



# **SUSTAINABILITY REPORT**

The lived “economic”, “ecological” but also the “social” sustainability of PROLICHT GmbH finds its record in company-specific “reports” such as the current “SUSTAINABILITY REPORT”.

PROLICHT GmbH has been committed to sustainability since its inception. Of course, sustainability has changed a lot in recent years. At the beginning of our company’s history, as well as in years of change, the focus was primarily on “economic” sustainability.

With the switch to in-house production, however, awareness of the impact of our actions on the environment also grew. Sustainable growth has led to international networking and goes hand in hand with growing social awareness.

Under the motto “Sustainability makes the Difference”<sup>1</sup>, the management group has in its Sustainability Strategy Paper committed itself in writing to push the sustainability of all 4 dimensions within PROLICHT GmbH.

Sustainable products, the sensitive handling of nature, cooperation on an equal footing with customers, partners, suppliers and employees and the awareness of a social responsibility are today not only lived by management and our employees, but also demanded by us from our partners and suppliers.

Sustainability has become a competitive factor, the advantages of which we are aware. That is why we try not only to meet the demands of the market, but also to help shape sustainability at all levels, in and around the company.

Our partners, customers, suppliers and stakeholders must be enthusiastic about our commitment to sustainability, that is our credo.

## 7 SUSTAINABLE DEVELOPMENT GOALS (UN)

The management and senior management are committed to building PROLICHT’s sustainability strategy on the 17 Sustainable Development Goals of the United Nations. The “17 Sustainable Development Goals” (SDGs<sup>2</sup>) follow the global plan to promote sustainable peace and prosperity and protect our planet.



## PROLICHT GMBH

PROLICHT is a globally successful premium manufacturer of architectural lighting concepts. Individual lighting solutions are developed and manufactured in record time for professional needs. As an internationally active company, PROLICHT operates the production and assembly facility at its main location in Tyrol, as well as a global sales network with partners in over 60 countries.

The company specializes in the manufacture of architectural luminaires and lighting systems for the retail and retail sectors, hotels and restaurants, offices, public buildings and private homes. As of December 2021, the Tyrolean company had around 230 employees, of whom almost 200 were at its headquarters in Götzens.

Efficient processes, a clear commitment to the production location in Tyrol, a friendly relationship with our employees, partners and customers, as well as a lean organizational form are the basis of the economic success of PROLICHT GmbH. Ecological and social sustainability in the value chain, comprehensive product responsibility and conservation of resources are firmly anchored in the corporate strategy.

## HISTORY

The foundation stone for the company was laid in 1993 by Walter Norz (CEO). The company evolved from the former distribution of merchandise to an internationally active production company in the fields of architectural lighting concepts and architectural lighting and lighting systems.

Pleasure in our entrepreneurial mission and the reinvestment of our earnings have ensured sustainable growth since its inception.

### FROM PURE DISTRIBUTOR TO PRODUCING DISTRIBUTION NETWORK

After about 10 years of pure distribution of merchandise, the decision was made to break new ground and take on the production of luminaires itself.

Disadvantages of pure trade, such as:

- Dependence on suppliers (availability, delivery time, product quality, warehouse management with finished goods, etc.)
- Complaints management
- small scope for individual customer requirements and product adaptations
- etc.

should come into their own area of responsibility with their own production. Freely according to the motto “The line of responsibility is the line of influence”.

Thus, Walter Norz himself began in 2006 with the production of architectural luminaires and lighting systems.

### EXPANSION OF THE PRODUCTION SITE

Already in 2006 it became necessary to move from Innsbruck to Götzens (in Tyrol). There, too, after 3 years, the new headquarters, with administration and production under one roof, became too small. It followed,

- 2008/2009 the purchase of the neighbouring building, i.e. the production of a locksmith shop located there at the time
- By 2010, the locksmith's shop was expanded to include a warehouse and a dispatch hallbin line with the “lean production” concept.

This made it possible to:

- the desired depth production
- production according to the “one-piece-flow” principle
- contract manufacturing with fixed lead times (Give me 5)
- continuous production according to the “Lean Production” principle

## **PROCESS AND ORGANISATIONAL RESTRUCTURING**

With the support of the Austrian management consultancy Ernst Weichselbaum OG, PROLICHT GmbH has been restructured sustainably since 2007.

The initial ignition was started with the “Phase 3” project. Since then, “1 Piece Flow”, “Give me 5” and clearly defined seams have been firmly anchored between production and sales. The so-called “OK point” in particular ensures deadlines, highest quality and optimal use of resources for our customers.

The OK point represents the central seam between the planning phase and the production phase. At this point, the orders & work orders must be released and free of inquiry in order to be handed over from the sale to the executing teams. Only after the OK point are all levers set in motion and raw materials are refined into the final end product for the customer. No production without OK point.

They are then irrevocably implemented by the workshop and assembly teams.

Another important detail of our OK point, which has immensely positive consequences for the environment, is the OK point criterion “no production without customer-in-order”.

This ensures that only orders with an explicit customer order can be placed into production.

Ecologically, this has far-reaching positive effects on our environment

- no warehouses for finished goods at Prolicht
- no unnecessary waste of resources & energy as in warehouse production
- growing customer satisfaction
- Competitiveness on the market
- constant business success due to customer-specific order manufacturing

## **QUALITY OFFENSIVE WITH “PORSCHE CONSULTING”**

After the in-depth restructuring of our production processes, under the guidance of the management consultancy Ernst Weichselbaum OG, PROLICHT also relied on the consulting services of “Porsche Consulting” from 2010.

Using specific process optimization tools, the customer:internal complaint rate was reduced by 80% (80/20 rule) within a few months according to the “Toyota principle”. In addition to positive environmental impacts, this has also led to

Saving of resources (raw materials, human resources, energy) Reduction of waste at the customer Economic consequences such as

Cost reduction and increasing customer satisfaction In addition to the 2010-2012 quality offensive, numerous other projects have been carried out in close cooperation with Porsche Consulting, such as:

- “Optimization of materials management”
- “Restructuring of Research and Development”
- “Introduction of product development process (PEP)”
- “Restructuring of Sales Division”
- Etc.

## **TECHNOLOGY LEAP LED**

Already in 2012, PROLICHT presented its first LED-adapted products at the “Light & Building” trade fair. The complete switch to the more energy efficient and at the same time more durable diode lasted until approx. 2015. Both customers still required conventional lamps, but suppliers also needed their time to keep up with this technological leap in quality. Nowadays, in retrospect, the use of conventional lamps is no longer conceivable in the industry, and has had an immense positive environmental effect.

## ORGANISATIONAL PROJECT 'Y4'

At the end of 2013, CEO Mag. Walter Norz launched the organizational project "Y4". Together with the management consultancy Ernst Weichselbaum OG, the company continued the successes achieved, and the company was geared to this success model. The project "Y4" was a strategic project to reorganize the company PROLICHT GmbH with the aim of:

- clear strategic orientation
- non-hierarchical independent team organisation
- Intensification of customer orientation
- Involvement of employees as valued but responsible co-creators
- Involvement of all stakeholders at the Götzens site for joint growth

The implementation of the project "Y4" led to a flat, non-hierarchical organizational structure called "Probella". In addition, a strategy paper was prepared in which, among other things, the "values of PROLICHT" were documented. In 2016, this strategy paper also included the theme of "sustainability", as an essential factor for sustained growth, and has since been emphasised both internally and externally.

