



People.Health.Care.



Lohmann & Rauscher

# Sustainability Report 2024

## Sustainability in figures

# 84%

of packaging is made from renewable raw materials, which means that the 2030 target of 80% has already been exceeded.



L&R is amongst the top 9% in the industry in the EcoVadis ranking.



An average of 18.7 hours of training/seminars per year per employee

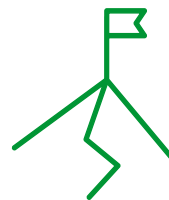


# 16%

lower water consumption at production sites than in 2019

# 70%

We have already achieved 70% of our 2030 expansion target for photovoltaics.



At 39%, the 2030 target of 30% fewer occupational accidents has already been exceeded.

**“Only together can we  
create a sustainable and  
responsible future.”**

Karl-Heinz Posch, Director of ESG division

# Silver keeps on shining

How silver is recovered from the manufacture of wound dressings.

→ [Page 46](#)



# Solo in the OR

The new wraparound surgical gown helps save valuable time in the OR because you can put it on without the need for assistance.

→ [Page 90](#)



# Learning without borders

Employees train one another on Learning Friday.

→ [Page 74](#)



# Blades instead of chips

Grass cardboard as a sustainable packaging solution.

→ Page 58



This icon indicates stories in which you can learn more about the topic.

## Contents

	Foreword	6
	Responsibility for today and tomorrow	8
	About this report	10
<b>1</b>	<b>The company</b>	<b>12</b>
	Lohmann & Rauscher	14
	The Executive Board	18
	Our products	20
	Rauscher Consumer Products	22
	Supply chain overview	24
<b>2</b>	<b>Stakeholder dialogue and materiality analysis</b>	<b>26</b>
	Stakeholder dialogue	28
	Materiality analysis	30
<b>3</b>	<b>Sustainability strategy and company management</b>	<b>32</b>
	Strategy	34
	Sustainability goals	38
<b>4</b>	<b>Environment and climate</b>	<b>44</b>
	Silver keeps on shining	46
	How silver is recovered from the manufacture of wound dressings.	
	Climate change	50
	Waste	54
	Water consumption	56
	Blades instead of chips	58
	Grass cardboard as a sustainable packaging solution.	
	Consumption of resources	64
	Products and innovation	70
<b>5</b>	<b>Social Responsibility</b>	<b>72</b>
	Learning without borders	74
	Employees train one another on Learning Friday.	
	Own workforce	80
	Society	86
	Social responsibility for users	88
	Solo in the OR	90
	The new wraparound surgical gown helps save valuable time in the OR because you can put it on without the need for assistance.	
<b>6</b>	<b>Governance</b>	<b>96</b>
	Corporate policy and culture	98
	Code of Ethics	100
<b>7</b>	<b>Annex</b>	<b>102</b>
	History	103
	GRI index	106
	Imprint	110

## Foreword



**“With our integrated healthcare solutions, we are improving the lives of people around the world.”**

Thomas Menitz, CEO, COO



**Dear readers,  
dear interested parties,**

At Lohmann & Rauscher (L&R), sustainability has been part of our DNA for a long time and is also an integral part of our shareholder guidelines and our SUCCESS+2030 corporate strategy. In 2024, we made significant progress in the area of sustainability, fully focused on our claim People.Health.Care. We are proud to showcase it in this report.

Our distinct ESG (Environment, Social and Corporate Governance) division was founded in 2024. The aim of the division is to help focus our work on sustainability and increase the importance of the topic across the company. We see sustainability as both a mindset and an objective that motivates us to continuously improve how we do things. The United Nations Sustainable Development Goals (SDGs) serve as an important framework and guideline for our activities.

**About the report**

Sustainability means consistency and continuous improvement. With this report on the 2024 financial year, we seek to outline our achievements in sustainability and offer an outlook on our future goals. We are proud to look back on the projects we have completed, including progress on the SDGs, employee initiatives and much more. We have also honed in on some special sustainability highlights for the first time and are pleased to showcase them in this report.

Our heartfelt thanks go to our committed employees and partners, who focus on the important topic of sustainability every day, thus contributing significantly to our success.

I hope that you enjoy reading the report!

Thomas Menitz  
CEO, COO

## Responsibility for today and tomorrow

—→ Sustainability at Lohmann & Rauscher – deeds instead of words. Director of the ESG division Karl-Heinz Posch talks about how we act today so that everyone wins tomorrow.



### What does sustainable development mean to you personally?

**Karl-Heinz Posch:** For me, sustainable development means something quite specific: we meet today's needs without future generations having to suffer because of it. In addition to digitisation, it really is THE topic of our time, and it will be something that continues to concern us in the future. Over the past few years, I have been able to lead our sustainability strategy project, which was part of our SUCCESS+2030 strategy. I then founded our Environmental, Social and Governance (ESG) division, which I have led ever since.



“Constant dialogue is what helps to grow a sustainable corporate culture.”

Karl-Heinz Posch,  
Director of ESG division

### What measures is L&R taking to promote a circular economy?

**Karl-Heinz Posch:** The circular economy is about conserving resources, avoiding waste and keeping materials and products in use for as long as possible. It all starts with product design, using materials made from renewable raw materials and recyclable materials. We also do whatever we can to use materials efficiently and to avoid waste in production.

It dovetails well with the UN's Sustainable Development Goals, the SDGs, with which we aligned. We want to actively drive the transition to a low-carbon economy – decarbonisation is the keyword. It's our contribution to the fight against climate change.

Our slogan is very simple: 'responsible use of raw materials, renewable materials, recyclable design'. It describes, in a nutshell, how we want to make the world that little bit better.

### What role do corporate culture and employees play in accomplishing this goal?

**Karl-Heinz Posch:** Both are absolutely central. Our corporate culture expresses the values, convictions and collaboration that unite us, that create the basis for our long-term success.

Our employees are shaping change. With their attitude, motivation and daily actions, they drive our sustainability goals forwards. We rely on their commitment and their own initiative, because only people who live sustainability can actually implement it. Whether they are more conscious about using materials, separating waste or commuting to work in a way that is environmentally responsible, every little change counts.

But we also know that cultural change takes time. A sustainable corporate culture does not develop overnight – it grows through persistent commitment and on-going dialogue.

When corporate culture and employees successfully harmonise with one another, sustainability becomes more than just a goal, it becomes an integrated part of the organisation's identity. A company that aligns its culture and employees with sustainability is not only positioning itself with the future in mind, but is also actively contributing to a better world. That's something I really believe.

### What is a particular concern for you?

**Karl-Heinz Posch:** Together, we have the power to shape a sustainable and responsible future. So, I'd like to thank all employees, partners and stakeholders who support us on our journey and contribute to accomplishing our sustainability goals. Without this commitment, we would not be where we are today!

## About this report

This report serves to present the environmental, social and economic effects of company activity in the 2024 financial year. As was the case in previous years, the report is an important tool in communicating our sustainability strategy, our goals and our progress to stakeholders, such as investors, partners, customers, consumers, suppliers, employees and the public.

Our aim is to underline our responsibility towards the environment and society and to demonstrate our efforts to minimise negative impacts and to maximise positive contributions.

This report has been voluntarily prepared in accordance with the CSRD and also contains references to GRI standards. The basis is the double materiality of the CSRD, which was used to identify material topics.

For the first time, all company sites have been included in the data survey in order to improve the quality and information provided by the data. As in the past, the production sites are considered separately in order to ensure continuity in the reports. A validation process reduces potential errors in data transmission and enhances data security.

This creates the basis for continued reporting in the future after the CSRD enters into effect. Additional KPIs will be added after this point.

As the report has been voluntarily prepared, no external audit has been carried out, which means that no claim is made to full compliance with the CSRD and the ESRS. Unless stated otherwise, the reporting year is the 2024 financial year (1 January 2024 to 31 December 2024).

We value the opinions and suggestions of our stakeholders so that we can continuously improve the quality and relevance of our reporting. We encourage you to send us your feedback on this report.

E-mail contact: Please send your comments and questions directly to our sustainability team at [ESG@LRMed.com]. We will do our utmost to respond to your feedback as quickly as possible.

Your feedback is vital to the further development of our sustainability strategy and to future reporting. We are committed to taking your suggestions into consideration and to integrating them into our processes so that we can continuously improve our reporting.



We generated

**3.8** million kWh

of solar power in 2024 – a major contribution to our sustainability goals.



# 1

## The company

Lohmann & Rauscher	14
The Executive Board	18
Our products	20
Rauscher Consumer Products	22
Supply chain overview	24





# Lohmann & Rauscher

—→ We have been developing dressings and medical devices for more than 170 years. What began as two smaller companies is now an international Group employing 5,400 people on all continents.

In 1998, Lohmann Medical merged with Rauscher to form the Lohmann & Rauscher Group and since then, we have increased our annual turnover by 279 per cent and more than doubled our workforce. In the last ten years alone, we have grown our turnover a further 51 per cent, and boosted employee numbers by 34 per cent.

## What we do

Our range comprises more than 60,000 products in three areas: wound management, supports and orthoses, and set systems and hygiene. We develop practical solutions that range from simple dressings to complex therapy systems. We have five research departments that work with customers, partners and institutes to develop new ideas. We never stop listening: what is it that doctors, nurses and patients really need?

## Our customers

We supply doctors' practices, hospitals, pharmacies and the specialist trade.

Many of our customers are members of the P.E.G. Purchasing Association. As part of the PEGreen project, the Association works to systematically improve the transparency of its members' sustainability efforts and to evaluate them. These evaluations help P.E.G. customers to identify particularly committed suppliers and to accomplish their own sustainability targets. In 2023, we received the best PEGreen rating in our industry. This recognition affirms our efforts in environmental protection, social responsibility and responsible corporate governance.

We maintain long-term, trusting partnerships with our customers and work according to six principles:

- > Modern, digital solutions for greater efficiency
- > Personal support throughout treatment
- > Individual training on site
- > Alternative solutions to meet every need
- > Direct points of contact in every country
- > Flexible products and services



Six principles for working with our partners.



## Active around the world 2024

HQ Rengsdorf (D)

HQ Vienna (AT)

5,400

employees worldwide

€ 813

million sales volume in 2024

>1,200

suppliers worldwide

>140

selected sales partners

Represented in all significant markets

1

corporate Advisory Board as a supervisory body

3

core business segments:

- Wound care / negative pressure therapy
- Bandages and supports
- Set systems and hygiene

>60,000

products and solutions

51

Group companies

15

production sites in 12 countries

Germany  
Austria  
Czechia  
France

China  
The Netherlands  
UK  
USA

Switzerland  
Brazil  
Mexico  
Ethiopia



**Health knows no boundaries.  
We take care of everything –  
from the medicine cabinet to  
the operating room.**



## Our structure

Lohmann & Rauscher GmbH & Co. KG comprises more than 50 companies in 29 countries and 140 sales partners around the world, with our head offices located in Rengsdorf (Germany) and Vienna (Austria).

