



# **SUSTAINABILITY REPORT**

**OUR PATH TO A SUSTAINABLE FUTURE**



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## SUSTAINABILITY AT TRIGON CHEMIE

We are pleased to be able to present our first Sustainability Report. In this report, we share information about the progress we have made at **TRIGON Chemie** and on the development of our sustainable practices.

Here at **TRIGON Chemie**, we interpret corporate sustainability as thinking and acting in a responsible way. Our goal is to ensure that the development and success of the company is consistently aligned to the sustainable interests of society and the wider environment. We see this as an opportunity and a strategy to help secure the long-term success of **TRIGON Chemie**.

We give equal weighting to the three dimensions of sustainability; namely, ECONOMIC EFFICIENCY, SOCIAL JUSTICE and ENVIRONMENTALLY SUSTAINABILITY.

We are committed to managing the company in an environmentally and socially responsible way, and we value and respect others. Our principles are based on our conviction that the best way to achieve our objectives is through long-lasting partnerships. The well-being of our employees, constructive collaboration with our suppliers and service providers and living up to our social responsibility are all extremely important to us. As such, we are thrilled to have reached the important milestone of releasing our first Sustainability Report.

**TRIGON Chemie GmbH**  
**Dr. Paul Reinisch**  
**Managing Director**

Schlüchtern, 26.06.2023

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# SUSTAINABILITY REPORT

## ABOUT THIS REPORT

AS THE "TRIGON TEAM", WE ARE SUCCESSFULLY MASTERING THE TASKS OF TODAY AND ARE WELL-EQUIPPED TO DEAL WITH THE CHALLENGES OF TOMORROW.

### OUR MISSION:

**SPECIALTY CHEMICALS:  
IN SPEC AND IN TIME.  
OPEN TO YOUR NEEDS!**

This is the first edition of our Sustainability Report.

In this report, we hope to inform you about the steps we have made towards sustainability at **TRIGON Chemie** and to provide information about how we take responsibility for our company actions. The report is written in open prose and has been designed to provide you with an overview of our journey so far on the road towards sustainability.

## THE TRIGON CHEMIE CODE OF CONDUCT\*

### HOW WE TREAT ONE ANOTHER

We base our behaviour around the generally applicable ethical principles of honesty, fairness, integrity and mutual respect. Our global business activities are subjected to many different legal regulations. Compliance is a highly sensitive topic that we prioritise and take very seriously.

We are loyal towards **TRIGON Chemie**. We stand for open, friendly and helpful collaboration.

All employees are requested to report serious infringements of legislation, internal regulations or the Code of Conduct in writing to lawyer Andreas Baron (Rhönstraße 31, 63571 Gelnhausen, Deutschland) or by email to [compliance@trigonchemie.com](mailto:compliance@trigonchemie.com). This information will be treated confidentially and anonymously. The informant will not be subjected to any disciplinary action as a result.

\*Our Code of Conduct can be found on our website under [www.trigon-chemie.com/downloads](http://www.trigon-chemie.com/downloads).





# ENVIRONMENT

## OUR RESPONSIBILITY TO THE ENVIRONMENT

As a provider of specialty chemicals, we recognise that our business activities can have an impact on the environment and that we can shape this in a positive way through increasing our sustainability. We do not see any contradiction in growing the business while acting sustainably.

We are duty-bound by our Environmental Policy to respect the environment and to undertake our business activities in a responsible way to protect the planet. For this purpose, we have implemented a sustainability management system. Here at **TRIGON Chemie**, we have identified the following environmental aspects as being especially relevant: reducing the consumption of energy (gas and electricity) and water, as well as reducing waste and emissions in general.

The improvements in these areas are facilitated by engaging our employees, choosing sustainable suppliers and increasing our product range to include sustainable products.

Adhering to legislation and official requirements regarding environmental protection is a matter of course for us. We ensure compliance through the continuous training of our employees and by embedding specifications into our own processes.

**TRIGON Chemie** pledges to actively pursue the environmental aspect defined in the Environmental Policy, to promote progress and to communicate it transparently.

