

# Eppendorf Sustainability Report 2022

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# Highlights by Numbers

in 2022



**5,131**

**Employees**

at the Eppendorf Group as of the reporting date  
December 31, 2022



**14%**

**Reduction in Scope 1 & Scope 2 intensity**

based on Scope 1 and 2 emissions per thousand  
euros of revenue (2022: 0.0071, 2021: 0.0083)



**79**

**"Future People"**

were active at Eppendorf in Germany as of the  
reporting date December 31, 2022



**66%**

**Percentage of waste at our production sites  
diverted from landfills**

recycling, preparation for reuse and recovery,  
other methods of reuse and recovery

# Highlights by Numbers

in 2022



**12.5%**

**Global turnover**

our people appreciate Eppendorf as an employer, as shown by our turnover rate, which is well below the German average of 16%



**8 h**

**Average continuing education**

provided by the Eppendorf Academy and LinkedIn Learning in hours



**33**

**Number of countries**

with Eppendorf locations



**0**

**Incidents**

of non-compliance concerning the health and safety impacts of products and services



# Foreword by the Management Board

GRI 2-22

Dear Readers,

2022 presented the world with major challenges. War has been raging in Europe for over a year. We have been deeply moved by the dramatic consequences for the people in Ukraine. Immediately after the outbreak of the war, Eppendorf SE made a donation to the United Nations Children's Fund (UNICEF) to support medical care for refugees along the escape routes, especially for children. Additionally, Eppendorf's European employees were given the opportunity to volunteer, thus providing important aid.

Eppendorf also had to face the economic effects of this war, such as sharply rising energy costs and inflation rates, stagnant supply chains and problems in procuring materials. Despite these challenges, we managed to finish this year successfully. The Eppendorf Group continued to grow and was again able to increase its sales. The fact that the company was able to grow sustainably despite the difficult economic environment shows that Eppendorf's products and services are important and are needed more than ever.

“To improve human living conditions.” This is Eppendorf's corporate mission – and it has never been more relevant than today. Eppendorf makes an important contribution in the battle against pandemics and the climate change. It supports scientific work on how to cure serious diseases and to secure food for eight billion people and more in the future. The solutions we need for the future of humanity come from scientists in the laboratory, whom we support with our products and solutions.

Climate change is already affecting and threatening the lives of many people around the world. In order to contribute to mitigating climate change, we set ourselves an ambitious climate target in the year under review: We aim to achieve climate neutrality at our own production and administration sites throughout the Group by 2028. With this in mind, we are shifting our energy supply at our locations worldwide to renewable sources, invest in more energy efficiency for existing and new buildings and reduce the company's greenhouse gas emissions in the transport sector.

As a manufacturing company, we bear a responsibility to rethink the use of materials in our products in order to conserve limited natural resources and leave a planet worth living on for future generations. We have high ambitions:

We want to set new standards and make Eppendorf the leading company in the life science industry by using natural resources in the most sustainable way and minimizing waste generated by manufacturing and use.

In the year under review, we started to develop a group-wide approach to resource conservation. Eppendorf already offers products and feedstocks made of recycled or reusable materials. Since 2022, Eppendorf has sample tubes in its portfolio made of 90% second generation plastic granulate, an organic waste product of the food industry, which is thus given a second life. The Eppendorf Group is also making further progress with regard to operational environmental protection. Our environmental management is being certified in accordance with the ISO 14001 standard at more and more locations. In 2022, two additional sites in Germany and the USA received certification.

Global value chains are growing more and more complex, resulting in even greater challenges. We bear responsibility for the people who produce parts of our products. The German Supply Chain Act (LkSG) requires companies to address human rights and environmental concerns. In the year under review, we carried out a first modeled analysis of the risks in our supply chain.

Based on the results, we have developed a strategy to comply with our due diligence duties related to human rights and the environment. We defined responsibilities and processes and in the following year, we will take further suitable measures in accordance with the LkSG.

In this second Sustainability Report of the Eppendorf Group, we inform in detail about this and other progress made by the company in the year under review. Our report is not only intended to document our progress, we also

see it as an instrument for dialogue that is intended to provide impetus for exchange with the target groups relevant to Eppendorf. Every suggestion, every hint and constructive criticism helps us to develop Eppendorf further and make it better with the aim of improving human living conditions.

We wish you an informative read!



**Eva van Pelt**  
Co-CEO & Chief Commercial Officer



**Dr. Peter Fruhstorfer**  
Co-CEO & Chief Business Officer



**Axel Jaeger**  
Chief Financial Officer



**Dr. Wilhelm Plüster**  
Chief Technology Officer



# About Eppendorf

GRI 2-1, -6, -7

Eppendorf develops, produces and sells premium products, solutions and services worldwide. The company is active in the Liquid Handling, Consumables, Separation & Instrumentation, Bioprocess and Digital Lab Solutions business areas and primarily serves academic and industrial laboratories. Our customers come from the pharmaceutical, biotech, chemical and food industries, for example. Eppendorf products are also used by clinical or environmental analytical laboratories, forensics and laboratories for process analysis, production and quality assurance.

As a premium provider in the life science industry, we play a leading role in the global market, particularly in the public sector. It is our goal to strengthen this leadership by continuously developing the company and concentrating on the innovative and high-growth areas of the life science markets. Eppendorf focuses its business activities on the market regions Europe, Americas, China and Asia/Pacific/Africa (APA). Eppendorf employs more than 5,100 employees worldwide in [➤ 33 countries](#), and is represented by distribution partners in additional markets. They all act in accordance with the mission of the company's founders: to improve human living conditions.

## Brands & products

### GRI 2-6

Eppendorf products include pipettes, pipetting systems, dispensers, centrifuges and mixers. Beyond that, Eppendorf also offers ultra-low-temperature freezers, fermentors and bioreactors, CO<sub>2</sub> incubators, and shakers. Consumables such as pipette tips, reaction tubes, microplates and single-use bioreactor vessels complete the range of top-quality premium products.

The Eppendorf Group includes strong corporate brands in the life sciences industry, the global core brand Eppendorf, and the subsidiary and partner brands USA Scientific and Starlab. The Japanese centrifuge brand Himac, which was acquired by Eppendorf in 2020, was integrated into the product portfolio of Eppendorf. The brand portfolio of the Eppendorf Group is supported by the Group Brand Management division.

It is part of the Eppendorf strategy to introduce new products and applications to the market on an ongoing basis. At the same time, service to support our products is increasingly gaining in importance; previously limited to repairs, our service activities now involve longer-term contracts.

## Ownership, legal form & location of headquarters

### GRI 2-1, -6

The beginnings of the Eppendorf Group go back to 1945, when technicians around the company founders Dr. Heinrich Netheler and Dr. Hans Hinz began repairing medical devices on the grounds of the University Medical Center Hamburg-Eppendorf. The company is still owned by the founding families today. It is headquartered in Hamburg, Germany. Eppendorf has always been an innovative company, consistently choosing the name and legal form that best fit the company and its specific stage of development. Eppendorf AG was transformed into a SE (Societas Europaea) in October 2021. As a result, the company now conducts business as a European stock corporation. This new legal form underscores Eppendorf's evolution into a modern, global company with a particular international and European focus.

Another positive effect of the change to an SE is that all employees across Europe, not only those in Germany, now have a body to represent them in the form of the SE works council. This international representation of our employees from European countries met for the first time in a constituent meeting in October 2022 and has established an international dialogue on how we will shape the future of Eppendorf together.

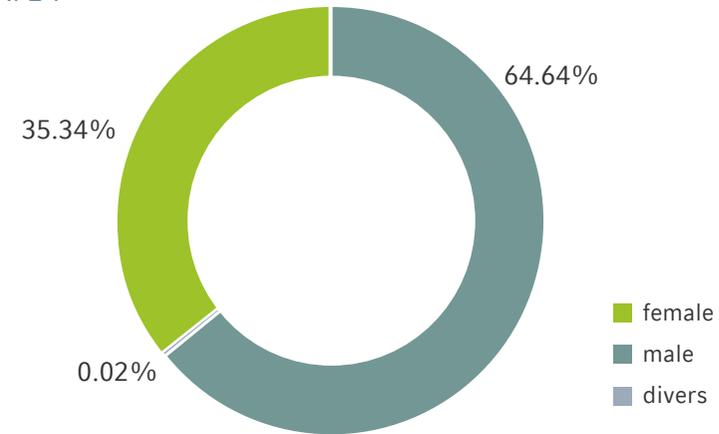
## Our people

GRI 2-6, -7, -8

In 2022, as in years past, Eppendorf saw strong growth worldwide. Most notably, the Eppendorf Group expanded its personnel capacity in the area of production, sales, as well as in research and development. Workforce growth was led by the market regions of Europe, which saw headcount increase by 13% compared with the previous year, and Asia/Pacific/Africa (APA), where the number of employees grew by 8%. As of December 31, 2022, the Eppendorf Group had 5,131 employees worldwide. To allow for a flexible response to fluctuations in capacity utilization, the plants also use temporary employees in addition to their permanent workforce. In light of the sharp rise in production volumes during the year under review, the number of temporary employees also increased, rising to 319 as of December 31, 2022. The temporary workers are employed by Eppendorf via a temporary employment agency and are assigned simple tasks in the areas of Manufacturing, Administration, Finance, Supply Chain/Warehouse, Service, R&D and Sales.

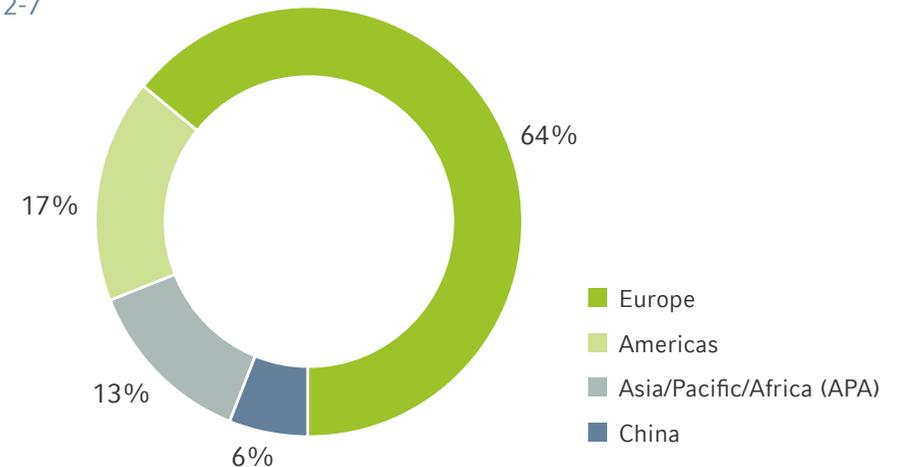
### Employees by gender

GRI 2-7



### Employees by region

GRI 2-7





# Strategy & Management

“We want Eppendorf to be synonymous with customer-centric processes, innovative technologies, and high-quality products and services to improve human living conditions.” This is how our founders, Dr. Heinrich Netheler and Dr. Hans Hinz, described the company’s purpose back in 1970. Today, our message is a succinct one: “Eppendorf exists to improve human living conditions!” All this time, the thrust of our purpose has remained the same. Within the Eppendorf Group, our goal is to continue to grow and develop so that we do not exceed the bounds of our planet’s resilience now or in the future, and to ensure that our actions are aligned with society’s needs.

## Governance structures of our highest governance body

GRI 2-9, -10, -11, -18, 405-1

Eppendorf SE is a European stock corporation and has a dualistic management and supervisory system consisting of a management body, the Management Board, and a supervisory body, the Supervisory Board. The nomination and selection procedures for the Management Board begin with the Compensation Committee, which identifies the tasks to be accomplished and the roles required to accomplish them. According to these requirements, a profile is drawn up, which is then voted on and approved by the Supervisory Board. A recruitment agency is then commissioned to source suitable candidates. These candidates are explicitly sought also from within the company. The Compensation Committee is then presented a list of possible candidates and discusses it. Candidates for the Management Board go through two to four rounds of interviews before they are proposed to the Supervisory Board, which then makes the final decision. In the process of nominating and selecting members of the highest governance body gender diversity is also taken into account. The aim is to achieve certain quotas of women by December 31, 2026. These quotas are 33% for the Supervisory Board, 25% for the Management Board, 30% for management level 1 and 40% for management level 2. In addition, a quota of 50% women or people identifying as diverse is to be achieved for all new management positions (replacement hires or newly created positions) by December 31, 2026. This applies to management levels 1, 2 and 3. In the reporting year, the quota of women on the Executive Board was 25%, and 16.7% on the Supervisory Board.

Members of the Management Board are Eva van Pelt, Dr. Peter Fruhstorfer, Axel Jaeger and Dr. Wilhelm Plüster. Eva van Pelt and Dr. Peter Fruhstorfer have been jointly appointed as Co-CEOs with equal rights. The performance of the Management Board is reviewed yearly in two stages. During the first Supervisory Board meeting of the year, in the period from March to April, each member of the Management Board first talks individually with the Compensation Committee about the targets achieved in the previous year and on the target agreement for the current year. The results of the meetings will be presented to the Supervisory Board. The procedure is formalized and analogous to the Annual Dialogs of the employees. During the last Supervisory Board meeting of the year, in the period from September to October, the second assessment stage takes place between the Compensation Committee and the members of the Management Board with talks about the N-1 level, the so-called Direct Reports. This exchange is less formalized and above all, employee management is assessed. Findings are also shared with the Supervisory Board. Other special events and changes are also reported to the Supervisory Board.

**Members of the Management Board Mandates at other Eppendorf companies**

<p><b>Eva van Pelt</b> since 2017-10-01 Co-CEO since 2019-12-06</p>	<ul style="list-style-type: none"> <li>• Eppendorf Holding, Inc., Board of Directors, Chairwoman</li> <li>• Eppendorf North America, Inc., Board of Directors, Chairwoman</li> <li>• USA Scientific, Inc., Board of Directors, Chairwoman</li> </ul>
<p><b>Dr. Peter Fruhstorfer</b> since 2019-12-06 Co-CEO since 2019-12-06</p>	<ul style="list-style-type: none"> <li>• Eppendorf, Inc., Board of Directors, Chairman</li> <li>• Eppendorf Himac Technologies Co., Ltd., Board of Directors</li> <li>• Eppendorf Application Technologies S.A., Board of Directors</li> </ul>
<p><b>Axel Jaeger</b> since 2020-06-01 Chief Financial Officer</p>	
<p><b>Dr. Wilhelm Plüster</b> since 2014-07-01 Chief Technology Officer</p>	<ul style="list-style-type: none"> <li>• Eppendorf Manufacturing, Corp., Board of Directors, Chairman</li> <li>• Eppendorf Lab Technologies (Shanghai) Co., Ltd., Supervisor</li> <li>• Eppendorf (Zhejiang) Life Science Technologies Co., Ltd., Supervisor</li> </ul>

Members of the Supervisory Board include Philipp von Loeper, Prof. Dr. Elmar Hinz, William A. Linton, Thomas Heydler, Marlis Kripke and Peter Schmidt. The Supervisory Board is chaired by Philipp von Loeper. Prof. Dr. Elmar Hinz and William A. Linton are elected Vice Chairmen of the Supervisory Board. The Supervisory Board has the right to form committees from among its members. The Audit Committee and the Compensation Committee were set up as a result. The Audit Committee consists of Philipp von Loeper as Chairman, Prof. Dr. Elmar Hinz and Marlis Kripke. Members of the Compensation Committee include Philipp von Loeper as Chairman, Prof. Dr. Elmar

Hinz, William A. Linton and Peter Schmidt. The Supervisory Board consists of four shareholder representatives and two employee representatives.

**Members of the Supervisory Board Other important positions and obligations**

<p><b>Philipp von Loeper</b> since 2010-06-24 Chairman since 2016-06-03</p>	<ul style="list-style-type: none"> <li>• ACEG Beteiligungsgesellschaft mbH, Managing Director</li> <li>• Kliniken Schmieder (Stiftung &amp; Co.) KG, Supervisory Board</li> <li>• KROENERT GmbH &amp; Co. KG, Board of Trustees</li> </ul>
<p><b>Prof. Dr. Elmar Hinz</b> since 2017-01-01 Vice Chairman since 2017-03-01</p>	<ul style="list-style-type: none"> <li>• Hinz Verwaltungsgesellschaft mbH, Managing Director</li> </ul>
<p><b>William A. Linton</b> since 2017-01-09 Vice Chairman since 2017-03-01</p>	<ul style="list-style-type: none"> <li>• Promega Corporation, CEO</li> <li>• Life Science and Diagnostics Association (ALDA), Director Analytical</li> <li>• BioPharmaceutical Technology Center Institute, Director</li> <li>• Bruker Biosciences, Director</li> <li>• Terso Solutions, Director</li> <li>• Marine Biology Laboratory, Board of Trustees</li> <li>• Usona Institute, Co-Founder &amp; Executive Director</li> </ul>
<p><b>Thomas Heydler</b> since 2019-01-25</p>	<ul style="list-style-type: none"> <li>• Noselab GmbH, Managing Director</li> </ul>
<p><b>Marlis Kripke</b> since 2004-06-18</p>	<ul style="list-style-type: none"> <li>• Eppendorf Polymere GmbH, Employee</li> </ul>
<p><b>Peter Schmidt</b> since 2019-05-17</p>	<ul style="list-style-type: none"> <li>• Eppendorf SE, Employee</li> </ul>

## Four key issues, eight action fields

GRI 2-12, -14, -29, 3-1, -2

We believe it is important to put our resources to work where they are most effective in bringing about positive change. For this reason, we have established a strategic process and worked in dialogue with internal and external stakeholders within a materiality analysis to identify and prioritize the issues and action fields that are key to our sustainable business activities.

In order to define the aspects that are most important to us and form the basis of the materiality analysis, we involved internal stakeholders from various relevant departments in the process at a very early stage. The first priority was to identify the environmental and social topics on which the Eppendorf Group's business has an impact and for which the company can assume responsibility within its sphere of influence. As a result, 20 topics in different areas of corporate responsibility were identified along the value chain. In the further process, these topics had to be assessed and prioritized from a sustainability perspective (surveying stakeholders and conducting data-based impact analyses) and from a business perspective.

