water (m <sup>3</sup> )	8,004	7,154	7,628	8,908
Of which industrial water	1,824	1,846	1,502	1,774
Of which production water	6,180	5,308	6,126	7,134
Wastewater (m <sup>3</sup> )	2,735	2,841	1,922	1,842
<b>Energy efficiency (kWh/t)</b>				
Production at Emmerthal	117 <sup>2</sup>	84	77	77
Production at Lüneburg	101	99	108	102
<b>Waste (t)</b>				
Non-hazardous	682	394	618	545
Hazardous	53	97	80	125 <sup>6</sup>

## SUSTAINABLE PRODUCTS AND RAW MATERIALS

By offering innovative products and packaging

### Sustainable production

Production without the use of energy and water is not possible for us. But we decide which energy is used and how the processes are designed to use energy and water optimally. For example, we use natural gas, wind gas and district heating for heating processes and consistently rely on certified green electricity and self-generated electricity from predominantly renewable energies when using electricity. You can find more on this in Chapter 4.5. We are continuously working to improve our energy efficiency further. This means that we are constantly examining how we can reduce the energy consumption per tonne produced.

Since 2018 we have been using a vacuum evaporator to recover rinsing water from our production plant. This water is created by cleaning processes for machines and containers. Due to the constant expansion of production facilities, a continuously growing variety of products and our own high quality standards, the amount of wastewater also increased from 2015 to 2018 by 26%. So we looked for and found a solution. The evaporator system is operated by electricity and evaporates the aqueous portion of the wastewater,

so that in the end a pure distillate and a concentrate are formed. The concentrate can be disposed of via the local waste disposal company and the distillate can be returned safely to the water cycle. In addition, transport to the disposal company and the associated CO<sub>2</sub> emissions are avoided.

### Creating awareness

We pass on our knowledge to the outside world through a variety of tools and channels. This gives everyone the opportunity to understand the natural cycle and learn how our products work in the environment and how resources are used efficiently. We offer training for our employees and retailers, specialist advice for our customers, a plant doctor app, our social media channels, our Garden Guide and the Green Lounge. The Green Lounge is an exclusive portal for specialist sellers. There we offer webinars, expert tips, interactive games, free product tests and much more.



For this, you would have to

**plant 12,000**

beech trees



avoiding

**152 t CO<sub>2</sub>/a**

and

saving

**95 tonnes of  
virgin plastic**

by switching from  
concentrate bottles<sup>7</sup>  
to recycled material



This could be used to manufacture

**237,000 watering cans**

(10 L)



<sup>6</sup> 47 tons of which are disposed of irrespective of the production process

<sup>7</sup> 250ml, 500ml and 750ml



15 LIFE  
ON LAND



# PRESERVATION AND PROMOTION OF BIODIVERSITY

# PRESERVATION AND PROMOTION OF BIODIVERSITY

Through products and education on "natural gardening"

## Our motivation

Diversity is always in season and we know how important wild and honey bees are to all of us. All of the other, often less noticed, insects and species also deserve our attention and appreciation. Each species is unique and important and valuable in its own right. When a species goes extinct, it is lost forever. We would also like to leave a diverse environment for future generations.

Therefore, the protection of our environment and, above all, the preservation of biodiversity is one of our core concerns. We take this into account in the entire life cycle of our products. Starting with their development, throughout production and all the way to their use.

Here, too, we want to be a role model and inspire others – whether it is for our customers, service providers, partners or other companies in our industry – to join us on our journey.

## Our goals

- The natural design of the production sites by creating at least one flowering area and installing nesting aids is our ongoing goal

## Nabu Project Dosse/Havel

At the largest tributary of the Havel, the Dosse, NABU will have extensive restoration work carried out. This includes the dismantling of the straightened river and the removal of a weir. The aim is to carry out a programme to reintroduce the once native salmon, which swam from the Elbe via the lower Havel into the Dosse.

The stretch of river is managed by a very committed association (Fario), which is also carrying out the reintroduction of salmon in other rivers in Brandenburg. The association has its own breeding house and contributes to improving aquatic habitats.

The structure of the project provides for the following steps:

- NABU buys (e.g. using donations) spawning grits for trout and salmon (including delivery) and some planting material.
- The Water and Soil Association (Wasser- und Bodenverband) brings the gravel into the water using its technology and in doing so roughly designs gravel banks and island structures.
- The Fario association plants the trees on the shore and distributes the spawning substrate by hand in the water bed. The City of Wittstock would like to support the campaign, help with the reintroduction itself and, if necessary, provide the food. In the end, the community work is to be made public, with the message: "Together for a living Dosse"

When the project is completed, more projects should follow in the following years. Popular species involved in the project include the kingfisher and the broad-winged damselflies, which are represented there in large numbers. However, the gravel is also important for various mayflies, because they lay their eggs there.

The project has already been prepared with a donation of €10,000 from Neudorff.

<sup>1</sup> Assumption: 50% occupancy and survival rate

<sup>2</sup> Assumption: 50% of the quantity sold was actually sown; size of a football field 7,140 m<sup>2</sup>



