

We want to be the most attractive partner for our stakeholders across the value chain. To achieve this, we have set ourselves the following goals:

Social		
Focal area	Engaging in dialogue with stakeholders	Goal
Stakeholder dialogue		<ul style="list-style-type: none"> We ensure ongoing dialogue with our stakeholders.
Equal opportunities		<ul style="list-style-type: none"> We guarantee equal opportunities. We respect workers' and human rights.
		
Health and safety		<ul style="list-style-type: none"> The goal we pursue: 0 accidents.
Qualification		<ul style="list-style-type: none"> We guarantee annual access to career furtherance for all employees.
Employee satisfaction		<ul style="list-style-type: none"> We will be surveying employee satisfaction until 2024. We will be creating and implementing an employee satisfaction roadmap. We will be completing work on constructing of our staff restaurant in summer 2024.
Customer and end-user satisfaction		<ul style="list-style-type: none"> We ensure the highest possible level of protection for our customers' data. We guarantee product safety at all times. We engage in constant dialogue with our customers and end users.

Governance	
Focal area	Goal
Business conduct and corporate culture	<ul style="list-style-type: none"> We have zero tolerance for corruption or bribery in all of the regions in which we operate. Over 95% of our staff constantly take part in further training measures. As from 2024, we will be linking part of our variable salary components to our company's sustainability performance.



Further details can be found in the latest Sustainability Report.

Nolte Küchen GmbH & Co. KG | Anni-Nolte-Strasse 4 | 32584 Löhne | Phone: +49 57 32 8990 | www.nolte-kuechen.com



NOLTE

by nature

Sustainability at a glance 2022




02 | Edition

Our key sustainability issues

We place the most exacting of expectations on the efficacy of our measures. To ensure that this is so, we have consulted staff from our specialist departments to define measurable and results-driven goals in our focal areas. These are based on conclusive, scientific findings

and are aligned with international standards such as the GHG Protocol.

The goals set in our SDG (Sustainable Development Goals) related focal areas are listed below.

Environment		
Focal area	Engaging in dialogue with stakeholders	Goal
Climate change		<ul style="list-style-type: none"> Our carbon footprint remains unchanged for our Scope 1 & Scope 2 GHG emissions [t CO₂eq]. By 2030, we will be reducing our Scope 1 and 2 by 50% [t CO₂eq]*. By 2025, we will have completed our roadmap to reduce our Scope 3 GHG emissions in an effort to meet the Paris Climate Agreement.
Resources		<ul style="list-style-type: none"> Right across our value chain, we never let up on using resources efficiency and preventing pollution wherever we can. We are constantly improving the life of our products by pulling every stop to maintain the highest level of quality and reparability.
Innovation		<ul style="list-style-type: none"> As from the 2025 product line-up, sustainability will be taken into account as a criterion when deciding on new products.

* We take 2019 as the base year for calculating the levels of reduction

List of abbreviations

FSC®	Forest Stewardship Council®
GHG Protocol	Greenhouse Gas Protocol
PEFC	Programme for the Endorsement of Forest Certification Schemes
SDG	Sustainable Development Goals
GHG	Greenhouse gases
TSCA	Toxic Substances Control Act

Strategy

Business model, corporate strategy and value chain

We are one of the TOP 4 kitchen manufacturers in Germany's kitchen furniture industry, and were voted favourite kitchen brand for the fourth time in succession in 2023. The consumers interviewed gave us the best results for criteria, such as product quality, design, range and brand image.

Our employees, along with environmental, social and governance aspects, provide the bedrock of our corporate strategy. Sustainability is a key element in every decision we take. We consistently review sustainability criteria at all stages of our value chain.

We operate in an authentic, transparent and self-critical manner. We set ourselves highly ambitious goals that force us out of our comfort zone as an industrial manufacturing company.

Our stakeholders' interests and opinions

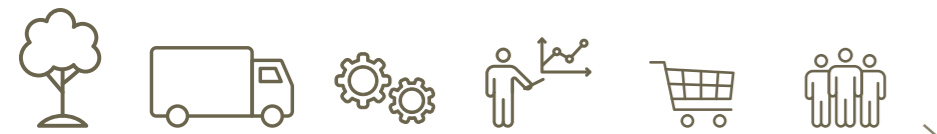
As an employer, we recognise the huge responsibility we bear in our industry and region. We realise the importance of our stakeholders and incorporate their expertise, views, interests and needs into our sustainability management regime.

Double materiality analysis

We have identified our key opportunities and risks on the basis of double materiality analysis. Above and beyond this, we have defined our material issues and, on this basis, laid down goals, measures and metrics. These are being disclosed for the first time in our 2022 Sustainability Report.

Our focal issues are:

- on the environment front: climate change, resources, innovation
- on the social front: equal opportunities, qualification, employee satisfaction, customer and end-user satisfaction
- on the governance front: business conduct and corporate culture



- 1. Upstream value chain**
Purchasing and shipping raw materials
- 2. Our operating bases in Löhne and Melle**
Production, marketing and sales
- 3. Downstream value chain**
Shipping, POS, product utilisation phase, end-of-life

Governance

Rules, processes and control

Understanding responsible and lawful conduct in all walks of our company as the basic key to our business success. For this purpose, our management and supervisory bodies as well as our advisory board are in continuous dialogue within the bounds of meetings, projects and sessions. Our employees, along with environmental, social and governance aspects, provide the bedrock of our corporate strategy. Sustainability is a key element in every decision we take. We consistently review sustainability criteria at all stages of our value chain.