Extract from our Environmental Policy 05/2023

### INVOLVING OUR SUPPLIERS AND SERVICE PROVIDERS

**TRIGON Chemie** demands that its business partners adhere to all applicable laws and regulations. We seek out suppliers with sustainability policies and environmental programmes. We work together with our suppliers and logistics service providers to offer products and services that support our customers in achieving their sustainability goals.

### ENGAGING OUR EMPLOYEES

Here at **TRIGON Chemie**, we train our employees so they know how to behave in a way that respects the environment and we are constantly developing ideas and approaches to engage our employees in the process. The executive board and management team bear a special responsibility. As role models, they play an active role in developing environmental awareness amongst employees and in anchoring environmental protection within our company culture. Every member of staff is duty-bound to treat natural resources in a responsible manner.

### ENERGY CONSUMPTION (ELECTRICITY, WATER AND ENERGY)

We use electricity, water and energy sparingly in order to reduce the greenhouse gas emissions for which we are directly responsible.

We generate key data to check that we are adhering to our Environmental Policy and submit this data to the Climate Pact for Schlüchtern.

### WASTE ACCUMULATION - HAZARDOUS MATERIALS

We avoid accumulating waste and seek to reduce it to a minimum. All chemicals are properly disposed of. Waste is separated and collected before being taken for orderly disposal and recycling wherever possible.





# CLIMATE PACT FOR SCHLÜCHTERN



THE CLIMATE PACT IS AN INITIATIVE BY THE ASSOCIATION FOR BUSINESS AND TOURISM (VEREINS FÜR WIRTSCHAFT UND TOURISTIK, WITO) AND A COALITION BETWEEN BUSINESSES BASED IN SCHÜCHTERN WITH THE AIM OF REDUCING THEIR CARBON EMISSIONS OVER THE LONG TERM.

On our journey to Net Zero, we have set ambitious goals and have already achieved a great deal.

**TRIGON Chemie** has been part of the "Climate Pact for Schlüchtern" since 2018. Unavoidable carbon emissions are offset through the reforestation of local damaged woodland areas with native, climate-resistant deciduous trees.

Our overarching objective remains to reduce our CO<sub>2</sub> emissions year on year. **TRIGON Chemie** GmbH is an active member of the Climate Pact for Schlüchtern and, as such, is taking a responsible role in the fight against climate change.



# PROFILE OF THE WILD SERVICE TREE

(SORBUS TORMINALIS)

The wild service tree is the largest of all native plants from the rose family and has been a rare deciduous tree in Germany to date. It is a highly valuable tree species and is generally planted to improve biological diversity.

**Occurrence:** The wild service tree is predominantly found in Central and Southern Europe. In Germany, it occurs naturally in the same areas where wine is grown.

The expansive, deep root network of this sorbus species loosens the soil and strengthens the terrain for neighbouring trees. Its blossoms attract lots of insects and represent a significant feeding ground for bees. The fruit provide nutrition for many bird species that spend the winter in the local region. The foliage rots down quickly and serves to improve the forest soil.

Wild service trees provide some of the hardest and most expensive timber in Europe. The wood has a similar aesthetic to pear wood and is well-suited to making furniture and musical instruments.

In the "wild service tree region" - an area in Lower Austria - the fruit is used to create an expensive alcoholic spirit.

Source: [https://www.forschung-oefs.de/umweltbildung/Zukunftswald\\_elsbeere.php](https://www.forschung-oefs.de/umweltbildung/Zukunftswald_elsbeere.php)



- **AGE: APPROX. 100 YEARS**
- **HEIGHT: 10 TO 25 M**
- **FROST-RESISTANT TO -20 °C**
- **SUITABLE FOR DRY, NUTRIENT-RICH LOCATIONS**
- **VALUABLE FRUIT AND WOOD**
- **HIGH ENVIRONMENTAL VALUE**





## GREENHOUSE GAS EMISSIONS - CLIMATE NEUTRALITY

At **TRIGON Chemie** the most climate-friendly means of transport should be prioritised. This applies both to the commute to the office and to visits to our suppliers and customers. Employees are provided with company bikes.

Our vehicle fleet is already largely carbon neutral. In the future, when it comes to the procurement of new vehicles, **TRIGON Chemie** will prioritise plug-in hybrid (PHEV) or electric vehicles (EV).