In 2020, during the preparation of the document "Quality, HSE & Energy Policy", the management team undertook to continuously optimise:

- Quality
- Environment
- Safety & health of its employees, partners & customers

## CERTIFICATION ACCORDING TO ISO 1440 & ISO 9001

In 2017, PROLICHT decided, with the support of TÜV Austria, to obtain the certification according to

- ISO 14001
- ISO 9001

to be implemented. Both certificates were confirmed by PROLICHT in the same year by TÜV Austria.



## ECOVADIS

PROLICHT 2019 reached another milestone of "ecological" but also "social sustainability". With the successful participation in the sustainability assessment by "EcoVadis", PROLICHT is now one of the members of this network of over 75,000 companies. Not only PROLICHT as a participating company, but also our customers and prospective customers enjoy the advantages of this world-leading and most reliable sustainability rating agency, which awarded PROLICHT, or our CSR management system with the EcoVadis Bronze Medals, placing PROLICHT among the top international "eco-social" companies.



## PHOTOVOLTAIC PLANT

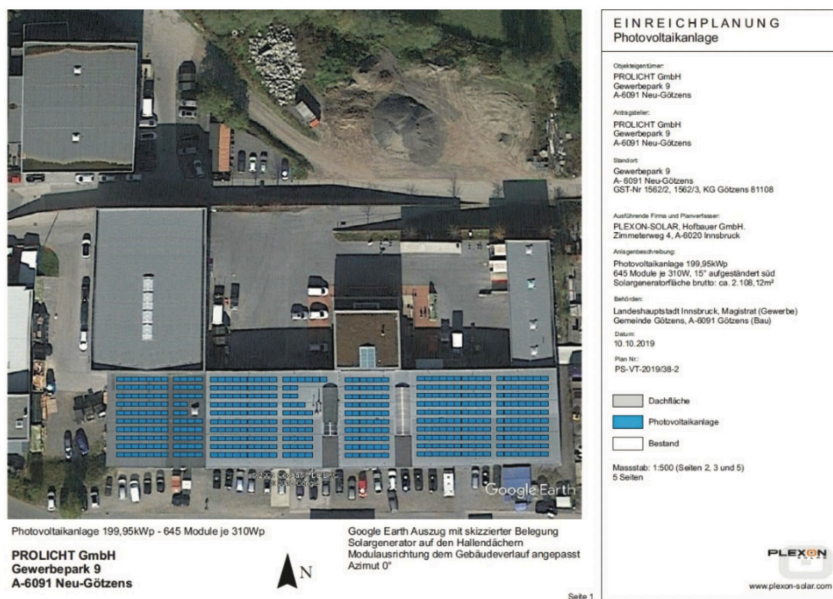
Despite the challenges of the years 2020, 2021, in the shadow of a pandemic that has not passed by without a trace even in the lighting industry, PROLICHT 2020/21 has decided to make its largest investment in terms of “sustainability” to date.

Since October 2021, a photovoltaic system, to the extent of

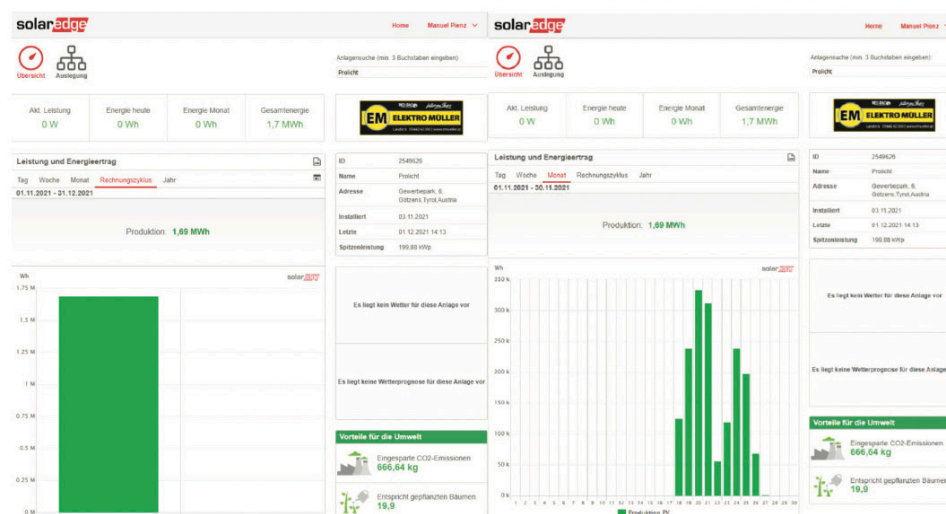
- 200 kWp
- on an area of approx. 1500 m<sup>2</sup> the roof areas of our production halls. As a result,
- approx. 200,000 kWh of energy generated in own production
- PROLICHT uses about 170,000 kWh of this directly
- approx. 30,000 kWh are fed into the grid

On weekends and public holidays, the plant produces a surplus.

The annual requirement of the headquarters (administration buildings & production halls) amounts to approx. 800,000 kWh. As a result, the plant generates around 20-25% of the annual power demand at the headquarters. The associated green footprint is reflected in a saving of approximately 127 tonnes of CO<sub>2</sub> emissions.



The first data, a dashboard linked to the photovoltaic system, prove the “hard facts” of this sustainable large-scale investment just mentioned.



## ECOLOGICAL MILESTONES:

The following tabular list summarizes the most important milestones, and their eco-social impact, in the almost 30-year history of PROLICHT.

| Jahr      | Meilenstein   | Öko-soziale Relevanz   |
|-----------|---|--|
| 1993      | Gründung PROLICHT GmbH  |  |
| 2003      | Wechsel vom reinen Handelswaren-Vertrieb auf Eigenfertigung   | Reduzierung des Zukaufs von Fertigprodukten aus Fern-Ost auf „0“.  |
| 2006-2009 | Wechsel Produktionsstandort nach Götzens in Tirol & Ausbau der Fertigungsstraße                     | 100-prozentige Bekenntnis zum Produktionsstandort Tirol.   |
| 2007-2010 | Umstrukturierung Fertigung von Lagerfertigung auf Auftragsfertigung. Losgröße 1 → Projekt „Phase 3“ | Reduzierung des Abfallaufkommen durch „0“-Lager-Prinzip. „Kein Auftrag → keine Produktion“. Totale Kontrolle über Qualität, Umwelt und Gesundheit der Mitarbeiter.   |
| 2010-2012 | Qualitätsoffensive (Porsche Consulting)   | Reduzierung Abfallaufkommen beim Endkunden, Reduzierung v. Energie & Ressourcen im Haus durch Reduzierung der Reklamationen und somit der Ersatzwaren  |
| 2012-2015 | Umstieg von konventionellen Leuchtmitteln (Leuchtstoffröhren, Halogen-LM, HIT, HQL, etc.) auf LED   | Reduzierung des Energieverbrauchs beim Endkunden, Entfall gesonderter Entsorgung „Gefährlicher Stoffe“ (Leuchtmittel, Leuchtstoffröhren, etc.) Reduzierung des Abfallaufkommens durch Steigerung der Produkt-Lebensdauer |
| 2013-2016 | Organisationsprojekt „Y4“   | Bekenntnis Erfolgsfaktor Nachhaltigkeit durch Dokumentation im Strategiepapier   |
| 2017      | ISO 14001 & ISO 9001  | Zertifizierung PROLICHT nach ISO 9001 & 14001  |