15 LIFE ON LAND



A safe place to stay for

**3,390** hedgehogs by

*Wildgärtner Freude*

**Hedgehog house**<sup>8</sup>



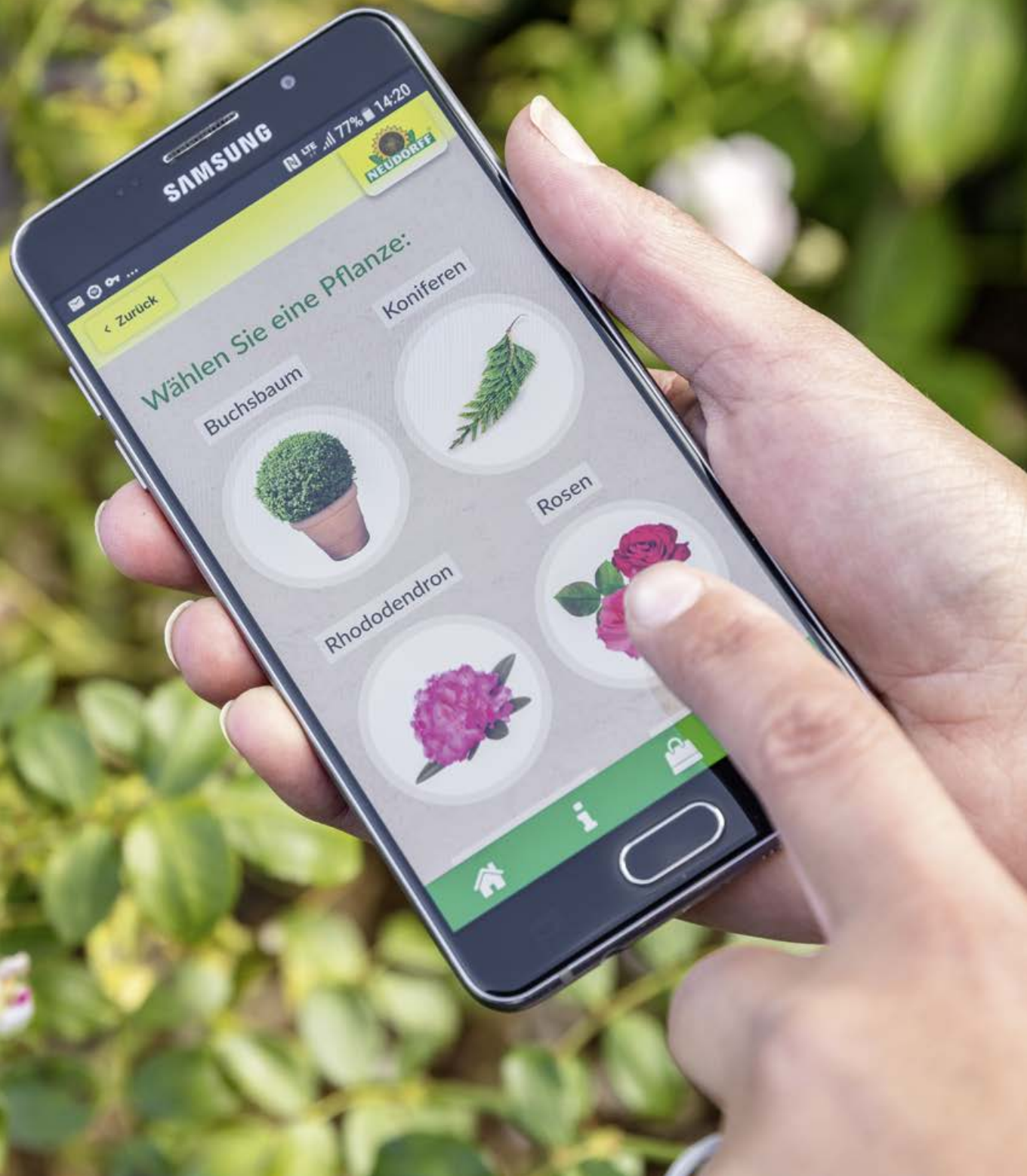
That is almost

**10%** of the reported  
number of hedgehogs in Germany

Education, awareness-raising and information are also important measures to promote understanding. Information at lectures, training courses for dealers and support for school gardens are just a few examples. Have a look at our website.

Here you can find information about different beneficial organisms, as well as tips for creating a flower meadow.

<sup>8</sup>Assumption: 50% of hedgehog houses were inhabited



SAMSUNG

77% 14:20



< Zurück

Wählen Sie eine Pflanze:

Buchsbaum



Koniferen

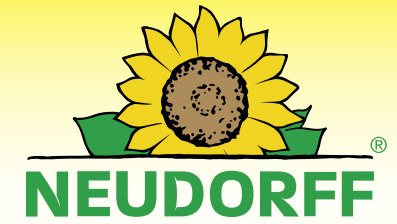


Rosen



Rhododendron





# INNOVATION AND CONTINUOUS IMPROVEMENT

# INNOVATION AND CONTINUOUS IMPROVEMENT

Through organic fertilisers, peat-free soils and biological crop protection

## Our motivation

The innovation of new products and processes, as well as the continuous improvement of existing products and processes, is indispensable for our sustainable economic success. That is why we want to lead the way as a pioneer. We don't wait to meet expectations. Our aspiration for ourselves is to find the solutions in advance.

This was the case in the past, for example, when we were the first manufacturer of peat-free soils so that we could take a pioneering step in the other sustainable direction. And that is exactly what it is all about. We want to inspire others to participate and rethink with our innovative ideas.

## Our goals

- 100% automated energy monitoring for the own power consumption of the production sites by 2024.

## Our actions

### Research and innovation: Zasso

Innovation is in our DNA. We were the first company in our industry to launch a range of organic fertilisers, biological crop protection products and peat-free soils onto the market. Since then, the core task of our research and development has been the design and further development of market-oriented and innovative new products.

Together with Zasso GmbH, we have been working on an alternative to conventional crop protection products since 2017. Electrophysical weed control is a promising alternative.

Weeds, especially on paved paths and surfaces, are a problem for the banning of chemical pesticides. Removal can sometimes be very expensive, involve considerable consumption of resources and may not lead to the result desired.

The innovative weed control method that uses electricity is resource-saving, does not affect nature and the soil or soil organisms and does not damage the surface.

The joint venture between Zasso GmbH and Neudorff has developed a hand-held, production-ready prototype ZAS P5.1, with which successful tests have already been carried out.

The systemic effect, which destroys the entire plant from the leaf to the root, shows results as good as, for example, the application of chemical pesticides. Compared to non-chemical methods for weed control, the cost of application per square metre and the number of applications needed per year are reduced. Thanks to its battery system, the device can be used flexibly.