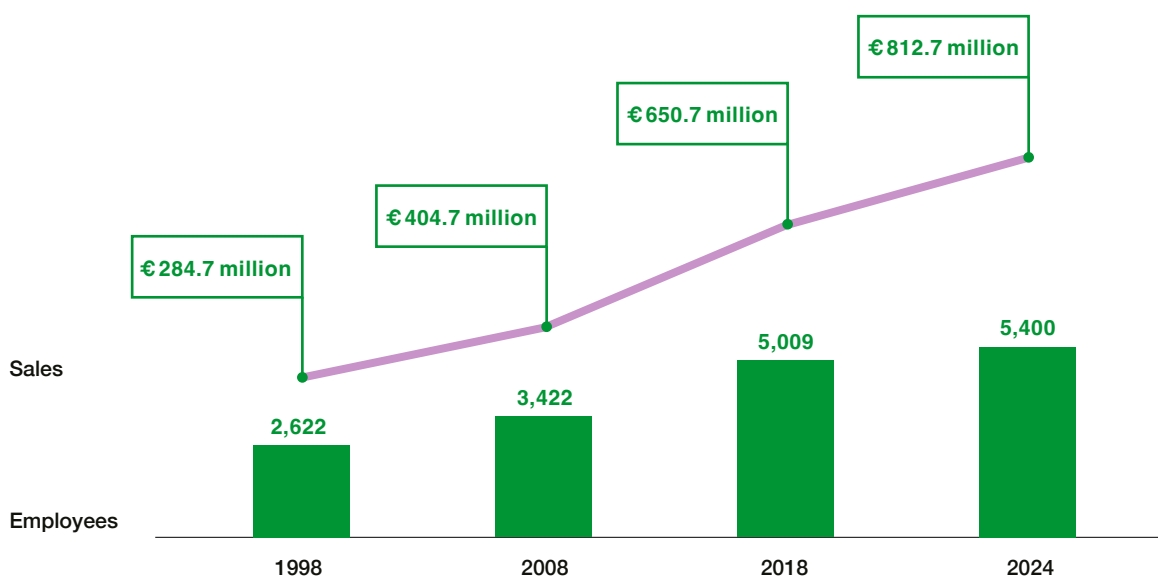
Despite our international structure, we continue to operate like a family business, with short lines of communication, rapid decision making and personal relationships. This culture characterises our day-to-day work and how we deal with customers and employees.

## Ownership structure

In 1998, Austrian company Rauscher merged with the medical division of the German Lohmann in equal parts, and this 50:50 split is still reflected in the ownership structure in place today. Behind Rauscher are four families who jointly hold 50 per cent of the shares in the company. On the Lohmann side, there are more than 90 individual shareholders, the majority descendants of the founding family.

Both sides delegate four people to the Advisory Board, our supervisory body. The Advisory Board supports the Executive Board in fundamental decision making and the sustainable development of the company. We are not at liberty to provide details of the total capital due to an obligation of confidentiality towards the owner families.

## Sales and workforce development



## The Executive Board



- › “For us, sustainability is much more than just a trend – it is firmly anchored in our corporate strategy and DNA. As an example, our focus on resource-conserving supply chains is a firm part of our product manufacturing approach. By regularly reviewing our processes, we can ensure that we are always working to improve their sustainability. Our employees at all L&R sites are a major contributor with their ideas and commitment, and that’s something we are proud of!”

### **Thomas Menitz**

born in 1974, has been CEO, COO and Spokesman for the L&R Group since 1 December 2024. He is responsible for the entire Supply Chain Operations division, Rauscher Consumer Products, Sales in Southern and Eastern Europe, Middle East, Africa and Asia Pacific, and Corporate Communications. He began his career at L&R in 1994.



› “At L&R, people are at the heart of what we do – both internally and externally. Without our employees, L&R would not be where it is today. It is particularly important to us to be in close exchange with our people and to make sure that as an employer, we have the ideal working conditions.”

### **Holger Mägdefrau**

born in 1965, is CFO of the L&R Group and has also been Senior Executive Vice President since 1 December 2024. He is responsible for Human Resources, Finance, Organisation & IT, Sales America, Quality Management, Legal Affairs, Regulatory Affairs and Business Development, Controlling & Corporate Planning, Sales & Marketing Controlling and International Affairs.

### **Dr. Klemens Schulz**

born in 1965, is CPO and responsible for Global Portfolio Management, Global Marketing, Research & Development, Packaging Development, Sales Germany, Sales Northern and Western Europe and Digital Market Solutions.

“You can find sustainability wherever you look at L&R – from environmentally responsible manufacturing of our products and packaging to processes, workflows to social commitment. The importance of sustainability is growing amongst our customers too, and as a company, we are eager to contribute.”



# Our products

—> People entrust their health to us – and that trust conveys on us an obligation. Our solutions are valued by clinics, doctors’ practices and pharmacies because they are effective, safe and have been tried and tested.

## Our products in the service of health:



### Wound Care

with brands such as Debrisoft, Suprasorb, Vliwasorb and Vliwaktiv, we set standards in modern wound therapy – through innovation and the highest levels of quality.

### Bandages & Dressings

Whether compression, fixation or orthoses – brands such as Rosidal, ReadyWrap, VENOSAN, Cellacare/Velpeau, Cellona and Cellacast offer proven solutions for therapy and prevention.





### OR equipment and hygiene

We know what an operating room needs. Setpack surgical dressing materials system, Raucodrape OR drape system, Kitpack OR multi-component system, Sentinex OR clothing and Sentina hygiene products ensure efficient procedures and safety.

### Negative pressure therapy (Controlled Negative Pressure CNP)

Suprasorb CNP supports wound healing with controlled negative pressure. Innovation awards in Germany and Austria confirm our development approach.



### Ratioline

Health products for every day: Plasters, bandages and hygiene products for family, sports and recreation. Available in German pharmacies since 2006.

### L&R Optiline

Hospitals face ever more cost pressure whilst also having to contend with increasing quality requirements. Optiline optimises processes and product use to unite patient care with cost-effectiveness.



## Rauscher Consumer Products

—→ For our high-quality hygiene, care and medical devices, it's important for us to use packaging with recycled content, to reduce the use of plastic and to use certified raw materials. We consistently adhere to strict quality and sustainability standards.

As part of the international Lohmann & Rauscher Group, we use state-of-the-art technologies and innovative materials.

We work closely with leading European retailers and develop customised own-brand products to meet their requirements. We monitor the market continuously and are in direct contact with our customers so that we can develop innovations for our branded products. Doing this allows us to identify trends early on, work in an agile manner and adapt flexibly to market requirements.

### Our brands – diversity for the whole of Europe

With our four strong brands, we offer a wide range of products for different requirements in care, feminine hygiene and first aid:

- › BELLAWA in hygiene and care
- › Raucosan for medical applications at home or on the move
- › Senta in modern feminine hygiene
- › Gloria for high-quality zig-zag wadding in care and household



### Our segments at a glance:

The **feminine hygiene** segment includes sanitary pads, liners and tampons. In the own-brand label segment, we are the market leader for tampons in Germany, Austria and Switzerland. The viscose for our tampons is obtained in Austria from wood that has been certified in accordance with the guidelines of the Forest Stewardship Council (FSC) and the Programme for the Endorsement of Forest Certification (PEFC). We determine the CO<sub>2</sub> footprint of the pads in accordance with ISO 14040/14044. We analyse all raw materials, auxiliary materials and energy sources along the value chain. These data form the basis for a continuous reduction in the ecological footprint.

Our goal is also to expand the range of sanitary pads and liners with organic cotton – an important first step was the conversion of our **Senta Prima cotton postpartum pad** to organic quality.



We have been specialists in dressing and care products since 1899. The red dressing bag is a trademark of our **first aid** segment and a familiar sight in many Austrian homes. The range includes dressing materials, plasters, dressing pads, wound dressings, bandages and first aid carry bags and kits that satisfy a number of standards.

A new product on the market is the **Raucosan BIO Plaster** – with a wound dressing and backing material made entirely from organic cotton. For the glued seams, we use a solvent-free, water-based adhesive with no resins. The product packaging is fully biodegradable and certified in accordance with the rules of the Forest Stewardship Council FSC.



The **care** segment comprises wadding products in the form of wadding pads, wadding buds and zig-zag wadding. They have a variety of uses in the bathroom and home, whether for facial and body care, removing nail polish or for handicrafts. For all wadding products, we use certified viscose or cotton that is bleached without chlorine for added environmental responsibility. We have newly developed our **BELLAWA Bamboo Maxi-pads**, which are now made of cotton and bamboo fibres. Bamboo is a grass that grows at great speed and without pesticides, which makes it especially sustainable.

# Supply chain overview

At Lohmann & Rauscher, quality is paramount in all that we do. Our goal is clear: people around the world should have access to first-class medical care. With this in mind, we have established a quality management system that connects all of our sites around the world.

This system ensures that our medical devices and services meet the highest possible standards. At the same time, we satisfy all legal requirements for the international market. Whether the Medical Device Regulation MDR, Medical Device Single Audit Program MDSAP or ISO standards 9001 and 13485, our work is subject to regular audit and annual confirmation that we meet the requirements.

## **Sustainable purchasing – standard at Lohmann & Rauscher**

We purchase responsibly. Doing so is a central component of our SUCCESS+2030 strategy, in which sustainability is one of the key priorities. As a global purchaser, we wish to advance the healthcare industry whilst also meeting the expectations of our partners. We work closely with our suppliers and expect their active support. We make progress in environmental, social and governance (ESG) and in the healthcare industry by engaging in regular exchange.

## **Clear rules for everyone**

This guideline ensures a legally compliant framework for our most important values and goals in sustainable purchasing and makes transparent how we implement them in practice. It applies to all purchasing teams around the globe and defines what needs to be observed in supplier management – from the initial assessment to regular checks and continued development.

## **Identifying risks early on**

As a large group of companies, we purchase a wide range of raw materials, finished products and services worldwide. To avoid concealed human rights and environmental risks in our complex supply chain, we use a risk management system that uses the ESG software 'osapiens'. The system evaluates suppliers based on country, material and industry-specific criteria and determines a risk score for each. Where high-risk suppliers are identified, we take corrective action. Details can be found in our human rights strategy and the internal work instructions governing due diligence in the supply chain.

