



# PICARD

## SUSTAINABILITY STRATEGY

GET MORE.





# FOREWORD

Friedrich PICARD GmbH & Co. KG was founded in 1922 as a family-run company. Over the past 100 years, it has grown into one of Europe's largest distributors of rolling bearings and linear motion technology. Since its inception, PICARD has put people and relationships at the centre of its focus. We look forward to continuing to thrive and grow for centuries to come, creating secure jobs, and contributing to society and the economy. For this reason, sustainable corporate governance is key to our success, benefiting not only our employees but also our customers, suppliers, and business partners – both now and in the future.

# MOTIVATION



For a large, international trading company like PICARD, sustainability is a particular challenge. We distribute rolling bearings and linear motion technology and serve the unpredictable, often small-scale purchasing needs of the specialised trade in more than 90 export countries. In this market, our logistics capabilities are an essential competitive advantage. Orders received before 7:00 pm (CET) go out the same day – and in many regions, the customer can expect next-day delivery. This involves the consumption of non-renewable resources and results in CO<sub>2</sub> emissions.

If sustainability is considered only in the single dimension of the environment, it places limits, especially on the logistics side of our business model. But sustainability goes beyond just CO<sub>2</sub> emissions and resource conservation. It has environmental, social, and economic dimensions. We have made it our goal to exert our influence where we can as a company and thus make our contribution to a sustainable future. Our motivation is intrinsic – for managers and employees at PICARD, sustainability and preserving a high quality of life for current and future generations is a matter of the heart. We accept our responsibility to our employees and their families, our immediate environment, as well as a global responsibility to society as a whole, which we intend to fulfil. At the same time, as a German corporation, we are also extrinsically motivated by legal and normative requirements to comply with regulations and directives as well as to transparently state and actively pursue concrete goals and measures. Our suppliers, customers, and applicants are also increasingly focusing on sustainability criteria. It is our intention as well as our obligation to meet these expectations.

Through our sustainability strategy and continuous communication about sustainability, we make our progress as an organisation transparent and will continue to expand the information available on our sustainable activities and initiatives.

# SUSTAINABILITY STRATEGY

PICARD's sustainability strategy is based on the established three-pillar model of sustainable growth that encompasses the social, environmental, and economic aspects of sustainability. This model serves as a foundation for current ESG guidelines of the EU and the ten principles of the UN Global Compact. It emphasizes the balance of development in all three dimensions that is decisive for sustainable progress.



# ENVIRONMENT

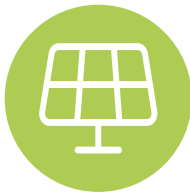
Environmental sustainability pursues the goal of preserving our natural surroundings for future generations. As a company, we strive to use our natural resources conscientiously and reduce negative impacts on the environment.

## Our environmental goals & initiatives:



### Outdoor reservoirs

Natural algae growth control in outdoor reservoirs using water fleas in place of chemicals



### Solar power

Sustainable power generation through the installation of a photovoltaic system on the roof of our building



### LED lighting

Implementation of energy-efficient LED lighting in our warehouse, supported by motion detectors



### Packaging

Continuous transition to environmentally-friendly packaging solutions, including the use of re-usable wood pallets and filler material made of 100% recycled paper



### Logistics

Support for our shipping partners during the introduction of sustainable logistics solutions, including participation in DHL's GoGreen Plus pilot project



### Conservation of resources

Raising awareness among our employees to encourage the responsible use of natural resources at work

# SOCIAL

Social sustainability means meeting the needs and rights of people today without endangering resources for future generations. At PICARD, people are our focus. We foster equality of opportunity and create a diverse corporate culture with fair working conditions.

## Our social goals & initiatives:



### E-bikes

Encouraging environmentally-friendly mobility for our employees through bike leasing



### Coaching

Strengthening the mental health of our employees through mental health coaching



### Public transportation

Offering a JobTicket to reduce the financial burden on our employees



### Nutrition

Healthy, subsidized meals in our company restaurant in order to ensure all employees have access to healthy nutrition

# GOVERNANCE

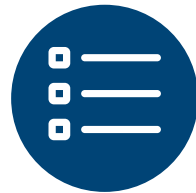
Economic sustainability means sustainable business. As a corporation, we must not only reduce our environmental footprint, but also enable long-term economic growth. For this purpose, we pursue sustainable corporate strategies, environmentally compatible and socially just activities, as well as fair business relationships.

## Our economically sustainable goals & initiatives:



### Sustainability report

Generation of the sustainability report for the 2023 fiscal year



### Code of Conduct

Development of an ethical code of conduct for the company and its business partners



### Environmental management

Implementation of an environmental management system with the goal of achieving ISO 14001 certification through an external audit by the end of 2024



### Energy management

Implementation of an energy management system with the goal of achieving ISO 50001 certification through an external audit by the end of 2024

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