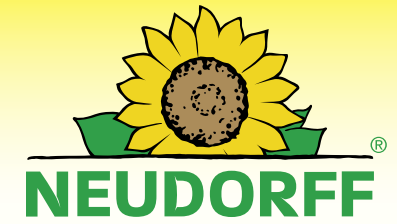
The device will receive a CE marking this year; the safety design will be finalised and the start of pilot production to test the product together with exclusive customers is imminent. The continuous improvement of the product for the product launch is also ongoing.







7 AFFORDABLE AND  
CLEAN ENERGY



# DECENTRALISED AND GREEN ENERGY PRODUCTION

## OWN AND GREEN ENERGY GENERATION

Through hydropower, photovoltaics and combined heat and power generation

### Our motivation

As a manufacturing company, energy is an indispensable component for all of our activities at Neudorff. It is used both in the form of electricity and as heat. For example, to heat our greenhouses or for drying processes in production. But not all electricity is equal. We have deliberately decided to produce our own green electricity and heat in order to counter rising costs at an early stage and to be independent. By purchasing green energy, we also want to promote the expansion of renewable energies.

### Our goals

- The expansion of our own electricity supply to 20% (share of self-generated energy of total demand) by 2022

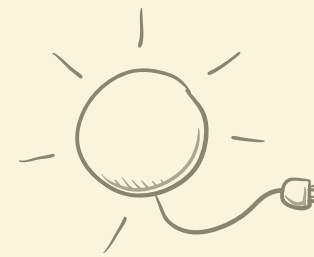
→ We have not yet achieved this goal due to a number of factors, but we are continuing to work on increasing the proportion of self-generated energy. We have set ourselves a new target for 2025

### Our actions

#### Expansion of our own electricity generation through photovoltaic systems

With us, sustainability starts with the use of hydropower and photovoltaics for electricity generation and ranges from minimising waste to company cars with electric drive systems. In this financial year, we have expanded our photovoltaic systems on the roof of our production facility in Emmerthal by 3,115.1 m<sup>2</sup>. This enables us to generate approx. 57 MWh of electricity per year.





**OWN POWER GENERATION**

of which own consumption 46%

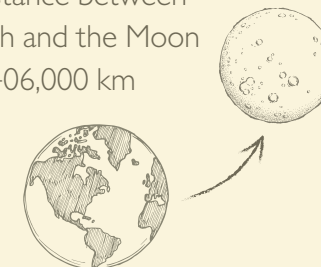
**avoiding 269 t CO<sub>2</sub>**

through the expansion of our photovoltaic systems



corresponding to a **long-haul flight** of approx. **1,000,000 km**

For comparison:  
The distance between the Earth and the Moon is 406,000 km



corresponds to a quantity that **2.37 hectares of rainforest** binds

Financial year	2019	2020	2021	2022
Energy sources used	7,517	7,536	8,855	8,801
Primary energy sources in MWh	4,297	4,295	5,158	5,563
Natural gas	4,152	4,179	5,024	5,410
Wind gas	145	116	134	153
Indirect energy sources in MWh	3,220	3,241	3,697	3,238
Electricity	2,911	2,916	3,296	3,686
District heating	309	325	401	303
Energy production in MWh	790 <sup>9</sup>	1,451	1,544	1,487
Electricity	684	1,052	1,054	967
Heat	160	399	490	520





# CLIMATE-FRIENDLY VALUE CREATION

## CLIMATE-FRIENDLY VALUE CREATION

Through climate-neutral production and alternative mobility concepts

### Our motivation

Proactive climate protection is indispensable. It ensures the future viability of our global community and our company in line with our core business. This applies both to our own business processes and to our value chain.

That is why we want to pollute the environment as little as possible, use resources sparingly and responsibly and contribute to the regeneration of nature. When designing a value chain, the following applies: regional before international. Waste, wastewater, emissions and energy are to be avoided, reduced or recovered if possible. This increases the harmlessness of products and processes for humans and the environment.

### Our goals

- At least one more CO<sub>2</sub> footprint of a product in fiscal year 2023

### Our actions

#### Climate Neutral Weserbergland 2030 Alliance

Climate protection is one of the goals that Neudorff has been pursuing for many years. It is part of our philosophy. We have, therefore, been a member of the "Climate Neutral Weserbergland 2030 Alliance" since October 2021.

The aim is to make the Weserbergland a pioneer in terms of climate protection. Together with the Weserbergland Climate Protection Agency, the alliance participants are working to gradually become climate-neutral by 2030 at the latest.

Climate protection also means continuously adapting to new circumstances and constantly realigning oneself. We see great potential here in participating in the alliance. Together with others, we want to contribute to achieving the climate protection goals. The alliance enables the exchange of experiences and planned measures with other companies in a wide range of industries. At the same time, together we are sending a clear signal for the development and orientation of our region.

The collaboration includes the analysis of the annual greenhouse gas balance<sup>10</sup>, which is created annually, an impulse consultation to advance the reduction of emissions and also assistance in or the provision of possibilities for compensation by promoting climate protection projects. These are certified and meet the highest quality standards.



<sup>10</sup> Accounting is based on the requirements of the Greenhouse Gas Protocol



Emission limitation  
company car maximum

**95 g CO<sub>2</sub>/km**

By train  
**travel with low emissions**  
and effective use of working time

**27%** of the workforce  
now rides their leased  
bike to work



**13** CLIMATE  
ACTION



#### Climate protection in our business processes

Since 2011 we have reduced our indirect emissions<sup>2</sup> by 89%. We were able to achieve this avoidance by generating our own electricity and switching to certified green electricity. We also want to reduce our direct emissions<sup>1</sup>. By converting our fleet to hybrid and electric vehicles, we have come one step closer to our goal. Since we cannot completely avoid emissions from both areas and would like to make a positive contribution, we have been offsetting the unavoidable emissions with climate protection certificates since September 2020. You can find out more about this in Chapter 4.8.