In this context, we conducted an online survey of approximately 850 employees worldwide. Also the owner families had their say and contributed their ideas of their future company. Furthermore, we discussed and qualitatively assessed the effects of our corporate actions in relation to sustainability - the so-called impact - with external stakeholders. Eppendorf selected these stakeholders on the basis of various relevance criteria. Among the customers, especially those that are currently placing the greatest demands on our com-

pany were invited to participate in the dialogue. We specifically identified those companies as important suppliers who have an influence on the topic of sustainability and with whom a future cooperation in this regard makes sense.

For a quantitative assessment, impact analyses were performed where possible by means of a tool from an external provider: The input-output model is used to quantify greenhouse gas emissions and other sustainability impacts in the supply chain. For example, factors such as the extent of environmental harm we cause (measured according to external costs in euros) as well as the likelihood of causing human rights violations (measured in risk hours) can be analyzed. The tool is based, among other things, on the current input-output tables of the Organization for Economic Cooperation and Development (OECD). In addition, it contains information from various environmental and economic databases as well as international statistics – often from the respective fiscal year. In total, the data covers approximately 450 economic sectors and 49 countries.

As part of the process, we identified eight key sustainability topics along our value chain. These topics have since served as the action fields for our sustainability activities and reporting. They are divided across four key strategic issues that guide our actions and activities as a responsible company, as further detailed below.



## Climate change

GRI 302/3-3, 305/3-3, 308/3-3

We view climate change as one of the greatest challenges of our time. In our role as a highly specialized industrial company, our aim is to harness our potential to ensure that the goal of the Paris Agreement – keeping global warming below 2°C between now and 2100 – can be met. Specifically, we have pledged to achieve climate neutrality within our own operations, and to use our own influence wherever we can to help our customers achieve climate neutrality.

Our customers have also recognized the challenges posed by climate change, and they expect the Eppendorf Group to commit to climate action and to transparent reporting on its carbon footprint. Demand for energy-efficient products and technologies is also rising across the life science sector. According to a data-based impact analysis, our products generate significant carbon emissions during the use phase. Now that we are aware of this, it is our ambition to step up our efforts to consider the energy efficiency of our products as early as possible during product development and when planning our production processes.

### Our climate action fields:

The activities at our own sites can be managed comparatively quickly and well within the value chain. For the Eppendorf Group, they hold great direct potential for influencing climate change – for example, in climate-optimizing logistics and business travel, and by taking sustainability aspects into account in construction or modernization projects. In addition, we maintain business

relationships with other companies in the B2B (business-to-business) sector and support them as a supplier in their own climate goals. Currently, this is the largest possible contribution on which we have a direct influence within the supply chain.

1. Reduce CO<sub>2</sub> emissions generated at our own production and administrative sites.

Among other things, Eppendorf produces and sells laboratory equipment which needs to be switched on around the clock and is therefore very energy-intensive. Due to its high impact on climate change and the resulting potential, this aspect is essential for the Eppendorf Group. This is also shown by the quantitative impact analysis.

2. Reduce CO<sub>2</sub> emissions arising at the customers' end as a result of the use of our products



## Natural resources

GRI 301/3-3, 306/3-3

We firmly believe that the use of natural resources must not exceed the limits of the planet’s resilience and ability to regenerate, and all our actions are guided by this belief. Our customers are committed to reducing resource use wherever possible. For example, their requirements are increasingly stringent when it comes to waste reduction and the ability to reuse and recycle products and packaging. We strive to minimize the volume of resources used wherever possible, for maximum benefit to us and our customers. With this in mind, we focus on efficient or alternative solutions for packaging and consumables, and we introduce recycling and reuse programs where possible. Our goals in the area of resources are partly financially motivated. For example, packaging that is more efficient and saves space and weight can do more than just conserve resources. It also lowers costs. This is another reason why we plan to take on a leading role in the conservation of resources in the life science sector in the future.

### Our action fields in the area of natural resources:

Compared to manufacturers of plastic products in other industries, our plastic materials have a lower impact on resource consumption, due to lower mass. Also, due to strict disposal regulations there is little risk of plastic ending up in the environment. Nevertheless, we regard these products, as well as their waste, to be essential, as they represent a large portion of our sales and we can address waste reduction and prevention through our own research and development efforts without delay. In addition, the amount of waste visible

to our customers has a potential impact on their satisfaction and health. Less waste means that customers are less likely to have to deal with it and are potentially less exposed to health risks.

3. Prevent waste arising at the customers’ end as a result of the use of our consumables

Packaging primarily protects our products and is subject to strict quality requirements. For this reason, the Eppendorf Group relies on specific quantities and designs. Nevertheless, we can do even more to avoid the resulting waste of resources and generation of waste. By means of innovative solutions such as new designs or alternative materials, we aim to reduce the overall impact on the environment.

4. Minimize waste arising at the customers’ end as a result of the packaging of our products

Even though marketing materials do not have a particularly high impact, their consumption is immediately apparent. Our goal is to question whether these means are necessary and useful and whether we can design them differently – where applicable also for business reasons.

5. Reuse and recycle resources and waste arising from our marketing materials and transportation packaging



## Social compliance

GRI 414/3-3

Global value chains are growing more and more complex, resulting in a whole host of challenges. Aspects such as product quality and delivery reliability are traditional hallmarks of our supplier relationships. However, we also believe it is important to keep an eye on the big picture concerning labor conditions and respect for human rights within our supply chain as part of our own responsibilities and to take action where we can, responding appropriately if and when risks or violations occur. We expect all suppliers to comply with internationally recognized environmental and social standards. These are set out in our [Code of Conduct for Business Partners](#), which is based primarily on the core labor standards of the International Labour Organization (ILO), the United Nations Global Compact (UNGC), and the UN Universal Declaration of Human Rights. Systematic sustainability management for our supply chain is also a necessity if we are to meet the current and future requirements of our customers and regulatory agencies.

Assuming responsibility, particularly for compliance with regulations and standards in the supply chain, also promotes stability for the supply chain. With this in mind, we try to use our specifications and interactions as a way to motivate suppliers to develop responsible solutions for their own processes where possible.

### Our action fields in the area of social compliance:

Eppendorf products are not first created in the company's own plants; value creation begins much earlier. With this in mind, we consider our impact on the living and working conditions of our suppliers' employees to be essential. We have a responsibility to ensure that the people who produce parts of our products are well. This aspect is also relevant from the company's own risk perspective. Without our suppliers, our company would not be able to act and perform.

6. Ensuring that our suppliers uphold fair labor conditions



## Social well-being

GRI 401/3-3, 404/3-3, 405/3-3, 416/3-3

Our customers spend a lot of time performing repetitive activities with one-sided impact on their bodies so that they can drive human progress through their research. With that in mind, we are particularly focused on doing everything we can to facilitate their work by providing the most ergonomically advantageous life science products available on the market. We also believe it goes without saying that our products meet the highest standards of safety in terms of use and transportation.

To be competitive as a global manufacturer of high-quality life science products, we need employees who help us to further develop Eppendorf and remain innovative at all times. We have pledged to be the most attractive employer in our industry around the world. At the same time, we are committed to supporting lifelong learning and the growth and development of all our employees, harnessing the advantages and possibilities of the shift to new and digital technologies in the process.

We see value in the diversity of our staff. It helps us come up with fresh ideas and reexamine existing patterns and methods. This is why we welcome both the diversity and individuality of our own employees and the wealth of different cultures, worldviews and personal histories they bring with them. Each and every day, they unlock new potential and new opportunities to improve our performance capacity on the market.

### Our action fields in the area of social well-being:

For Eppendorf, it has always been important to design its own products with the health of users in mind. After all, they have to use the products in the way we design them and can only have a small influence on how they affect their own well-being. Eppendorf is already leading in the field of ergonomics. With our approaches, we set standards in the industry. However, we do not want to rest on our laurels, but rather strive to maintain this position in the future. Accordingly, internal stakeholders have defined the aspect of ergonomics as a significant responsibility issue.

7. Promote the safety and health of our customers during the use of our products

Our diverse employees are our most important resource: They drive Eppendorf's progress. We want to be a diverse and colorful company which does not allow any discrimination and benefits from different strengths and perspectives. Our employees should be able to develop and flourish to the best of their abilities. This is why it is important for us to support them in this and create appropriate opportunities.

8. Ensure diversity and equality of opportunity at our sites and lifelong learning in the digital age

## Overview of sustainability strategy & sustainability reporting

Action fields	Relevance within the value chain			Material topics & relevant GRI indicators	Report chapter
	Upstream	At Eppendorf	Downstream		
<b>Climate change</b>					
Reduce CO <sub>2</sub> emissions generated at our own production and administrative sites		✗		Emissions 302, 305	Energy & Emissions
Reduce CO <sub>2</sub> emissions arising at the customers' end as a result of the use of our products			✗	Emissions 302, 305	Energy & Emissions
<b>Natural resources</b>					
Prevent waste arising at the customers' end as a result of the use of our consumables		✗		Resource use & waste 301, 306	Environment & Resources
Minimize waste arising at the customers' end as a result of the packaging of our products			✗	Resource use & waste 301, 306	Environment & Resources
Reuse and recycle resources and waste arising from our marketing materials and transportation packaging			✗	Resource use & waste 301, 306	Environment & Resources

Action fields	Relevance within the value chain			Material topics & relevant GRI indicators	Report chapter
	Upstream	At Eppendorf	Downstream		
<b>Social compliance</b>					
Ensure that our suppliers uphold fair labor conditions		✘		Labor conditions at suppliers' sites 308, 407, 408, 409, 414	<b>Responsibility in the Supply Chain</b>
<b>Social well-being</b>					
Promote the safety and health of our customers during the use of our products			✘	Kundensicherheit & -gesundheit 416	<b>Customer Safety &amp; Health</b>
Ensure diversity and equality of opportunity at our sites and lifelong learning in the digital age			✘	Diversity and equality of opportunity Training and continuing education 404, 405	<b>Employees</b>

## Establishing sustainability as an integral part of the organization

GRI 2-12, -13, -14, -17

To ensure that we make progress in our four key strategic issues and eight action fields, we have established an overarching organizational structure based on defined responsibilities and obligations. The structure starts with the top level of management and is then broken down within the organization as needed.

Each member of the Management Board is in charge of one of our four key strategic issues:



Social Well-Being

**Eva van Pelt**  
Co-CEO & Chief Commercial Officer



Natural Resources

**Dr. Peter Fruhstorfer**  
Co-CEO & Chief Business Officer



Climate Change

**Axel Jaeger**  
Chief Financial Officer



Social Compliance

**Dr. Wilhelm Plüster**  
Chief Technology Officer

Co-CEO & Chief Commercial Officer Eva van Pelt bears overall responsibility for the productive implementation of the strategy and for developing appropriate governance structures with an eye to sustainability. Within Axel Jaeger's Board of Management department, a sustainability team within the Sustainability & Health, Safety, Environment department works continuously on strategic and operational implementation. Every three to five years, the Management Board takes responsibility to review and redevelop the sustainability strategy. Regular network meetings, for example with Stiftung Klimawirtschaft (German CEO Alliance for Climate and Economy) promote the collective knowledge of the highest management level in the field of sustainable development.

The Sustainability & Health, Safety, Environment department at Eppendorf provides technical and professional advice and partners with others to generate new ideas. It coordinates the development of targets, measures and sustainability performance indicators along with the establishment of relevant control mechanisms. The department is responsible for ongoing monitoring of all key issues and for reporting to the Management Board. The team also oversees external reporting according to acknowledged standards and frameworks. Experts from the individual departments develop concrete measures relating to our eight action fields. When reviewing the effectiveness of impact management, the highest management level takes on the role of feedback provider, sparring partner, and decision maker. The Management Board is informed at irregular intervals by the Sustainability & Health, Safety, Environment departments about the current status of impact management within the scope of their respective responsibilities.

## Guiding principles & standards

GRI 2-15, -16, -23, -24, -25, -26, -27

Everything we do is based on high ethical standards and values. This stance is also reflected in our [Code of Conduct](#), which applies to all employees of the Eppendorf Group. It includes a foreword by the Management Board as “tone from the top” and applies to all employees of the Eppendorf Group. The code defines our self-image as corporation and summarizes rules of conduct on topics such as safety, health and the environment. In addition, the code serves as a guide for our employees on legal issues and is the basis for our actions, for example with regard to diversity and equal opportunities, which are core values of Eppendorf. In addition, the code includes rules for topics such as bribery, conflicts of interest and protection of confidential information. Our Code of Conduct sends a clear signal that the quality of the transaction, expert advice and fair dealings with each other are always paramount within the relationships between Eppendorf and its business partners. We make decisions independently and in the interest of Eppendorf. Possible personal benefits are not taken into account in all business decisions. If a conflict of interest becomes apparent, employees shall disclose it to their manager. In case of doubt, the company makes business decisions without the persons that may be in a conflict of interest. The Code of Conduct also specifies how violations of rules are to be reported so that we can take corrective action at an early stage if a risk or misconduct is identified.

Our employees have the opportunity to contact their managers or the Eppendorf Compliance Office with questions about compliance issues. In addition, a whistleblower system was implemented in Europe in 2022 with the so-called Eppendorf Compliance Line. If desired, information about possible viola-

tions can be submitted anonymously to the Eppendorf Compliance Line. The Eppendorf Compliance Office investigates these reports and, if necessary, initiates measures to rectify any irregularities. The system is also available to external people and is being rolled out step by step worldwide in order to be able to take into account any country-specific features. It extends the possibilities within the Eppendorf Group to point out and remedy possible misconduct. All stakeholders can report (potentially) unethical, illegal and irresponsible actions around the clock via a protected channel, which has been specially set up and is accessible via the corporate website. Information on suspected questionable conduct may also continue to be submitted by e-mail or letter, in a face-to-face meeting, and by telephone. We investigate every reported indication. If the allegation proves to be justified, reasonable legal remedies will be taken. Within the short time of the implementation of the new reporting channel in the year under review, none of the reported indications turned out to be justified.

As of January 1, 2023, it is possible to use the Compliance Line as complaints system within the meaning of the German Supply Chain Act (LkSG). It is ensured that the design and communication as well as the further development of the processes meet the needs of the target groups of the process. For example, it will be investigated whether further language settings of the Compliance Line are necessary or whether the information is available in the languages that are important for relevant target groups of the Eppendorf Group. In the future, we also want to develop performance indicators to better measure the effectiveness of this mechanism. Eppendorf will review the effectiveness on the basis of the effectiveness criteria of the UN Guiding Principles.

Eppendorf offers support in the implementation of individual topics of the corporate guidelines and practices, for example, in the form of training for employees. In addition, our employees can address questions directly to the authors of internal guidelines or to the responsible departments.

For our suppliers, we have created the Code of Conduct for Business Partners. We expect our suppliers to make decisions related to the business with Eppendorf exclusively on the basis of objective criteria. Any conflicts of interest with personal and business interests or other activities, including those of relatives or individuals and entities otherwise closely associated with the company, are avoided from the very outset.

In all our activities, we also embrace the precautionary principle, striving to take precautions to prevent or mitigate any and all conceivable adverse impacts on the environment or human health. The same principle also underlies our [Environmental Policy](#), which sets out our requirements for environmental protection and the protection of health and occupational and process safety. It guides us in various factors, such as careful handling of hazardous materials and water pollutants, and sets rules for safe storage of these substances.

To underscore the strength of our commitment to sustainability, we signed the UN Global Compact in January 2022. It is viewed as the world's largest and most important initiative for responsible corporate governance. Participating companies voluntarily pledge to observe ten principles across the domains of human rights, labor standards, environmental protection and the fight



against corruption, all based on key UN conventions. Participants are obligated to report annually on their progress in their own spheres of action. The sustainability report serves as the basis for the Communication on Progress Report to be submitted to the UN Global Compact.

The 17 United Nations Sustainable Development Goals (SDGs) also guide us in our actions geared toward sustainability. We recognize the SDGs in full as a shared blueprint for peace and prosperity for people and the planet. After all, the business world – with its innovative drive and power to invest – will have to play a crucial role if we are to meet these targets.

## Our contribution to the SDGs

The focus of our contribution to the Sustainable Development Goals of the United Nations is on the sub-targets of the SDGs, which we can influence most effectively in the context of our business activities. The SDG index included in the report annex lists the sub-targets of the focused SDGs.

Details on how we contribute to the respective SDGs are shown in the subsections of the chapters of our sustainability report:



**Target 3.9**  
Ensure healthy lives and promote well-being for all at all ages.

**Our contribution:**  
 → Our climate strategy  
 → Waste & recycling

→ Key Sustainability Indicators: Environment



**Targets 4.3, 4.4, 4.5**  
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

**Our contribution:**  
 → Training & continuing education

→ Key Sustainability Indicators: Employees

**5 GENDER EQUALITY**

Targets 5.1, 5.2, 5.5  
Achieve gender equality and empower all women and girls.

**Our contribution:**

- Employees
- Training & continuing education
- Diversity & equal opportunities
- Strengthening women in a targeted manner

- Our supplier management
- Key Sustainability Indicators: Employees

**8 DECENT WORK AND ECONOMIC GROWTH**

Targets 8.5, 8.6, 8.7, 8.8  
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

**Our contribution:**

- Training & continuing education
- Comprehensive training & education programs
- Diversity & equal opportunities

- Strengthening women in a targeted manner
- Our supplier management
- Key Sustainability Indicators: Employees

**6 CLEAN WATER AND SANITATION**

Target 6.3  
Ensure availability and sustainable management of water and sanitation for all.

**Our contribution:**

- Environment & Resources
- Waste & recycling

- Key Sustainability Indicators: Environment

**10 REDUCED INEQUALITIES**

Target 10.3  
Reduce inequality within and among countries.

**Our contribution:**

- Training & continuing education
- Diversity & equal opportunities

- Key Sustainability Indicators: Employees

**7 AFFORDABLE AND CLEAN ENERGY**

Targets 7.2, 7.3  
Ensure access to affordable, reliable, sustainable and modern energy for all.

