



PICARD

NACHHALTIGKEITSSTRATEGIE

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FOREWORD

Friedrich PICARD GmbH & Co. KG was founded as a family-owned company in 1922 and has developed over the past 100 years into one of Europe's largest trading companies for bearings and linear technology. From the very beginning, PICARD has placed people and collaboration at the heart of its business.

We want to continue to grow and prosper for generations to come, create secure jobs and make a meaningful contribution to society and the economy. For us, sustainable corporate management is therefore a key factor for long-term success, benefiting not only our employees but also our customers, suppliers and business partners, both today and in the future.

MOTIVATION



For an internationally operating wholesale company such as PICARD, sustainable business practices present a particular challenge. We distribute bearings and linear technology products and serve the often unpredictable and small-volume purchasing requirements of technical distributors in more than 90 export countries. Our logistics capabilities are a key competitive advantage. Orders placed before 7:00 p.m. CET are shipped on the same day and, in many regions, delivered as early as the following day. Inevitably, this results in CO₂ emissions and the consumption of non-renewable resources.

If sustainability is viewed solely from an environmental perspective, the logistics side of our business model is therefore subject to certain limitations. However, sustainability goes far beyond reducing CO₂ emissions and conserving resources. It encompasses environmental, social and economic dimensions. Our objective is to take action wherever we, as a company, are able to make a meaningful difference and to contribute to a more sustainable future. Our motivation is intrinsically driven. For both PICARD's management and employees, sustainability and a liveable future for current and future generations are matters of genuine importance. We are aware of our responsibility towards our employees and their families, our local environment and society as a whole. At the same time, as an internationally active company, we also recognise our global responsibility and are committed to fulfilling it.

In addition, as a large German company, we are also influenced by external legal and regulatory requirements. These require us to comply with applicable regulations and guidelines, define concrete objectives and measures transparently, and actively drive their implementation forward. Our suppliers, customers and job applicants are also increasingly taking sustainability criteria into account. We both need and want to meet these expectations.

Through our sustainability strategy and continuous sustainability communication, we make our development transparent and will continue to expand the information we provide on our sustainability activities and measures.



SUSTAINABILITY STRATEGY

Since 2025, PICARD has been conducting sustainability strategy workshops. These workshops take place once a year or whenever significant environmentally relevant developments occur. Participants include the environmental team as well as managers who are closely involved in sustainability-related matters. The workshops are facilitated and moderated by an external sustainability consultant. Their objective is to assess relevant developments and potential risks at an early stage, identify strategic areas for action and further develop the company's sustainability approach. The workshops focus in particular on key sustainability-related topics, current developments, and relevant internal and external requirements. These are discussed and assessed with regard to their significance for the company. PICARD has structured its sustainability activities in line with the United Nations 2030 Agenda and the Sustainable Development Goals (SDGs), as they provide a clear and internationally recognised framework for responsible business practices. They help us structure our sustainability strategy and ensure that our activities are not viewed in isolation, but create meaningful impact within a broader global context. The SDGs enable us to set priorities transparently and make progress measurable. At the same time, they provide a common language that facilitates dialogue with customers, partners, employees and investors. By aligning our activities with the SDGs, we can specifically pursue solutions that combine environmental, social and economic considerations. They also support us in identifying risks at an early stage and recognising opportunities for sustainable growth. For PICARD, the SDGs therefore represent not only a framework for orientation, but also a strategic compass for long-term corporate success.

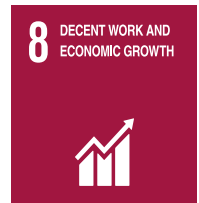
SDG 8 »DECENT WORK AND ECONOMIC GROWTH«

SDG 8 promotes sustained economic growth while ensuring decent, safe and fair working conditions for everyone. It aims to strengthen productive employment, social protection and responsible business practices worldwide.