The carbon emissions are calculated in our sustainability management system and should continue to reduce. Many in-person meetings can now be replaced with video calls.



## SUSTAINABILITY: OUR PROGRESS TO DATE

### SCOPE 1:

- 2 vehicle charging points installed
- 3 plug-in hybrid vehicles purchased
- Company bicycles

### SCOPE 2:

- Employee training on responsible energy use
- Switch to green electricity
- Participation in the Schlüchtern Climate Pact (offsetting of unavoidable CO<sub>2</sub> emissions)

### SCOPE 3:

A review of indirect Scope 3 emissions has indicated that a detailed calculation of the emissions would be an extensive task. Our main objective is to work together with our suppliers to find a way of providing our customers with a "cradle to gate" value that they can use to assess a product's carbon footprint.

**TRIGON Chemie** has already been supporting the objective of continuing to minimise transport costs through reducing journeys by establishing warehouses at a number of different locations.





# SUSTAINABLE PROCUREMENT

**TRIGON Chemie** has specialised in the sale of specialty chemicals for over 45 years. During this period, we have established a trusted global network of partners and service providers with whom we work closely. Strict regulations apply to our product procurement. For us, adhering to statutory, regulatory and customer-specific specifications is a matter of course.

Our suppliers and contract manufacturers include reputable companies from around the globe, who all work to environmental and social standards.

When choosing our suppliers, we don't just consider the quality and price; we also look for suppliers who share and adhere to our values. These values encompass international standards and cover social, environmental and ethical aspects.

**WE WORK TOGETHER WITH OUR SUPPLIERS TO SUPPLY PRODUCTS THAT HELP OUR CUSTOMERS TO ACHIEVE THEIR SUSTAINABILITY TARGETS. WE ARE DEVELOPING AND CONTINUALLY IMPROVING A COMPREHENSIVE SUSTAINABILITY AUDITING SYSTEM FOR OUR SUPPLIERS AND BUSINESS PARTNERS. WE VALUE CREDIBLE, AUTHENTIC SUSTAINABILITY. WE FOSTER OPEN COMMUNICATION TO RAISE AWARENESS AND TRANSPARENCY WITHIN THE SUPPLY CHAIN.\***

As a provider of specialty chemicals, we are dependent on the performance of our suppliers and contract manufacturers. This is why we review our suppliers on an annual basis and look to combine this feedback cycle with continuous improvements. We have been implementing a systematic appraisal of our suppliers and logistics service providers on an annual basis since our quality management system became certified in 2009.

\*Extract from our Guideline for Sustainable Procurement, 05/2023

## CSR = „CORPORATE SOCIAL RESPONSIBILITY“

In order to assess the principles of corporate social responsibility among our suppliers, we have added a new supplier assessment category. Our Code of Conduct for Suppliers defines the requirements that we expect from our suppliers. Recognising our Code of Conduct for Supplier and/or an agreement between **TRIGON Chemie** and our suppliers on CSR principles forms part of this CSR rating.



of our suppliers have already agreed to a Code of Conduct with us.

To identify the CSR risks within our supply chain, we utilise the ratings on public databases. Sustainability ratings from ECOVADIS have become established within the chemicals industry. As such, we incorporate suppliers' ratings on this platform into our own CSR rating.



of our suppliers have been recognised by ECOVADIS (platinum, gold, silver or bronze).

**OUR PROCUREMENT OBJECTIVE IS TO CONCLUDE A CODE OF CONDUCT WITH ALL SUPPLIERS AND TO ASSESS THE CSR RISKS OF ALL SUPPLIERS ON A REGULAR BASIS.**