|           |  |   |
|-----------|--|---|
| 2018      | Mitgliedschaft EcoVadis  | Nachhaltigkeitsbewertung nach EcoVadis & Silbermedaillen-Rating   |
| 2020      | Integrierten Managementsystems (IMS) @ PROLICHT                  | Implementierung des „Integrierten Managements-Ansatzes, & Aufbau Verantwortlichkeitsbereich für Themen „Qualität“, „Umwelt“, „Sicherheit & Gesundheit“            |
| 2017-2021 | §82B – Regelmäßige Prüfung der Betriebsanlagen durch TÜV Austria | Ökologische und arbeitssicherheitsrelevante Prüfung der Betriebsstätten am Headquarter und der befindlichen Maschinen & Mitarbeiter                               |
| 2020-2022 | Dashboard „Umwelt“   | Aufbau von KPIs anhand derer die Entwicklung von ökologische Faktoren PROLICHTs und deren Umwelteinflüsse beobachtet werden                                       |
| 2020-2022 | Pilot-Projekt “ONLINE-Sales-Kick-Off”                            | Online-Meeting, anstatt physischer Zusammenkunft aller internationalen Salesmanager zum jährlich stattfindenden Sales-Kickoff-Meeting→ Reduzierung CO2-Fußabdruck |
| 2021      | Mitarbeiter-Sensibilisierung „Wasser“                            | Sensibilisierung der Mitarbeiter im Umgang mit Wasser bei benutzen der Toilette-Anlagen   |
| 2021      | Mitarbeiter-Sensibilisierung „Papier-Verbrauch“                  | Reduzierung des Papierverbrauchs durch Sensibilisierung der Mitarbeiter im Umgang mit Papier, Monitoren des Papierverbrauchs am HQ                                |
| 2021      | Strom aus Eigenproduktion → Bau Photovoltaikanlage               | Anteil des Energieverbrauchs um 20-25% reduziert durch 200 kWp Photovoltaikanlage   |
| 2021-2022 | Homeoffice-Vereinbarung  | Reduzierung des CO2-Ausstoßes & des Energieverbrauchs am HQ durch Homeoffice-Vereinbarung   |
| 2021-2022 | Erweiterung Team IMS um Umwelt-Verantwortlichen                  | Aufbau eines zusätzlichen Mitarbeiters (Umwelttechniker) im Team „IMS“ als Abfallbeauftragter/ Umweltmanager/ Umweltbeauftragte                                   |
| 2022      | Wiederverwendung Messestand Light & Building am Headquarter      | Enorme Abfall-Reduktion durch Wiederverwendung des 650m <sup>2</sup> großen und 5m hohen LB20-Messestands am Headquarter  |
| 2022      | Optimierung Abläufe Produkt-Entsorgung                           | Maßnahmen zur Schärfung von Abläufen bei der Einhaltung internationaler rechtlicher Vorschriften & Gesetzen der Produkt-Entsorgung                                |
| 2022      | ISO 50001  | Zertifizierung PROLICHTs zum Energiemanagementsystem bis Ende 2022  |



## ORGANISATIONAL STRUCTURE – PROBELLA

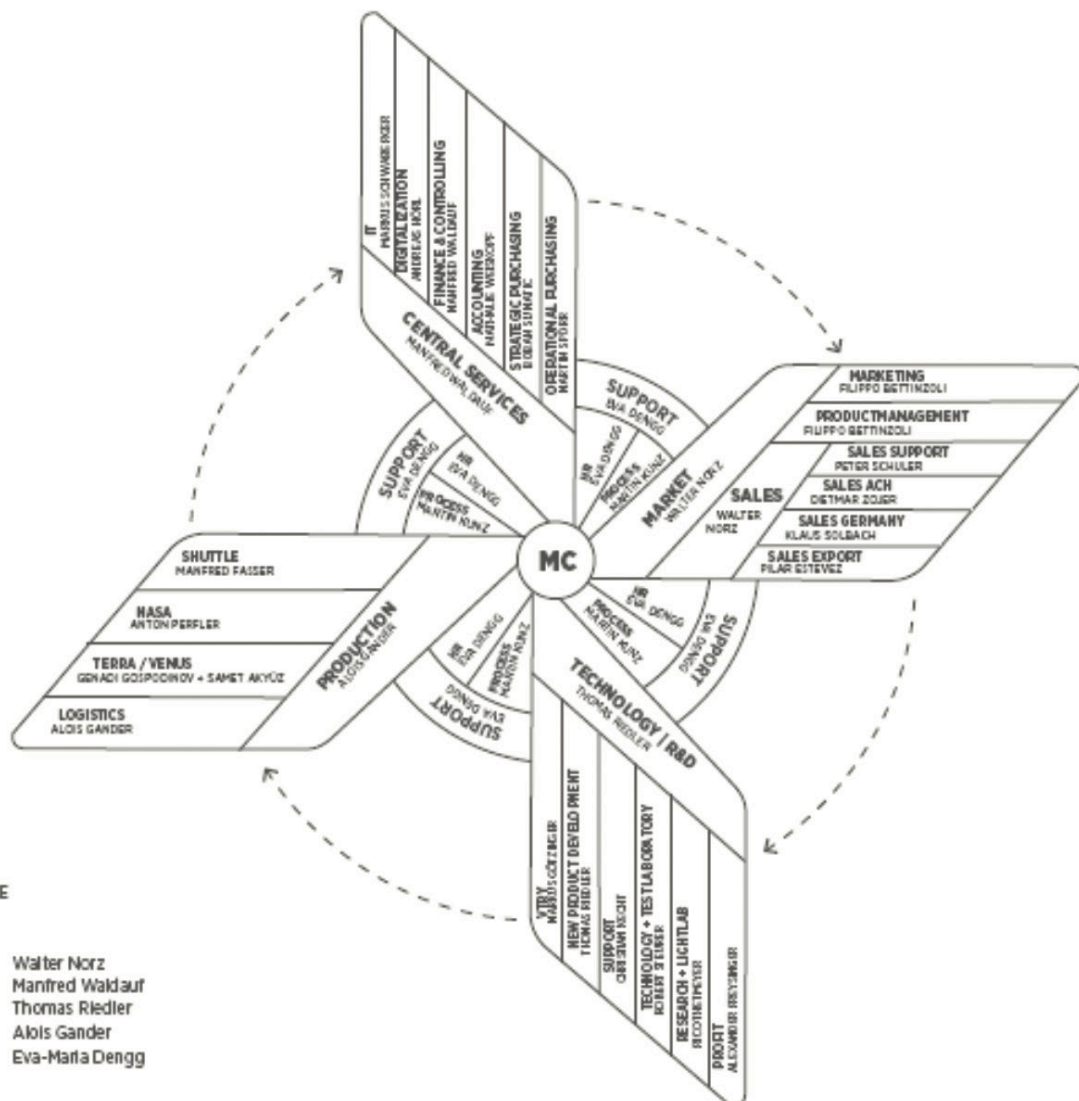
Since 2014, the “Probella” reflects the organizational structure of our company.