**Our contribution:**

- Efficiency gains: energy audits mark the starting point

- Key Sustainability Indicators: Environment

**11 SUSTAINABLE CITIES AND COMMUNITIES**

Target 11.6  
Make cities and human settlements inclusive, safe, resilient and sustainable.

**Our contribution:**

- Waste & recycling
- Consumables at our customers' end

- Key Sustainability Indicators: Environment

**12 RESPONSIBLE CONSUMPTION AND PRODUCTION**

Targets 12.2, 12.4, 12.5  
Ensure sustainable consumption and production patterns.

**Our contribution:**

- Waste & recycling
- Efficiency gains: energy audits mark the starting point
- Our climate strategy

- Key Sustainability Indicators: Environment
- Key Sustainability Indicators: Materials

**15 LIFE ON LAND**

Target 15.2  
Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

**Our contribution:**

- Our climate strategy

- Key Sustainability Indicators: Environment

**13 CLIMATE ACTION**

Target 13.1  
Take urgent action to combat climate change and its impacts.

**Our contribution:**

- Efficiency gains: energy audits mark the starting point
- Our climate strategy

- Key Sustainability Indicators: Environment

**16 PEACE, JUSTICE AND STRONG INSTITUTIONS**

Targets 16.1, 16.2  
Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

**Our contribution:**

- Our supplier management

**14 LIFE BELOW WATER**

Target 14.3  
Conserve and sustainably use the oceans, seas and marine resources for sustainable development.

**Our contribution:**

- Our climate strategy

- Key Sustainability Indicators: Environment



# Energy & Emissions

Climate change is one of the biggest challenges of our times. Our business activities generate greenhouse gases. We see it as our duty to help prevent or mitigate climate change for a world worth living in – today and tomorrow. Our goal is to achieve climate neutrality for the Eppendorf Group. To advance toward that aim, we have pledged our support for the goal of the Paris Agreement of limiting global warming to less than 2 degrees Celsius between now and 2100.

The act of manufacturing our products generates CO<sub>2</sub> emissions along the entire value chain. We aim to reduce these emissions. Our efforts focus chiefly on CO<sub>2</sub> emissions from our own production and administration sites, as well as on CO<sub>2</sub> emissions associated with the use of our products by our customers.

Energy-efficient products and technologies are increasingly in demand among our customers. That is why we take energy efficiency into consideration early on in our development processes. From our perspective, investing in climate action and energy efficiency will pay off in the long term, including financially.

### Countering risks, meeting requirements

Climate change can bring uncertainty in terms of planning and investment. With an eye to these factors, we are taking action to protect the climate and lower future risks to our business model. For example, increasing the energy efficiency of our processes has the beneficial side effect of lowering our dependence on energy prices, which fluctuate. We also meet the increasingly stringent requirements set by our stakeholders. Our customers in particular – as well as our employees, the owners’ families and legislators – expect us to show strong support for climate action and report transparently on our carbon footprint. Ultimately, our climate action measures will also help implement the principles of the → [Global Compact](#).

### Our climate strategy

Our ambition is to achieve climate neutrality for the Eppendorf Group. This is why we have developed an ambitious climate strategy aligned toward the goal set by the Paris Agreement of limiting global warming to less than 2 degrees Celsius between now and 2100. As a first step, we began compiling a carbon footprint for the entire Eppendorf Group in 2021. We collected data on the CO<sub>2</sub> emissions generated by our business activities (Scope 1 and 2), CO<sub>2</sub> emissions from self-contracted transports and business air travel (Scope 3, categories 4, 6 and 9).

From this initial carbon footprint, we derived a Group-wide climate target. We aim to achieve climate neutrality for the Eppendorf Group by 2028. This overarching goal is to be achieved by way of various interim goals, which have been set out in a road map of short- to medium-term actions. The focus is on measures to prevent and reduce emissions, for example through optimized energy efficiency in our buildings and more climate-friendly means of transport. Unavoidable emissions will be offset by suitable mechanisms. To measure our progress, we assess our carbon footprint annually. The next sustainability report, to be published in 2024, will include information on the progress.

With our climate strategy, we want to live up to our corporate mission “to improve human living conditions” and set out the course for Eppendorf’s future.

### Meaningful performance indicators

We already capture various performance indicators as part of our environmental management activities, including total energy consumption and energy efficiency in relation to parameters such as area, production output, material input and employee headcount. These performance indicators are captured, analyzed and evaluated annually at the locations that already hold ISO 14001 certification and at those currently working towards certification. We monitor the development of these indicators for insight into the impact of our climate action and efficiency measures. An overview of the reported key performance indicators appears in the section entitled [→ Key Sustainability Indicators](#).

### Efficiency gains: energy audits mark the starting point

GRI 302/3-3, -4

Concrete actions to improve energy efficiency can already be identified based on energy audits, which we perform every four years at our most energy-intensive locations in Germany. Since 2015, we have performed two audits at each of our three largest German sites. The next audit will take place in 2023. The results of the audits are analyzed, and our findings are then incorporated into a plan of action that is implemented in stages by the location managers. Implementation is subsequently monitored as part of our [→ Environmental Management Efforts](#).

### Roles & responsibilities

Responsibility for climate action rests with our Chief Financial Officer (CFO), who is in charge of this subject within the Management Board as a whole. The entire Management Board makes strategic decisions and approves specific actions. The development of our climate strategy, carbon footprint tracking and the implementation of all climate actions are handled by the Sustainability & HSE unit. Experts from the specialized departments develop concrete measures and implement them once they are approved.

### Relevant standards & guidelines

The Eppendorf environmental and safety mission ([↗ HSE Mission](#)) serves as the framework for our environmental actions as a company, and it applies throughout the organization. It stipulates that measures to reduce and prevent environmental impact should be identified, implemented and checked on an ongoing basis to assess their effectiveness. We achieve this goal through our certified environmental activities based on the ISO 14001 standard. Our environmental management system allows us to achieve systematic improvement in our environmental performance and manage change processes effectively.

All sites that hold ISO 14001 certification undergo regular audits in keeping with applicable laws, permits, and internal company guidelines. Energy audits are performed every four years.

## Improving processes, optimizing products

We take a two-pronged approach to climate action: First, we reduce CO<sub>2</sub> emissions from our business processes and transportation and travel activities. For example, we purchase electricity from renewable sources and implement energy efficiency improvements. Second, we aim to reduce CO<sub>2</sub> emissions during our products' use phase by taking actions such as developing more energy-efficient products. We plan to ramp up company-wide dialogue around climate action.



Eppendorf has supported the KlimaWirtschaft Foundation since 2022. The foundation's aim is to promote climate protection and the sustainable use of natural resources. Industry is expected to

play a central role and contribute to the solution. The member companies of the foundation meet several times a year to discuss issues together and to provide impetus for policy makers.

In addition, we are a founding member of the Unternehmensnetzwerk Klimaschutz (company network for climate protection) of the Association of German Chambers of Industry and Commerce (DIHK), which brings together companies that want to invest in sustainability. The members can acquire knowledge in the field of corporate climate protection, contact other companies and learn from each other's experiences.



## Our carbon footprint

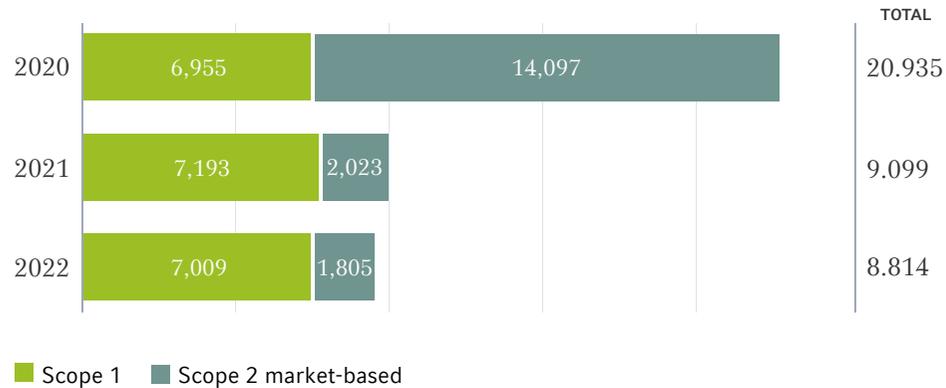
### GRI 305/3-3

In our push to identify our carbon footprint, we began logging, analyzing and evaluating the total energy consumed by our internal business processes (electricity, heating/cooling energy, fuel for our vehicle fleet) in 2021. As an additional factor in our carbon footprint analysis, we also collected information on the CO<sub>2</sub> emissions arising from transportation that we commission, as well as business trips taken by plane (Scope 3, categories 4, 6 and 9). We chose 2019 as the base year for our carbon footprint, since the figures for 2020 and 2021 are not representative due to the restrictions brought by the COVID-19 pandemic. In total, Eppendorf was responsible for 106,920 t of CO<sub>2</sub> emissions in 2019. The electricity used at the sites accounted for most of this figure.

Our CO<sub>2</sub> emissions from air travel fell in both 2020 and 2021 due to the pandemic until they increased in 2022 again reaching 2,256 t. On the other hand, CO<sub>2</sub> emissions from transport of our products fell by 24%, mainly due to replacing air freight with sea freight.

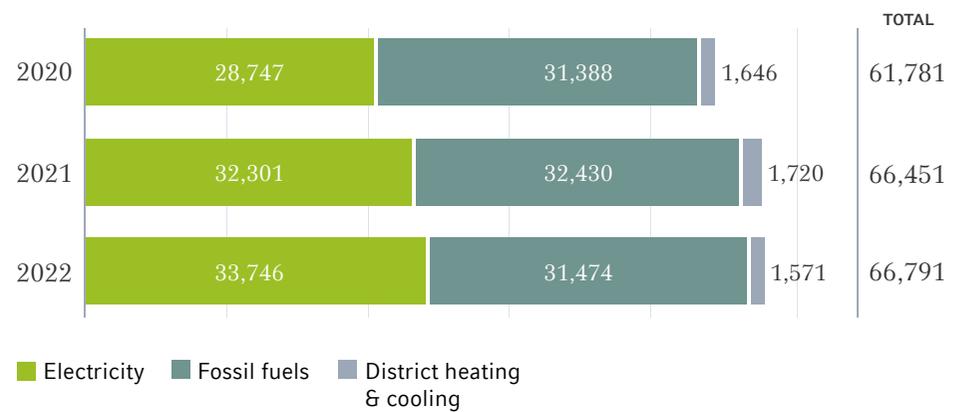
### Scope 1 & Scope 2 emissions in t CO<sub>2</sub>

GRI 305-1, -2



### Eppendorf Group energy consumption in MWh

GRI 302-1



### Moving toward climate neutrality

Sourcing energy from renewables is a core element of our push to reduce emissions. Most of the Eppendorf locations in Germany have been powered by “green” electricity since 2020. The only sites in Germany that were still using conventional electricity at the end of 2022 were our German sales company headquartered in Wesseling and the Eppendorf Distribution Center in Hamburg. Together, these two sites accounted for less than 4% of the total electricity consumed by Eppendorf in Germany in 2022.

By purchasing 38.6 million kWh of certified “green” electricity, Eppendorf has achieved climate neutrality in terms of calculated electricity use at five sites in Germany for the period from January 1, 2021, until December 31, 2022. This translates to 16,354 t less CO<sub>2</sub> emitted to generate this volume of energy compared to emissions expected from common, average power sources in place in Germany at the time that the certificate was issued.

Locations outside Germany are also powered by renewable energies. Our production site in Enfield, USA, has been operated with 100% wind energy since 2021. Maldon in the UK uses 100% “green” power since 2020.



### Renewable energies & energy efficiency at our locations

In addition to sourcing our electricity from renewables, we are increasingly generating our own power. In Hamburg, for example, solar panels were installed on the roof of one office building in 2014, supplying energy to power the heat pumps in a geothermal power system.

A new building at the Jülich location has been constructed since October 2021 to the Platinum standard of the [German Sustainable Building Council \(DGNB\)](#), the highest standard of sustainable building. Certain criteria must be met for this standard, for example with regard to the life cycle assessment of the building, the use of recycled building materials and the indoor air quality. In Jülich, a green roof promotes a pleasant building climate and helps save energy costs. On sunny days, a photovoltaic system generates more energy than consumed by the 3,600 m<sup>2</sup> building. The building also meets KfW

efficiency level 40 Plus, the top efficiency level involving in-house generation and use of electricity. The primary energy demand is 60% lower than for a comparable conventional new building. As soon as the employees will have moved into the new building in the third quarter of 2023, the existing buildings at the Jülich location will also be refurbished and modernized.

As part of the Management Board resolution, which was executed with the adoption of the Eppendorf 2025 strategy, the DGNB “Platinum” standard was set as a target for construction projects in the EMEA economic region. For building projects outside the EMEA region, we seek to achieve the Leadership in Energy and Environmental Design (LEED) gold certification. The Jülich location is the first construction project to meet the requirements of the DGNB “Platinum” standard. This will be followed by the construction of the Technology Center Shanghai, which is aiming for the standard of LEED Gold certification.

We are also hard at work in various ways to improve energy efficiency in administration and production. At the Oldenburg site, for example, we commissioned an advanced combined heat and power (CHP) plant back in 2014. The plant supplied 25% of the electricity and 58% of the cooling needed at the plant in 2022. Additional measures included replacing or insulating window fronts during renovation activities and forging ahead with the shift to LED lighting. At the Hamburg location, we have developed an optimization concept for compressed air generation and implemented it in the course of 2022. This involved the replacement of compressors and an improved compressor control. In Leipzig, LED lighting was added to the production facility in 2022, which had already been converted in 2021. At our site in Maldon, UK, we reuse the waste heat generated in the process of

quality checks of our ultra-low-temperature (ULT) freezers.

Since the year under review, augmented reality (AR) glasses have enabled both digitally innovative and energy-efficient collaboration of our Technology Centers in Oldenburg and Enfield. Production workers communicate with technical experts via video phone calls. The production workers wear AR glasses, which transmits an image, in which markings can be placed and special plant parts can be shown precisely. This way, technicians and employees from production can see the same thing at different locations and find solutions together, for example in the case of error messages. This saves time because explanations on the phone without an image would be less understandable and more time-consuming. The use of AR glasses also reduces environmentally harmful business travel. Moreover, this method can be used for simplified individual training on devices and software programs.

## Employee mobility

To lower the CO<sub>2</sub> emissions generated by our business activities, we also focus on our employees' mobility, particularly in Germany. Our goal for our fleet of vehicles in Germany is to achieve an average of 40 g CO<sub>2</sub>/km by 2025.

At the end of 2022, the average was 73 g CO<sub>2</sub>/km (2021: 101 g CO<sub>2</sub>/km). To further reduce our fleet's CO<sub>2</sub> emissions, plans call for procurement of further hybrid and electric vehicles for all sites in Germany.

In May 2021, we began shifting all company vehicles at our locations in North America to hybrid options as soon as the leases expire. Since the introduction of our CarPolicy in December 2020, CO<sub>2</sub> emissions of our fleet have already been reduced by 43.4%.



### JobRad for employees

We introduced our "JobRad" program for employees at our German locations in 2021. The new program allows employees to lease a bicycle for a 36-month term and make installment payments through deferred compensation. By the end of 2022, 278 company bikes had been purchased under this initiative, 100 of which were acquired in the year under review.



**Bikestop**

Construction work on a new bike parking building got under way at the Hamburg site in 2021. In the year under review, the bikestop building was opened and now offers space for a total of 310 bikes and six bikes with trailers. There is also a sufficient number of charging stations for electric bikes and two service stations equipped with a lift apparatus and air pumps. All this is part of our efforts to support the shift away from cars and make it easier for our employees to choose alternative modes of transportation.

**Lowering environmental impact during product development & use**

GRI 305/3-3

Our climate action efforts are geared toward reducing CO<sub>2</sub> emissions during the phase when our products are in use (Scope 3, category 11). Various internal analyses have shown that a considerable portion of our emissions arise during this phase. During the period under review, customers' use of Eppendorf brand products gave rise to approximately 246,561 t of CO<sub>2</sub>. In addition, the extraction and production of purchased materials contribute a significant share of upstream emissions, i.e., those from the upstream value chain. For this reason, Eppendorf pays attention to the efficient use of material in the production process. We also aim to raise awareness of energy conservation among our customers through publications. The exceptionally high durability of our products is another key factor in reducing their carbon footprint.

**ACT® certification**

Eppendorf has been working with My Green Lab®, an independent nonprofit organization, within the scope of the ACT® Environmental Impact Factor Label since 2017. ACT® certifications satisfy the growing demand among researchers and procurement market companies for transparent information, verified by third parties, on the environmental impact of laboratory equipment. The certifications take into account sustainability criteria from the production of a product to the end of its service life – such as resource efficiency, the use of materials from renewable sources, recycled content, durability of the products and recyclability. Eppendorf is proud to have its products certified by My Green Lab® as another way to demonstrate that we are pursuing continuous

improvement. In 2022, multiple Eppendorf products earned certification or re-certification. Among others, the BioBased Tubes and the ultra-low temperature (ULT) freezer (CryoCube® 440h) obtained ACT® certification. In 2018, the Eppendorf freezers became the first ULT freezers to earn certification under the ACT® label. Eppendorf plans to continue to expand on its cooperation with My Green Lab® and to obtain further certification for Eppendorf products in the future.



**The shift to climate-friendlier refrigerants**

Our CryoCube F440n and F570n freezers, launched in 2021, use propane and ethane as natural refrigerants. Both hydrocarbons have very low global warming potential. The previous versions had used substances with much higher potential to contribute to global warming. This is an especially import-

ant factor as refrigerants, in the event of improper disposal, can potentially be released into the atmosphere. In the case of the CryoCube F440n freezer, we also increased capacity from 410 L to 440 L even as we lowered the daily energy consumption from 10.8 kWh to 8.3 kWh, resulting in a CO<sub>2</sub> reduction of about 0.25 t per unit per year. We also lowered calculated electricity consumption by about 21% for the CryoCube F570n freezer, achieving an average reduction in CO<sub>2</sub> emissions of about 0.22 t per unit per year

**The freezer challenge**

Because ultra-low-temperature (ULT) freezers have to maintain ultra-low temperatures of -80 °C 24 hours a day, even energy-efficient units use large amounts of electricity. The International Institute for Sustainable Laboratories and the nonprofit organization My Green Lab® have joined forces to study ways to optimize the use of ULT freezers from an energy standpoint. To that end, they have launched an annual Freezer Challenge, which has already been sponsored several times by Eppendorf as a manufacturer of ULT freezers.