Another major driver of emissions is private transport. That is why we have been reducing our trips to the bare minimum – even before the pandemic. If you visit Neudorff, you can recharge your car at our e-charging stations with self-generated turbine power. The products are also designed in such a way that the impact on the environment is as low as possible. We have always been the only soil producer to sell exclusively peat-free products and thus protect the moors and the climate. Together with NABU, we have also been clarifying the relationship between peat extraction and climate protection for many years. Learn more about our collaboration with NABU in Chapter 4.8.

So we take care in all areas to reduce the burden on the climate and to keep our **CO<sub>2</sub> footprint** as small as possible.

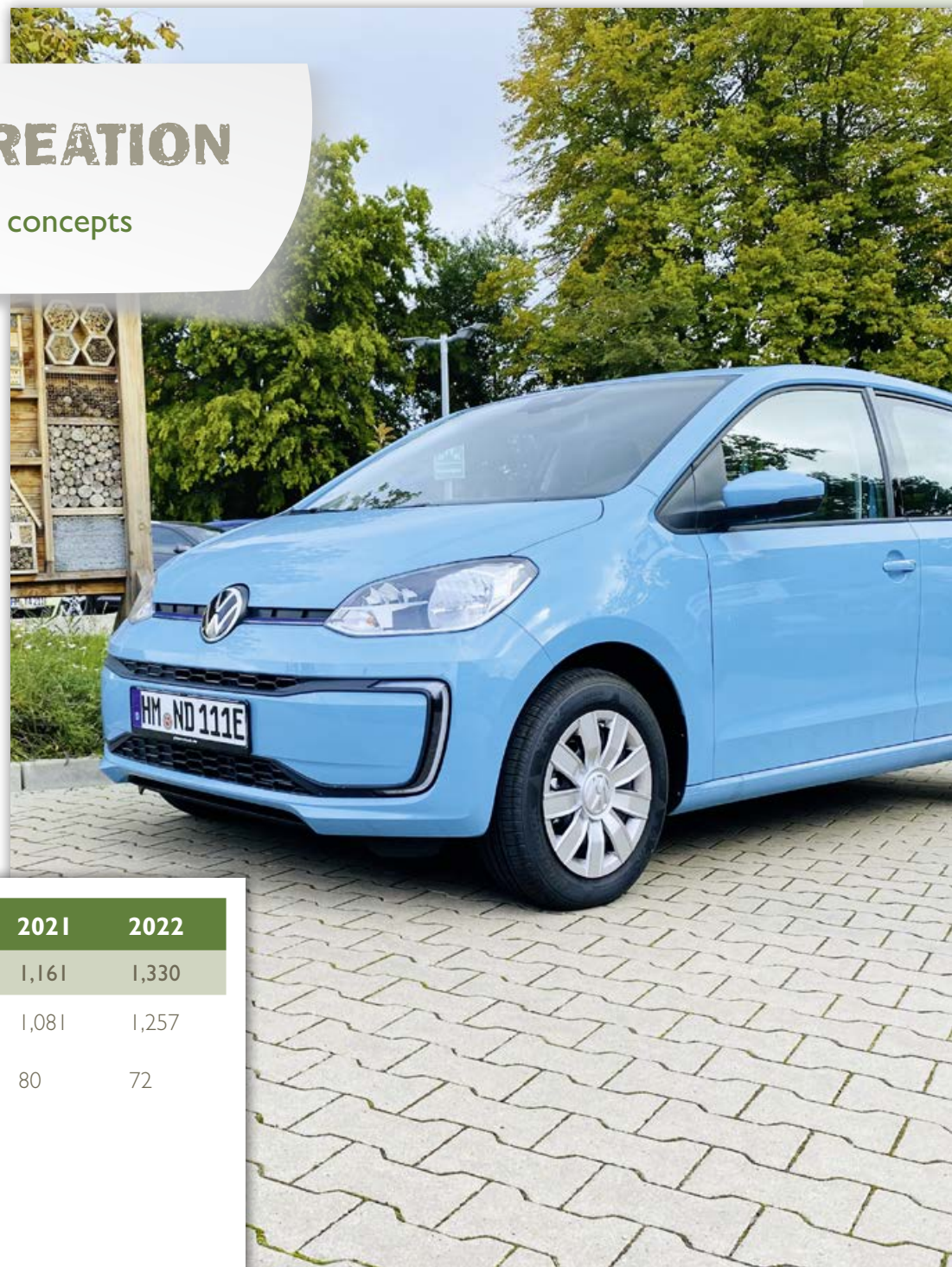
## CLIMATE-FRIENDLY VALUE CREATION

Through climate-neutral production and alternative mobility concepts

### Climate protection in the value chain

Based on our internal guidelines, we strive to reduce our emissions overall. However, we want to tackle any negative impacts and are, therefore, focussing on compensation through selected projects. For example, we voluntarily neutralise a large part of the unavoidable air travel by making a climate protection contribution to the climate protection organisation atmosfair. This does not undo CO<sub>2</sub> emissions, but atmosfair invests this compensation in climate protection projects.

The following rule applies to our value chain: regionally before internationally. That is why we source our raw materials, packaging and services from the Weserbergland region wherever possible.