The growth of recent years, as well as the size of the company, meant that in 2013 PROLICHT had to adapt its organizational form to its future goals. Above all, the management of the company should be distributed over several shoulders as a result of this change. The so-called “Management Circle”, consisting of team leaders from the 5 divisions of the company, supports the management in all strategic issues and decisions. Since 2013, the organizational structure consists of 5 areas to which the following teams are assigned:

- Production design (area):
  - o Warehouse (team)
  - o Nasa (team)
  - o Venus / Terra (Team)
  - o Shuttle (team)
- Technology – R&D (area):
  - o New product development (team)
  - o Vtry (team)
  - o Support and standard support (team) o Technology and testing laboratory (team)
  - o Research and light laboratory (team)
  - o Profit (team)
- Central services (area):
  - o Finance (team)
  - o IT (team)
  - o Operational purchasing (team)
  - o Strategic Purchasing (Team)
- Marketing (area):
  - o Sales (team)
  - o Marketing (team)
  - o Product management (team)
  - o Support – (area):
    - o Personnel/Organisational Development (Team)
    - o Process development (team)

The management group, consisting of 5 division heads, meets weekly to make operational and strategic decisions and once a quarter to discuss purely strategic issues. The project organization works in consultation with the individual teams, whereby the management group is in charge of the project management. In the individual areas, weekly team-day fixes guarantee the necessary exchange of information. The respective division heads and group leaders are the first contact persons for questions and concerns of colleagues. They bring important issues to the board of directors.

The aim of this change was to lay the foundation for the future and successful growth, to organise cooperation more efficiently, to create transparency, clarity and orientation, to clarify responsibilities, to structure business processes and to create optimal conditions for independent working.

**PROBELLA**

MC = MANAGEMENT CIRCLE

## MEMBERS

CEO + MARKET:

CENTRAL SERVICES:

TECHNOLOGY,

## PRODUCTION

Walter Norz

Manfred Waldauf

Thomas Riedler

Abhis Gander

Eva-Maria Dengg

## HEADQUARTER PROLICHT GMBH

Since 2006, the PROLICHT headquarters is located at the Gewerbepark in Götzens, in the heart of the Tyrolean Alps, 15 minutes by car from Tyrol's capital Innsbruck.

Over the past 15 years, we have remained steadfastly loyal to the production site and feel strongly connected with all the players around our company headquarters (municipality, local companies, etc.). In line with the growth, the company continued to expand over the years, in close consultation with all stakeholders.

At the end of 2021, the "Headquarter-PROLICHT" will comprise the following buildings and functional units:

### Industrial park 9:

- Administration:
  - o Showroom (incl. lounge bar area & reception & meeting room)
  - o Sales office (sales & marketing offices & meeting room)
  - o Research and development (office, laboratory, meeting rooms)
  - o Management (offices)
- Production:
  - o High-bay warehouse (hall)

### Industrial park 6:

- Administration:
  - o Purchasing (office)
  - o Finance (Office)
  - o IT & digitalisation (office) o Human resources (office) o Process development (office) o Production office (office)
- Production:
  - o Profile storage & gripper storage hall (hall)
  - o Machine hall (hall)
  - o Assembly hall (hall)

### Industrial Park 4:

- Production:
  - o Dispatch hall (building rented)



**Legende:**

### Gewerbepark 9

- \* **Administration mit:**
  - **Showroom**
  - **Sales-Office**
  - **Technik-Office**
  - **Geschäftsführung**
- \* **Hochregallager**

## Gewerbepak 6

- \* Administration mit:**
  - Zentrale Dienste-Office
  - Support-Teams-Office
  - Fertigungsgestaltung-Office
- \* Fertigung mit:**
  - Profillager/Greiflagerhalle
  - Maschinenhalle
  - Assemblinghalle

### Gewerbepark 4

- \* Versandhalle**

**LAGEPLAN**

|                            |  |                          |    |
|----------------------------|--|--------------------------|----|
| Projekt<br>project         | <b>Prollcht GmbH<br/>Gewerbepark Götzens</b> |                          |    |
| Projekt Nr.<br>project nr. |  |                          |    |
| Datum<br>date              |  | Zeichner<br>designer     |    |
| Maßstab<br>scale           |  | Blattgröße<br>sheet size | A3 |

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## ENVIRONMENTAL POLICY

90% of PROLICHT employees work at or in the immediate vicinity of the PROLICHT headquarters. The relationship with nature, the sustainable handling of it and the consideration of the concerns of a holistic environmental protection are and were thus placed in the cradle of the majority of our employees.

The progressive globalization, the establishment of an international sales network with partners, customers and employees from all over the world, have led us to also write down the ecological norms and values.

This commitment to environmental protection was included for the first time as environmental guidelines in the PROLICHT Strategy Paper in 2016.



### TEAMPLAY

- Wir stehen zu unserem Wort – Verlässlichkeit in allen Belangen (Wir sagen, was wir denken; wir tun, was wir sagen)
- Wir handeln eigenverantwortlich im Sinne des Unternehmens, offen, lösungsorientiert und ohne Schuldzuweisung
- Wir vertrauen einander und sehen das Beste in unseren Kollegen
- Übereinstimmung von Verantwortungs- und Beeinflussungstrecke
- Wir reden miteinander, nicht übereinander
- Weg vom Insel-Egoismus, hin zur echter Vernetzung
- Wir leben in der Gegenwart, sind innovativ und nutzen unsere Erfahrungen aus der Vergangenheit, um unsere eigene Zukunft zu gestalten
- Jede Leistung ohne Kunde ist eine Blindleistung
- Wir fordern und fördern uns gegenseitig in gleichberechtigten, eigenverantwortlichen Teams zur stetigen Weiterentwicklung und Verbesserung

### PROZESSORIENTIERUNG

- Arbeiten wenn Arbeit ist – Tagwerk einbringen
- Wir schwingen mit dem Kunden mit und sorgen für einen reibungslosen Warenfluss
- Kundenorientierte Ordnung so früh wie möglich entstehen lassen und nicht mehr stören
- Weg von Händlerkonditionen, hin zu Prozesskonditionen
- Umso leerer die Bude, umso mehr geht raus
- Den Nachfragestrom nicht stoppen – fließen lassen, statt zusammenfassen
- Einstellen, statt steuern
- Unsere Prozesse richten sich nach dem Kunden aus

### UMWELTBEWUSSTSEIN MACHT EINEN UNTERSCHIED



Der nachhaltige Umgang mit den Ressourcen und die Berücksichtigung der Belange eines ganzheitlichen Umweltschutzes liegen uns am Herzen.

Durch die stetige Optimierung der Prozesse und die Auswahl von Anlagen und Betriebsmitteln streben wir eine Schonung der Ressourcen an und stellen sicher, dass den jeweils gültigen Umwelt- und Sicherheitsanforderungen entsprochen wird.