Users of ULT freezers are invited to take action to conserve energy and submit their results to the challenge. Measures to achieve this include efforts such as sharing a unit with colleagues or adjusting the target temperature. Awards are granted annually to the participants who have achieved the greatest energy savings through these actions. In 2022, approximately 1,500 laboratories from the USA, Europe and other regions of the world participated in the Freezer Challenge.



# Environment & Resources

GRI 301/3-3

The use of natural resources currently exceeds the safe scope of human action determined by the planet's limits. At the same time, our stakeholders place increasingly high demands on the environmental and social compatibility of our business activities, including the conservation of resources in our products, packaging and processes. For a world worth living in – today and tomorrow – we strive to reduce the environmental impact of our business activities and make a positive contribution to protecting the environment.

Our ambition is to take on a leading role in the industry and to minimize resource consumption where it is most effective for us and for our customers. With this in mind, we focus on efficient and alternative solutions for packaging and consumables, and we introduce recycling and reuse programs where possible. As we move toward that goal, we are also guided by the environmental principles of the → [Global Compact](#), which we have signed.

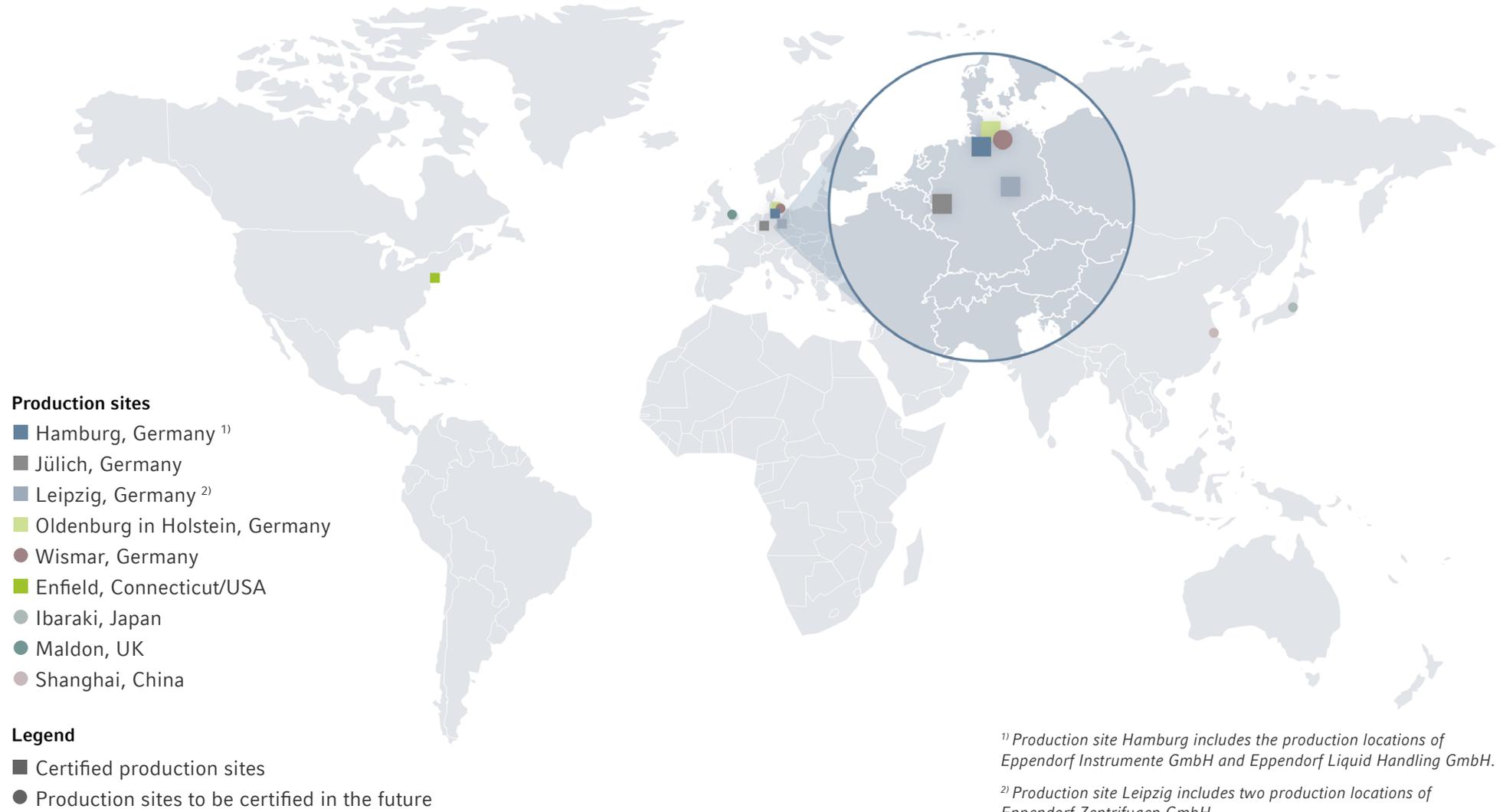
To live up to our aims, we are careful to conserve the raw materials we need to produce our products. In addition, we are increasingly reducing the use of materials through new product design. We are using more and more recycled materials or materials made from renewable raw materials and ensure that these are sourced sustainably. Already in the development process, Eppendorf defines environmental requirements for each stage of the product life cycle. We also take care to ensure → [efficient use](#) of mainly green energy and use more and more recyclable materials. Last but not least, the high quality and services of our products help guarantee that they enjoy a long lifespan, which also contributes to conserving resources.

Efficient use of resources is also an area of focus for us in our work with packaging and consumables. In line with the concept of the circular economy, we concentrate specifically on ensuring that the materials we use can be reused. Our aim is to use less and less expendable material and to avoid unnecessary waste – and to set the industry standard. For this reason, we are currently working on a comprehensive resource strategy for our key topics of packaging and consumables.

## Environmental management certification

Our goal is to minimize the potential negative impact of our business activities on the environment. The framework for our environmental actions as a company is the Eppendorf Environmental & Safety Mission (→ [HSE Mission](#)), which applies throughout the company. It stipulates that measures to reduce and prevent environmental impact should be identified, implemented and checked on an ongoing basis to assess their effectiveness. We achieve this goal through our certified environmental activities based on the ISO 14001 standard. Our environmental management system allows us to achieve systematic improvement in our environmental performance and manage change processes effectively.

## ISO 14001 Certified Production Sites of the Eppendorf Group



## ISO 14001 certification for specific locations

By the end of 2022, 66% of our production locations around the world held the ISO 14001 environmental management certification. Five entities in Germany have had environmental management certification since 2013. Further sites are to be added in the years to come; a certification strategy that maps out these actions was adopted by the Management Board in 2021. In 2022, the locations in Jülich, Germany, and Enfield, USA, received ISO 14001 certification. For 2023, another certification according to this standard is planned.

### Performance indicators

As part of our annual ISO 14001 management review, we identify, analyze and evaluate various performance indicators such as total waste volume and waste volume in relation to production output. In the process, we distinguish between performance indicators that apply company-wide and those that relate to specific sites. Over the course of our successive ISO 14001 location certifications, we develop standardized reporting for these key indicators. We also analyze financial indicators to study the cost-effectiveness of the measures we have put in place.

## Organization

The Management Board and the managing directors who are in charge of the operational business are responsible for environmental management. The Management Board makes all strategic decisions and confirms operational projects and objectives within the scope of the ISO 14001 management review. Depending on the project and location, operational implementation is handled by the local health, safety and environment (HSE) managers in

cooperation with global specialists, facility managers, operations managers and/or additional specialists.

## Raising awareness among employees

Every year, the → [Eppendorf Academy](#) offers online training courses on environmental topics and environmental management at Eppendorf, which all employees of the Hamburg, Oldenburg and Jülich locations are required to complete. In Enfield in the USA, employees also received training on environmental topics in 2022. There are plans to add yearly training on environmental topics at other locations in the future.

## Standards & guidelines

The main rules that apply to us in Germany are the stipulations of the German Circular Economy Act, Commercial Waste Ordinance, Packaging Act and Electrical and Electronic Equipment Act. In addition, the requirements of the Federal Water Act, the Federal Immission Control Act as well as the Ordinance on Hazardous Substances and the EU Waste Framework Directive apply. International waste laws for sites outside Germany have not been documented systematically at this time. In the future, we will observe international waste laws and further areas of law within the scope of our ISO 14001 certification.

Additional guidance is provided by our company-wide → [HSE Mission](#), which is accessible to all employees in German and English on the intranet. It sets out our mission, ambitions and pledges relating to environmental protection and the fields of safety and health.



**Ecological commitment & involvement: pitching in to help**

2022 marked the fifth time that Eppendorf participated in the renaturation of the Alster river in Hamburg-Poppenbüttel, near the company's headquarters, as part of an initiative called "Wi mook dat!" (We can do it!). Employees of Eppendorf and its subsidiary Starlab traded their desks for wheelbarrows and gloves to actively contribute to the conservation of the habitats of kingfishers and otters. The annual, educational event promotes both conservation and team spirit among colleagues.

**Waste & recycling**

GRI 301/3-3, 306/3-3, -1, -2

At Eppendorf, waste arises at every stage of the value chain. Waste includes not just household waste, wastewater and industrial waste, but also hazardous materials originating in laboratories, our production and electronic products. Our goal is to prevent waste to the greatest possible extent and reduce it where prevention is not possible. One of our strategic areas of focus is reducing the share of fossil primary plastics used in our overall production operations through measures such as new and more efficient product construction.

**Waste prevention & reduction**

Waste prevention and reduction are highly important to Eppendorf, due in large part to our customers' increasingly stringent requirements. This is why our materiality analysis has identified related topics as being of high strategic importance. Our activities in this area focus on three aspects: First, we aim to minimize resource consumption and the waste arising from our own marketing materials and transportation packaging. A further goal is to reduce the waste arising at our customers' end through the use of our consumables as well as from the packaging of our products excluding consumables.

We also strive to optimize our process and plant engineering in such a way as to prevent waste and reuse valuable raw materials. For example, we adapt processes to minimize production scrap and use a recycling method at the Leipzig location and the Eppendorf Liquid Handling GmbH at the Hamburg location to separate and reuse cooling lubricants and aluminum and brass shavings. At the Oldenburg location, plastic waste from production is forwarded for reuse. In 2023, an internal plastic waste reuse project is planned for Enfield.

### **Data for sustainability controlling under development**

Site-specific waste reduction targets are set in each case as part of our ISO 14001 certification. We launched a project to capture waste data across all production sites in 2021. Going forward, the goal is to use these data as part of a resource strategy which we are currently developing and which will apply worldwide, as well as to further enhance our internal sustainability controlling structures and activities. The key indicators will be disclosed as part of our sustainability reporting in the future.

### **Structured waste management**

At Eppendorf, waste management is a part of our environmental management activities. Local HSE managers or site waste managers are responsible for these aspects at individual locations.

We have defined a company-wide standard for the handling of waste. The standard stipulates that waste must be collected separately by specific categories and provided to waste disposal entities in suitable containers. All waste must be classified and logged in a waste record. Hazardous waste is labeled separately, and records of disposal are kept. The standard also stipulates that only specialized waste disposal companies can be used and commissioned for disposal purposes.

In line with these specifications, disposal is handled at all German sites and in Enfield in the USA by specialized partners selected by Eppendorf. The disposal companies provide waste balance sheets. At the Hamburg site, an external service provider also handles internal collection and rough pre-sorting of waste. The disposal processes are monitored each year under our certified environmental management system.

At 66% in the year under review, the reuse and recycling rate of our waste is high (2021: 76%). Even with positive site development and increased production volume during the year under review, our waste volumes and energy efficiency have remained relatively stable in 2022.

### **Reusing aluminum waste**

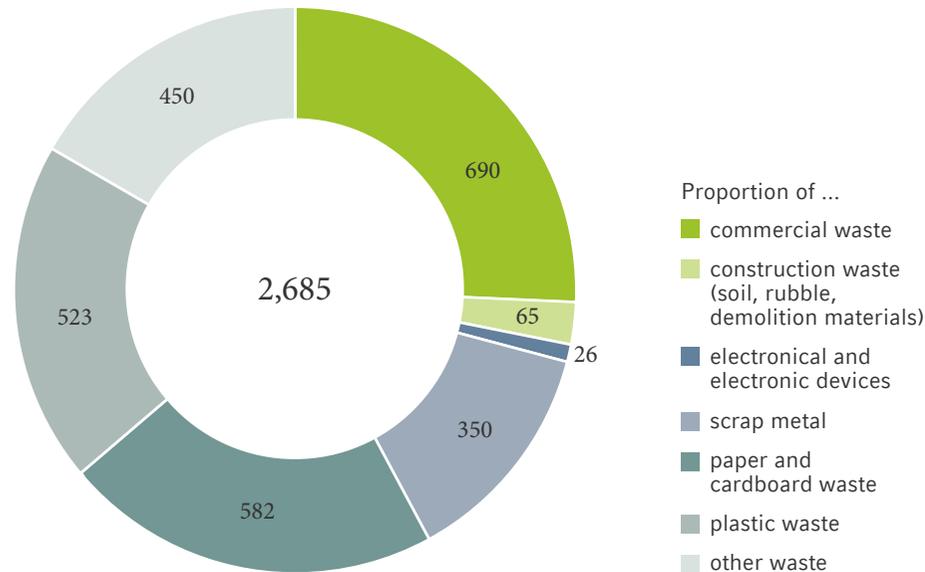
Aluminum is an important material at Eppendorf. Aluminum dust is created during CNC processing for the production of centrifuges. The particles are contained in cooling lubricant used to protect our equipment against high temperatures. To be able to reuse both the aluminum dust and the cooling lubricant as it emerges from the cycle, we introduced an innovative recycling method at the Leipzig site in 2013. The aluminum particles are captured and passed through a hydraulic press, which compacts the material at high pressure into small briquettes that can then be reused. This compacting procedure also releases a large portion of the lubricant that is used for cooling, meaning that it can also be reused. As a result, this method has both ecological and economic benefits.

### **Paper use within the company**

In recent years, we have shifted our paper documentation to digital systems across many areas. We also increasingly communicate via digital channels, internally and externally, which has allowed us to significantly reduce our use of paper and toner.

Beyond that, we are careful to prevent unnecessary waste at our offices and logistics centers. All offices at our central location in Hamburg have been equipped with paper recycling bins since 2005.

**Total waste by category in t**  
GRI 306-3



## Consumables at our customers' end

### GRI 306/3-3

In recent years, oil-based polypropylene plastic vessels have become irreplaceable in laboratories around the world as an alternative to glass vessels. They provide the quality standards needed in increasingly demanding research. In addition, many experiments are now conducted at the microliter scale. This requires vessels and tips with ultra-small dimensions, which either cannot be manufactured out of glass, or which would be prohibitively expensive to produce. This is the growing challenge in respect to sustainability. Thus, Eppendorf increasingly focuses on the use of resource-efficient and sustainable materials when developing new innovative products.

### Optimizing consumables & researching alternatives

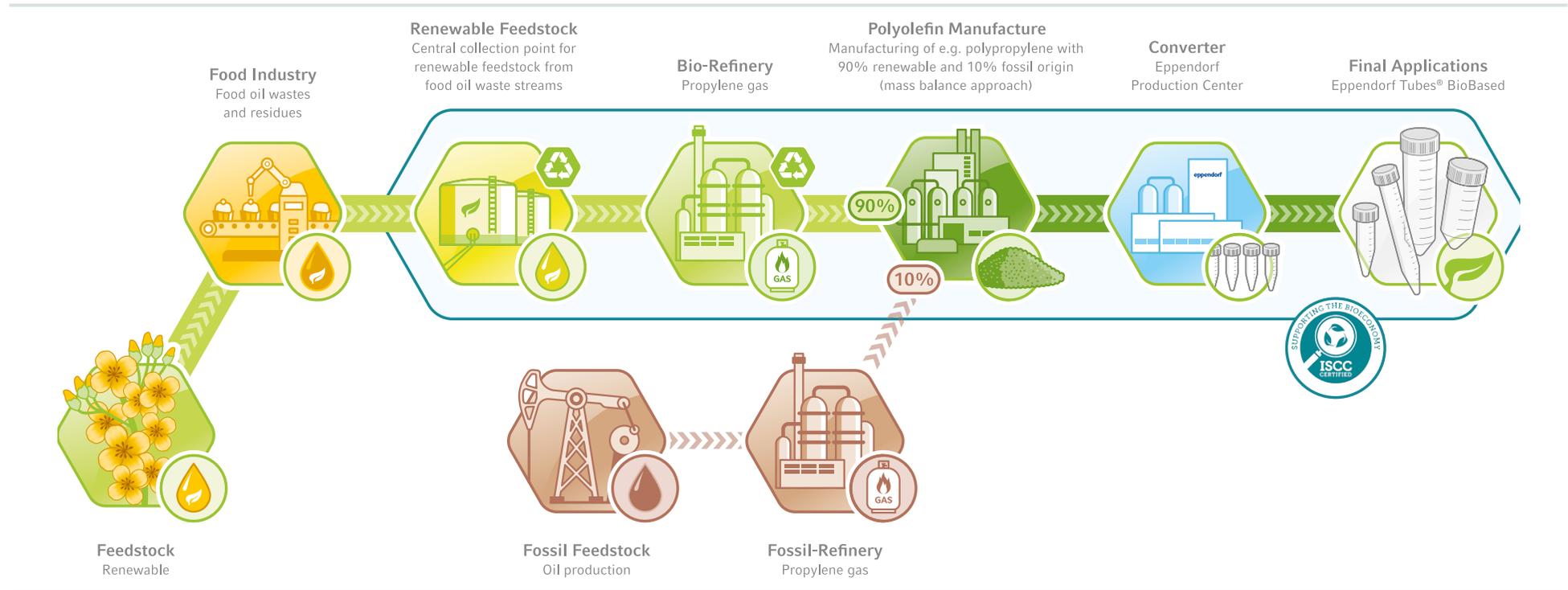
We aim to reduce the use of material quantities. One way to achieve this is through the optimization of wall thickness and dimensions of our consumables. However, we are constrained in these efforts by both the necessary mechanical and chemical stability of the products and the production conditions. Another issue is that the dimensions of vessels and plates are often based on international standards for size, with precisely defined inserts. As things currently stand, we have optimized our consumables with regard to wall thickness and dimensions.