Financial year	2019	2020	2021	2022
Greenhouse gas emissions in t CO <sub>2</sub> eq	1,125	1,013	1,161	1,330
Of which direct emissions <sup>1</sup>	1,066	950	1,081	1,257
Of which indirect emissions <sup>2</sup>	59	62	80	72

<sup>1</sup> e.g. from the combustion of natural gas and fuel

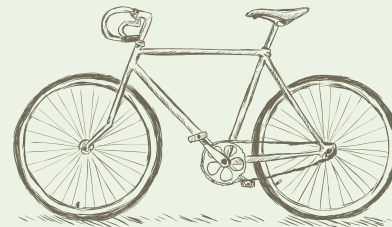
<sup>2</sup> e.g. from purchased electricity and district heating from a biogas plant



**23 charging points  
for vehicles**

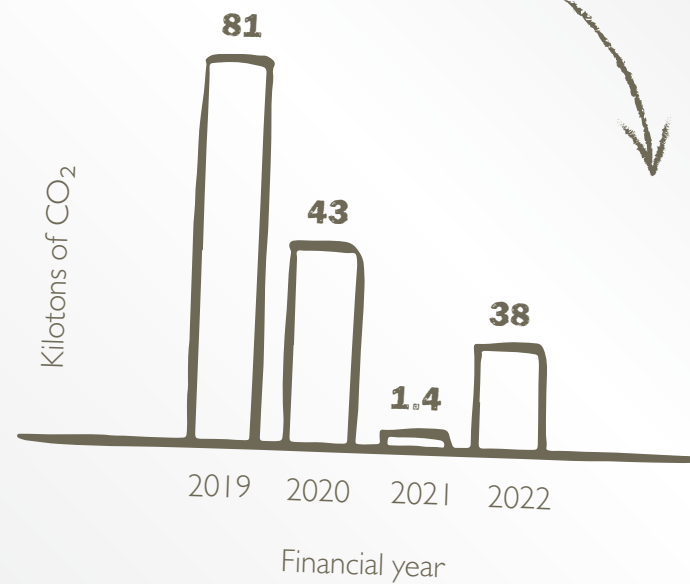


**In the meantime, also,  
27% of the workforce travel to  
work using their leased bike.**



**Only 5% of our suppliers come  
from third countries/overseas**

### Changes in our flight emissions

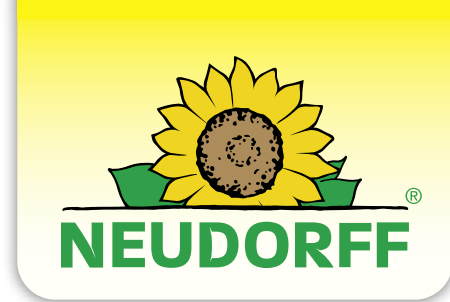






8

DECENT WORK AND  
ECONOMIC GROWTH



# A RESPONSIBLE EMPLOYER

## A RESPONSIBLE EMPLOYER

Through trust and equal opportunities

### Our motivation

It is important to us to be a caring, trusting and attractive employer. Because our employees are the most important ambassadors for our entire company. They convey our values in their daily work and in everyday life.

Diversity is also important to us. That is why we promote the exchange between and cohesion of employees of different ages, cultures, lifestyles, languages and stages of life. We would like to further strengthen diversity and, in doing so, counteract demographic change and the impending shortage of skilled workers. Teamwork and project work are very important to us. Gender, origin or physical condition are not important and each of our employees has the same prospects for professional development.

### Our goals

- The introduction of occupational health management by 2024, in order to further strengthen and expand the opportunities for sports participation and healthy nutrition for employees.



### Our actions

#### Dealings during the pandemic

The Covid-19 pandemic caught the whole world's breath. The government, private households and even companies had to find a way to deal with this special and challenging situation.

Between fluctuating incidence rates, lockdowns and restriction plans, Neudorff found a way to cope with this situation, to learn from the challenges, to develop further and to remain able to deliver at all times.

The establishment of a crisis team to develop adequate implementation options, the early opportunity for employees to do mobile work and the development of a comprehensive and adapted hygiene plan are just a few examples that have contributed to a very good management.



Financial year	2019	2020	2021	2022
Total workforce including field staff	276	262	269	295
Of which trainees	11	11	6	5
<b>Contract type</b>				
Full-time in %	88	82	86	86
Part-time in %	11	12	14	14
Seasonal in %	1	6	7	2
Rate of injuries in %	1.00	0.83	0.61	0.91
Illness rate in %	4.53	5.19	3.85	7.08
Average age	42.4	42.9	43	43
Number of deaths	0	0	0	0
Suggestions from the Corporate Recommendation Scheme	7	7	7	7

## A RESPONSIBLE EMPLOYER

Through trust and equal opportunities

### Health

Health is one of life's most important assets. This is why our employees at all our sites are regularly invited by the company doctor for preventive measures, such as flu vaccinations. In addition, he is of course, also available during his office hours for other employee concerns. Health also has something to do with sports activities. That is why we participate annually in the "Cycling to work" campaign of the AOK and the ADFC (General German Cyclists' Club). It improves fitness, promotes health, protects the climate and great prizes are also given out in raffles.

### Benefits

What does Neudorff have that others don't? In addition to a regulated collective wage, 30 days of leave, company pension plans and holiday and Christmas bonuses, we also offer other benefits for our employees. The Corporate Benefits Programme, which was initiated by our employees, is a platform for special purchasing conditions at over 800 providers. Apart from registration, nothing else is necessary to be able to use the exclusive offers from well-known manufacturers and brands provided by Neudorff. In addition, we have been making bicycle leasing available to all of our employees since 2015. Thanks to tax advantages, you get the bike at a discounted price and can take it over after three years of use or simply choose a new one. The bike or e-bike is also insured by us.





**2022 proportion of women 48%**

**Women in management positions<sup>11</sup>:  
30%**

**Approx. 71% take-over rate  
for trainees in the  
last three years<sup>12</sup>**

**67 people  
cycle to work**



**Severe disability rate  
averaging 5.11%<sup>13</sup>**

**Employees from  
11 different countries**



**Offer of scholarships,  
dissertations, bachelor theses  
student internships and future day**

<sup>11</sup> In the upper and middle management levels

<sup>12</sup> In the last years three years (2020 – 2022)

<sup>13</sup> In the last years three years (2020 – 2022)







# COMMUNITY ENGAGEMENT

## COMMUNITY ENGAGEMENT

Through partnerships to achieve various goals

### Our motivation

Partnerships and community engagement are essential to promote sustainable development and create a better world for future generations. We are, therefore, committed to sustainable development not only in our own business area, but also regionally, nationally and internationally. Above all, it is important to us to support associations and long-term initiatives that bring ecological and social aspects together.