Insbesondere achten wir auf:

- Reduzierung des Ressourcenverbrauchs (Materialien, Elektroenergie, Wasser, Verbesserung der Energieeffizienz)
- Vermeidung von umweltschädlichen Technologien und gefährlicher Substanzen und kritischer Stoffe
- Festlegung und Verfolgung von Kennzahlen, Programmen und Initiativen im Umweltbereich
- Kundeninformationen zum sachgerechten Umgang mit unseren Produkten
- Umweltverträgliche Produkt- und Anlagengestaltung
- Fachgerechter Entsorgung
- Durchführung von umweltrelevanten Schulungen internen Betriebsbereiche zum Thema Umweltschutz

To a much greater extent, our environmental policy, guidelines, values, our commitment to greater environmental protection, but also the issues of quality and “safety & health” of employees, customers and partners, as well as the involvement of relevant interest groups (stakeholders) in corporate decisions were recorded by the management in the document “HSEQ-Policy Prolicht 2021”<sup>3</sup>. Details can be found in the document itself.

|   |   |   |  |
|---|---|---|--|
| QUALITÄTS-, HSE- & ENERGIE-POLITIK  |   |  |  |
| <h2 style="text-align: center;">QUALITÄTS-, HSE- &amp; ENERGIE-POLITIK</h2>  |   |   |  |
| INHALTSVERZEICHNIS:   |   |   |  |
| 1.  | UNSER LEITBILD.....   | 2   |  |
| 2.  | NACHHALTIGKEITSSTRATEGIE .....  | 3   |  |
| 3.  | UNTERNEHMENSPOLITIK.....  | 4   |  |
| 4.  | „QUALITÄT, DIE TRÄGT“ .....   | 4   |  |
| 5.  | „UNSERE UMWELT, ES GILT SIE ZU SCHÜTZEN“ .....                        | 5   |  |
| 6.  | „UNSERE MITARBEITER, DAS WERTVOLLSTE GUT“ .....                       | 6   |  |
| 7.  | „IN FREUNDSCHAFT VERBUNDEN & VERLÄSSLICHKEIT IN ALLEN BELANGEN“ ..... | 7   |  |
| 8.  | WERTE DER FIRMA .....   | 8   |  |
| 8.1.  | KUNDENORIENTIERUNG .....  | 8   |  |
| 8.2.  | MITARBEITERORIENTIERUNG .....   | 8   |  |
| 8.3.  | KOMPETENZ .....   | 9   |  |
| 8.4.  | UMWELT .....  | 9   |  |
| 8.5.  | PROZESSORIENTIERUNG .....   | 10  |  |
| 9.  | PHILOSOPHIE & INTERESSIERTE PARTEIEN .....                            | 10  |  |
| 9.1.  | GESCHÄFTSFÜHRER .....   | 10  |  |
| 9.2.  | KUNDE & FAMILIE .....   | 10  |  |
| 9.3.  | MITARBEITER .....   | 11  |  |
| 9.4.  | LIEFERANTEN .....   | 11  |  |
| 9.5.  | GESELLSCHAFT .....  | 11  |  |
| Seite 1 von 11  |   | WWW.PROLICHT.AT   |  |

Based on this, the management group formulated environmental objectives, the achievement of which is checked once a year in internal audits but also on the basis of the monitoring audit of ISO 14001.

## ENVIRONMENTAL MANAGEMENT SYSTEM

### IMS – INTEGRATED MANAGEMENT SYSTEM

In the course of the successful initial certification in 2017 according to ISO 14001, environmental management was also established in the company. Since then, it has formed the basis for systematically, continuously and purposefully advancing environmental issues. A clearly defined area “Team IMS” (Integrated Management System) located at the core of the company’s organisation was also established in 2017. The department or team IMS counts

- Quality management
- Environmental management as well as
- Safety and Health (SIGE)

to its area of responsibility.

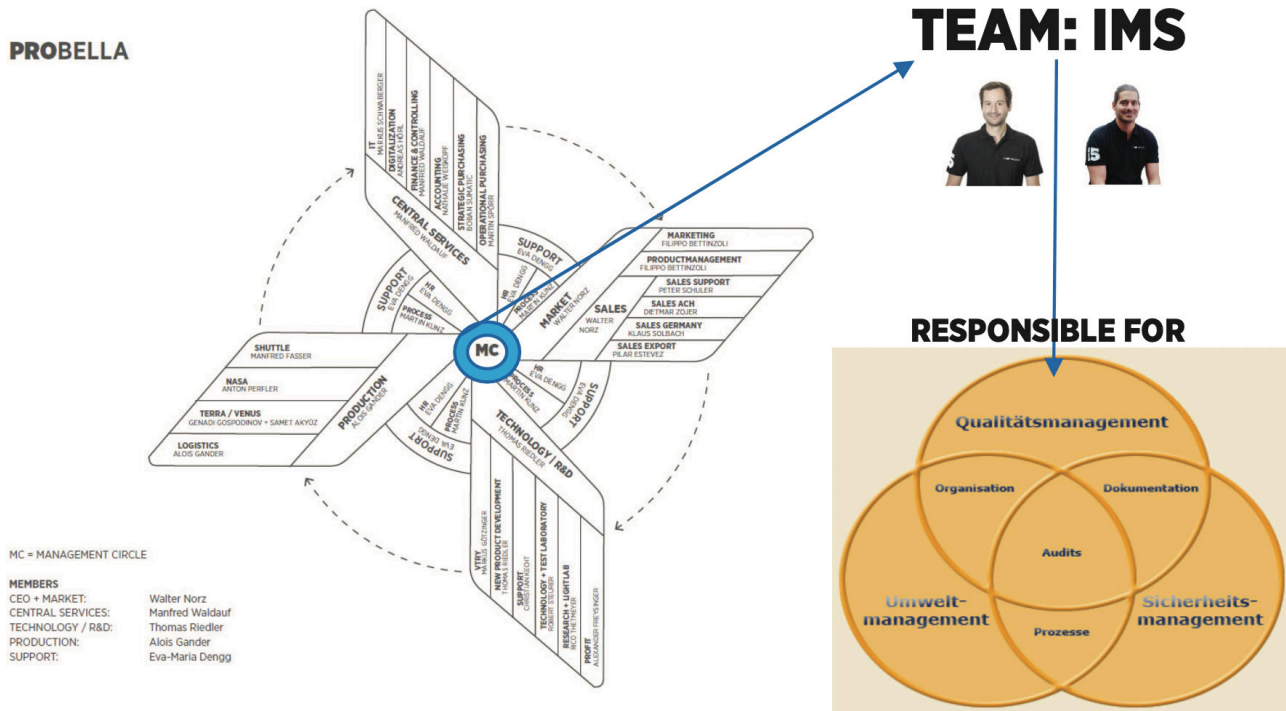
From an ecological perspective, the IMS team is tasked, among other things, with the further development of environmental management. This includes the following tasks:

- Living environmental management
- Update & expand environmental performance indicators
- Internal and external contact point for questions about sustainability
- Support to the management group (FK) in the preparation of