Our development departments have also been hard at work researching whether and to what extent recyclates can be used in the production of disposables. Recycled materials can currently not be used for single-use items that come into direct contact with samples. Sample tubes made of plastics

that originate from mechanical recycling may contain residual contaminants that contaminate valuable samples and render them unusable. For single-use items without sample contact, we are researching the use of recycled materials and the feasibility and acceptance of return systems.

An innovative solution to address the problem is the use of biobased raw materials, which we are continuously testing for our sample-carrying products. Since August 2022, we have for the first time been in a position to offer special micro test tubes – the Eppendorf Tubes® with screw caps in various

capacities – in a biobased International-Sustainability-and-Carbon-Certification (ISCC)-Plus-certified line, without compromising product quality and performance. In accordance with the ISCC mass balance approach, the tubes are made with 90% certified polypropylene based on renewable reused raw materials – such as recycled food oil waste and residues – and only 10% fossil raw materials. Fossil raw materials are thus saved by 90% and biobased waste and residues are given a second life. The use of 100% renewable raw materials is planned for 2023.



### Preventing & recycling waste within customers' operations

One key aspect of our efforts to protect and conserve resources is reducing the plastic waste generated in our customers' operations. The challenge is that this plastic is often contaminated with biological or chemical substances or radiation, making it potentially harmful to human health and the environment. Plastic-based laboratory waste that has come into direct contact with samples is typically incinerated. Recycling is either impossible or prohibitively expensive with the technologies currently available such as the energy-intensive pyrolysis process. In some cases, incineration of laboratory waste is also required by law.



Our customers can also reduce the use of resources such as plastics, reagents or chemicals as well as waste generation by using other systems. For example, for higher sample throughput, they can switch from the 96-well scale to our 384-well microliter system for dispensing the smallest quantities of liquids. Instead of four 96-well plates, only one 384-well plate is required, thereby reducing plastic waste by 75% and sample and reagent materials by 50% each.

However, our single-use items also contain plastic elements that do not come in direct contact with sample materials, including single-use racks, reusable boxes for storing pipette tips and external packaging. The reusable boxes can be autoclaved – i.e., sterilized by autoclave – up to 100 times and equipped with fresh tip trays via a refill system. Eppendorf considers these to be

auxiliary products, which enable the correct use of the products themselves (such as pipette tips). Depending on how these items are used in the laboratory, they may be classified as non-contaminated waste. The definition depends on the local regulations of the biosafety and waste management officers. We urge our customers to separate product packaging and auxiliary products as much as possible prior to moving the items into the laboratory where they may come into contact with sample material or contaminated work surfaces. Sorting at this early stage may allow or facilitate recycling of certain plastic elements.

### Designing packaging efficiently

Wherever possible, we avoid unnecessary use of materials for our packaging and reduce package sizes and material thickness. We are also always looking for sustainable alternative packaging materials.

Common types of packaging at Eppendorf:

- **Primary packaging** such as tip racks or boxes and trays is frequently associated with the product itself, as many product characteristics, such as sterility, apply only in combination with the primary packaging.
- **Product packaging** is the term used for the volume of materials surrounding the product during the phase between the final stage of production and the customer-specific use in the laboratory. Depending on the product type and weight, cardboard packages of varying thickness are used.
- **Transportation packaging** is the name we use for specific outer packages that hold multiple products of the same kind and their product packaging. Transportation packaging is designed for efficient, secure shipping. It consists primarily of cardboard with a high percentage of recycled fiber.

- **Returnable packaging**, also known as reusable packaging, is used at various Eppendorf plants to procure component assemblies or parts from suppliers. We send the packaging back to the supplier after the components inside it have been used. Our use of returnable packaging is limited to regional suppliers, as the cost of returning empty packaging to the supplier would otherwise outweigh the savings on materials.

Over the years, we have developed various systems for designing packaging more efficiently or eliminating it altogether. For example, we introduced refill systems for pipette tips consisting of box and tray back in 2002. In 2021, we were able to reduce the amount of polypropylene in our single-use racks by 19% to 35%, depending on the rack size, by means of an optimized product design. Beyond that, we are always looking for alternative materials for primary packaging.

When it comes to product packaging made of cardboard, we take care to ensure that an increasing proportion of recycled material is used. Depending on the product category, the current proportion is between 70% and 100%. The proportion of recycled material is increased if packaging stability and transport safety are not jeopardized. In addition, some product packages have already been designed to use no plastic at all. Cardboard-based holders provide adequate protection for these products. We plan to ramp up our efforts to use these types of packaging in the future, as long as this does not have a negative impact on the overall carbon footprint.

### Rethinking marketing materials

At Eppendorf, our marketing materials include paper-based brochures, magazines, catalogs and sample packages containing single-use or promotional

items. All of our paper marketing documents can be recycled using standard methods. We reduce our use of paper-based documents wherever possible. The COVID-19 pandemic and the social distancing requirements associated with it have also spurred the further digitalization of our marketing materials.

Although we continue to use paper products, we strive to design them as efficiently as possible. For example, our product catalog features more and more products each year, but its weight and volume have remained relatively constant thanks to smaller fonts, thinner paper and the inclusion of QR codes for users to read further information online. Climate-neutral printing and certified paper have also reduced the catalog's carbon footprint. Many customers use the Eppendorf product catalog for years as a reference work in their laboratories. The catalog can be recycled with other paper, plus it is also available in digital format.

We switched to sending out newsletters exclusively via e-mail several years ago. Recipients still have the option of requesting printed versions of our product brochures. To conserve resources in the form of energy and materials, we rely on demand-driven printing for our brochures and flyers. Prior to printing, we conduct regional surveys to determine how many copies will be needed. Our globally used brochures are printed in Hamburg. The paper used until 2021 was 100% certified virgin fiber. Since the beginning of 2022, 100% recycled paper has been used for printing. The respective print runs will continue to be reduced significantly.

Eppendorf publishes magazines on overarching laboratory-related topics twice a year. These magazines include our [BioNews](#) and [Off the Bench](#) titles. Both publications are printed on a climate-neutral basis and are also available online.



# Customer Safety & Health

GRI 416/3-3

Workflows in today's laboratories are becoming ever more condensed, and the strain of laboratory work is constantly increasing. The associated tasks are often repetitive and may thus expose staff to one-sided strain. For this reason, we strive to make this type of work as easy as possible by providing life science products that are beneficial, especially from an ergonomic point of view. In this context, our understanding of ergonomics extends beyond the products themselves to the laboratory environment as a whole.

Eppendorf began optimizing the ergonomics of its laboratory equipment back in the early 1970s and has been known for the ergonomic properties of its pipettes in particular. In 2003, we launched our PhysioCare Concept®. After initially focusing on liquid handling devices, we have now successfully applied this concept to all Eppendorf products.



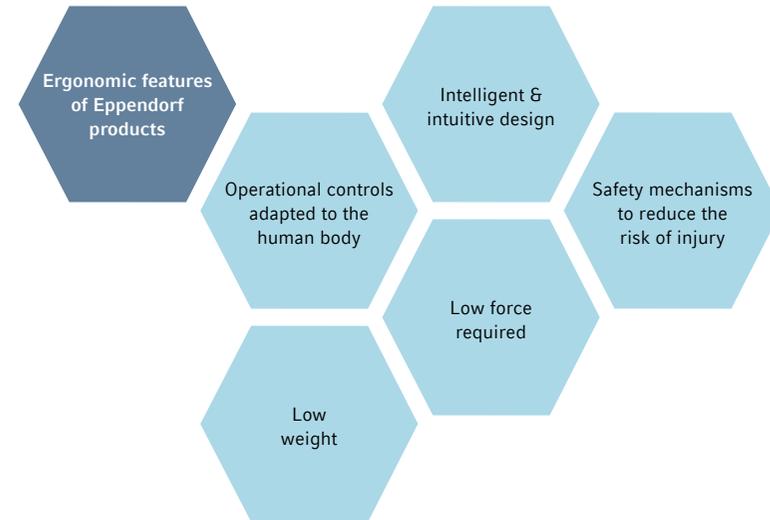
### Our PhysioCare Concept®

GRI 416-1

Eppendorf products are considered to be well-designed, high-quality and developed to meet the needs of their users. This reputation is based to a large extent on the Eppendorf PhysioCare Concept®. Since the concept aims to cover the entire scope of ergonomics of day-to-day work in laboratories, it applies to our entire range of laboratory products. In addition, we consider ergonomic aspects in every new product developed. The PhysioCare Concept is based on three spheres:

- **The user:** The concept ensures ergonomic design and the optimization of the product depending on the individual needs of the user.
- **The laboratory:** New devices can be easily integrated to suit the specific conditions of any laboratory.
- **The workflow:** The concept helps improve laboratory processes in general – and the results achieved by the entire company.

Our development teams carry out an intensive usage and test phase to design and implement practice-based improvements to our products. Their



motivation is to find ways to make using a product even easier and more enjoyable.

#### Enhanced product ergonomics: Eppendorf centrifuges

Some types of centrifuges are large, tall and take up a lot of space on laboratory benches. People of shorter stature may find it hard to reach the lids of the centrifuges, thus making it difficult – and dangerous – to fill them. Lower loading heights prevent accidents from occurring. We ensure that the lid of the centrifuge, when open, is within easy reach for people of average height. In addition, only minimal effort should be required to close it. With Eppendorf

centrifuges, a gentle push is all it takes to close the lid, reducing strain on the back and wrists.

The lid of a centrifuge must be tightly sealed so that it generates as little noise as possible during operation. Here, too, ease of use plays a pivotal role. The Eppendorf QuickLock® rotor lid can be securely locked by rotating it just one quarter of a turn, reducing strain on the wrists.

Using centrifuge adapters, laboratory staff can place samples safely and securely into the centrifuge. Different adapters should be used depending on the vessel. A small gap between the vessel and adapter, or unevenly shaped bases, can result in a broken vessel and an unusable sample. By using different colored rotor adapters, we make it easier to select the correct size to reduce the risk of unwanted incidents.

## Product safety as a hallmark of quality

### GRI 416/3-3

The improper handling of life science products and laboratory samples places users at risk of injury – especially when working with samples containing harmful substances. Our goal when developing Eppendorf products is to reduce this risk. We make sure to keep the duration and proximity of contact with samples to a minimum.

Our products are designed to be extremely safe when operated by professionals. They must always comply with specific product group safety standards and internal and external quality specifications. For example, we always subject centrifuges to a crash test and check whether their casing will hold if the

rotor inside the chamber breaks at high speed. No components should escape from the device, and it should barely move.

### Identifying & minimizing product risks

Our new methods and products undergo intensive quality and safety testing during the research and development process. We apply a milestone concept and involve our company's internal audit unit in the process. This allows us to identify and remedy potential product development errors at an early stage. Several internal stakeholders carry out quality and safety-related approval processes. More extensive reviews are often performed in line with the principle of dual control.

In addition, we perform regular stress tests on materials and components, which vary in their number and level of detail depending on the type of product. To this end, we typically estimate the average daily use of the product in the laboratory and correlate it to a theoretical operational lifetime. The stress level measured during the laboratory test usually exceeds the real stress level by a significant margin. The objects being tested, such as the hinges of locking mechanisms, are opened and closed up to 100,000 times. Aging tests are also performed, which involve repeatedly exposing a product to light or heat. In additional tests, we also check the resistance of the surfaces to chemicals.

Before we begin manufacturing a product in series, customers test it for several weeks under real conditions. They record different test parameters, which we subsequently evaluate, and they note any potential critical points. Where

required, we also carry out early trials involving customers during the product design and development stage. With an agile project development process in mind, we intend to obtain and integrate feedback from users at additional development stages in the future.

Our Product Service unit employs a central database of potential problem cases reported by customers which help identify and follow up on defects after products have been launched. If a problem occurs frequently or is found to be serious, employees from the Quality, Production, Service and Sales units, as well as the relevant business division, will investigate and assess the situation and decide on any corrective measures that need to be taken. Once these measures have been implemented, we check to see whether the problem has been successfully resolved. The entire process is documented throughout.

### Standards & guidelines

During product development, we comply with all applicable national and international regulatory requirements, many of which define the scope for development options. Such requirements are increasing worldwide, with more and more countries aligning their national regulations with existing European Union and U.S. regulatory frameworks such as the [REACH Directive](#) und die ergänzende [EU RoHS Directive 2011/65/EU](#), restricting the use of certain hazardous substances in electrical and electronic equipment.

The statutory requirements of relevance for compliance with chemicals and materials regulations mainly relate to hazard communication, as well as to local and regional chemical registration activities. Consequently, it is essential for Eppendorf to be able to clearly identify the source materials used in its products.

### Product safety information for customers

In principle, all users of Eppendorf products are considered trained professionals. As a result, we assume that our products will be used properly. Our initial consultation, however, is aimed at a broader group – including purchasing departments, distributors and non-technical managers. Generally, these individuals have a limited background knowledge of the life sciences. We have addressed this concern by producing a broadly based portfolio of product information. In keeping with statutory requirements, we provide our customers with instructions for use and, where appropriate, instructions on how to unpack and install products safely. The information is also available online. The relevant material safety data sheets (MSDS) can also be accessed online for products with potentially harmful chemical ingredients such as lubricants, coolants or batteries.

### Data protection

#### GRI 418-1

The trust of our customers, business partners and employees is a valuable asset. We want to gain and preserve this trust and thus ensure the long-term success of our company. Integral and legally compliant behavior is indispensable. This basic principle also applies to the handling of data, which is why it is a matter of course for us to protect the personal data of our customers, business partners and employees. We recognize the fundamental principles of data protection, especially that personal data can only be processed if this is permissible. For this reason, we have anchored our data protection objectives in our Code of Conduct and implemented a Group-wide data protection management system to ensure the security and protection level for data

processing. In our data protection team, which is made up of contact persons with various expertise from the Legal, IP & Compliance, Human Resources and Global IT departments and an external data protection officer, we continuously improve the processes and advise all specialist departments on the implementation of data protection requirements. This includes, for example, a comprehensive data privacy assessment which is carried out by the data protection team prior to purchasing or licensing of products and services. The aim is to prevent serious consequences, for example data loss, theft of personal data or copyright infringement. Beyond the use of electronic systems, we also act with the required sensitivity.

In the year under review, there were no substantiated complaints about data privacy violations of any kind.



# Responsibility in the Supply Chain

As a manufacturer of high-quality life science products, Eppendorf sources raw materials, goods and services from all over the world. Our supply chain encompasses procurement, production, distribution and logistics. As a result, the activities along our supply chain entail a wide variety of risks that can impact the stability of our production capability. Identifying and evaluating these risks as early as possible is crucial to our ability to supply our customers with products featuring the high level of quality they require while successfully running our business. Establishing transparent and digitalized processes along the supply chain can minimize disruptions and risks in this regard.

To this end, we take process-related, economic and technical criteria, as well as social and environmental factors, into account in our procurement process. Environmental sustainability as well as respect for human rights and fairer working conditions are an integral part of our corporate culture. In addition, we continuously address growing external demands with regard to our supply chain management, including new statutory requirements on the traceability of specific materials, and we exercise our due diligence obligations under human rights law. Moreover, we pay very close attention to our customers' requirements and take them into account in our tenders. Our aim is to ensure stability in the value chain while encouraging our suppliers to act more sustainably where required and helping them to implement our requirements.

## Our supplier management

[GRI 308/3-3](#), [407/3-3](#), [408/3-3](#), [409/3-3](#), [414/3-3](#)

A Group-wide corporate standard defines the framework for Eppendorf's supplier management. It sets out precise specifications on how to identify and select suppliers and ensure that they are qualified. When developing new supplier relationships and screening new suppliers, the purchasing departments overseen by the Chief Technology Officer (CTO) ask candidates to provide them with information pertaining to their social and environmental credentials. For example, each supplier must confirm our [↗ Code of Conduct for Business Partners](#) and provide voluntary disclosures on the topic of sustainability. The screening of suppliers that reject or refuse to sign the Code of Conduct for Business Partners or fail to provide adequate answers in the voluntary disclosure will be terminated with immediate effect. Alongside the initial screening of potential suppliers, we perform audits of our existing suppliers using defined corporate standards that apply at all of our production

sites. These standards include sustainability requirements from the screening questionnaire relating to human rights, the environment and ethics, to enable us to verify compliance with these requirements on site.

In addition to regularly qualifying and auditing our suppliers, we conducted a quantitative risk assessment of direct and indirect suppliers for the first time at the end of 2022, on the basis of audited data from the financial statements for the fiscal year 2021. Using country- and sector-specific external risk indicators, we explored the likelihood of a human rights violation for each human rights and environmental risk identified in the German Supply Chain Act (LkSG). Based on an input-output model of the value chain, both country- and sector-specific risks and the statistical total number of potentially affected employees along all levels of our supply chain were determined and evaluated. This way, we identified examples of which countries and sectors are affected by which human rights risks and to what extent.

We identified the following key risk areas: The areas of prohibition on ignoring freedom of association, prohibition on force by security forces, prohibition on discrimination, prohibition of child labor, workplace safety and wages constitute an increased or moderate risk. The risks extend especially to Asian and South American countries as well as countries in the Middle East.

