

# SUSTAINABILITY GUIDELINE

## SEW-EURODRIVE



SEW-EURODRIVE is a responsible family-owned business, and sustainability is an integral part of our company. From a social, economic, and ecological perspective, we strive to use resources within the limits of their natural regeneration capacity. Under our long-term sustainability initiative, SEW-EURODRIVE has three focal points – climate protection, circular economy and social responsibility.

We firmly believe that the only way to shape the future is together with our customers and suppliers. This being the case, we consider close, trusting, and open collaboration with our partners to be extremely important.

Our partnerships are based on open dialog, and on a shared understanding of ecological and social responsibility. We work hand in hand with our customers to create innovative and energy-efficient products that conserve resources. At the same time, we expect our suppliers to share our values. That means they must be actively committed to protecting the environment and respecting labor and human rights.

**THE  
GREEN  
SIDE  
OF DRIVE**

## Strategy

To implement our sustainability initiative, we compared our value chain against the 17 Sustainable Development Goals defined by the United Nations. The first area of activity, which deals with all overarching sustainability measures, is “ethics and governance”. In particular, this covers legal requirements and ethical principles.

Since individuals and what they do are always at the start of our value chain, “people” is the next area of activity. These two categories are complemented by the “supply and raw material chains”, “production and business processes”, and “products and services” areas of activity, which depict all relevant processes, products, and areas throughout the entire value chain.

As a future-focused company, SEW-EURODRIVE regards sustainability as an integral part of its business operations. To initiate productive activities in this context, a double materiality analysis was carried out in accordance with the requirements of the EU's Corporate Sustainability Reporting Directive.

The Sustainability Committee creates the framework for sustainability activities. It reports to the Management Board, provides a basis for making decisions and develops the sustainability strategy. Furthermore, it consolidates associated programs, targets and measures. With the following activities and initiatives, we continue working towards being more sustainable.



### Climate protection

- Reducing CO<sub>2</sub> at SEW-EURODRIVE (Scopes 1 and 2) and in the value chain (Scope 3)
- Boosting energy efficiency in our processes and optimizing energy-saving measures
- Expanding the use of renewable energies, especially in the area of photovoltaics
- In the long term, automating Product Carbon Footprint (PCF) calculations for our highly variable product portfolio

### Circular economy

- Integrating circular processes into our value chain
- Focusing on high-value circular processes repair, as well as internal reuse and remanufacturing
- Implementing an ecodesign guideline in the product development process to increase circularity potential
- Reducing waste and returning materials with no further use to subsequent external material cycles

### Social responsibility

- Respecting human rights and banning forced and child labor, in particular by adhering to legal requirements relating to the supply chain
- Continuing and extending our high standards in the area of occupational health and safety management (DIN ISO 45001)
- Promoting diversity and equal opportunities
- Expanding the Whistleblower Hotline