Communication content, which quality, environment or safety & health concerning

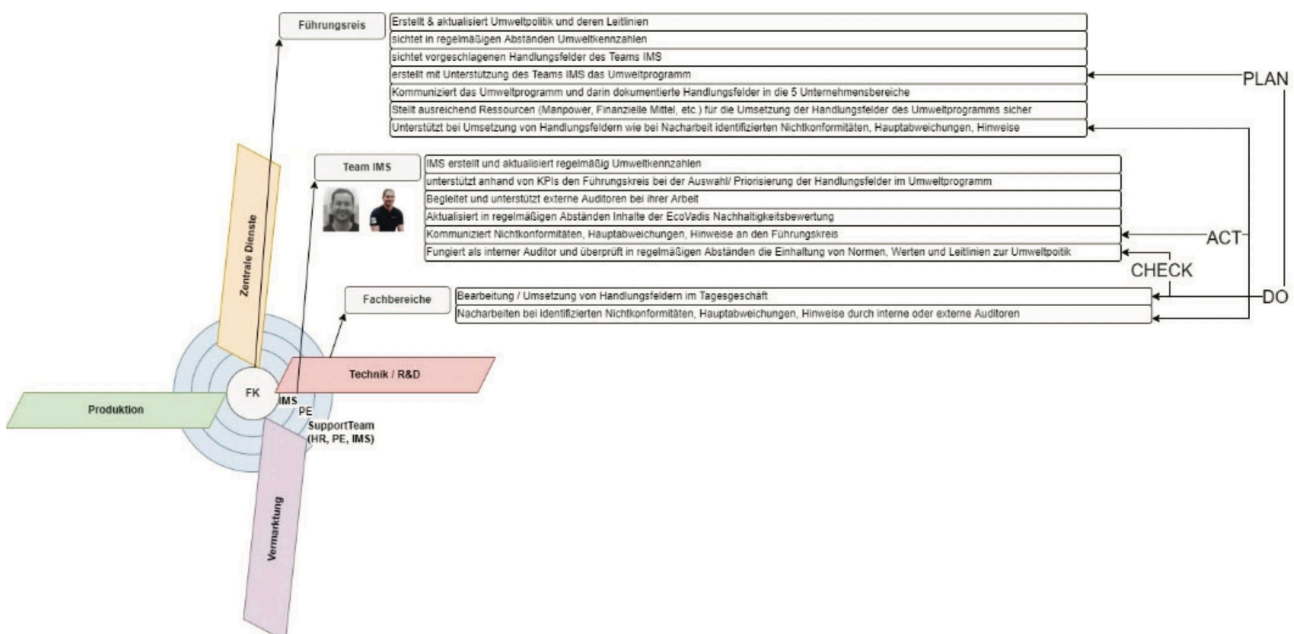
- Supporting the FK with proposals for action areas for the environment programme (derived inter alia from the KPIs)
- Accompany implementations of environmental programmes and audit their effects
- Document positive effects of implemented fields of action & show non-conformities
- Accompany external auditors during on-site audits on quality, environment and safety and health
  - o ISO 14001 (TÜV Austria)
  - o ISO 9001 (TÜV Austria)
  - o Inspections by the security expert (Würtenberger GmbH) o Inspection according to GewO §82b (TÜV Austria)
  - o Occupational health visits (Practice P4) - Etc.

The following illustration describes the embedding & function of the IMS division within our organizational structure.



## PROLICHT ENVIRONMENTAL MANAGEMENT SYSTEM

As the responsible department, the IMS team was also commissioned in 2017 to establish an environmental management system in the company. Most of the structures were already in place, but the process was documented in 2017 under ISO 14001 and is still valid today.



The graph above shows the connections and processes of the environmental management system



## ENVIRONMENTAL MANAGEMENT & RESPONSIBLE PERSONS

The “Team IMS” is located in the central 5th wing, the “Support Team”, and is also assigned to it.

In the context of ISO 14001, two employees from the area of process development (also called “support team”) were commissioned to focus exclusively on the following topics:

- Quality management (QM)
- Environmental management as well as (UM)
- Safety and Health (SIGE)

to take care of.

The role of Environmental Management Officer is performed by the team spokesperson of the IMS team.

| VERANTWORTLICHE PERSONEN |                    |                  |
|--------------------------|--------------------|------------------|
| BEREICH                  | FUNKTION           | NAME             |
| UMWELTMANAGEMENT         | Umweltbeauftragter | PROLICHT, Manuel |
| ABFALLBEAUFTRAGTER       | Abfallbeauftragter | PROLICHT, Manuel |
|                          | Abfallbeauftragter | PROLICHT, Manuel |

For the operational implementation of the environmental management system, both the team spokesperson and another member of the team have been appointed.

In addition, the IMS team has been empowered to act as internal environmental auditors. The team therefore also advises the management on decisions such as:

- Areas of action/priorities in the environmental programme
- KPI-based evaluation and interpretation of implemented points
- Personnel decisions in the area of IMS
- etc.

Once the environmental programme has been adopted by the Steering Committee, both the FK itself and teams from the five areas support the implementation of the environmental programme. The IMS team is then obliged as an auditor to check the implementation and to report any non-conformities to the management in order to initiate countermeasures.

In addition, the following areas of responsibility are defined in the company:

## VERANTWORTLICHE PERSONEN

| BEREICH             | FUNKTION                    | NAME                  |
|---------------------|-----------------------------|-----------------------|
| BRANDSCHUTZ         | Brandschutzbeauftragter     | GLANDELL Andreas      |
|                     | Brandschutzbeauftragter     | PAYKE Michael         |
| LEHRLINGSBETREUUNG  | Lehrlingsbeauftragter       | ROSE Walter           |
|                     | Lehrlingsbeauftragter       | DEHOGG Lisa           |
| ERSTE HILFE         | Ersthelfer                  | PAULI Herbert         |
|                     | Ersthelfer                  | ROSE Walter           |
|                     | Ersthelfer                  | DEHOGG Lisa           |
|                     | Ersthelfer                  | ROSE Barbara          |
|                     | Ersthelfer                  | KUNDT Marion          |
|                     | Ersthelfer                  | HEIDRICH Thomas       |
|                     | Ersthelfer                  | REICHER Anton         |
|                     | Ersthelfer                  | OLSEN Florian         |
|                     | Ersthelfer                  | SCHWABDORF Markus     |
|                     | Ersthelfer                  | GRUBMANN Bianca       |
|                     | Ersthelfer                  | PEER Christoph        |
| ARBEITSMEDIZIN      | Arbeitsmediziner            | MILLERHEIM Stefan     |
| ARBEITNEHMERSCHUTZ  | Sicherheitsfachkraft        | WIDENMANN PEER Roland |
|                     | Sicherheitsfachkraft        | WIDENMANN PEER Tamara |
|                     | Sicherheitsvertrauensperson | REICH Michael         |
|                     | Sicherheitsvertrauensperson | DEHOGG Lisa           |
| DATENSCHUTZ         | Datenschutzverantwortlicher | WALDHAUF Manfred      |
| QUALITÄTSMANAGEMENT | Qualitätsbeauftragter       | REICH Michael         |
| UMWELTMANAGEMENT    | Umweltbeauftragter          | REICH Michael         |
| ABFALLBEAUFTRAGTER  | Abfallbeauftragter          | REICH Michael         |
|                     | Abfallbeauftragter          | REICH Michael         |
| IT SICHERHEIT       | Leitung IT                  | SCHWABDORF Markus     |
| GESCHÄFTSFÜHRUNG    | Prokurist                   | WALDHAUF Manfred      |
|                     | CEO                         | ROSE Walter           |
| RECHTSSCHUTZ        | Jurist                      | REICHER Anton         |
| ZERTIFIZIERUNG      | CCC                         | STUBER Robert         |
|                     | UL                          | STUBER Robert         |

## COMMUNICATION ENVIRONMENTAL PROTECTION & SUSTAINABILITY

Responsibility for communicating issues of environmental protection and sustainability lies with the management team both internally and externally, whereby the FK relies on the support of the IMS team for external communication. The current rating according to EcoVadis as well as the certification according to ISO 14001 is primarily controlled by the IMS team (see figure below).

| Kommunikationskanäle Umweltschutz & Nachhaltigkeit |             |                |                                      |
|--|-------------|----------------|--------------------------------------|
| Kanal  | Wann        | Empfänger      | Verantwortung Kommunikations-Inhalte |
| Prolight-Youtube-Kanal                             | Spontan     | intern         | Führungskreis                        |
| Newsletter   | monatlich   | intern         | Führungskreis                        |
| Team Jour-Fix(e)                                   | wöchentlich | intern         | Führungskreis                        |
| Ecovadis   | jährlich    | extern         | IMS                                  |
| ISO 14001  | jährlich    | intern/ extern | IMS                                  |

## SUSTAINABILITY STRATEGY

With the support of the IMS team, the Leadership Group (FK) for the “Sustainability Strategy 2030” has been able to identify about 30 priority areas. Together with the IMS team, the FK has identified areas of action for these priorities. Among other things, these are covered in the environmental programme but also in the social action plan PROLICHTS. The identified priorities could be summarized under the “4 sustainability dimensions of PROLICHT”.