Our purchasing teams work continuously to reduce the number of high-risk suppliers in our supplier pool – in spite of increasing overall expenditure. To ensure that all suppliers and their subcontractors are committed to the same ethical, safe and responsible business practices as us, we have recently developed a Code of Conduct for suppliers. We require that all direct material suppliers sign this agreement. Suppliers are required to strictly adhere to the Code of Conduct, hand it over to their own suppliers and ensure its full application.



### Assessment and certification

As an EcoVadis member, we offer our main suppliers (A-suppliers) the opportunity to participate in the globally recognised EcoVadis assessment programme. Doing so allows them to verify their current ESG status, implement improvements and measure progress over time. Our purchasing teams also monitor our A-suppliers carefully and encourage them to obtain environmental and worker protection certifications, such as ISO 14001 and 50001.

We set emission targets for suppliers and urge our main suppliers to participate in emission reduction programmes, such as the Science Based Targets Initiative (SBTi). To enhance transparency in the supply chain and reduce the number of ESG risks, we have joined the Supplier Ethical Data Exchange (Sedex) organisation. This allows us to arrange audits in accordance with the internationally recognised Sedex Member Ethical Trade Audit (SMETA) standard and to view existing audits using the platform. The purchasing teams encourage our main suppliers to join Sedex and to deal with outstanding audit issues.

Certificates such as Forest Stewardship Council (FSC) and Oeko-tex – the world's most common label for textiles tested for harmful substances – are of great importance to us.

### Measurement and control

We transpose all criteria into measurable performance indicators that our purchasing teams monitor on an ongoing basis. We start by capturing ESG performance indicators for our A-suppliers, who represent around 80 per cent of our annual direct material expenditure. Once we have accomplished the most important transparency and ESG goals with them, we move on to B-suppliers and C-suppliers. We apply the same purchasing practices and principles to all suppliers, which have a big impact on our purchasing strategy and targeted decision making.

### Our signal for the future

With our consistent commitment to sustainable and responsible purchasing practices, we send out a clear signal of transparency, fairness and ecological and social responsibility. It's just another step in our contribution to a sustainable healthcare industry and the highest standards along the entire supply chain.



**Sustainably certified: FSC  
for wood and OEKO-TEX®  
for textile raw materials**

# 2

## Stakeholder dialogue and materiality analysis

Stakeholder dialogue  
Materiality analysis

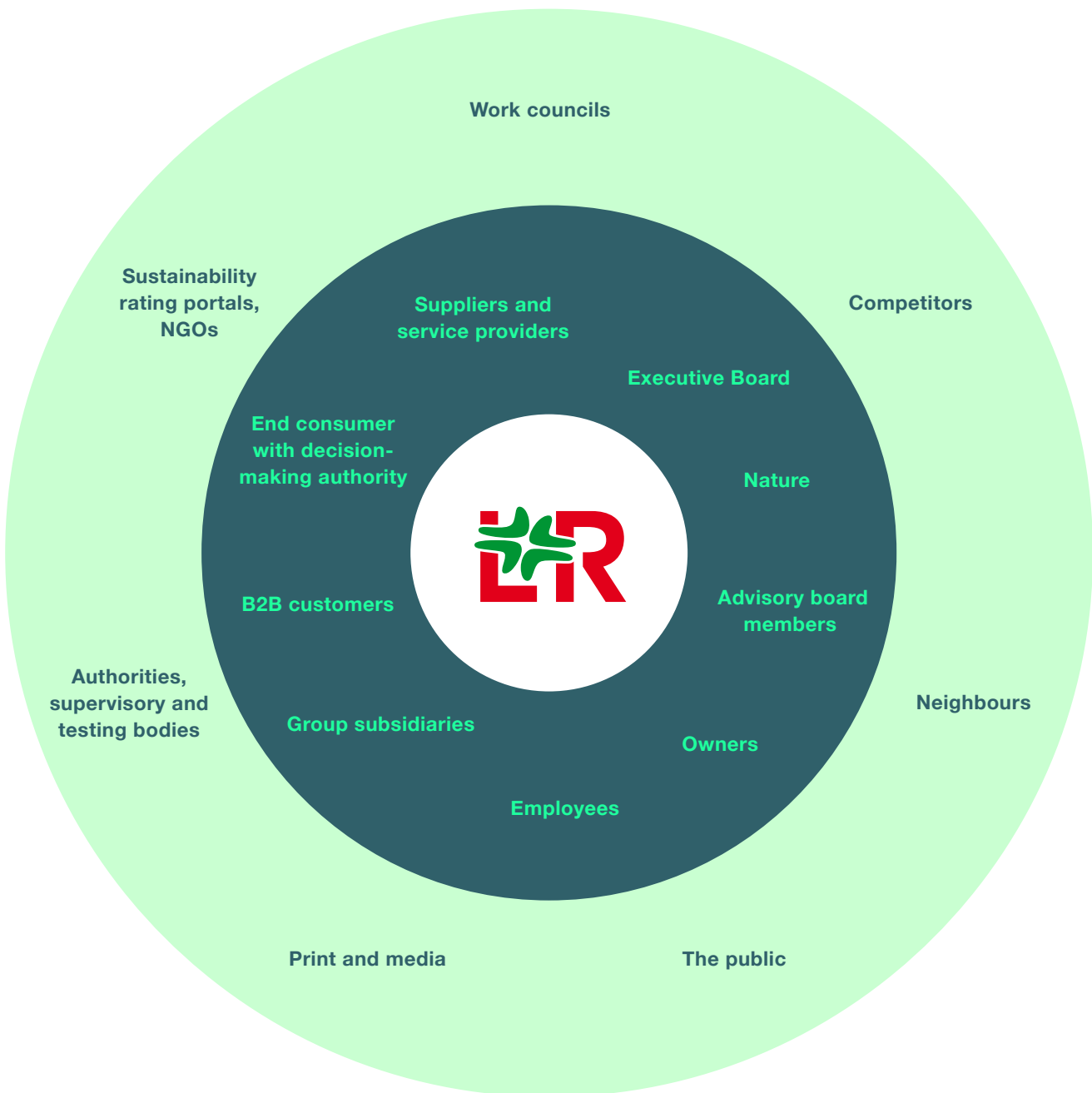
28  
30





# Stakeholder dialogue

—> In advance of reporting in accordance with the guidelines of the European Union’s Corporate Sustainability Reporting Directive CSRD, we entered into dialogue with our partners and interest groups.





The objective of the dialogue was to identify and prioritise the most important topics for the sustainability report.

### Strategic analysis

The process comprised three key steps:

We started by

- › checking our previous report strategy,
- › determining the guidelines for environmental and social issues and corporate governance (Environmental, Social and Governance ESG) and
- › analysing the business model.

A market analysis has shown how developed current ESG reporting already is.

### Organisation and structure

We evaluated the entire L&R organisation, taking roles, capacities and the specifics of individual sites into consideration. We devised clear structures to ensure that we successfully implement the ESG objectives:

- › Strategic steering committees for decisions
- › Core teams for operational implementation
- › Expert committees for technical support
- › Working groups for specific tasks

### Stakeholder analysis

We identified all relevant stakeholder groups and evaluated their importance to our company. A stakeholder matrix helped us to understand how significantly different interest groups influence our company, and vice versa. We developed tailored dialogue strategies for each group, including surveys, interviews with experts and workshops.

### Results and next steps

The results of the stakeholder analysis form the basis for the materiality analysis and the sustainability report and confirm which topics are relevant for us.

Additionally, we also developed a catalogue of relevant key figures that are based on the European Union's reporting standards. The team checked whether the necessary data were available, complete and meaningful.

The dialogue helps to ensure that the report satisfies EU standards and reflects the expectations of stakeholders.

We surveyed

# 16

stakeholder groups.

## Materiality analysis

—→ The analysis started with a comprehensive list of potential ESG topics. We then analysed these topics from two angles:

- › Inside-out perspective: what impact does our business activity have on the environment and on society?
- › Outside-in perspective: which sustainability issues impact our business?

The most important topics were prioritised and mapped in a materiality matrix. We have since defined specific goals, identified risks and opportunities and developed recommendations for action for each of the topics. All measures are formulated to the SMART criteria: specific, measurable, achievable, relevant, time-bound.

# 24

topics emerged as especially important for us.