Based on this initial assessment, we have developed a strategy to comply with our due diligence duties related to human rights and the environment. As a result, we established various responsibilities and processes to further analyze the risks in our supply chains and to take appropriate preventive measures. More details on this strategy can be found in the [↗ Declaration of Principles on the Respect of Human Rights](#) of the Eppendorf Gruppe.

## Organization

The Global Procurement Instruments (GPI) unit performs all sustainability-related supplier screening activities and is assigned to the CTO role. In this context, the unit also focuses on the German Supply Chain Act (Lieferkettensorgfaltspflichtengesetz, LkSG), which has been in force since January 1, 2023. It is supported and monitored by the newly created position of Human Rights Officer within the global sustainability team of the Eppendorf Group. In addition, GPI is responsible for creating consistent processes within the CTO organization. This ensures that all Technology Centers (TC) assess their suppliers according to the same specifications, for example with regard to their sustainability efforts, and develop them accordingly if necessary. The results can also be viewed centrally so that the experiences of other TCs can be included in the assessment and comparability is ensured.

In addition to the existing organization for the sustainability-related assessment of product-relevant suppliers, we plan to establish a network of LkSG ambassadors in 2023. The aim of this network is to implement the diligence duties related to human rights and the environment also with regard to suppliers for non-production-related material at all global sites.

## Standards & guidelines

In our operating activities, we are committed to complying with generally accepted labor, social and environmental standards and respecting human rights. We also meet the requirements for responsible corporate governance as set out in our [Code of Conduct](#). Furthermore, we are firmly committed to the Ten Principles of the United Nations Global Compact (UNGC), which

we have been supporting since becoming a participant on January 31, 2022. The principles focus on human rights, labor standards, the environment and preventing corruption. Our Declaration of Principles on the Respect of Human Rights also explains in detail that we are committed to respecting human rights as defined by various international frameworks.

We expect all of our suppliers to comply with internationally accepted environmental and social standards. These are set out in our [Code of Conduct for Business Partners](#), which is based in particular on the core labor standards of the International Labour Organization (ILO), the UNGC and the UN Universal Declaration of Human Rights. Our suppliers are also expected to ensure that their own suppliers comply with these standards.

Moreover, Eppendorf expects its suppliers to comply with applicable environmental laws, regulations and standards. Accordingly, we expect suppliers to set up and operate an environmental management system based on accepted standards in order to minimize environmental impacts and hazards and improve environmental protection in their day-to-day business operations. At Eppendorf, we expect our Business Partners to be able to declare that to the best of their knowledge they have no reason to assume that the products delivered to us contain conflict minerals from the DR Congo or other countries mentioned in the Dodd-Frank Act. If a Business Partner cannot be able to do so, the Business Partner is obliged to inform Eppendorf about this in writing without undue delay.

In addition, we require that suppliers comply with fundamental workers' rights as stipulated by applicable national laws. Such laws include

regulations prohibiting child labor, forced labor and discrimination, as well as those protecting freedom of association, fair pay, lawful working hours and occupational health and safety.

Eppendorf expects suppliers to not tolerate corruption of any kind. They are obliged to ensure that their companies comply with the conventions of the UN and the Organization for Economic Cooperation and Development (OECD) on combating corruption, as well as relevant anti-corruption laws. Any conflicts of interest with personal and business interests or other activities, including those of relatives or individuals and entities otherwise closely associated with the company, are avoided from the very outset.

### **Voluntary disclosure as initial indicator**

GRI 308-1, 414-1

In January 2021, we added a sustainability questionnaire featuring exclusion criteria to our screening process for new suppliers. This additional voluntary disclosure will allow us to examine all potential suppliers in terms of their social and environmental credentials. As with a rejection of the Code of Conduct for Business Partners, a negative answer to the elimination questions will now result in the immediate termination of the screening process.

The questions cover, among other things, an outright ban on child and forced labor, the existence of policies and operating agreements to prevent human rights violations, and the prevention of accidents in the workplace. Over the course of the business relationship, we carry out supplier audits and on-site

visits to verify that the information we have received is correct. Based on this information, we also complete annual assessments of our strategic suppliers.

### **Assessment of strategic suppliers**

GRI 308-1, 407-1, 408-1, 409-1, 414-1

Once a year, the Global Procurement Instruments unit and the Eppendorf Group's other Technology Centers assess Eppendorf's strategic suppliers. We define as strategic all suppliers that exceed a certain revenue threshold (depending on the Technology Center supplied), pose a procurement risk for Eppendorf or have an impact on product quality or the Material Group Strategy.

The assessment includes conventional economic factors such as reliable delivery, product quality, capability and customer focus. Since 2021, we have also included information on sustainability, particularly with regard to human rights, child and forced labor and environmental issues. Based on the outcome, we determine action plans for suppliers' ongoing development. In the event of serious violations, the business relationship may also be terminated with immediate effect.

In addition, we successfully completed 18 audits in the year under review. In this context, we also systematically checked the information from the sustainability questionnaire. No irregularities were determined.



# Employees

GRI 401/3-3, -1

As a global manufacturer of high-quality life science products, Eppendorf needs skilled and motivated employees to successfully run and develop our business. We are firmly convinced that long-term success can only be achieved with employees who are satisfied and committed. That is why we believe it is important for the Eppendorf Group to be considered a particularly attractive employer. We aspire to become the best employer in the life science industry by 2025 based on indicators such as the speed at which advertised vacancies are filled (“time to hire”), employee retention rates and feedback from our staff surveys.

Above all, it is our employees' individual talent and experience, as well as how they apply and develop their skills, that are of great importance at Eppendorf. For this reason, we have identified "Lifelong Learning in the Digital Age" and "Diversity and Equality of Opportunities at our Sites" as two key areas to focus on as part of our HR strategy. Essentially, we intend to promote innovation by means of diversity and lifelong learning. All Eppendorf employees should feel confident that their individual talent will be recognized, nurtured and developed – regardless of unrelated factors such as their age, background, gender, physical and mental abilities, religion and worldview, sexual orientation or social background.



The key elements comprise driving change together and questioning old habits. Such aims are of crucial importance for our future corporate success, since the spirit of innovation and applying existing knowledge to generate new ideas are the key principles that guide our HR activities.

Our employees already regard cooperation among colleagues as a defining feature of their day-to-day work. An internal staff survey showed that they view collaboration worldwide as one of Eppendorf's credible strengths as an employer. Nevertheless, we see potential for development in this area. That is why we intend to continue expanding cooperation across departments and regions in the future. The COVID-19 pandemic and a greater shift toward working from home and collaborating online has also shown the potential for more efficient teamwork, which we intend to leverage in the future. In addition, we intend to prioritize our core topic "building on strength to create something new" even stronger. The effectiveness of our engagement for our employees is reflected in a low turnover rate. In 2022, the turnover rate was 12.5%, which is well below the German average of 16%.

**Clear values, a strong corporate culture**

We have defined six corporate values for our operations at Eppendorf. They apply to all employees and must be adhered to at all times when working for our company. The values form the basis for every decision and are intended to enable our employees to embrace our corporate culture and put it into practice. These values are supported by a set of guiding principles that provide our employees with a point of reference for their day-to-day work.

### Our Values



Taking Responsibility



Empathy



Reliability



Courage to Advance



Appreciation



Focus on Performance

### Our HSE Mission

The health and safety of our employees are a top priority at Eppendorf. That is why we have put people at the forefront of our [HSE Mission](#). By providing secure and healthy places to work and taking preventive measures such as occupational health management, we aim to make an important contribution to promoting the health of our employees. It is every supervisor's responsibility to raise awareness of the value of health within the individual departments and to firmly embed it in our everyday activities at work. Recognized concepts for eliminating hazards and minimizing risks are consistently applied and implemented. In addition, we are currently in the process of establishing an occupational safety management system in accordance with DIN ISO 45001.

## Training & continuing education

GRI 404/3-3, -2

“Lifelong learning” is one of the five core topics of our corporate strategy Eppendorf 2025. This topic is not only important from the business point of view – we also want to enable our employees to pursue their learning interests flexibly. Making sure that our employees are successful in their areas of responsibility and enjoy applying their various skills is the key to maintaining our high quality standards in the long term and to safeguarding our company's competitiveness and capacity for development.

Because we have full confidence in the expertise and enthusiasm of our employees, we prefer to fill vacancies from within our own ranks. For this reason, we offer our employees attractive opportunities to continue their professional development within our company. Our aim is to avoid losing highly trained, motivated staff. New employees hired from outside the company are treated with a great level of appreciation. Their individual experience and views are a great asset to our teams.

Termination of employment by the employer shall take place individually, respectfully, fairly and with the support of the works council. Upon retirement, employees are accompanied by their respective manager. In addition, successive colleagues are trained in the areas of responsibility of retiring employees in good time. Eppendorf does not offer any models for early retirement.

## Promoting HR development

### GRI 404-3

Focus on performance is one of the six values mentioned above that we identify with as a company. As a result, our corporate culture is performance-based. At Eppendorf, we strive to provide an optimal environment in which employees can develop and foster their skills and talent. For this reason, we usually carry out an appraisal meeting with all employees at least once a year, which involves discussing performance assessment data for each employee, providing feedback and defining objectives for the future.

The challenges facing our company and the workplace are changing all the time. By means of comprehensive skills development programs, we aim to ensure that our employees' existing skills and abilities are advanced accordingly. To this end, we work with employees to define the personal and professional skills development programs they need. We regard "learnability" – the motivation and ability of employees to develop and adapt their skills over the course of their professional careers – as an important criterion for success. Since the need for certain new qualifications is arising quickly, while others are declining in importance in today's workplace, we encourage our employees to take initiative, identify their own training needs and formulate their own development goals.

## Comprehensive training & education programs

### GRI 404-1

Eppendorf's decentralized organizational structure stipulates that continuing education opportunities are also managed on a largely decentralized basis, allowing the various locations to tailor their programs to meet specific needs.

Eppendorf has a wide range of training and continuing education programs on offer. All employees have access to the online e-learning platform Eppendorf Academy, allowing them to acquire new knowledge and skills, on a regular basis and at their own pace. Our personnel development program features a range of courses, as defined in the Group Operating Agreement for employees in Germany, which they can attend through the Eppendorf Academy. The courses include personal development seminars and presentations on current business topics. In addition, our employees can access the LinkedIn Learning portfolio of 13,000 training courses. In 2022, the platform was regularly used for further training purposes. In 2022, Eppendorf employees dedicated an average of 5 hours to LinkedIn Learning and 3 hours to the Eppendorf Academy. Consequently, the average training time of our employees in 2022 is 8 hours.

## Digitalization of work & training

The realities of work and education are changing at an increasingly rapid pace. At the forefront of this development is the ongoing digitalization of the workplace. To safeguard Eppendorf's ability to efficiently and expediently leverage the benefits of digitalization, we are working to connect technology, organization and people at Eppendorf and to coordinate how they are employed within our digitalization strategy.

This is where our People Journey Community plays a key role. Around 20 people from a wide range of different departments at Eppendorf have teamed up to utilize digitalization as the driving force behind a future-oriented approach to work and training. In this context, the emphasis is on four main development areas.

- **Digital culture & mindset:** Developing our mindset in a digital and inclusive direction that increases our employees' commitment.
- **Learning environment & tools:** Expanding and using the Eppendorf learning community in order to develop targeted learning systems and learning environments.
- **Knowledge transfer:** Enhancing the global transfer of knowledge at Eppendorf by creating an ecosystem for diverse communities and internal and external networks.
- **New ways of working & collaboration:** Developing tools for fully flexible collaboration and agile teamwork.

In the year under review, the Digital Learning Environment and Tools team from the People Journey Community launched a digital learning championship among Eppendorf employees. The aim is to make digital learning more fun with the help of gamification. Participants in the competition are to become digital experts at Eppendorf. This way, we prepare them for the upcoming challenges of digitalization and technological, labor and organizational development. It is possible to participate as an individual person or as a team. At the end of the first round of the competition, the "Digital Learning Champion" and "Digital Learning Team Champion" prizes were awarded in September 2022.

### Further training among colleagues

In 2022, under the motto Working Out Loud (WOL), several small groups of four to five colleagues met weekly for the third time to exchange ideas virtually or in person for an hour. The idea is that employees work together over a twelve-week period to achieve the goals they have set for themselves.

They are supported by a guideline with several group and individual tasks. In the year under review, the focus was on further development in the areas of digitalization, innovation at Eppendorf and self-organized work on the basis of the New Work concept.

### Virtual language training

As an internationally operating company, we have customers spread all over the world and we work together across divisions and countries. Successful communication is essential. We want to promote multinational exchange, networking and diversity at Eppendorf. Since May 2022, our employees have been able to learn up to twelve languages and improve their communication skills via e-learning courses and virtual classrooms on the "goFluent" learning platform. In addition to English, German, French and Spanish, the offer includes Italian, Portuguese, Mandarin, Dutch, Russian, Arabic, Japanese and Korean.

### Talent management

Our talent management system is designed to help identify, develop and retain potential young talent within the company. To this end, we also cooperate with universities and other educational institutions. We refer to high school and university students, as well as entry-level professionals looking to gain professional experience at Eppendorf and start their career with us, as "Future People". During their apprenticeship, internship, cooperative education program or traineeship at Eppendorf, they learn from us – and we learn from them. In 2022, 33 new "Future People" started throughout Germany. As of the reporting date (December 31, 2022), a total of 79 "Future People" were employed at Eppendorf in Germany.



In August of every year, new trainees and students in cooperative education programs begin their careers in industrial and commercial professions across all Eppendorf sites in Germany. At present, Eppendorf offers 18 apprenticeships and five cooperative education programs. We incorporate the latest developments in research and teaching within our company by employing student trainees and interns and providing them with the opportunity to write their final theses. In return, students acquire work experience and have the opportunity to structure their studies around real-life applications by working on projects. In addition, we intend to promote a close exchange with research institutes via university partnerships, thus enabling us to identify trends at an early stage and apply them profitably at Eppendorf.

At Eppendorf, we invite talented young individuals to complete a two-year specialist trainee program after graduating from university. Participants know what they will focus on right from the beginning and are assigned to one or two interface departments for the duration of their traineeship. The program also includes a period of several months at an international Eppendorf location. The structured program trains university graduates in accordance with our requirements and expectations and provides them with company-specific skills and knowledge that will prepare them for future employment at Eppendorf. In 2022, eight trainees were taking part in the program in Hamburg. In the year under review, the concept was rolled out, as planned, in further Eppendorf market regions. Since 2022, one traineeship each has been offered in Dubai and in Selangor, Malaysia.

**International exchange program**

Since 2012, Eppendorf has been offering an international vacation exchange program for children of its employees. The Eppendorf Family-Network gives them the opportunity to get to know other countries and cultures. They can experience cross-cultural interaction that goes beyond what they are accustomed to at home, expand their language skills and deepen their understanding of the fascinating diversity of different cultures, worldviews and new everyday situations. The young people spend between two and four weeks in the summer vacation with an Eppendorf family at a foreign location. This establishes private relationships between families and offers children their first experience of living abroad in a safe atmosphere. After a break due to the pandemic, the exchange program started again in the summer vacations of 2022.

## Diversity & equal opportunities

### GRI 405/3-3

At Eppendorf, we embrace diversity and bring people together who have intercultural skills and have learned to be tolerant, supportive, appreciative, collaborative and responsible. Our #WeAreEppendorf campaign focuses on both inclusion and diversity, thereby generating a sense of belonging, even if each person experiences and expresses it in a different way. We believe that the diversity of our workforce fosters the exchange of ideas across the various departments, as well as productive collaboration that supports a steady increase in knowledge while at the same time preventing a silo mindset. We consider this approach to be the key to innovation; therefore, diversity and inclusion are integral parts of our corporate strategy Eppendorf 2025. It is for the same reason that equal opportunities, an open-minded approach and respect are firmly rooted in our standards and policies.

### Standards & guidelines

Our [Code of Conduct](#) summarizes fundamental rules of conduct that are binding for all Eppendorf employees around the world. The code stipulates that all employees and anyone applying for a position at our company must be afforded equal opportunities. It rules out any discrimination on the basis of criteria such as skin color, national origin, religion, political opinions, gender, sexual orientation, age or disability. This commitment is also consistent with our corporate philosophy, which attaches great importance to diversity and equal opportunities.

Our management culture is designed to create an environment where people work with enthusiasm. Together with their managers, our employees define their goals and perception of their tasks. This enables them to work independently.

Compliant behavior is important and self-evident for our business success. In order to meet this requirement, it is important to be informed at an early stage of any risks, damage to reputation or misconduct in order to be able to react. Our employees have access to a number of reporting channels to report violations of our Code of Conduct to the relevant department or to their supervisors. In 2022, the Compliance Line was added as a reporting channel for the Europe market region. All stakeholders can report (potentially) unethical, illegal and irresponsible actions around the clock. Information on suspected questionable conduct may also be submitted by e-mail or letter, in a face-to-face meeting and by telephone. We investigate every reported indication. If the allegation proves to be justified, reasonable legal remedies will be taken. We are convinced that whistleblower systems strengthen an open culture where questions are always welcome. This way, together with our guidelines and training, we prevent non-compliant conduct.

In addition, inclusion agreements and a representative body for disabled employees are in place throughout Germany. The representative body for disabled employees works closely with the Global Real Estate Management unit. During the reporting period, the unit was involved in drafting a policy establishing global accessibility standards for the entire Eppendorf Group.

### Initiatives during the year under review

In 2022, we held various workshops with the involvement of the Supervisory Board, the Management Board and senior executives that identified diversity and equal opportunities as key strategic priorities going forward. On this basis, we plan to launch a number of projects and programs within the scope of the Eppendorf 2025 strategy initiative.

### Strengthening women in a targeted manner

GRI 405-1, -2

The Act on the Equal Participation of Women and Men in Management Positions in the Private and Public Sectors (Gesetz für die gleichberechtigte Teilhabe von Frauen und Männern an Führungspositionen) has been in force in Germany since 2015. We support this initiative to increase the proportion of women in management positions. At Eppendorf, women accounted for 35% of all staff members in 2022. At 4%<sup>1)</sup>, the gender pay gap at Eppendorf is far below the German average of 18%.