### Our goals

- The promotion of regional, national and international projects with ecological and social added value

### Our actions

#### Association work and membership

Connecting common interests. You also achieve goals faster if you work together to achieve them. That is why we have been working with various environmental and climate protection associations for many years to promote sustainable development, raise awareness of sustainability and provide educational work.

Together with the Naturschutzbund Deutschland e.V. (German Nature Protection Association) (NABU), we are making an active contribution to the protection of peatlands by providing information on peat extraction. To facilitate the purchase of environmentally and climate-friendly potting soils, the NABU logo marks our 100% peat-free NeudoHum soils. In addition, we provide funds for the German Moor Protection Fund, which was launched by NABU in 2011.

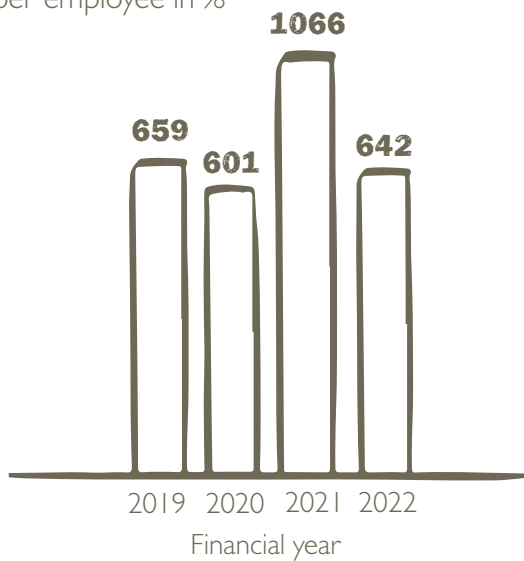
We are also members of various associations that are committed to environmental and climate protection. For example, we are a member of the Friends of the Klimaschutzagentur Weserbergland e.V. (Climate Protection Agency Weserbergland) in order to contribute to the diverse and wide-ranging promotion of climate protection in our home region. We are also a member of the Bundesdeutscher Arbeitskreis für Umweltbewusstes Management e.V. (Federal German Working Group for Environmentally Conscious Management) and the Bundesverband Nachhaltige Wirtschaft e.V. (Federal Association for Sustainable Economy).





**Connecting common interests.  
You achieve goals faster  
if you work together  
to achieve them.**

**Community engagement**  
per employee in %



# COMMUNITY ENGAGEMENT

## International projects

### **Viruanga Mountain Gorilla Project – Improving and preserving habitats in Rwanda with efficient cooking stoves**

Partner: KlimAktiv

Our contribution: donation for 2021

Goal: With the help of energy-efficient cooking stoves, the need of the numerous households for firewood is reduced and the rainforest ecosystem in Rwanda is protected as a result.

Supported goals:



#### Measures:

Of the approximately 1,000 mountain gorillas still living worldwide, about 600 live in the Viruanga Mountains of this park. The neighbouring villagers also search the national park daily for wood for their cooking fires. The deforestation of the rainforest endangers the mountain gorillas living there. A stove made in Rwanda is made available to the up to 50,000 households living around the national park at low cost. This stove only needs a third as much firewood as an open fireplace. This reduces CO<sub>2</sub>. At the same time, the people of the region have to spend less time and money on procuring timber. The children can attend school and play and the family has time to improve their income via home-made baskets and other goods.



#### Further information

[www.klimaktiv.de](http://www.klimaktiv.de) • [www.likano.eu](http://www.likano.eu)



### Children's aid project – enabling a future for children in Namibia with soup kitchens and dormitories for pupils

Partner: Namibia Unterstützung e.V.

Our contribution: annual donation

Goal: With the help of soup kitchens and the support of school dormitories, all children in Okombahe will be given access to education and unemployment will be combated in this region of Namibia.

Supported goals:



#### Measures:

As in many African countries and rural regions, the distances to travel are very long everywhere. This means that many children in Okombahe have to be accommodated in pupil dormitories. Unemployment in the region is over 50% and water, electricity and telecommunications are only available with prior cash payment. As the HIV infection rate is very high, many orphans live on the street or with their grandparents. Two soup kitchens provide 130 children who do not get enough to eat at home with a full meal three days per week. In addition, 71 children and students will be covered for their home costs, including school uniforms and materials.



Further information

[www.namibia-verein.de](http://www.namibia-verein.de)

# COMMUNITY ENGAGEMENT

International projects

## Biogas programme Vietnam – Vietnam: Waste becomes biogas for smallholder farmers

Partner: KlimAktiv

Our contribution: donation for 2022

**Goal:** Waste is used to produce biogas for small farmers. The project tackles climate change effectively while providing access to clean energy for rural areas at the same time.

Supported goals:



**Measures:** Waste from livestock farming, kitchens and toilets is fermented in self-built biogas plants. The families use the biogas for cooking. This eliminates smoky fireplaces and reduces the consumption of wood. The residues from the biogas plants are used as organic fertiliser.



**Further information**

[www.klimaktiv.de](http://www.klimaktiv.de) • [www.goldstandard.org/projects/details/61](http://www.goldstandard.org/projects/details/61)



## Ombepo Wind – wind power in Namibia

Partner: Verra

Our contribution: donation for 2022

Goal: The purpose of this project is to feed the electricity generated by wind power into the grid of the Republic of South Africa.