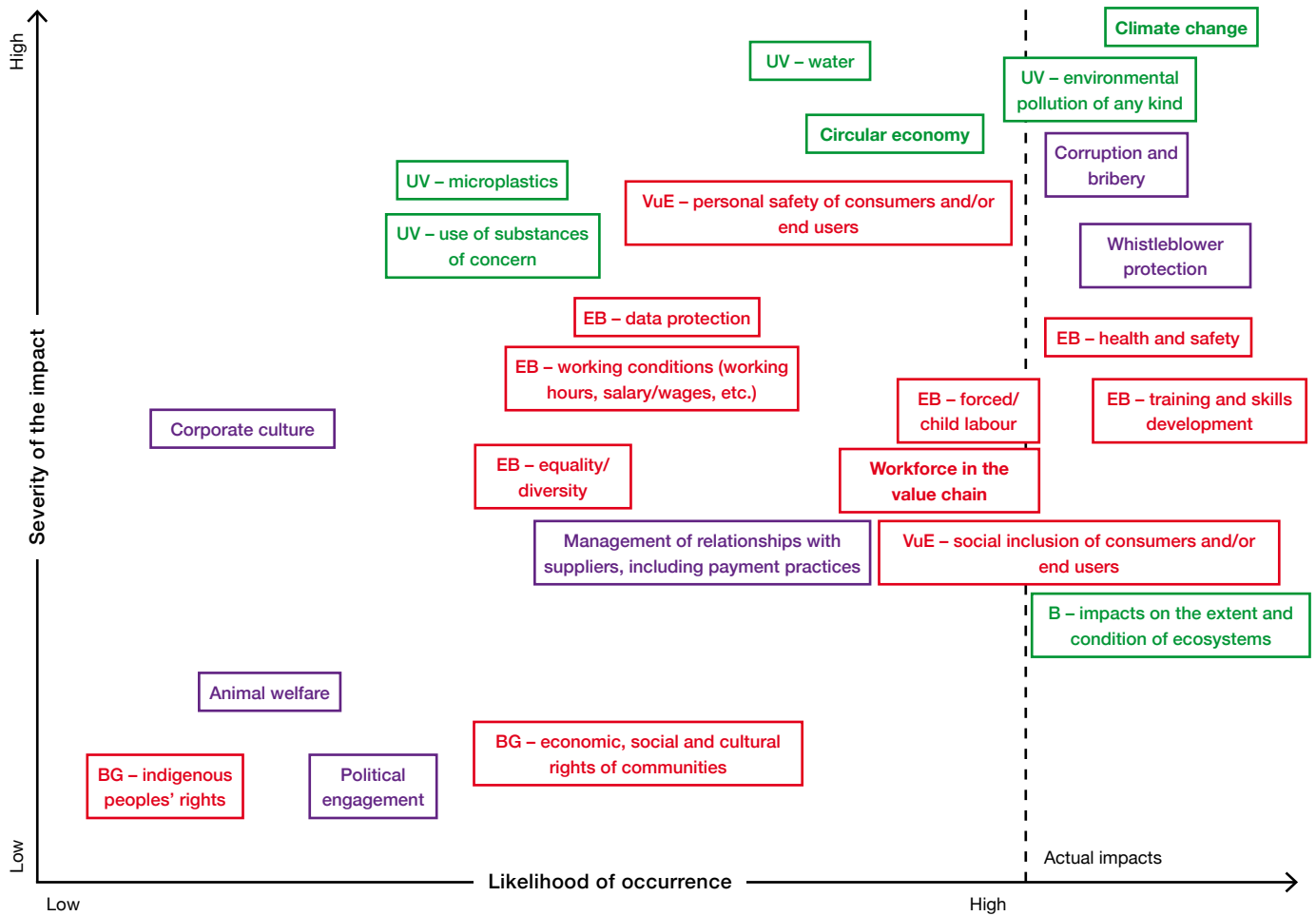
### Reporting and implementation

We determined clear processes and responsibilities for sustainability reporting and established an internal control system for non-financial data. We also formulated guidelines for standardised reporting, with parallel development of the sustainability report and associated key figures. In addition, we considered the extent to which ESG software could support our work.

A test run to prepare for the external audit offered opportunity for us to adapt and fine-tune our strategy. Finally, we prepared a roadmap for long-term continued development.



We identified 24 key topics with importance to our individual stakeholder groups:



Ecology
Social issues
Company management
Superordinate categories
Subtopics

B = biodiversity and ecosystems  
 BG = affected communities  
 EB = own workforce

UV = environmental pollution  
 VuE = consumers and end users  
 W = water and marine resources

# 3

## Sustainability strategy and company management

Strategy  
Sustainability goals

34  
38





# Strategy

Lohmann & Rauscher (L&R) has made sustainability a core element of its corporate philosophy. This strategy is based on three pillars – economic, ecological and social – and is brought to life through specific measures and goals. It remains in a constant state of development to allow it to adapt to the challenges of tomorrow.

## Environmental protection with specific measures

We actively reduce our ecological footprint through:

- › Energy efficiency: Modern technologies and photovoltaic systems at ever more sites.
- › Circular economy: More recycled materials in packaging – in addition, 80 per cent of packaging should be made from renewable raw materials by 2030. As an example, we now pack our Ratioline products into cardboard boxes with a grass fibre component, thereby saving CO<sub>2</sub>. More on [page 58](#).
- › Silver recovery: In the production of dressings containing silver nanoparticles, we collect waste and recover the silver in a special recycling process. More on [page 46](#).

## Economic success with responsibility

We strive for sustainable corporate development that combines economic success with social responsibility:

- › Fair supply chains: our Code of conduct for suppliers sets out social and ecological standards that we consistently require.
- › Resource efficiency: we continuously improve the use of materials, energy and time with optimised production processes and energy-efficient technologies.

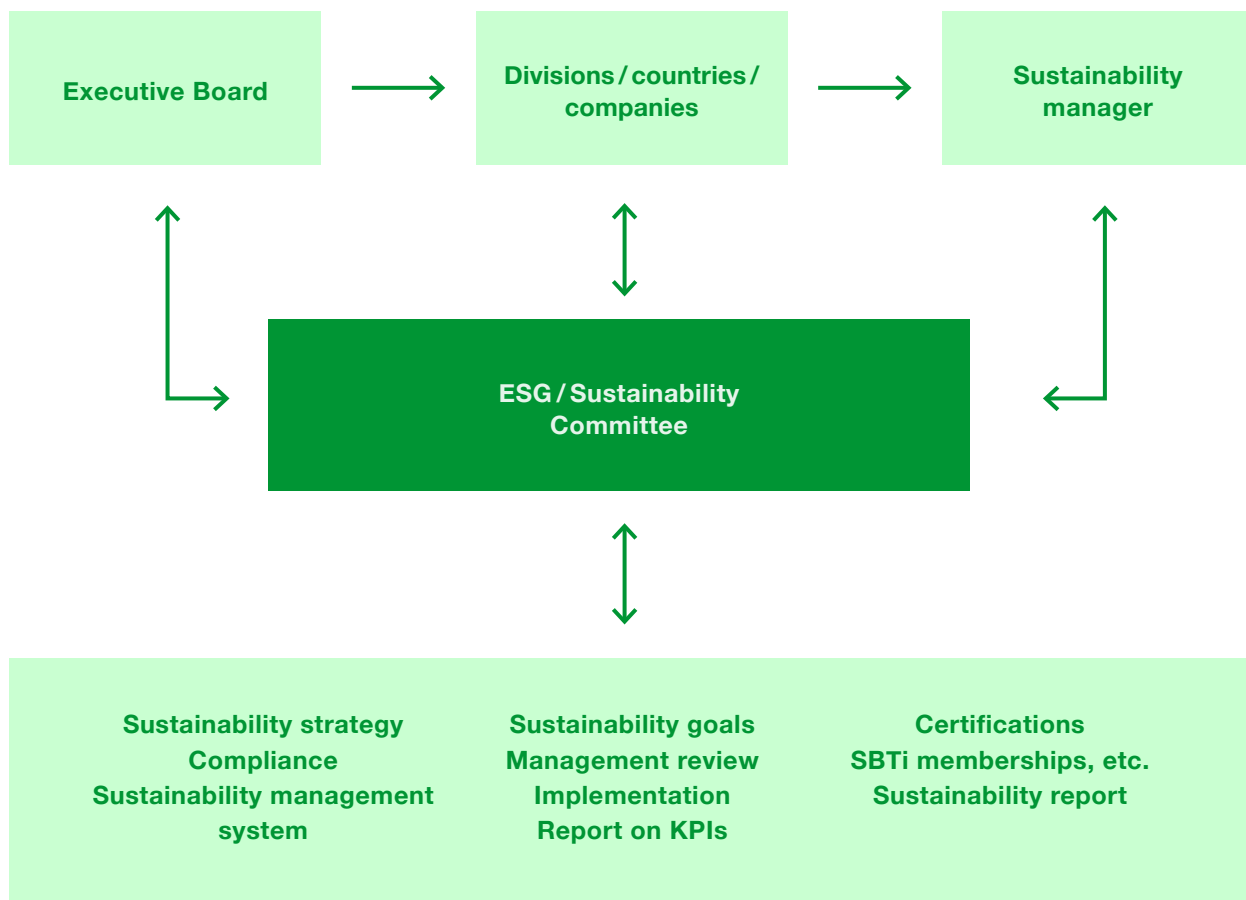
## Social commitment to employees and society

The well-being of our employees, our customers and society is at the heart of our social responsibility:

- › Further training: the L&R Academy offers in-depth training and further training programmes for our employees' professional and personal development.
- › Help that gets there: we support social projects and provide aid in the event of disasters and crises. Employees can contribute their own projects of the heart and receive support.



## Steering Sustainability at L&R: Strategic & Operational



### Successful foundation of sustainability division

Since 2024, a dedicated division has bundled all activities relating to ESG. The tasks are clearly distributed: working with the Executive Board, the central department defines the strategy that departments follow. The Sustainability Committee meets twice annually and steers implementation of the strategy.



**Our result in the EcoVadis ranking puts us in the top 9% in the industry.**

### First year, first successes

- › We have been able to improve our EcoVadis score from 59 to 64 points. This puts us in the top 20 per cent of all companies to be evaluated. We are among the leading 9 per cent in our industry.

In preparation for the reporting obligations of the EU's Corporate Sustainability Reporting Directive (CSRD), we carried out a comprehensive stakeholder analysis and initiated a double materiality test. This allowed us to identify the topics that are important for our company and that we will report on in the future.

- › Start of ISO 45001 certification for occupational health and safety: our first site in China is already certified; the UK, Czechia, Austria and Germany are set to follow.
- › We have established a management system in accordance with ISO 26000 and completed it with a management review.
- › Of the UN's 17 Sustainable Development Goals (SDGs), we have included four additional goals in our sustainability strategy and linked them to measurable targets.

By introducing purchasing guidelines, we have formulated clear expectations of our suppliers in the form of a binding Code of Conduct

- › Our goal is to join the Science Based Target Initiative (SBTi) by the end of 2026. The SBTi helps companies to base their climate strategy on scientifically substantiated targets. As a basis for this, we will also be recording our future Scope 3 emissions. Scope 3 emissions are those that we have no direct influence over, perhaps because they are produced by suppliers or simply by our products being used. In order to improve the Scope 3 balance, we have determined the Product Carbon Footprint of other wound care product groups and self-adhesive bandages.

### An impactful strategy

Sustainability is an integrated part of our SUCCESS+2030 strategy. This growth strategy has clear goals: we wish to continuously improve, give our employees the opportunity to use their potential and become stronger together – as a team.

But we also know that our success depends on our understanding of our stakeholders' expectations and taking everyone along on the journey. That's why 'We' is at the heart of our strategy. Only together can we grow in the long term.

On this robust basis of efficient workflows and clear responsibilities, we consistently integrate sustainability into all areas of the company – from everyday work to strategic decisions at management level.



**With our products, we improve the quality of life of people of all ages.**

# Sustainability goals

Our sustainability strategy is consistently aligned with the UN's 17 Sustainable Development Goals (SDGs). These global goals are the framework for our specific measures relating to environmental and social aspects and responsible business practices. By focusing on these goals, we can target our actions in those areas where we as a company have the greatest leverage for positive change.

## Our SDGs for 2030

In 2021, we used a standardised process to assess the SDGs that we consider to be essential for L&R by 2030.

- SDG 3:** Good Health and Well-Being
- SDG 7:** Affordable and Clean Energy
- SDG 12:** Responsible Consumption and Production
- SDG 13:** Climate Action
- SDG 5:** Gender Equality
- SDG 6:** Clean Water and Sanitation
- SDG 9:** Industry, Innovation and Infrastructure
- SDG 15:** Life on Land
- SDG 4:** Quality Education
- SDG 17:** Partnerships for the Goals
- SDG 8:** Decent Work and Economic Growth
- SDG 1:** No Poverty

We have derived

# 12

areas of action from  
the sustainability goals.