In addition, Eppendorf regularly marks International Women’s Day in a variety of ways. For example, as in previous years, Eppendorf India hosted a Women’s Day event for female customers in 2022. Guided by this year’s theme “Break the Bias”, over 600 participants gathered across India in eleven different locations. The idea behind this program is to bring women researchers from different backgrounds, age groups and institutions together in order to exchange ideas and opinions and to celebrate together the importance of women. This year, participants were again welcomed at the start of the program by a video message from Co-CEO & Chief Commercial Officer Eva van Pelt.

<sup>1)</sup> The gender pay gap data covers Germany, Canada, USA and China, resulting in a share of the global workforce of around 73%



### Embracing diversity, learning inclusion

To date, the activities aimed at inclusion for people with disabilities at Eppendorf have focused heavily on the Hamburg site. However, an inclusion team will now meet every quarter to exchange information on current initiatives and developments related to this topic at Eppendorf.

In 2022, the inclusion team addressed several issues. In 2021, the team had introduced an e-learning program, which received a lot of positive feedback. As a result, the team offered another global online training course on inclusion in the year under review, this time also for non-management staff. In 2022, planned conversion measures for accessibility at the Hamburg site were also transferred by the team to rented office buildings and some have already been initiated. At the Oldenburg location, the first barrier-free sanitary facility was put into operation. In addition, the team met with the Senior Vice President Global HR & OD to expand and consolidate the key aspects of inclusion at Eppendorf.

The year under review again saw a Lunch & Learn on the topic of diversity and variety, this time focusing on allyship. The aim is to establish how each individual can contribute to more diversity and inclusive behavior in the company. Allies are people who are fundamentally committed to diversity and inclusion. This way, they can contribute different perspectives to their teams and promote an open and respectful way of working together. The event informed participants about the significance of allyship for teams, companies and society and how to take action themselves.

Employees have had the option of taking part in a “learning journey” on diversity and inclusion since 2021. The format consists of a combination of self-reflection and learning in small groups of five people. Participants meet within a set time frame of every twelve weeks to participate in organized sprints. At the start of the learning journey, a personal objective is defined which will function as a common thread throughout the following weeks. While on their journey, participants explore the different forms of diversity and inclusion in their own environments. They can then build on their understanding by sharing their experiences in depth. The last step involves reflecting on what they have experienced and learned.

In May, the global Diversity Awareness Month initiated by the United Nations, various campaigns raised awareness for the topic. Eppendorf also uses the period as an opportunity to promote more diversity and inclusion in the work environment and beyond. In a 20-day learning challenge, Eppendorf provided short daily content on the aspects of diversity, inclusion and variety via LinkedIn Learning.



# Social Engagement

As a family-owned company, Eppendorf can look back on an impressive history of social engagement practiced at every level. Eppendorf’s activities as a corporate citizen are motivated by our purpose of helping to improve human living conditions. Our commitment to society focuses primarily on supporting community activities in the areas surrounding the locations where we operate. In this context, we concentrate our resources on carefully chosen initiatives and projects with which we can use our commitment to make the biggest impact. The main areas we focus on are education and science, humanitarian and social projects, as well as community and environmental projects. Since November 1, 2022, a corporate standard has governed the awarding of grants throughout the Group.

## Commitment rooted in the company

We established the Corporate Citizenship & Governmental Affairs department at Eppendorf in April 2021. Its role is to engage in open and purposeful communication with stakeholders, including institutions such as industry associations, non-governmental and non-profit organizations, as well as with political decision-makers. It is also tasked with managing Eppendorf’s donations and sponsoring activities as well as monitoring their impact. The department coordinates all global and local activities in this regard based on a set of clear strategic objectives that are consistent with Eppendorf’s corporate vision and communicates them in collaboration with the Corporate Communications department. As a general rule, all sponsorship activities and donations must comply with the applicable statutory requirements, with strict ethical standards, and with our [Code of Conduct](#).

## Projects supported by Eppendorf – a few examples

### **Emergency aid for people from Ukraine**

Immediately after the outbreak of the Ukraine war, Eppendorf SE supported a campaign of the UNICEF Children's Fund with a donation of 100,000 euros. With the help of this aid project, Blue Dots were set up for the war refugees, which serve as contact points along the escape routes and provide initial emergency care. This is to directly improve the medical and psychosocial situation of the refugees. Our locations in Poland and the Czech Republic also donated 3,000 euros to aid projects.

In addition, as part of our Corporate Volunteering program, employees in Europe were each able to take eight hours off for volunteer humanitarian work in the year under review – individually or in teams and at full pay. Some colleagues supported specially selected aid projects, others assisted refugees in dealing with the authorities or provided translation assistance.

Employees of our subsidiary Starlab also showed great willingness to help in a donation campaign. They collected urgently needed clothing for the central reception center in Hamburg.



**Donation for the protection of peatlands**

In 2022, the Eppendorf Market Region Europe supported the international peatland protection project “LIFE Multi Peat” via NABU (German Nature and Biodiversity Conservation Union) as one of the project partners with a donation of 15,000 euros. The project aims to revitalize about 689 hectares of peatland in Ireland, Belgium, the Netherlands, Poland and Germany. Another objective is to prevent peatlands from disappearing further due to desiccation or agricultural and forestry use. Due to their high CO<sub>2</sub> storage capacity, they are considered an essential factor in binding greenhouse gases and thus protecting the climate.



**Eppendorf Improving Life Program**

The Eppendorf Improving Life Program is an international project that helps people who are unable to help themselves due to circumstances beyond their control. The program, which we launched to mark Eppendorf’s 75th anniversary in 2020, is endowed with an annual sum of 75,000 euros. that is donated to a global aid organization every year to provide substantial support for their work. Eppendorf is currently partnering with Plan International Deutschland, a children’s aid organization working to improve the living conditions of children and adolescents in over 70 countries around the world. One of the focal points of Plan International’s work is the education and empowerment of girls.

We selected the Clean Water for Ghana project for 2021 and 2022, which serves 36 communities in Ghana’s Volta, Eastern and Central region.



### Donating epPoints® to support forest protection

Eppendorf launched the epPoints bonus scheme in 2005. Our customers can use the points to acquire a variety of rewards from the Lifestyle, Office and Laboratory categories, as well as selected Eppendorf products. At the same time, the epPoints scheme also gives them the chance to make a donation to a good cause. Since 2014, our customers have been able to donate their accumulated epPoints to a project chosen by Eppendorf on behalf of the association GEO schützt den Regenwald (GEO protects the rainforest). For every 75 epPoints, 1 euro is contributed to the project budget. In the period between December 2021 and November 2022, our customers donated epPoints with a total value of 3,334.33 euros. Thanks to the donation we made in 2022, GEO will plant approximately 2,228 trees in Nepal this year.



### Eppendorf Award for Young European Investigators

Eppendorf established the Eppendorf Award for Young Investigators on the occasion of its 50th anniversary in 1995. The award, organized in partnership with the science journal Nature, acknowledges outstanding contributions to biomedical research in Europe based on methods of molecular biology, including novel analytical concepts. Its purpose is to provide support specifically for young, talented researchers under the age of 36. In 2022, the research prize was awarded for the 27th time. The independent Eppendorf Award Jury chaired by Prof. Reinhard Jahn selected Dr. Thi Hoang Duong Nguyen, Group Leader, at the MRC Laboratory of Molecular Biology, Cambridge, UK, as the winner. She received the 20,000 euros prize for her pioneering work on the structure and function of two RNA-protein complexes essential for all higher organisms: spliceosome and telomerase.



### Eppendorf & Science Prize for Neurobiology



The international Eppendorf & Science Prize for Neurobiology is also aimed at young scientists. Since 2002, the award has been granted annually to researchers under 35 years of age. The prize was established by Eppendorf in partnership with the international non-profit organization American Association for the Advancement of Science (AAAS), which publishes the journal Science. The initiative is our way

of acknowledging the increasing importance of neurobiological research in advancing our understanding of how the brain and nervous system function. In 2022, Ann Kennedy, Ph.D., Assistant Professor at Northwestern University Feinberg School of Medicine, Chicago, USA won the Eppendorf & Science Prize for Neurobiology. Her work focuses on the neural population dynamics that generate and maintain our emotions and behavioral drives. Among other things, she is investigating what role specific brain regions play in shaping the drives behind survival behaviors such as fighting or fleeing.

On the occasion of the 21st award ceremony, the second alumni meeting was also held in November 2022 in San Diego, USA: 22 winners from previous years exchanged their research with each other.

### Employee Christmas campaign

#### Germany – food for the Tafel food bank

In the run-up to Christmas, employees at the Eppendorf locations in Hamburg and Jülich collected non-perishable food and hygiene items for the local food banks. People in the neighborhood who are having a particularly hard time due to energy crisis and inflation and are unable to adequately provide for themselves benefited from the donations. In Hamburg alone, three pallets of items were collected, including more than 400 canned foods, more than 210 packages of pasta and about 130 tubes of toothpaste.

#### China – auction for the Shanghai Children's Home

At all locations in China, Eppendorf employees were able to buy various items they had provided themselves at a fixed price or to bid for them. These items included, for example, pictures drawn by the colleagues' children. The virtual auction raised around 1,000 euros, which were donated to the Shanghai Children's Home together with 20,000 euros from the company.



# Data & Facts

# Key Sustainability Indicators

Unless otherwise indicated, the key indicators presented in this report are based on the following principles: all key indicators include the German and foreign subsidiaries that are directly or indirectly controlled by Eppendorf SE. Key environmental indicators refer to all production locations, with the exception of Eppendorf Himaс Technologies Co., Ltd. in Japan. As a result, the environmental data relate to a total of eight production sites. In the future, data from Eppendorf Himaс Technologies Co., Ltd. will also be included in the key environmental indicators. The key indicators for emissions and energy include all locations employing 20 or more FTEs that are under the operational control of the Eppendorf Group. Smaller locations are extrapolated. As a rule, the key indicators for employees are reported as of December 31, 2022.

## Economics

Organizational profile	2022	2021
Number of countries	33	33
Total active companies	55	51
Net sales in € million	1,234	1,100
Debt in € million	517	591
Equity in € million	1,160	1,018
Number of product categories	15 <sup>1)</sup>	25
Number of services	7	7

<sup>1)</sup> Data differs from previous reports due to new counting method

## Environment

<b>Total water withdrawal<sup>1)</sup> in m<sup>3</sup> GRI 303-3</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
Total water withdrawal	48,070	41,385	41,548
Water withdrawal from areas affected by water stress <sup>2)</sup>	0	0	0
Total waste water	24,772	26,857	27,373

<sup>1)</sup> The water withdrawal relates to the production sites, with the exception of Eppendorf Himac as this site was not taken over by Eppendorf until 2021.

<sup>2)</sup> According to the Aqueduct Water Risk Atlas, no production site is currently affected by very high levels of water stress. The sites in Jülich, Leipzig and Shanghai are assessed at between 40% and 80%.

<b>Total waste in t<sup>1)</sup> GRI 306-3, -4, -5</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
Total waste	2,685	2,409	2,430
Commercial waste	690	694	635
Construction waste (soil, rubble and demolition material)	65	50	239
Electrical and electronic devices	26	29	22
Scrap metal	350	325	378
Paper and cardboard	582	539	506
Plastic	523	378	328
Other	450	394	321

Total waste in t <sup>1)</sup> GRI 306-3, -4, -5	2022	2021	2020
<b>Waste diverted from disposal</b>			
Hazardous waste diverted from disposal	21	22	41
Share of recycling	0	12	26
Share of other recovery options <sup>2)</sup>	21	1	15
Non-hazardous waste diverted from disposal	1,754	1,798	1,675
Share of preparation for reuse	451	325	238
Share of recycling	1,267	1,062	1,010
Share of other recovery options <sup>2)</sup>	36	484	428
<b>Waste directed to disposal</b>			
Hazardous waste to disposal	129	111	67
Share of incineration (with energy recovery)	118	96	65
Share of landfilling	0	1	0
Share of other disposal options <sup>2)</sup>	11	13	2
Non-hazardous waste to disposal	781	479	645
Share of incineration (with energy recovery)	700	472	609
Share of incineration (without energy recovery)	7	0	0
Share of landfilling	62	3	33
Share of other disposal options <sup>2)</sup>	12	4	3

<sup>1)</sup> The volume of waste generated relates to the production sites, with the exception of Eppendorf Himac as this site was not taken over by Eppendorf until 2021. The figures have been extrapolated.

<sup>2)</sup> Including waste that cannot be allocated to a specific method of disposal or further processing.

Greenhouse gas emission in tCO <sub>2</sub> e <sup>1)</sup> GRI 305-1, -2, -3	2022	2021	2020
Total emissions Scope 1 and 2 market-based	8,814	9,099	20,935
Scope 1 <sup>2)</sup>	7,009	7,193	6,955
Scope 2 market-based <sup>3)</sup>	1,805	2,023	14,097
Scope 2 location-based <sup>3)</sup>	8,875	10,149	9,498
Scope 3			
Category 4 + 9: Up- and downstream transportation	5,757	7,588	6,618
Category 6: Business travel (flights)	2,256	885	828
Category 11: Use of sold products <sup>4)</sup>	246,561	232,434	242,422
CO <sub>2</sub> intensity			
Scope 1 and Scope 2 emissions per € thousand in sales <sup>5)</sup>	0.0071	0.0083	0.0216

<sup>1)</sup> Eppendorf calculates greenhouse gas emissions in accordance with the GHG Protocol, operational control approach. All relevant greenhouse gases are included and converted into tCO<sub>2</sub>e equivalents. Carbon accounting includes all Eppendorf locations, with the exception of Eppendorf Himac as this site was not taken over by Eppendorf until 2021. Emissions were modeled and extrapolated for units with fewer than 20 FTEs.

<sup>2)</sup> BAFA emission factors from the Informationsblatt CO<sub>2</sub>-Faktoren (CO<sub>2</sub> factors fact sheet) and the German Federal Environment Agency's Kohlendioxid-Emissionsfaktoren für die deutsche Berichterstattung atmosphärischer Emissionen (carbon dioxide emission factors for German reporting of atmospheric emissions) were used to calculate the sites' Scope 1 emissions. Emission factors from the GHG Protocol (Emission Factors from Cross Sector Tools) were applied for the vehicle fleet. CO<sub>2</sub> emissions for Eppendorf vehicles were corrected retroactively for 2021 and 2020.

<sup>3)</sup> The various methods used to account for Scope 2 emissions applied different emission factors: market-based emissions relate to the emission factors of the individual electricity supplier. If such factors were not available, the AIB's European Residual Mixes 2020 were applied for locations in Europe, with the EPA eGRID being used for locations in the U.S. The remaining sites were evaluated using the carbon footprint country specific electricity grid greenhouse gas emission factor. Location-based emissions relate to the average emission factors of the power grid in which electricity is consumed. CO<sub>2</sub> emissions for location-based Scope 2 emissions were corrected retroactively for 2021 and 2020.

<sup>4)</sup> Typical utilization and a life cycle of 10 years per product have been assumed for Eppendorf electronic products. For our bioprocess units, no useful information is available; therefore, they have been omitted from the analysis. The data for 2020 and 2021 were corrected retroactively.

<sup>5)</sup> CO<sub>2</sub> intensity describes the Scope 1 and Scope 2 emissions divided by net sales in thousands of euros (€).

<b>Total energy consumption in MWh</b> GRI 302-1, -3	<b>2022</b>	<b>2021</b>	<b>2020</b>
Total energy consumption	66,791	66,451	61,781
Electrical power	33,746	32,301	28,747
Sourced from renewables energies	30,599	29,155	0
Fossil fuels	31,474	32,430	31,388
District heating and cooling	1,571	1,720	1,646
Energy intensity			
Energy consumption per € thousand in sales <sup>1)</sup>	0.0541	0.0604	0.0639

<sup>1)</sup> Energy intensity describes the sum of electricity consumption, fossil fuels and district heating divided by net sales in thousands of euros (€).

## Employees

<b>Employees</b> GRI 2-7, 401-1, 405-1	<b>2022</b>	<b>2021</b>
Total employees <sup>1)</sup>	5,131	4,627
Female	1,813	1,666
Male	3,317	2,961
Diverse	1	n.a.
Employees by age		
Under 30	733	958
Between 30 and 50	3,183	2,640
Over 50	1,215	1,029

<b>Employees GRI 2-7, 401-1, 405-1</b>	<b>2022</b>
Total external employees <sup>2)</sup>	319
Total apprentices in Germany	79
Start of apprenticeship in 2022	33
<b>Employees by region</b>	
Europe	3,254
Americas	882
Asia/Pacific/Africa	681
China	314
<b>Employees by function</b>	
Management and Administration	1,646
Manufacturing and Production	1,283
Marketing and Sales	1,192
Services	742
Research and Development	269

<sup>1)</sup> Employees include full-time and part-time employees with permanent and temporary employment contracts who receive salary payments from Eppendorf SE. Student employees, interns and apprentices have been omitted.

<sup>2)</sup> External employees include employees with temporary employment contracts.

**Employees** GRI 2-7, 401-1, 405-1

2022

**Employees by contract<sup>1)</sup>**

Permanent contract	4,625
Europe	2,975
Americas	882
Asia/Pacific/Africa	661
China	107
Temporary contract	506
Europe	280
Americas	207
Asia/Pacific/Africa	19
China	0

**Employees by working time model<sup>1)</sup>**

Full time	4,145
Female	1,393
Male	2,751
Diverse	1

**Employees** GRI 2-7, 401-1, 405-1

2022

Part time	985
Female	420
Male	565
Diverse	0

<sup>1)</sup> Employees include full-time and part-time employees with permanent and temporary employment contracts who receive salary payments from Eppendorf SE. Student employees, interns and apprentices have been omitted.