Supported goals:



Measures:

The bundled project includes the construction and operation of a 10 MW wind power plant on the green meadow near Luderitz in the Karas region, Namibia. Wind turbines were built in two phases (initially 6 MW, later 4 MW), which generate electricity for export to the national grid by NamPower (purchaser of the first phase) and the municipality of Lüderitz (purchaser of the second phase). The first phase of the plant, Namibia's first wind farm for public use, was developed by InnoSun Energy Holding Pty Ltd, a company registered in Namibia owned by Namibian and French investors, in which the Municipality of Lüderitz has a stake of 5. The Project I phase is part of the Namibian refit programme Renewable Energy Feed In Tariff and its electricity generation is purchased and distributed by the Namibia Power Corporation (the national energy supply company), which replaces grid electricity with clean and renewable energies and reduces greenhouse gas emissions from the fossil fuel mix of the basic grid. In addition to emission reduction, the benefit of the project is, among other things, the improvement of the energy self-sufficiency of the as well as in the creation of jobs on site.



### Further information

[www.verra.org](http://www.verra.org) • [www.verra.org/app/projectDetail/VCS/1915](http://www.verra.org/app/projectDetail/VCS/1915)

## COMMUNITY ENGAGEMENT

### International projects

#### Get a Smile – Promote education in Mali with a school garden and the pupils' own canteen and fight poverty in the long term

Partner: africa-co-operation e.V.

Our contribution: working hours and annual donations

Goal: With the help of a school garden and the pupils' own canteen, all students in Fangasso should be able to graduate from school and, as a result, education is improved and poverty is fought in this region of Mali.

Supported goals:



**Measures:** In Mali most secondary schools are found only in larger cities. Many students have to leave their village and stay with host families. They have to finance their stay with money or food, both of which are scarce. With the construction of a school canteen in Fangasso, which reliably supplies students with the school garden's self-produced vegetables, the costs are reduced and the knowledge of natural cultivation methods for local fruits is promoted. Pupils can focus on learning and graduating from school. The management of the garden and the operation of the school canteen create seven new jobs at the same time. In addition, a cooling system with a photovoltaic system was installed in the health centre in Fangasso. This makes the storage of medicines and vaccines possible. In addition, two former Neudorff vans, which were converted into ambulances, were handed over to the San Hospital and the Centre de Sante in Fangasso.



Further information

[www.africa-co-operation.de](http://www.africa-co-operation.de)



## Reserva Finca Curré, Monte Alto and Lapa Verde – Securing the rainforest habitat in Costa Rica with reforestation, the acquisition of primeval forests and the protection of protected areas

Partner: Tropica Verde e.V.

Our contribution: annual donation

Goal: To protect the regional biodiversity of the tropical rainforests in Central America by preserving contiguous forest areas and to secure the supply of drinking water through reforestation.

Supported goals:



Measures:

Tropical rainforests are the most diverse ecosystems on earth. They stabilise the climate and regulate the global water balance. They provide food and raw materials, some of which are also used by Neudorff. The existence of these unique habitats is under constant threat. Massive deforestation of valuable timber endangers the finely coordinated communities of plants and animals. Deforested areas lose their humus layer due to erosion and become stagnant, so that it is very difficult to reintroduce new tropical forest areas. To counteract this, primeval forests are acquired in Talamanca and thus protected from illegal logging and poaching. In the headwaters of the Rio Nosara in Guanacaste, former hillside pastures are reforested through natural regeneration and

afforestation with native, site-appropriate species in mixed culture. The virgin forests on the Rio San Juan are threatened by logging and pineapple cultivation. The Maquenque protected area, which is a breeding area for the great soldier macaw, is preserved here.



Further information

[www.tropica-verde.de](http://www.tropica-verde.de)

# COMMUNITY ENGAGEMENT

## International projects

### Ukraine – Crisis

**Our contribution:** donation in kind

**Objective:** Support for war victims in Ukraine

**Supported goals:**



#### Measures:

Shaken and concerned, the whole world looked to the east of Europe in early 2022 as the war of aggression on Ukraine led to death and devastation, spreading grief and suffering, as well as fear and terror, and continues to do so. Hundreds of thousands of those affected were and still are either fleeing within the country or on their way to neighbouring countries. For this reason, Neudorff, together with all other donors, is also involved in helping to alleviate damage and provide support. Collected donations in kind from our employees, which were transported to the Ukrainian border by truck, should continue to help the people who so urgently need our help to create some comfort and security during this difficult time.





# COMMUNITY ENGAGEMENT

National and regional projects

## Regional Climate Fund

**Partner:** Climate Neutral Weserbergland Alliance

**Our contribution:** donation of money per ton of CO<sub>2</sub> emissions

**Goal:** To promote regional climate protection projects

**Measures:** For each compensated tonne of CO<sub>2</sub>, 5 euros will be paid into a fund for regional climate protection projects. The money from the fund can be used, for example, to plant trees, create flowering strips or promote community projects with a thematic focus on climate and the environment.



## #Beebetter

**Partner:** BurdaHome, WWF

**Our contribution:** working hours, knowledge and financial participation

**Objective:** Protection of bees, in particular wild bees and education about their importance

**Supported goals:**



**Measures:** Did you know that pollen and nectar-collecting insects are responsible for the survival of 90% of all plant species worldwide? This means that they play a crucial role in our food chain. They do indispensable work in the ecosystem and in the production of countless products in daily life. More than half of all wild bees in Germany are already on the Red List. The wild bees disappear because they lack habitat and food. #beebetter is a platform for information and engagement around bees and biodiversity. That is why the initiative was awarded as an official project of the UN Decade for Biodiversity.



**Further information**

[www.beebetter.de](http://www.beebetter.de)



### Social service providers

**Partner:** Paritätische Lebenshilfe  
Schaumburg-Weserbergland GmbH (PLSW)

**Our contribution:** award of contract

**Goal:** To enable people with disabilities to work independently

**Supported goals:**



**Measures:** Our "WildgärtnerFreude insect houses" are manufactured in cooperation with the PLSW. Part of the sales proceeds will benefit the social service provider. The social enterprise supports people with disabilities to participate in working life in a self-determined way. Innovative job offers in the company premises and at outsourced workplaces, as well as the transition to the general labour market, offer employees a wide range of opportunities.

