Since 2021, we have been focusing on four UN Sustainable Development Goals: Good Health and Well-Being (SDG 3), Affordable and Clean Energy (SDG 7), Responsible Consumption and Production (SDG 12) and Climate Action (SDG 13). We made significant progress in these areas leading up to 2024 and intend to expand our successful measures.

In addition, we are including four other goals in our sustainability strategy, which will be the focus of our work until 2030: Quality Education (SDG 4), Gender Equality (SDG 5), Decent Work and Economic Growth (SDG 8), Partnerships For The Goals (SDG 17).



We have derived the following action areas for the years leading up to 2030 from the UN Sustainable Development Goals:



### Good Health and Well-Being (SDG 3):

- › Programmes for health and well-being in the workplace. All employees receive information for a healthy lifestyle.
- › 30 per cent fewer workplace accidents at our sites when compared to reference year 2019



### Quality Education (SDG 4):

- › Investments in education and training programmes. All employees complete an average of 20 hours of training each year.
- › Further training on human rights issues for all employees using the L&R Engage learning platform and face-to-face training courses



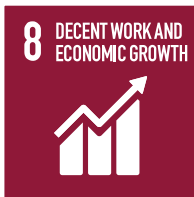
### Gender Equality (SDG 5):

- › Promoting equality and diversity in the workplace. 40 per cent of our leadership team and specialists are women.



### Affordable and Clean Energy (SDG 7):

- › Investments in renewable energies and energy efficiency. Generation of a minimum of 6 million kWh of electricity from PV systems



### Decent Work and Economic Growth

#### (SDG 8):

- › Safe and fair working conditions. 30 per cent of suppliers will be audited by 2030 (by Sedex or similar) or assessed by EcoVadis.



### Responsible Consumption and Production

#### (SDG 12):

- › Environmentally responsible production processes. 30 per cent less waste when compared to reference year 2019
- › 30 per cent less water consumption when compared to reference year 2019
- › Promoting the circular economy and resource efficiency.
- › 80 per cent of packaging from renewable sources
- › 100 per cent of packaging can be recycled.



### Climate Action (SDG 13):

- › Implementing strategies to reduce greenhouse gas emissions.
- › A minimum of 30 per cent less CO<sub>2</sub> emitted in Scope 1 and 2 when compared to reference 2019.



### Partnerships For The Goals (SDG 17):

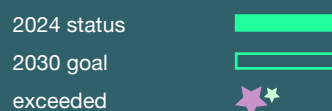
- › Cooperation with other companies, governments and NGOs
- › Partnerships with ClimatePartner, Sedex, EcoVadis, Edana, Indeed, Komatra and BVMed

These areas of action are our basis for achieving long-term positive effects for society and the environment.



## Target and current figures

Sustainable Development Goal	2030 goal	2024 status	progress
SDG3	All of our employees will have access to health insurance	Accomplished	
SDG3	All employees will have access to information for a healthy lifestyle (fitness, nutrition, addiction prevention)	71 per cent accomplished	
SDG3	There will be 30 per cent fewer occupational accidents at our production sites than in 2019	39.3 per cent accomplished	
SDG4	All employees will receive 20 hours of training per year	18.7 hours accomplished	
SDG5	40 per cent of leadership positions will be occupied by women	33 per cent accomplished	
SDG7	We will generate six million kilowatt hours of solar power ourselves	70 per cent accomplished	
SDG8	30 per cent of our direct suppliers will be Sedex or EcoVadis certified	16 per cent accomplished	
SDG12	We will consume 30 per cent less water than in 2019	16 per cent reduction accomplished	
SDG12	We will reduce waste in production by 30 per cent on 2019	2 per cent reduction accomplished	
SDG12	80 per cent of packaging will be made from renewable raw materials	84 per cent accomplished	
SDG12	100 per cent of packaging will be recyclable	80 per cent accomplished	
SDG13	There will be a 30 per cent reduction in CO <sub>2</sub> e in Scope 1 and 2 when compared to 2019	13.7 per cent accomplished	
SDG17	Partnerships For The Goals	Membership of AK-ESG, Komatra, Respect, EcoVadis, Sedex	



In addition, we also plan to secure our capability of supply, join the Science Based Target Initiative SBTi by 2026 and become CO<sub>2</sub> neutral by 2050 in line with the EU Green Deal.

### Responsibility in the L&R supply chain

We have been implementing the German Federal Act on Corporate Due Diligence Obligations in Supply Chains (LkSG) since January 2024. In 2023, we started systematically analysing risks in the supply chain across the Group, both in terms of human rights and environmental protection.

Although there are no legal consequences at present, as the rules have been temporarily suspended, we continue to advocate for a transparent and open supply chain.



**People.Health.Care –  
health with a heart**

### Our philosophy – People.Health.Care

At L&R, we focus on people and their health, as our slogan ‘People.Health.Care.’ suggests:

- > **People:** People come first – in all that we do.
- > **Health:** Health is our field and our mission.
- > **Care:** Care shapes our values – trust, customer focus and reliability.

These three areas are also reflected in our purpose: ‘We inspire People. We improve Health. We transform Care.’ As a trusted partner, we develop solutions to help people around the world.

### Our vision: Global healthcare solutions

We see ourselves as pioneers for doctors, nurses, patients, retail partners and our own team. Together, we develop sophisticated solutions for the healthcare market.

We think beyond boundaries – both geographical and organisational. Our shared vision focuses our strengths on what really matters. This creates a cohesion that we can all feel. With this vision, we take L&R a step forwards every single day.



**Our supply chain creates trust – for employees, patients and the environment.**



# 4

## Environment and climate

☞ Silver keeps on shining How silver is recovered from the manufacture of wound dressings.	46
Climate change	50
Waste	54
Water consumption	56
☞ Blades instead of chips Grass cardboard as a sustainable packaging solution.	58
Consumption of resources	64
Products and innovation	70





# Silver keeps on shining



Silver is a versatile material and Lohmann & Rauscher uses it in a number of different wound care products. An innovative manufacturing process and sophisticated recycling help to ensure the sustainability of the product.

Environment and climate



Many people will know silver as an investment or as a raw material used in high-tech products. What they might be less familiar with is its use in medicine. As long ago as ancient times, people were taking advantage of the anti-microbial properties of silver. And in modern medicine too, it has its place: it releases silver ions, giving it an antiseptic effect and making it especially suitable for wound care.

### Small particles, big effect

Lohmann & Rauscher uses this property of silver for its Suprasorb® Liquacel Ag wound dressing – the name, Ag, is derived from the Latin word for silver ‘Argentum’. The dressing contains special fibres with specially developed silver nanoparticles which destroy the cell membrane, penetrate bacteria and release silver ions continuously. These block essential enzymes and disrupt energy production and cell division, causing bacteria to die. Dressings containing silver have a lasting and consistent effect against a wide range of pathogens, including multi-resistant germs. At the same time, the body’s own cells are spared, allowing wounds to heal quickly.



“By recycling silver, we’re helping to close the materials cycle.”

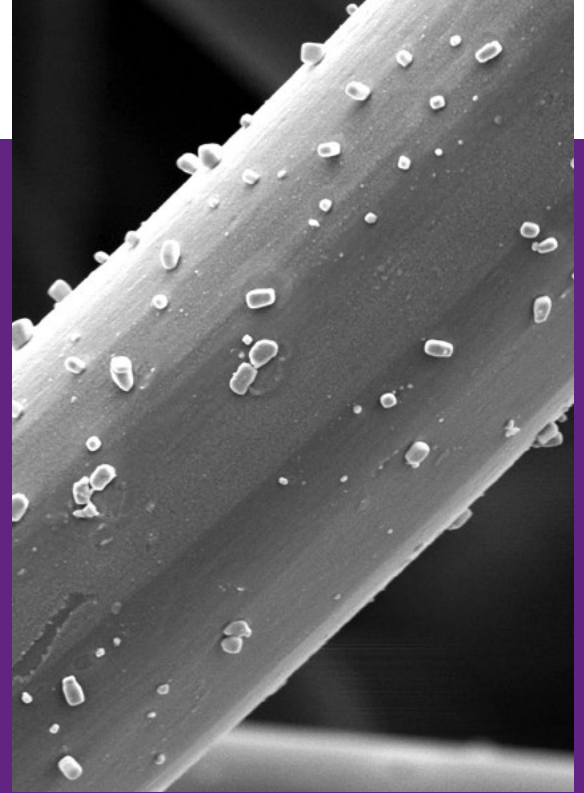
Amanda Ling, Managing Director at SFM Speciality Fibres and Materials Ltd.

# 19%

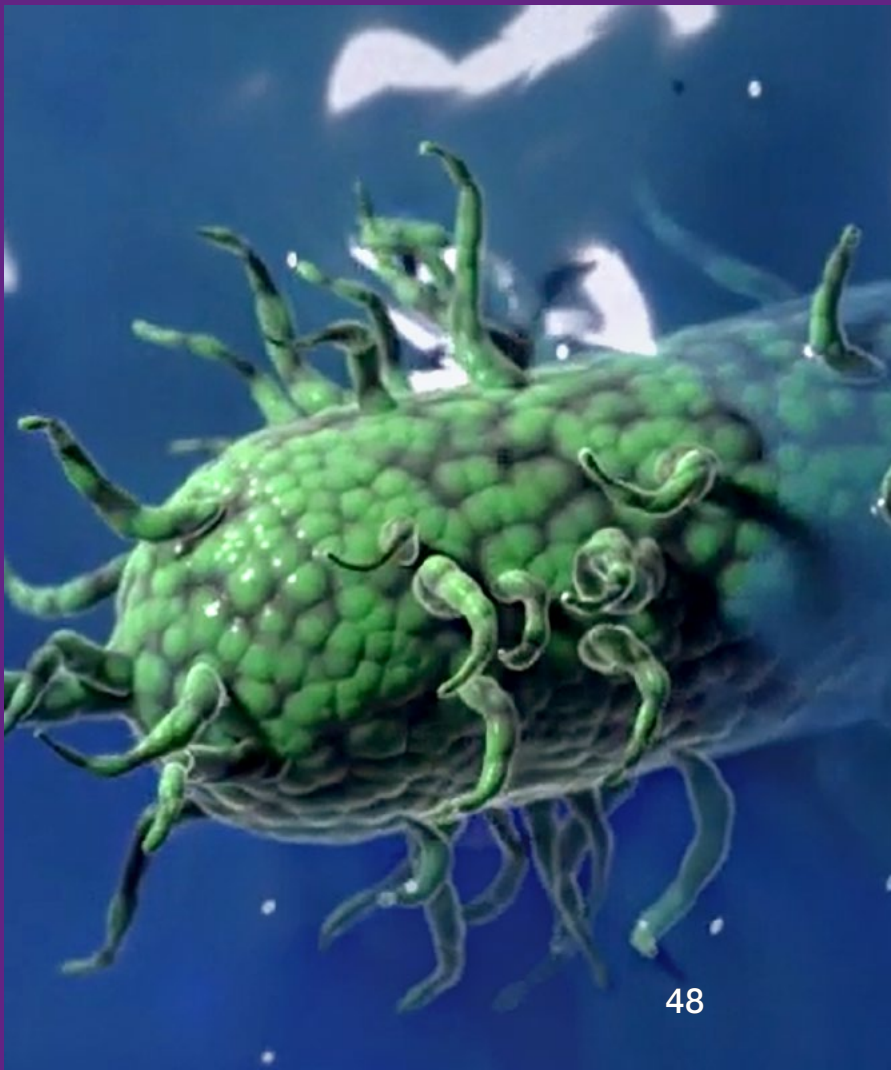
is the proportion of recycled silver in the global total

# 10

Nanometres is the smallest size of the silver particles



The silver nanoparticles measuring between 10 and 20 nanometres are embedded into the fibres that form the basis of the wound dressing.