GREEN PRODUCT

„GREEN PRODUCT“ -> our products



MOTHER EARTH

„MOTHER EARTH“ -> Energy, Climate and Environmental Protection



FELLOWS

„FELLOW HUMAN BEINGS“ -> Employees, Partners, Suppliers and Customers

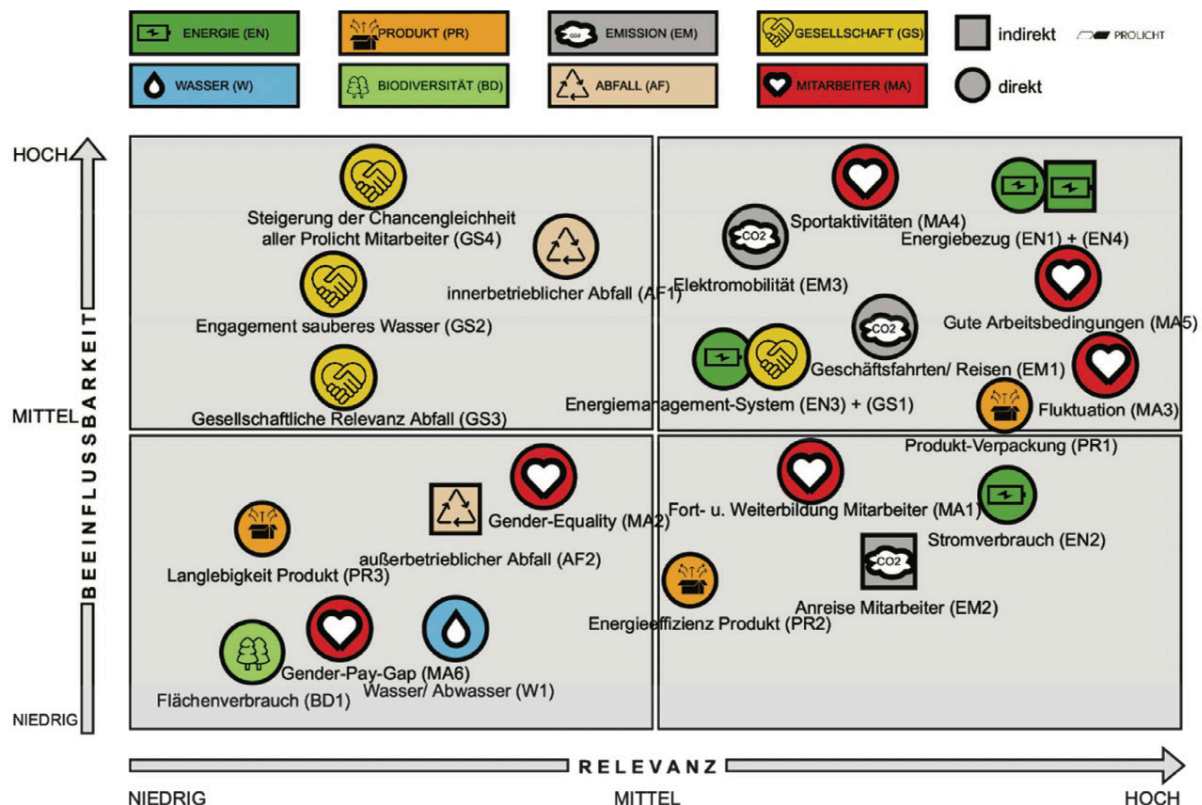


SOCIETY

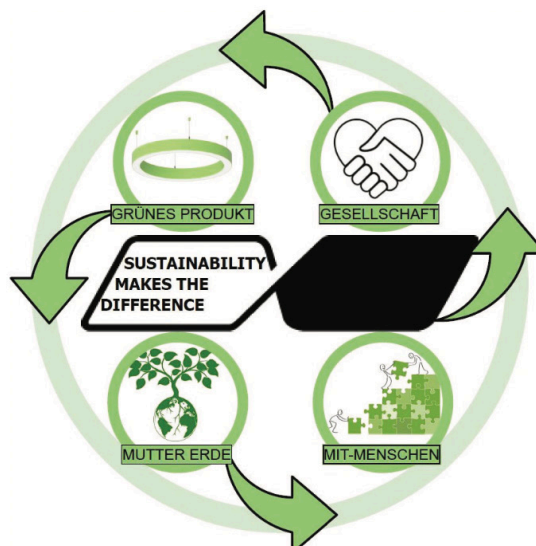
„SOCIETY“ -> Social Commitment and Responsibility

## MATERIALITY ANALYSIS

The 4 dimensions of PROLICHT sustainability “GREEN PRODUCT”, “MOTHER EARTH”, “PEOPLE” & “SOCIETY” are the outcome of a materiality analysis. The four dimensions summarize approximately 30 significant priority topics that PROLICHT has identified in its analysis and will address in its action plan until 2030.

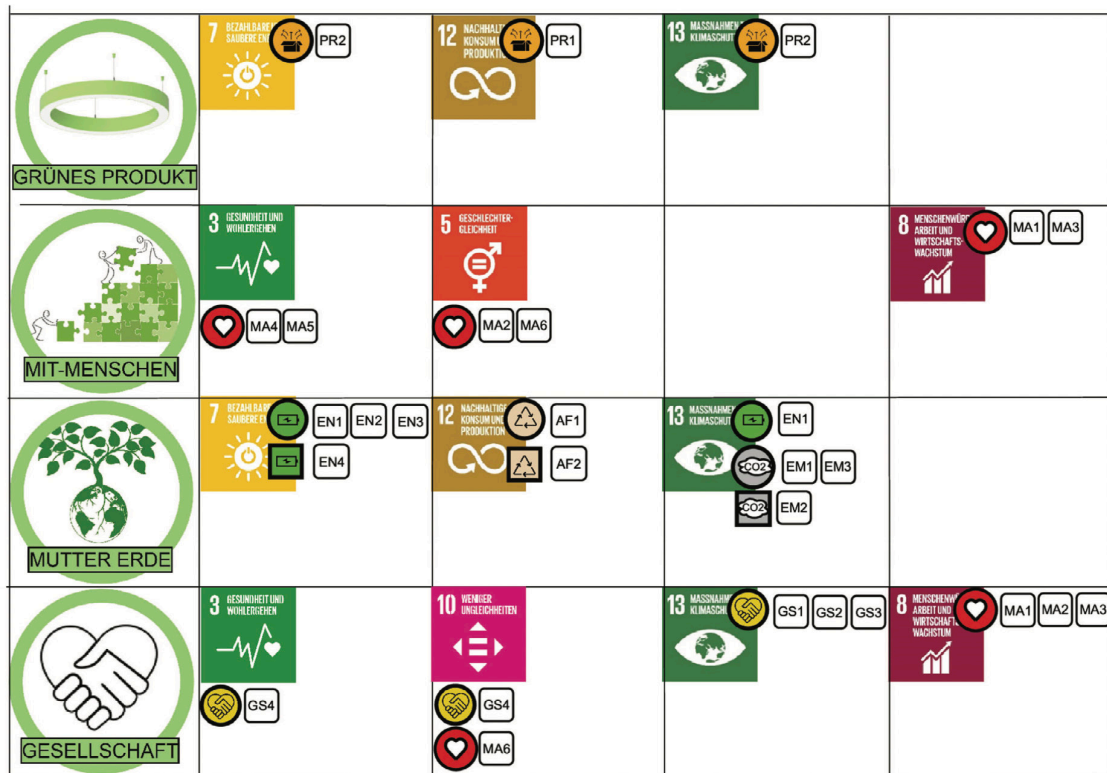


To date, approximately 30 fields of action and their results have been described in the Environmental Declaration 2021-2022 as well as in the report on “Labour and Human Rights”. The analysis is updated every 2 years and new fields of action are added. In this way, PROLICHT tries to derive measures on the identified priority topics in order to contribute to the achievement of the 17 SDG goals.