**Employee turnover** GRI 401-1

2022

Total number of employees who have left the company	644
General turnover rate	12.55
Permanent employees who have left the company	537
Turnover rate, permanent employees	11.61
Temporary employees who have left the company	107
Turnover rate, temporary employees	21.17
Employees who have left the company voluntarily	572
Voluntary employee turnover rate	11.15
Employees who have left the company involuntarily	72
Mandated turnover rate	1.40

<b>Employee turnover GRI 401-1</b>	<b>2022</b>
<b>Employee turnover by age <sup>1)</sup></b>	
Under 30	148
Between 30 and 50	353
Over 50	143
<b>Employee turnover by gender</b>	
Female	238
Male	406
Diverse	0
<b>Employee turnover by region</b>	
Europe	432
Americas	141
Asia/Pacific/Africa	40
China	31

<sup>1)</sup> Age at the time of termination of contract.

<b>New employee hires in 2022 GRI 401-1</b>	<b>2022</b>
New employee hires	1,135
New hires by age <sup>1)</sup>	
Under 30	334
Between 30 and 50	631
Over 50	170
New hires by gender	
Female	420
Male	714
Diverse	1
New hires by region	
Europe	724
Americas	249
Asia/Pacific/Africa	106
China	56

<sup>1)</sup> Age at the time of signing of contract.

Payment indicators GRI 2-12, 405-2	2022
Gender pay gap <sup>1)</sup>	4%
Ratio of total annual compensation <sup>2)</sup>	93%
Percentage increase in the median annual total compensation of all employees	3.2%
Percentage increase in the annual total compensation of the highest paid person	3.0%

<sup>1)</sup> The gender pay gap data covers Germany, Canada, USA and China, resulting in a share of the global workforce of around 73%.

<sup>2)</sup> Describes the ratio between the total annual compensation of the highest-paid person at Eppendorf and the median level of total annual compensation of all employees.

## Material and supply chain

Total material consumption in t <sup>1)</sup> GRI 301-1	2022	Share
Total material consumption	16,557	
Renewable	3,899	24%
Non-renewable	12,658	76%
Total material consumption for non-consumables	5,883	36%
Packaging materials	742	55%
Material consumption for consumables	10,674	84%
Packaging materials	3,233	7%

<sup>1)</sup> The material consumption relates to the production sites, with the exception of Eppendorf Himac as this site was not taken over by Eppendorf until 2021. The figures have been extrapolated and are based on best possible estimate.

Total marketing materials in t <sup>1)</sup> GRI 301-1	2022	2021	2020
Total marketing materials	91.4	100.3	118.3
Renewable	87.8	90.1	102.4
Non-renewable	3.6	10.2	15.9
Materials by type			
Paper	87.3	91.5	110.7
Promotional gifts (gummy bears, note pads, pens, etc.)	3.9	4.6	4.8
Other (primarily polymer-based)	0.2	4.2	2.9

<sup>1)</sup> The marketing materials for 2020 and 2021 were corrected retroactively.

Screening of suppliers <sup>1)</sup> GRI 414-1	2022
Share of suppliers that have signed a code of conduct/charter for sustainable procurement	59%
Share of all suppliers with contracts containing clauses on environmental, labor and human rights requirements	18%
Target for the share of suppliers	95%
Share of suppliers that were subjected to a sustainability assessment	68%
Target for the share of suppliers	100%
Share of all employees in purchasing who have received sustainable purchasing training	97%
Share of new suppliers screened against environmental and social criteria	100%
Total number of suppliers screened for environmental and social impacts	139

<sup>1)</sup> Includes the units of the Instruments Technical Division in Hamburg, Leipzig, Maldon and Shanghai. All suppliers must agree to the Code of Conduct for Business Partners; new suppliers answer a sustainability questionnaire and are assessed on the basis of this.

# GRI Index

The Eppendorf Group Sustainability Report 2022 complies with the guidelines of the Global Reporting Initiative (GRI) and has been prepared with the “in accordance with GRI” option. We provide the relevant indicators, and information on how they have been fulfilled, directly in the body of the report. Furthermore, all indicators are listed in the GRI index and supplemented by additional information.

GRI-Standard & Information		Remarks/Omission Reason	Reference
GRI 1: Foundation 2021			
	Statement of use	Eppendorf SE has reported in accordance with the GRI Standards for the period from January 1, 2022 to December 31, 2022.	
	GRI 1 used	GRI 1: Foundation 2021	
GRI 2: General Disclosures 2021			
2-1	Organizational details		About Eppendorf
2-2	Entities included in the organization’s sustainability reporting	<a href="#">↗ Locations Eppendorf SE</a>	
2-3	Reporting period, frequency and contact point		Report Profile Contact & Editorial Information
2-4	Restatements of information	In 2020 and 2021, a calculation error led to the incorrect presentation of Scope 3 emissions from the use of products sold. These were corrected in 2022.	Key Sustainability Indicators: Environment
2-5	External assurance	No external assurance has been commissioned.	

GRI-Standard & Information		Remarks/Omission Reason	Reference
2-6	Activities, value chain and other business relationships	The Eppendorf supply chain is diversified and comprises national as well as international suppliers. Geographically, they are primarily located in Europe, Asia and North America. During the reporting period there were no significant changes to the supply chain.	About Eppendorf
2-7	Employees		About Eppendorf Key Sustainability Indicators: Employees
2-8	Workers who are not employees		About Eppendorf Key Sustainability Indicators: Employees
2-9	Governance structure and composition	<a href="#">↗ Management &amp; Supervisory Board</a>	Strategy & Management
2-10	Nomination and selection of the highest governance body		Strategy & Management
2-11	Chair of the highest governance body		Strategy & Management
2-12	Role of the highest governance body in overseeing the management of impacts		Strategy & Management
2-13	Delegation of responsibility for managing impacts		Strategy & Management
2-14	Role of the highest governance body in sustainability reporting		Strategy & Management
2-15	Conflicts of interest		Strategy & Management
2-16	Communication of critical concerns	A critical concern is defined when the interests of the Eppendorf Group, in particular financial or reputational interests, are seriously impaired, or ethical principles of the Eppendorf Group are seriously violated. These incidents are communicated directly to the Management Board. In 2022, there were no case of critical concern.	Strategy & Management

GRI-Standard & Information		Remarks/Omission Reason	Reference
2-17	Collective knowledge of the highest governance body		Strategy & Management
2-18	Evaluation of the performance of the highest governance body		Strategy & Management
2-19	Remuneration policies	Information not available/incomplete. The disclosure of information on our remuneration policies involves confidential business and competitive secrets and therefore shall not be published. As we are currently not legally required to disclose information on our remuneration policies, they are not included in our sustainability reporting. If any changes arise in the future requiring the disclosure of information on our remuneration policies, we will adapt our reporting accordingly and publish such information in future sustainability reports.	
2-20	Process to determine remuneration	Information not available/incomplete. Our remuneration policies and process are based on common market standards and are aligned with standard industry compensation levels. We ensure fairness, equality and transparency in the determination of remuneration. If any changes arise in the future requiring the disclosure of information on the process to determine remuneration, we will adapt our reporting accordingly and publish such information in future sustainability reports.	
2-21	Annual total compensation ratio		Key Sustainability Indicators: Employees
2-22	Statement on sustainable development strategy		Foreword by the Management Board
2-23	Policy commitments		Strategy & Management
2-24	Embedding policy commitments		Strategy & Management
2-25	Processes to remediate negative impacts		Strategy & Management

GRI-Standard & Information		Remarks/Omission Reason	Reference
2-26	Mechanisms for seeking advice and raising concerns		Strategy & Management
2-27	Compliance with laws and regulations	In 2022, there was no known violation of laws and regulations, nor were fines paid in 2022 from previous violations.	Strategy & Management
2-28	Membership associations	Eppendorf is a member of the following associations: Laboratory Products Association ( <a href="#">↗ LPA</a> ) Verband der Chemischen Industrie ( <a href="#">↗ VCI</a> )	
2-29	Approach to stakeholder engagement		Strategy & Management
2-30	Collective bargaining agreements	Eppendorf SE is not bound by collective bargaining agreements; accordingly, no employees are covered by collective bargaining agreements.	
GRI 3: Material Topics 2021			
3-1	Process to determine material topics		Strategy & Management
3-2	List of material topics		Strategy & Management
GRI 301: Materials 2016			
301/3-3	Management of material topics		Environment & Resources
301-1	Materials used by weight or volume	As the Group-wide reporting of materials used is currently being developed, only specific material data are available at present.	Key Sustainability Indicators: Materials
301-2	Recycled input materials used		Key Sustainability Indicators: Materials
301-3	Reclaimed products and their packaging materials	Information unavailable/incomplete. The data requested under GRI 301-3 are not collected. The data collection is currently under development.	
GRI 302: Energy 2016			
302/3-3	Management of material topics		Energy & Emissions

GRI-Standard & Information		Remarks/Omission Reason	Reference
302-1	Energy consumption within the organization		Key Sustainability Indicators: Environment
302-2	Energy consumption outside of the organization	Information unavailable/incomplete. The data requested under GRI 302-2 are not collected.	
302-3	Energy intensity		Key Sustainability Indicators: Environment
302-4	Reduction of energy consumption		Energy & Emissions
302-5	Reductions in energy requirements of products and services	Information unavailable/incomplete. The data requested under GRI 302-5 are not collected.	
GRI 303: Water and Effluents 2018			
303-3	Water withdrawal		Key Sustainability Indicators: Environment
GRI 305: Emissions 2016			
305/3-3	Management of material topics		Energy & Emissions
305-1	Direct (Scope 1) GHG emissions		Energy & Emissions Key Sustainability Indicators: Environment
305-2	Energy indirect (Scope 2) GHG emissions		Energy & Emissions Key Sustainability Indicators: Environment
305-3	Other indirect (Scope 3) GHG emissions		Key Sustainability Indicators: Environment
305-4	GHG emissions intensity		Key Sustainability Indicators: Environment
305-5	Reduction of GHG emissions	Information unavailable/incomplete. The data requested under GRI 305-5 are not collected.	
305-6	Emissions of ozone-depleting substances (ODS)	Information unavailable/incomplete. The data requested under GRI 305-6 are not collected.	

GRI-Standard & Information		Remarks/Omission Reason	Reference
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Information unavailable/incomplete. The data requested under GRI 305-7 are not collected.	
GRI 306: Waste 2020			
306/3-3	Management of material topics		Environment & Resources
306-1	Waste generation and significant waste-related impacts		Environment & Resources Key Sustainability Indicators: Environment
306-2	Management of significant waste-related impacts		Environment & Resources
306-3	Waste generated		Environment & Resources Key Sustainability Indicators: Environment
306-4	Waste diverted from disposal		Key Sustainability Indicators: Environment
306-5	Waste directed to disposal		Key Sustainability Indicators: Environment
GRI 308: Supplier Environmental Assessment 2016			
308/3-3	Management of material topics		Responsibility in the Supply Chain
308-1	New suppliers that were screened using environmental criteria		Responsibility in the Supply Chain
308-2	Negative environmental impacts in the supply chain and actions taken	Information unavailable/incomplete. The data requested under GRI 308-2 are not collected.	
GRI 401: Employment 2016			
401/3-3	Management of material topics		Employees
401-1	New employee hires and employee turnover		Employees Key Sustainability Indicators: Employees

GRI-Standard & Information		Remarks/Omission Reason	Reference
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Information unavailable/incomplete. The data requested under GRI 401-2 are not collected.	
401-3	Parental leave	Information unavailable/incomplete. The data requested under GRI 401-3 are not collected.	
GRI 404: Training and Education 2016			
404/3-3	Management of material topics		Employees
404-1	Average hours of training per year per employee		Employees Key Sustainability Indicators: Employees
404-2	Programs for upgrading employee skills and transition assistance programs		Employees
404-3	Percentage of employees receiving regular performance and career development reviews		Employees
GRI 405: Diversity and Equal Opportunity 2016			
405/3-3	Management of material topics		Employees
405-1	Diversity of governance bodies and employees		Employees Strategy & Management Key Sustainability Indicators: Employees
405-2	Ratio of basic salary and remuneration of women to men		Employees
GRI 407: Freedom of Association and Collective Bargaining 2016			
407/3-3	Management of material topics		Responsibility in the Supply Chain
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		Responsibility in the Supply Chain

GRI-Standard & Information		Remarks/Omission Reason	Reference
GRI 408: Child Labor 2016			
408/3-3	Management of material topics		Responsibility in the Supply Chain
408-1	Operations and suppliers at significant risk for incidents of child labor		Responsibility in the Supply Chain
GRI 409: Forced or Compulsory Labor 2016			
409/3-3	Management of material topics		Responsibility in the Supply Chain
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		Responsibility in the Supply Chain
GRI 414: Supplier Social Assessment 2016			
414/3-3	Management of material topics		Responsibility in the Supply Chain
414-1	New suppliers that were screened using social criteria		Responsibility in the Supply Chain
414-2	Negative social impacts in the supply chain and actions taken	Information unavailable/incomplete. The data requested under GRI 414-2 are not collected.	
GRI 416: Customer Health and Safety 2016			
416/3-3	Management of material topics		Customer Safety & Health
416-1	Assessment of the health and safety impacts of product and service categories	Eppendorf discloses number of products improved from an ergonomic perspective. In 2022, no additional products were improved, after 7 updated in 2021.	Customer Safety & Health
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents were reported in 2022.	
GRI 418: Customer Privacy 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		Customer Safety & Health

# SDG Index

Our contribution to the United Nations Sustainable Development Goals focuses on the SDG sub-targets listed below that we have the greatest impact on through our business activities.

## Sustainable Development Goal

### ➤ SDG 3: Good Health and Wellbeing

Ensure healthy lives and promote well-being for all at all ages.

**Sub-target 3.9** By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.

### ➤ SDG 4: Quality Education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

**Sub-target 4.3** By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university.

**Sub-target 4.4** By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

**Sub-target 4.5** By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations.

**Sustainable Development Goal**

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➤ **SDG 5: Gender Equality**

Achieve gender equality and empower all women and girls.

**Sub-target 5.1** End all forms of discrimination against all women and girls everywhere.

**Sub-target 5.2** Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation.

**Sub-target 5.5** Ensure women’s full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

➤ **SDG 6: Clean Water and Sanitation**

Ensure availability and sustainable management of water and sanitation for all.

**Sub-target 6.3** By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally.

➤ **SDG 7: Affordable and Clean Energy**

Ensure access to affordable, reliable, sustainable and modern energy for all.

**Sub-target 7.2** By 2030, increase substantially the share of renewable energy in the global energy mix.

**Sub-target 7.3** By 2030, double the global rate of improvement in energy efficiency.

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**Sustainable Development Goal**

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➤ **SDG 8: Decent Work and Economic Growth**

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

- Sub-target 8.5** By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.
- Sub-target 8.6** By 2020, substantially reduce the proportion of youth not in employment, education or training.
- Sub-target 8.7** Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.
- Sub-target 8.8** Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment.

➤ **SDG 10: Reduced inequalities**

Reduce inequality within and among countries.

- Sub-target 10.3** Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.

➤ **SDG 11: Sustainable cities and communities**

Make cities and human settlements inclusive, safe, resilient and sustainable.

- Sub-target 11.6** By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management.
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**Sustainable Development Goal**

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➤ **SDG 12: Responsible consumption and production**  
 Ensure sustainable consumption and production patterns.

**Sub-target 12.2** By 2030, achieve the sustainable management and efficient use of natural resources.

**Sub-target 12.4** By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment.

**Sub-target 12.5** By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.

➤ **SDG 13: Climate Action**  
 Take urgent action to combat climate change and its impacts.

**Sub-target 13.1** Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries.

➤ **SDG 14: Life Below Water**  
 Conserve and sustainably use the oceans, seas and marine resources for sustainable development.

**Sub-target 14.3** Minimize and address the impacts of ocean acidification, including through enhanced scientific cooperation at all levels.

➤ **SDG 15: Life on Land**  
 Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

**Sub-target 15.2** By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally.

➤ **SDG 16: Peace, Justice and Strong Institutions**  
 Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

**Sub-target 16.1** Significantly reduce all forms of violence and related death rates everywhere.

**Sub-target 16.2** End abuse, exploitation, trafficking and all forms of violence against and torture of children.

# Report Profile

## GRI 2-3

The reporting period of the Sustainability Report 2022, like the reporting period of the Annual Report, is the fiscal year, which, for the purposes of this report, is January 1, 2022, to December 31, 2022. The cutoff date was May 5, 2023. The report was published on May 16, 2023. The sustainability report was commissioned by the Management Board of the Eppendorf Group and prepared in accordance with the Sustainability Reporting Standards of the Global Reporting Initiative (GRI) under the “in accordance with GRI” option. The content of the report has been reviewed and released for publication by the Management Board. Sustainability reporting is carried out in an annual cycle.

### Principles for compiling and presenting data

Information and descriptions of concepts relate to the Eppendorf Group as a whole. Any references to other units are stated accordingly. Unless otherwise indicated, the following principles apply to the key indicators and data points throughout this report: the report includes all German and foreign subsidiaries that are directly or indirectly controlled by Eppendorf SE.

The key environmental indicators include all production sites, with the exception of Eppendorf Himac Technologies Co., Ltd. in Japan. In the future, data from Eppendorf Himac Technologies Co., Ltd. will also be included in the key environmental indicators. As a result, the environmental data relate to eight production locations in total. The key indicators for emissions and energy also include all locations employing 20 or more FTEs that are under the operational control of the Eppendorf Group. Smaller locations are extrapolated. As a rule, the key indicators for employees are reported as of December 31, 2022.

In some cases, proper estimates or extrapolations, which are documented internally, must be made when preparing the report so as to ensure a full presentation of the period. The actual figures may differ from these estimates and will be corrected in next year’s report. Methodological and structural changes are corrected as a matter of principle.

# Contact & Editorial Information

GRI 2-3

**Publisher:**

Eppendorf SE  
Barkhausenweg 1  
22339 Hamburg  
Germany

Phone: + 49 40 53 801-0  
E-Mail: [global-sustainability@eppendorf.de](mailto:global-sustainability@eppendorf.de)  
[↗ Sustainability at Eppendorf](#)

**Contact:**

Enrico Jakobi, Head of Global Sustainability & HSE

**Concept & consultation:**

Stakeholder Reporting GmbH & Co. KG, Hamburg

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