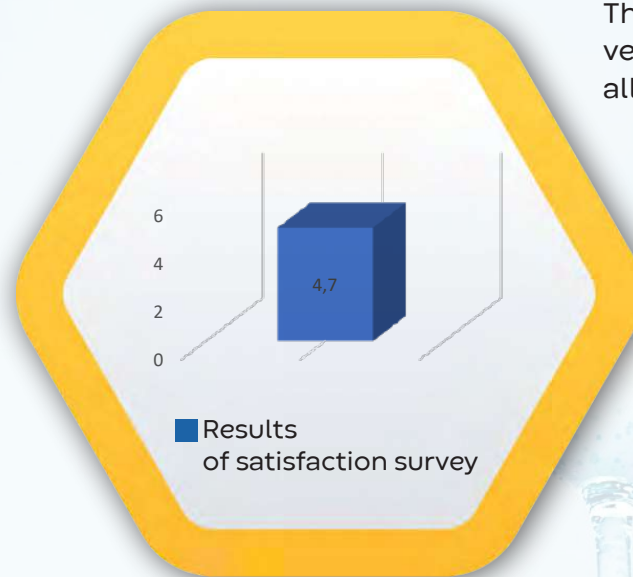


# LABOUR RIGHTS AND HUMAN RIGHTS

Observing internationally recognised labour and human rights is of the utmost priority for **TRIGON Chemie**. We work hard to provide our employees with the best possible working conditions, we value diversity and we do not tolerate any kind of harassment or discrimination. Equality opportunity is a matter of course for us. These values are non-negotiable for **TRIGON Chemie** and are always respected. We work to ensure that our partners also advocate for these values.

## WORKING AT TRIGON CHEMIE

In November 2021, we conducted an anonymous internal employee satisfaction survey. Our employees rated their overall satisfaction as follows:



The results reflect a very high level of overall satisfaction.

Based on their respective monthly salaries, employees received the complete lump sum covering COVID and inflation.

In 2022 **TRIGON Chemie** invited its employees and their partners to a weekend in Mainz. Mealtimes, a tour of the inner-city and a relaxing boat trip along the Rhine gave the staff opportunities to bond outside the normal work atmosphere. The annual Christmas parties and staff lunches (held to mark various occasions) are very popular among employees.

During this reporting period, we have employed a student trainee and several school pupils have completed work experience with us.

## ACTIVE BREAKS, DRINKS AND HEALTHY SNACKS

We have increased our staff perks over the past year to include an active break which is guided by a personal trainer. This session takes place once a week and is fully voluntary. Simple exercises give our employees the opportunity to loosen up, prevent muscular tension and relax away from their desks.

**TRIGON Chemie** has been providing its employees with free drinks as well as fruit and vegetables as healthy snacks for many years now.





In recent years we have adopted a structured approach to sustainability. The first step has been to collate information around the topic of sustainability and to decide how **TRIGON Chemie** should position itself. The work around sustainability has been assigned to a Sustainability Team comprising the executive management and quality management department.

One of the Sustainability Team's first tasks was to look at the structure of "Together for Sustainability" and Ecovadis.

As Ecovadis provides a recognised sustainability rating for the chemical industry and following an invitation by one of our customers, we decided to base our CSR activities around Ecovadis. In order to obtain a rating, all of the evidence relating to sustainability efforts had to be submitted to Ecovadis. A team of experts then rated our performance in comparison to other SMEs with a similar scope. **TRIGON Chemie** performed better than 50% of comparable companies and was awarded with a bronze medal.

Together with the award, we were also presented with an action plan, which we have been following and implementing ever since. This has included developing a "Code of Conduct" for suppliers, which has since been issued to all suppliers. Our supplier rating has been expanded to include CSR planning to expand criteria. In 2023, we are planning to include sustainability criteria. Training sessions on the environment and human rights are also in the pipeline. In 2023, we are continuing to integrate sustainability into our **TRIGON Chemie** management system with targets and reports.



## OUR SUSTAINABILITY TARGETS

We will continue to develop our sustainability programme based on the materiality analysis.

- **WORKING IN CONJUNCTION WITH OUR CUSTOMERS AND SUPPLIERS, WE WANT TO MAKE OUR RANGE OF PRODUCTS MORE SUSTAINABLE**
- **WE WANT TO GIVE MORE WEIGHT TO SUSTAINABILITY IN THE PROCUREMENT PROCESS**
- **WE WANT TO WORK IN A WAY THAT IS KINDER TO THE PLANET AND ITS RESOURCES**
- **WE WANT OUR EMPLOYEES TO BE HAPPY AND HEALTHY**

We aim to follow these objectives on a consistent basis and will report back on these in the next Sustainability Report.





**PLEASE CONTACT US  
FOR FURTHER INFORMATION**



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