We set store by internationally acknowledged management systems, external certifications collective bargaining agreement provisions, internal guidelines and ongoing risk management.

Supplier relations

We have had a close business relationship with 80% of our top suppliers for at least 10 years. All of our suppliers are based exclusively in Europe.

We source 85 % of our chipboard from Germany and can, on the basis of our certified Chain of Custody, verify that the timber and forest products we use come entirely from sustainably managed cultivation.

Compliance

We do not tolerate any corruption and bribery whatsoever in any of the regions in which we operate and systematically investigate cases of non-compliance. There were no cases of corruption and bribery during the period under review.



Environment

Climate change, GHG emissions

We are resolutely gearing our activities along the value chain towards reducing our GHG emissions and conserving resources in an endeavour to meet our contribution to the 1.5°-degree target set by the Paris Climate Agreement.

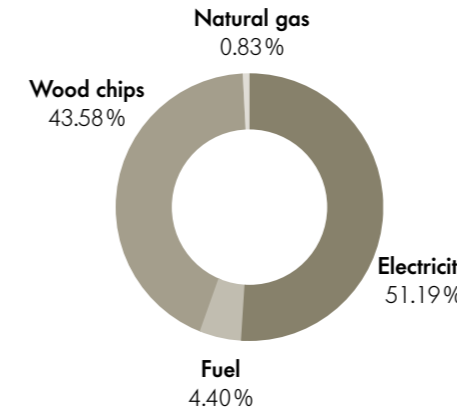
- Our Scope 1 GHG emissions came to 601.53 t CO₂eq. in 2022. We were able to offset our ecological footprint and unavoidable GHG emissions by purchasing CO₂ certificates and maintain climate neutrality status.
- Switching to green electricity has enabled us to cut our Scope 2 GHG emissions by 100% which means we produced no emissions for Scope 2 in the 2022 reporting year.
- We will draw up a roadmap by 2025 to reduce our Scope 3 GHG emissions. We have already started to calculate our Scope 3 footprint under the GHG Protocol.

Use of resources

- Over 99% of the timber we use is based on the principles of sustainable timber criteria (FSC® and PEFC certification as well as TSCA criteria).
- Use of chipboard with an average of 60% recycled content.
- The durability, quality and reparability of our products are key components of our sustainability strategy for using resources efficiently.

Power consumption

- Our main energy sources are certified green electricity and thermal energy produced by our own wood-fired boilers which run on offcut timber waste.
- At just under 51%, our electricity consumption accounts for the largest share of the energy we use, and consists entirely of green electricity.
- Our ISO 50001-certified energy-recording system enables us to identify major energy users to develop measures for improving energy efficiency in combination with our energy-management system.



Waste management

We are continuously working on reducing our packaging materials and the volumes of site-related waste, and towards using more sustainable materials. In 2022, we were able to cut our total volume of waste from production by 9.7% over to the year before.

Social

Own workforce

Our 1,453 members of staff manufacture our products in Löhne and Melle. Our employees' dedication, expertise, experience and inquisitiveness are what define us as Nolte Küchen. For years now, we have seen our workforce grow and, in this process, paid increasing attention to broadening diversity among our employees. National and international laws and directives in respect of working conditions, environmental and health protection are of central importance to us.

Rights, remuneration and health & safety

Upholding and complying with workers', human and personal rights, and ensuring equal opportunities for all, constitute the basis of everything we do in the corporate world. Through our production bases in Germany as well as being part of a collective-bargaining agreement, we can guarantee full compliance with workers' rights. For us, ensuring our employees' safety has top priority. We want to provide them with optimum working conditions, ensure maximum standards in their occupational health and safety and focus on avoiding and preventing accidents to the furthest possible extent.

Qualification

To maintain and broaden the employability of our staff, everyone is given the option of taking part in further training measures every year. We are one of Germany's 100 top apprenticeship training companies and have been given the "BEST PLACE TO LEARNSM" award on several accounts in recent years.

Employee satisfaction

We create working conditions for maximum satisfaction and the best possible work-life balance. We are in constant, close dialogue with our employees, whose interests and views we incorporate into our sustainability management system. By 2024, we will be recording, evaluating and optimising satisfaction among our workforce.

Along the value chain

We also pay strict attention to ensuring socially responsible procurement and to protecting affected communities and indigenous peoples within our value chain. Our Supplier Code of Conduct already lets us covers large swaths of the German Supplier Due Diligence Act. In addition, we are in the process of proactively conducting an overarching risk analysis for all purchasing operations.

To ensure maximum customer and end-user satisfaction and maintain our quality promise, we attach importance to protecting customer data at the highest level, constantly ensuring product safety and engaging in close dialogue with our customers and end users.

Commitment to public good

We are involved in our society in so many different ways. Our commitment extends to regional and supra-regional level in the form of donations, sponsorships and active involvement in projects of all kinds.