Silver ions block essential enzymes and disrupt energy production and cell division, causing bacteria to die.



## The four main phases of silver recovery:

### 1. Combustion

Material containing silver is thermally decomposed. The energy required for this is recovered from the waste itself; no fossil fuels are required.



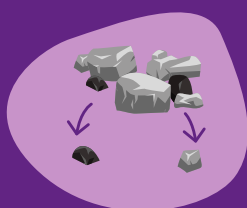
### 2. Melting

Ash and residues are melted together in a smelting furnace.



### 3. Cupellation

The high-temperature refining process separates silver from base impurities.



### 4. Electrolytic refining

The silver is converted into 99.9 per cent pure 'Good Delivery' bars and is ready for industrial use.



## Proprietary manufacturing process

The fibre has been developed by (SFM) Speciality Fibres and Materials Ltd. of Coventry, UK, a company with more than 40 years of experience in the manufacture of gelling fibres and fabrics for modern wound dressings. SFM has been part of Lohmann & Rauscher since 2005.

'Lunar Ag fibres are at the intersection of materials science, patient care and sustainability,' explains Amanda Ling, Managing Director of SFM. She is proud of the process, which relies on the expertise of her team.

## Enclosed in the fibre matrix

The silver nanoparticles are formed in the first step, with a size uniformity of between 10 and 20 nanometres. They are then embedded into the fibres that form the basis of the wound dressing. For this, SFM uses a proprietary fusion process for which the company has built its own production plant.

The fibres are then swollen in a bath, allowing the nanoparticles to penetrate deeply. This ensures that the silver particles not only rest on the surface, but are also enclosed in the material.

## Sustainable use of silver

'We call the process silverisation,' explains Ling. The result is Lunar Ag. To turn it into a finished wound dressing, it still needs to be blended and needled with other fibres for reinforcement and gelling. In addition to its clinically validated antibacterial properties, the finished dressing also offers high fluid absorption capacity.

'Sustainability plays a major role at SFM,' says Ling. 'Both from production point of view and with any process waste.' SFM's manufacturing process uses as little silver as possible. This not only helps to reduce production costs but also the impact on the environment.

## Reusing silver over and over

The company collects offcuts containing silver and nanoparticle waste generated during the manufacture of Liquacel Ag and sends it to a certified recovery partner in the UK. The silver can be recycled repeatedly, with no loss of quality. 'The recovered silver is then used in the manufacture of solar panels, jewellery and electronics,' explains Ling. 'It's our way of helping to close the materials cycle.'

# Climate change

The Paris Climate Agreement seeks to limit man-made global heating to 1.5 degrees Celsius wherever possible. Germany aims to be climate-neutral by 2045 – our plans at Lohmann & Rauscher pursue the same aim. We actively contribute to climate protection at our sites by reducing our greenhouse gas emissions: By 2030, we hope to release 30 per cent less carbon dioxide than in the reference year, 2019. This applies both to emissions that we cause directly or that are under our control (Scope 1) and to indirect emissions from purchased electricity (Scope 2).

We have also commenced preparations to join the Science Based Targets Initiative SBTi by the end of 2026. The SBTi organisation provides support to companies in setting scientifically sound climate targets.

## Corporate Carbon Footprint

We have been keeping a record of the CO<sub>2</sub> emissions from the L&R Group's largest production sites since 2019. In 2023, we took a significant step towards a holistic climate strategy by reporting greenhouse gas emissions for the company as a whole in Scopes 1 and 2 for the first time. This makes 2023 the new reference year. Comparisons with earlier values are no longer meaningful.

The data relate to all Group sites. The data for sales offices that cannot supply direct energy consumption data have been determined on the basis of employee numbers and internal comparative values. We are closing these gaps by improving data collection methodology and expanding reporting boundaries.

We calculate Scope 1 and 2 emissions in accordance with the standard laid down by the Federal Environment Agency, which takes the consumption of gas, electricity and fuel into account.

The emission factors are based on the Emission Reporting Regulation (EBeV 2030). We use the internationally recognised conversion factors GHG (Greenhouse Gas) and BEIS (Business, Energy and Industrial Strategy) from the British government for greenhouse gas and energy reporting.



## CO<sub>2</sub>-emissions

To reduce harmful emissions:

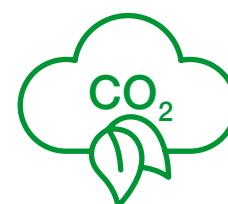
- › We invest in more sustainable processes, such as heat recovery systems
- › We rely on heating systems that are based on heat pumps
- › We save energy, such as with LED lighting and thermal insulation
- › We produce our own energy with photovoltaic systems

In order to improve our CO<sub>2</sub> balance, we aim to reduce emissions as much as possible and only where this proves impossible will we offset our emissions.

We record energy consumption at all sites and use energy management programmes to derive measures for improvement. Energy management teams support these aims in all countries.

Our sites in Germany, Austria and the Czechia have been certified to EN ISO 50001 standard since 2014; fifteen sites are certified to EN ISO 14001, and we plan to add up to two more sites each year.

In 2024, we released 27,337 tonnes of CO<sub>2</sub>e in Scope 1 and Scope 2, a 2.6 per cent reduction on the year before.



**We saved 2.6% CO<sub>2</sub> in Scope 1+2 in 2024 when compared to the year before.**

Scope	Tonnes CO <sub>2</sub> e 2024	Tonnes CO <sub>2</sub> e 2023	Change %
Scope 1	13,575	13,615	-0.3%
Scope 2	13,762	14,448	-4.7%
Scope 1+2	27,337	28,061	-2.6%

We reduced CO<sub>2</sub> emissions from stationary sources by

**3.5%**

over the year before.

**Emissions from Scope 1 in detail**

Emissions from Scope 1 amounted to 13,575 tonnes of CO<sub>2</sub>e in 2024. They include direct energy consumption at the sites and emissions from the fleet.

Emissions from stationary sources:

Scope 1 energy type	Tonnes CO <sub>2</sub> e 2024	Tonnes CO <sub>2</sub> e 2023	Change %
Natural gas	9,792	10,162	-3.6%
LPG	17	3	467%
Fuel oil	106	116	-8.6%
Coal	13	6	117%
Ethylene oxide	136	142	-4.2%
Scope 1, stationary	10,064	10,429	-3.5%

Emissions from the fleet:

Scope 1 energy type	Tonnes CO <sub>2</sub> e 2024	Tonnes CO <sub>2</sub> e 2023	Change %
Petrol	548	351	56.3%
Diesel	2,962	2,817	4.8%
Electricity for electric vehicles	0	18	-100%
Scope 1, mobile	3,510	3,186	10.2%



### Emissions from Scope 2 in detail:

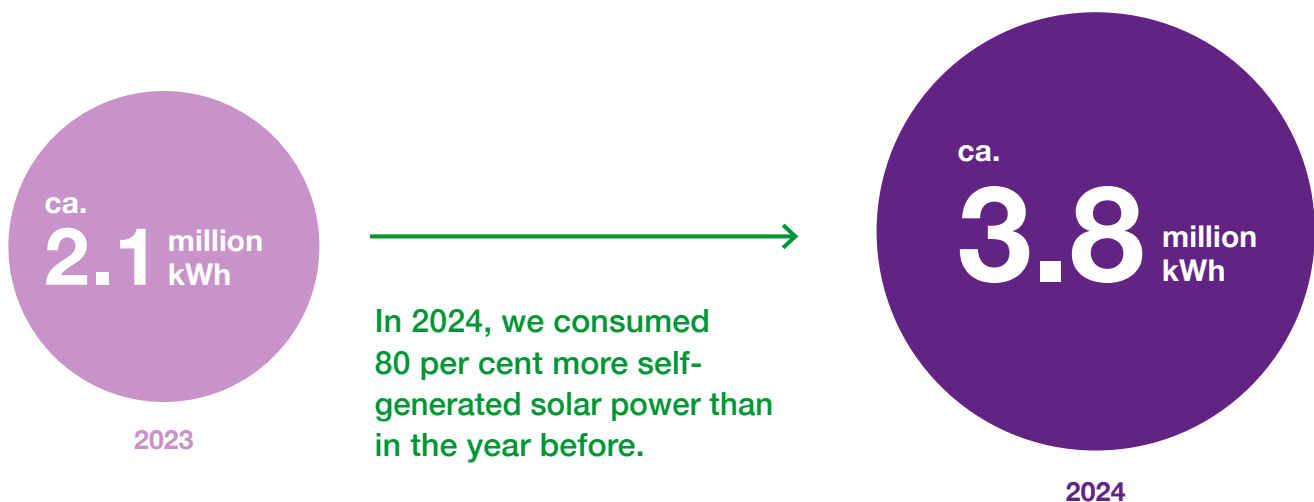
In Scope 2, we released 13,762 tonnes of CO<sub>2</sub>e from purchased electricity in 2024, a 4.7 per cent reduction on the year before. No other forms of energy are purchased.

Scope 2	Tonnes CO <sub>2</sub> e 2024	Tonnes CO <sub>2</sub> e 2023	Change %
Total Scope 2	13,762	14,448	-4.7%

### Electricity consumption:

Scope 2	kWh 2024	kWh 2023	Change %
Own consumption from PV	3,362,298	1,692,459	98.7%
Consumption from the grid	29,656,032	31,106,782	-4.7%
<b>Total</b>	<b>33,018,330</b>	<b>32,799,241</b>	<b>0.7%</b>

We have achieved the CO<sub>2</sub> saving solely through the solar power that we consume from our own PV system. The emissions factors for purchased electricity have remained unchanged.