**Further information**

[www.plsw.de](http://www.plsw.de)

## OUR GOALS

### Review and outlook

### Review

Goal	by	Planning target	Status
Improving environmental and social standards in the supply chain	2020		
The use of at least 30% recycled material in all packaging	2025		
The use and purchase of raw materials and active ingredients only according to firmly defined sustainability standards	2023		
100% recyclable packaging	2025		
Increase in energy efficiency by 20%	2020		
100% automated energy monitoring for the own power consumption of the production sites (We have not yet achieved this goal due to many factors, but we are continuing to work on implementing automation. We have set ourselves a new goal for 2025.)	2020 → 2024		
<b>Own and green energy generation</b> The expansion of our own electricity supply to 20% (share of self-generated energy of total demand) (We have not yet achieved this goal due to a number of factors, but we are continuing to work on increasing the proportion of self-generated energy. We have set ourselves a new goal for 2025.)	2022 → 2025		



Ongoing implementation





In process



Implemented



## Outlook

Goal	by	Planning target
<b>Sustainable business and success</b> <ul style="list-style-type: none"> <li>• Creating long-term job security to stabilise the region</li> <li>• Transferring a stable and successful family business to the next generation</li> </ul>	continuous	
<b>Preserving and promoting biodiversity</b> <ul style="list-style-type: none"> <li>• Designing production sites close to nature by creating at least one flowering area and installing nesting aids</li> </ul>	continuous	
<b>Climate-friendly value creation</b> <ul style="list-style-type: none"> <li>• At least one more CO<sub>2</sub> footprint of a product</li> </ul>	2023	
<b>Responsible employer</b> <ul style="list-style-type: none"> <li>• Introduction of a company health management programme to further strengthen and expand opportunities for physical activity and healthy eating among employees</li> </ul>	2024	
<b>Community engagement</b> <ul style="list-style-type: none"> <li>• Promotion of regional, national and international projects with ecological and social value</li> </ul>	continuous	

## AWARDS AND CERTIFICATIONS

All successes at a glance

**1999**



Introduction and certification to QMS ISO 9001

**2010**



Introduction of EcoCert

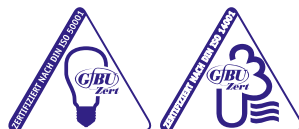
**2012**



1st place Hanover Prize: The energy transition in corporate practice – Practical and successful energy-saving measures



Finalist Best Design Energy & Environment



Introduction and certification to EnMS ISO 50001 and UMS ISO 14001

**2014**



**Winner**  
"Germany's most sustainable small business"



Honour for participation in the Sustainability Cheque of the sustainability initiative ChemistryHigh<sup>3</sup>

**2015**



National Champion in the category The Award for Environmental & Corporate Sustainability

**2016**



3rd place Energy Saving Cup Germany of the European Enterprises Climate Cup



Ruban d'Honneur Winner in the category The Award for Environmental & Corporate Sustainability



**2017**



Honoured as a  
Green Brand  
Germany 2017/2018



Introduction of certification  
Assured Sustainability



**Winner**  
Best Concept  
Environment & Sustainability

**2018**



Awarded as a  
Green Brand  
Germany 2018/2019



National Winner  
in the Social Responsibility &  
Environmental Awareness  
category

**2020**



Climate-neutral company  
in Scope 1 & 2  
(climate-neutral production)

**2021**



Winners in the  
ResourcesTrans-  
formation Field

**2022**



Award  
Brand of the  
Century

## ANNEX AND PUBLICATION DETAILS

### About this magazine

This magazine is the third sustainability report by W. Neudorff GmbH KG and can be downloaded from our company website. However, from now on it will be called Sustainability Magazine. The aim of the magazine is to inform our stakeholders, such as customers, employees, business partners and local residents, about our sustainability performance, progress and goals.

### Report contents

In preparing the report, we were guided by the 2030 Agenda and the Sustainable Development Goals. The content and structure of the report are based on the 17 Sustainable Development Goals.

### Reporting period and scope

Sustainability Magazine 2022 refers to the financial years 2020 - 2022 and covers the period from 01 October 2020 to 30 September 2022. In order to provide a better representation of our development to date, all data is also compared with 2019, i.e. from 1 October 2018 to 30 September 2019. This is because the 2020 and 2021 data is heavily impacted by the pandemic.

The figures, data, facts and information reported here apply, unless otherwise stated, to the entire company Neudorff, including all German locations. There were no significant changes in the size and structure of the company or its ownership structure during the reporting period.

### Recording and comparability of data and information

For key figures for which no trend can yet be specified, the aim in future will be to observe a trend. Due to new calculation bases, higher data quality and updated information, we may have to occasionally correct figures from previous time periods. When totalling data, deviations may occur due to rounding. All forward-looking statements in this report are based on current assumptions. Due to uncertainties, unknown risks and other factors, actual developments may deviate from our forecasts and estimates.

All the contents of this report have been carefully compiled from a range of sources. The data, information and figures contained correspond to the truth to the knowledge of Neudorff, whereby no liability is assumed for their correctness and completeness.

### Further remarks

In order to ensure better readability, we have refrained from using gender-specific dual designations in this report. This does not constitute a judgement. All entries are to be understood to be gender neutral.



### **Dear Readers,**

Do you have any suggestions, comments or questions about this sustainability magazine?

Please contact us at:

[info@neudorff.de](mailto:info@neudorff.de)

### **Image credits**

1 p. 60 "Project in Rwanda" Likano

2 p. 61 "Project in Namibia" Joachim Knoche

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4 p. 63 "Ombepo wind" aera group

5 p. 64 "Project in Mali" Bakary Coulibaly (Fangasso)

6 p. 65 "Projects in Costa Rica" Faunity Photography, Tropica Verde

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