Im „SUSTAINABILITY REPORT 2021“ describes PROLICHT’s sustainability goals and derives its fields of action. The following graph describes how the 30 identified priority topics can be assigned to the 4 sustainability dimensions of PROLICHTS and how these contribute to the 17 SDGs of the United Nations.



Through our commitment to sustainability, we would like to contribute to the achievement of the following SDG goals:



Objective 3: Health and well-being



Objective 10: Reducing inequality



Objective 5: Gender equality



Goal 12: Sustainable consumption and Production



Objective 7: Affordable and clean ener-



Objective 13: Climate action



Goal 8: Decent work and economic growth

## GREEN PRODUCT:

In the context of the sustainability dimension “GREEN PRODUCT”, PROLICHT focuses on fields of action that affect the product, i.e. our lighting solutions themselves. By setting targeted measures up to 2030, the fields of action of the dimension “GREEN PRODUCT” above all support the SDG targets SDG 7 “Affordable and Clean Energy”, SDG 12 “Sustainable Consumption and Production” and SDG 13 “Climate Protection Measures”.

## MOTHER EARTH:

Here, Prolicht focuses on packages of measures that benefit the SDG targets SDG 7 “Affordable and Clean Energy”, SDG 12 “Sustainable Consumption and Production” and SDG 13 “Climate Protection Measures”. Rather than the product itself, our actions as a company with regard to energy, waste and emissions should support the achievement of these goals.

## FELLOW PEOPLE:

SDG goals 3 “Health and well-being”, 5 “Gender equality” and 8 “Dignified work and economic growth” are addressed with the implementation of the fields of action in the PROLICHT sustainability dimension “WITH PEOPLE”. Particular attention is paid here to the socially sustainable issues of “people” and “employees”.

## COMPANY:

We also want to give our “social responsibility” a place in our sustainability strategy. Above all, we see it as our social duty to put in place measures or incentives that not only motivate PROLICHT, but also encourage regional groups, associations and institutions to follow our example in order to do their service to the environment. By implementing our measures, we can contribute to the achievement of SDGs 3 “Health and Well-Being”, 8 “Decent Work and Economic Growth”, 10 “Reduce Inequality” and 13 “Climate Action”.

## ENVIRONMENTAL REPORT 2022A

The Environmental Report 2022 documents ecological as well as eco-social activities and milestones of the past years, but focuses primarily on the past year 2021. The measures planned for the near future, which correspond to the environmental policy of PROLICHT, are also described in this environmental management document.

The preparation of the current environmental statement was accompanied by the preparation of the Environmental Programme 2021. The findings of both documents are based on PROLICHT’s sustainability strategy and PROLICHT’s previous “Weighting of Environmental Aspects”.



| INDUSTRIE   | Produktion | Administration | beim Kunden | Intensitätslevel |
|---|------------|----------------|-------------|------------------|
| <b>BEWERTUNGS-CLUSTER</b>   |            |                |             |                  |
| Energieverbrauch  | → → → →    | → → → →        |             | gering           |
| Wasserverbrauch   | → →        | →              |             | mittel           |
| Biodiversität   | → →        | →              |             | hoch             |
| Luftverschmutzung   | → → → →    | → → → →        |             |                  |
| Abfallaufkommen   | → → → →    | →              | → → → →     |                  |
| Produkt   | →          |                | → → → →     |                  |
| Gesellschaft  | →          | →              | → → → →     |                  |
| Sicherheit & Gesundheit<br>Kunde und Mitarbeiter  | →          | →              | → → → →     |                  |
| Erstellungs-Datum:  |            |                |             | 09.12.2020       |
| signifikanter Energieverbrauch  | →          | →              | →           |                  |
| signifikanter Wasserverbrauch   | →          | →              | →           |                  |
| signifikanter Bodenverbrauch/ Tierversuche  | →          | →              | →           |                  |
| signifikanter Luftverschmutzung   | →          | →              | →           |                  |
| signifikantes Abfall-Aufkommen  | →          | →              | →           |                  |
| signifikante Auswirkung auf Energie, Wasser, Boden, Luft bei Produkt-Nutzung                          | →          | →              | →           |                  |
| signifikante(r) gesellschaftlicher Aspekt/ Verantwortung  | →          | →              | →           |                  |
| signifikante Auswirkungen auf Sicherheit & Gesundheit von Kunden od. Mitarbeitern bei Produkt-Nutzung | →          | →              | →           |                  |

The document “ENVIRONMENTAL REPORT 2022” was prepared by the team “IMS” and checked by TÜV Austria GmbH for its truthfulness. There, the topics of sustainability strategy, ecological goals, fields of action and their implementation status are presented in detail. The document can be found at the link -> <https://prolicht.at/de/social-responsibility/> All of them share the common goal of contributing to the achievement of the “17 SUSTAINABLE DEVELOPMENT GOALS” of the United Nations.

## **REPORT ON LABOUR AND HUMAN RIGHTS**

With the drafting of PROLICHT’s Declaration of Principles on “Respect for Human Rights”, the foundation stone was laid for us to include this issue in our sustainability strategy. It was time not to do everything within the company to protect our employees and their rights, but to take our responsibility to look beyond the boundaries of the company.

With the creation of the “LABOR- & HUMAN RIGHTS REPORT PROLICHT”, PROLICHT sets out to protect and safeguard all rights, obligations and regulations for all those involved in the PROLICHT business process. Prolicht always pursues the overarching objective of aligning its identified priorities and derived fields of action with the 17 SGD objectives of the UN.

Details on the priority topics, the action plan and findings and results can be found in the report under the link -> <https://prolicht.at/de/social-responsibility/>

## **LEGAL REQUIREMENTS**

The legal requirements for PROLICHT GmbH, for the properties in Neu-Götzens (Headquarter), are compiled in a legal cadastre. This is regularly updated in order to guarantee compliance with the environmental and human rights requirements of PROLICHT GmbH. Appropriate measures shall be taken in the event of deviations.

In the corporate division “Central Services under the direction of Mag. Manfred Waldauf (CFO), the requirements that are legally relevant for the properties in question can be requested and viewed from the legal register if necessary.

## CONTACT PERSON AT PROLICHT

Your contact persons for questions about the sustainability management system at PROLICHT are:

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This Sustainability Declaration can be downloaded from the PROLICHT homepage under -> <https://prolicht.at/de/social-responsibility/>.

## CERTIFICATE OF VALIDITY TÜV AUSTRIA

The preparation of an expert opinion on this report “SUSTAINABILITY REPORT PROLICHT GMBH 2021 ” is planned by TÜV Austria as part of the ISO recertification (ISO 9001 & ISO 14001) in July 2022.