# Waste

We view the sustainable use of all resources as essential, and are therefore ISO 14001 certified. As part of our SUCCESS+2030 corporate strategy, we have set ourselves a target of reducing the waste we produce by 30 per cent by 2030 when compared to 2019.

### Seamless data recording

For the first time, we have included all company sites in our data collection to ensure that our reports are more meaningful. We continue to consider production sites separately so that we can maintain continuity. This will ensure that we can seamlessly implement the EU directives on sustainability reporting as soon as they enter into effect.

### 2024 waste balance in detail

In 2024, we produced some 4,586 tonnes of waste, 82 per cent of which was non-hazardous. The largest proportion – 75 per cent – was produced by our production sites. A further 15 per cent was produced by our logistics centres in Austria and Germany, with the remaining 10 per cent coming from our sales offices.

The production sites produced 3,458 tonnes of waste in 2024, which is a 9 per cent increase on the year before, and almost at the level of 2019. This is well outside the target range for our sustainability goal SDG12.

### Taking responsibility for disposal

Our waste is handled by licensed waste disposal companies, which recycle 95 per cent of our waste or use it for thermal recovery. 5 per cent is sent outside Europe for disposal.

### Involving employees

In our ISO 14001 training, we teach production site employees about the importance of consistent waste separation and handling. In terms of utilisation, we were able to reduce the waste quantity by 1 per cent in 2024.

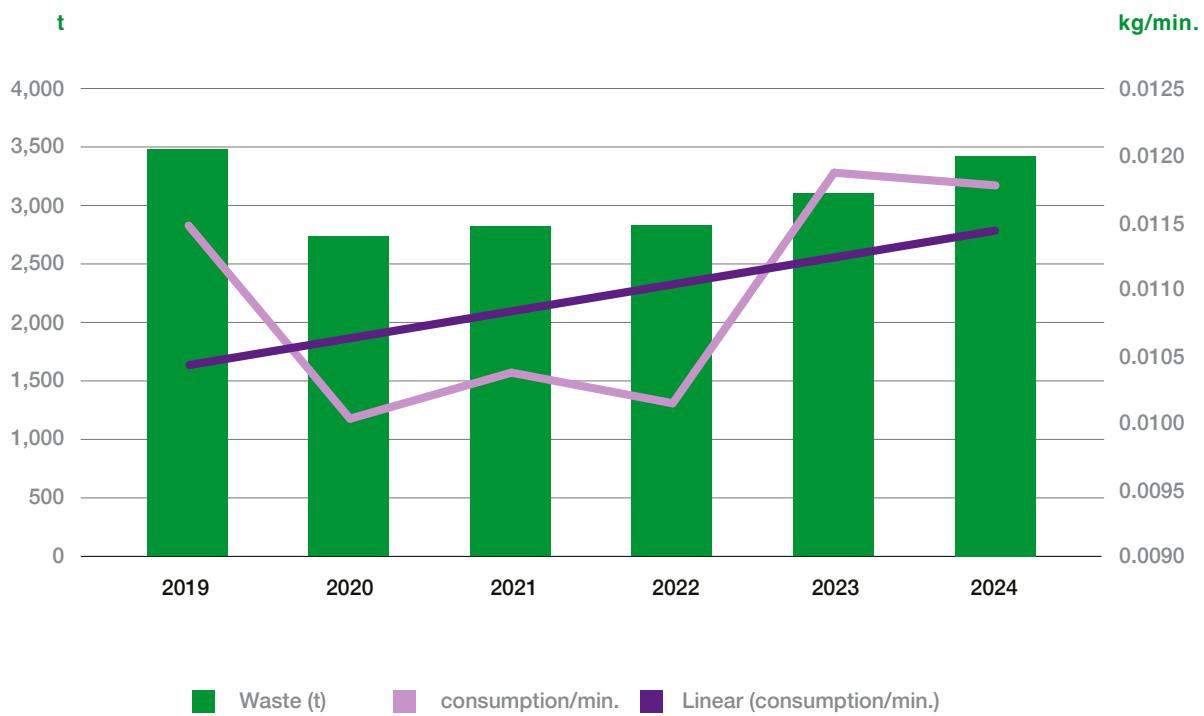
We produced

# 2%

less waste in 2024 than in 2019.



### Waste production at key production sites 2019–2024:



The bars indicate absolute waste quantities in tonnes, the line corresponds to relative waste quantities in kg/1,000 minutes/year as a utilisation parameter.

# Water consumption

We use water sustainably and responsibly and we aim to consume less water, protect water quality and operate in an environmentally responsible manner. As an ISO 14001-certified company, we have committed to consuming 30 per cent less water by 2030 when compared to 2019, as part of our SUCCESS+2030 strategy.

## Transparent reporting

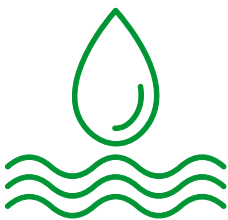
For the first time, we recorded the water consumption of all L&R sites in accordance with the guidelines of the Corporate Sustainability Reporting Directive CSRD, distinguishing between municipal water and groundwater. The figures for sales offices without their own consumption data are calculated using the number of employees and internal comparative values. This accounts for just 0.4 per cent of water consumption.

Our risk analysis shows that our production sites are located away from areas of water scarcity. Only two sales offices with low water consumption are located in regions experiencing water shortages.

## Saving water

In 2024, we consumed 211,668 cubic metres of water (2023: 211,032 cubic metres), 656 cubic metres more than the year before. We use 58.5 per cent municipal water, which is inspected and monitored by the local authority in question. 41.5 per cent is groundwater at the production sites in Schönau (Austria), Neuwied (Germany), Nova Paka (Czechia) and Abreu e Lima (Brazil). It is treated and used exclusively for production.

Since 2019, we have reduced absolute water consumption by 10 per cent, although we are now recording data from all sites. If we focus solely on production sites, we are well within the target range of a 30 per cent reduction by 2030 to meet our sustainability goal 'Responsible consumption and production' (SDG 12), with a 16 per cent saving. More efficient wet processes, such as dyeing and coating, have allowed us to reduce our water consumption considerably. At our Abreu e Lima site in Brazil, the figure for 2024 was seven per cent.



**We used 16% less water at our production sites than in 2019.**



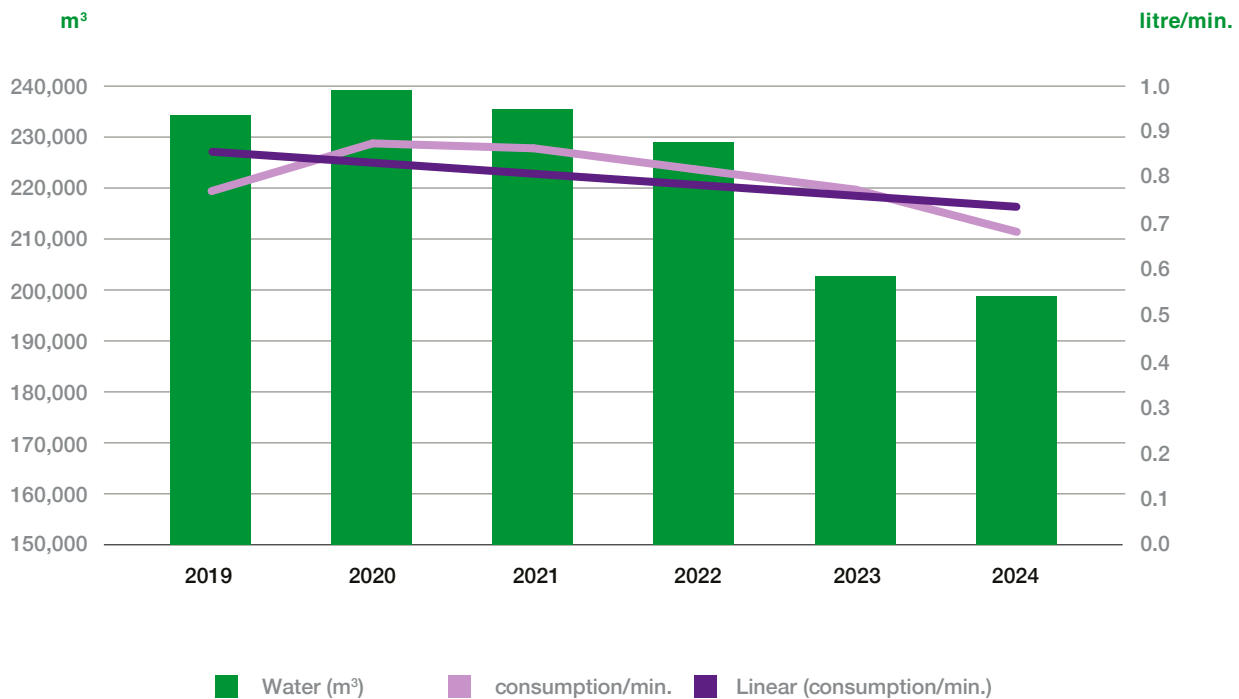
## Optimising production

We regularly check the quality of the water and ensure that it meets local, national and international quality standards. We have tested closed-loop circulatory solutions at sites with particularly high water consumption. In textile bleaching at the Schönau plant, we use as much as 17 per cent of the water a second time.

## Creating awareness

In the annual ISO 14001 training, we teach all employees about the importance of protecting water and using it sparingly.

## Water consumption at production sites



The bars indicate absolute water consumption in cubic metres, the line corresponds to water consumption in m<sup>3</sup>/1000 minutes/year as a utilisation parameter.



# Blades instead of chips



**Less energy, no chemicals and better for the climate: Grass fibres as a raw material for paper and cardboard offer multiple benefits AND they give packaging a unique appearance. It's something that Lohmann & Rauscher is taking advantage of.**

### Environment and climate



**Friedrich Scholta explains to Michael Breiler how grass is turned into cardboard.**

The spring sun shines gently on a green area near Düren, a light wind moves the grass. Friedrich Scholta, CEO of Creapaper, shows a visitor where the raw material for his packaging comes from. The grass that grows here has a very special purpose – Creapaper extracts fibres for paper and cardboard. Scholta's visitor is Michael Breiler, Director of Packaging at Lohmann & Rauscher, in charge of the company's packaging development and packaging management. 'We have set ourselves high sustainability goals, including when it comes to packaging,' he explains. In order to accomplish these goals, the company is increasingly using materials made from renewable raw materials.