SDG 8 is of central importance to PICARD because sustainable growth can only be achieved when employees are protected, fairly compensated and supported in their long-term development. Through responsible supply chains, clear standards of conduct and the active evaluation of our business partners, we seek to ensure that our economic success goes hand in hand with social responsibility and high standards of working conditions.

Goals

- We safeguard our long-term market position through a consistently sustainable business approach and the ability to adapt flexibly to changing market requirements
- A comprehensive range of health initiatives and an appreciative leadership culture strengthen employees' physical and mental health and promote their long-term well-being.
- We are an attractive and modern employer with a strong and successful employer brand.





SDG 9 »INDUSTRY, INNOVATION AND INFRASTRUCTURE«

SDG 9 promotes the development of resilient infrastructure, supports sustainable industrialisation and strengthens innovation as a foundation for long-term economic and social development.

SDG 9 is highly relevant to PICARD because digital innovation enables us to make our processes more efficient, resource-conscious and future-ready. Through continuous digitalisation, optimised processes and modern interfaces such as EDI, we actively contribute to sustainable value creation and resilient structures for our customers and business partners.

Goals

- Through the targeted use and continuous development of digitalisation, digital transformation and artificial intelligence, we significantly increase the efficiency of our processes.
- Cybersecurity is fully integrated across all areas of the company and ensures the highest level of data security as a top priority.

SDG 10 »REDUCED INEQUALITIES«

SDG 10 aims to reduce social, economic and political inequalities and ensure that all people have equal opportunities regardless of their background, identity or personal circumstances.

SDG 10 is of central importance to PICARD because diversity, cultural openness and international collaboration strengthen our competitiveness and enable us to provide customer-focused support across different markets. A diverse workforce, strong employer attractiveness and targeted employee retention are essential for succeeding in international trade and sustainably addressing the shortage of skilled workers.

Goals

- A strong culture of togetherness is firmly established throughout the company and reflected in team spirit, diversity and an open-minded attitude. These values have a positive impact on our overall performance.





SDG 13 »CLIMATE ACTION«

SDG 13 calls for urgent and decisive action to combat climate change and strengthen the resilience of societies and businesses to its consequences. It focuses both on reducing emissions and on developing appropriate adaptation strategies.

SDG 13 is particularly relevant to PICARD because the largest environmental impacts associated with our business arise from logistics, an area in which we can take targeted responsibility. Through more efficient route planning, digital optimisation, alternative drive concepts and continuous dialogue with our logistics partners, we are actively working to reduce emissions, despite the limitations resulting from high customer expectations regarding fast delivery times.

Goals

- We will reduce relative emissions per parcel by 10% by 2030, compared with the 2025 baseline.
- By 2035, we will cover 80% of our electricity demand through self-generated electricity from our photovoltaic systems.
- We will increase the proportion of our waste that is recycled by 10% by 2028, compared with the 2025 baseline.

SDG 17: »PARTNERSHIPS FOR THE GOALS«

SDG 17 highlights the central role of global partnerships in bringing together knowledge, resources and technologies in order to support the effective achievement of all Sustainable Development Goals. It promotes cooperation between companies, institutions and countries to enable shared progress.

SDG 17 is essential to PICARD because strong, fair and long-term partnerships form the foundation of our international success. Through close cooperation with customers, suppliers and global business partners, targeted knowledge transfer and support for smaller markets, we not only strengthen our own competitiveness but also contribute to economic development and sustainable growth in different regions.

Goals

- We benefit from systematic and diversified collaboration with our business partners, suppliers and customers and maintain these relationships over the long term.
- We ensure high levels of customer satisfaction through excellent service quality and continuously develop our offerings in line with our customers' needs.
- We actively strengthen our involvement in corporate and professional networks in order to promote knowledge transfer and make a meaningful contribution through our participation.



Friedrich PICARD GmbH & Co. KG

Dietrich-Benking-Straße 78

44805 Bochum

Germany

+49 234 53993-130

post@picard.de

www.picard.de