"Cardboard and paper made from grass are nothing new," explains Breiler. 'But where Creapaper has succeeded is in making grass something that can be used as a raw material on an industrial scale.' Paper made from grass fibres has many benefits over conventional paper. It starts with the origin of the raw material, 'We use grass from permanent pasture,' explains Scholta, that is from agricultural land that has not been used for arable purposes for at least five years. Permanent pasture contributes to

soil improvement and promotes biodiversity. It also plays an important role in climate protection by binding CO<sub>2</sub> and reducing erosion.

#### **Purely mechanical processing**

Creapaper separates cellulose chains from the grass fibres, which then act as a pulp substitute, replacing pulp made from wood or waste paper. All of this is done purely mechanically. 'In traditional paper production, wood chips are boiled in caustic soda or acid,' explains Scholta. 'Our process is entirely different, with no chemicals used at all.'

Grass is also beneficial when it comes to water consumption, as Scholta explains: 'Traditional paper manufacturers use around three to four tonnes of water per tonne of pulp. We manage with eight to ten litres, and we only need it to ensure that our end product can be pressed better.'



In the production plant, the grass is broken down by purely mechanical means.



Michael Breiler is looking forward to the next stages of development.



Friedrich Scholta,  
CEO of Creapaper

“Our process works completely without chemicals.”



That end product is the fibre pellets that Creapaper supplies to paper manufacturers, who mix the pellets with waste paper or wood fibres to make grass paper and grass cardboard. Lohmann & Rauscher uses these cardboard boxes as packaging for Ratioline bandages, which are made from a minimum of 80 per cent recycled yarn. Grass cardboard boxes are also used to package feminine hygiene products from Rauscher Consumer Products.

### Variety amongst the blandness

Grass fibre packaging is a contributing factor to the ambitious sustainability goals of Lohmann & Rauscher. But it's not the only reason that Breiler finds the material exciting – he also loves the way it looks and feels. ‘We can stand out from the crowd with packaging made from grass cardboard,’ he says. ‘When you’re at the pharmacy, standing in front of shelves of fairly bland, same-looking products, our natural-coloured packaging made from grass cardboard stands out. In a good way.’ This is also confirmed by the feedback he receives from Sales, ‘People who encounter this material are immediately impressed. You don’t have to explain a cardboard box with a visible grass component to anyone.’

As a committed packaging developer, Breiler is excited by the possibilities the material has to offer, not least because of the new approaches it requires. Working with Creapaper, he is in constant contact with paper manufacturers and converters, i.e. the companies that cut and fold the boxes from the cardboard. They work together to achieve the best possible result with what is still a rather unfamiliar raw material. Printing onto the surface of the boxes also demands special attention due to the grass structure.

Customers love the natural appearance of the Ratioline packaging made of grass cardboard.

## Grass fibre: 3 FAQs

### Can grass fibres be recycled?

Yes, the grass paper can be put in the paper recycling bin.

### Can grass paper be composted?

Yes, but as it's a recyclable material, it should be recycled.

### Is grass paper in competition with animal feed?

No, the grass comes from permanent pasture – unfertilised surplus areas that are not used for feed production.

### New possibilities with Paludi

To minimise the difference in material processing, Creapaper subjects the composition of its pellets to ongoing development, and adapts them to the needs of its customers. The company is also testing new types of grass for fibre production. It already offers the fibre material Paludi, which is obtained from acid grasses or marsh plants. ‘Marshlands have huge reserves of carbon,’ explains Scholta. ‘We are working with various partners to ensure that abandoned or drained marshlands are wetted again. We then use the plants that grow there to make paper.’

The use of Paludi helps to improve the already good carbon footprint of grass-fibre packaging still further. It is also opening up new possibilities for packaging development, which Breiler and Scholta are eager to explore together. ‘We are very pleased to have a partner in Lohmann & Rauscher that is so open to new packaging solutions,’ says Scholta. Breiler also values the partnership, which he sees as a

level playing field. ‘Professionals enjoy working with professionals,’ he says. ‘In Creapaper, we have a partner with lots of expertise that shares our passion for innovative packaging.’ Scholta and Breiler are in agreement that jointly developing packaging that is impressive not just in terms of sustainability, but also in the way that it inspires people at all levels is a possibility.

### Less CO<sub>2</sub> with grass fibre

With 30 per cent grass fibre instead of waste paper, a 15 per cent reduction in CO<sub>2</sub> emissions is achievable. If grass fibre replaces wood pulp, it will reduce CO<sub>2</sub> emissions by as much as 23 per cent.



“People who encounter this material are immediately impressed.”

Michael Breiler, Director Packaging at Lohmann & Rauscher



# 15%

A 15% reduction in CO<sub>2</sub> emissions can be achieved by using 30% grass fibre instead of waste paper.

Friedrich Scholta and Michael Breiler planning the packaging of the future.



Two handfuls of sustainability – grass pellets fresh off the press.

# Consumption of resources

We have been measuring the consumption and waste quantities of electricity, gas and water at our major production sites in Germany, Austria, Czechia, France, China, Mexico, the Netherlands, the UK and Brazil since 2019. Since 2022, we have been capturing data on Scope 1 (heat and fuel) and Scope 2 (electricity) Group-wide. Starting in 2024, we expanded the survey to consumption of water and waste quantities at all sites.

## Sustainability targets 2030: Our roadmap

Our sustainability targets to 2030 are anchored in our SUCCESS+2030 corporate strategy:

- › Consume 30 per cent less gas than in 2019 (SDG 13)
- › Consume 30 per cent less electricity than in 2019
- › Produce six million kWh per year with our PV system (SDG 7)
- › Use 80 per cent packaging made from renewable raw materials
- › Design all packaging to be recyclable in accordance with the requirements of the Packaging and Packaging Waste Regulation

## Creating awareness

In our annual ISO 14001 and ISO 50001 training, we teach all employees of the value of heating energy and electricity, and how we can all use them responsibly in our everyday work.

## Gas consumption reduced considerably

We continuously monitor and reduce our emissions in order to achieve environmental targets and satisfy legal requirements.



**We consumed 4% less gas in 2024 than in the year before.**

In 2024, we consumed 47,318 MWh of natural gas, a four per cent reduction on 2023. As 89 per cent of consumption is caused by the production sites, it is here that we are concentrating on savings, and we have reduced consumption of gas at those sites by 20 per cent since 2019. This puts us well on track to achieve our target of a 30 per cent reduction in natural gas by 2030.

## Measures with impact

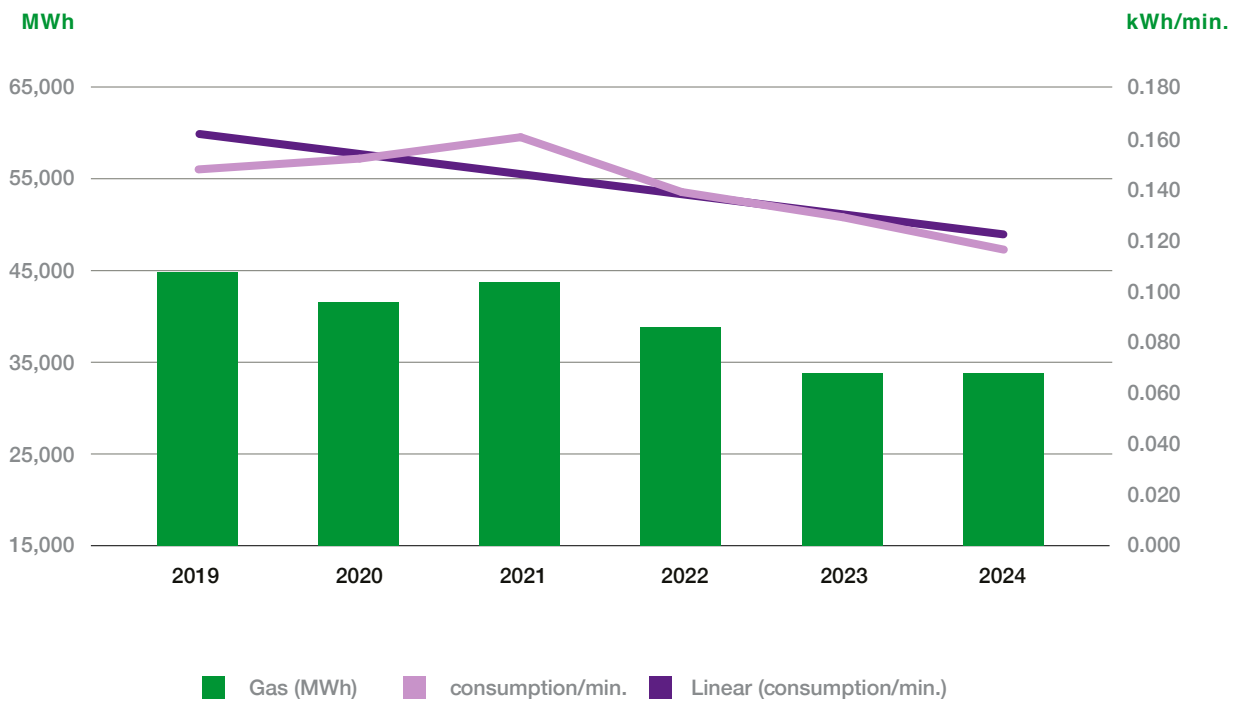
Several factors contributed to these savings: milder winters, targeted savings measures after the start of the war in Ukraine and specific optimisation projects, such as improved thermal insulation and smart temperature control. This not only helps to save costs, but also makes us more resilient to potential energy crises.



### Technology to fight emissions

We have installed modern low-NOx burners at all sites with a consumption of over one megawatt, which produce particularly low amounts of nitrogen oxide. Our CO and NOx values frequently fall below legal limits.

### Consumption of gas at production sites:



The bars indicate absolute gas consumption in MWh, the line corresponds to relative gas consumption in kWh/1000 minutes/year as a utilisation parameter.

**Consumption of electricity: A persistent challenge**

We generated

**3.8**

million kWh of solar power in 2024.

In 2024, we consumed 33,018 MWh of electricity – a 0.7 per cent increase on the year before. 90 per cent of our demand for electricity comes from production sites.

We are constantly optimising our energy use in accordance with the energy management standard EN ISO 50001 – from heating and cooling to compressed air, ventilation and lighting. Our constant aim is to release less CO<sub>2</sub>.

Since 2019, we have reduced the consumption of electricity in production by 4 per cent. This is not sufficient to meet our target of a 30 per cent reduction in electricity consumption by 2030.

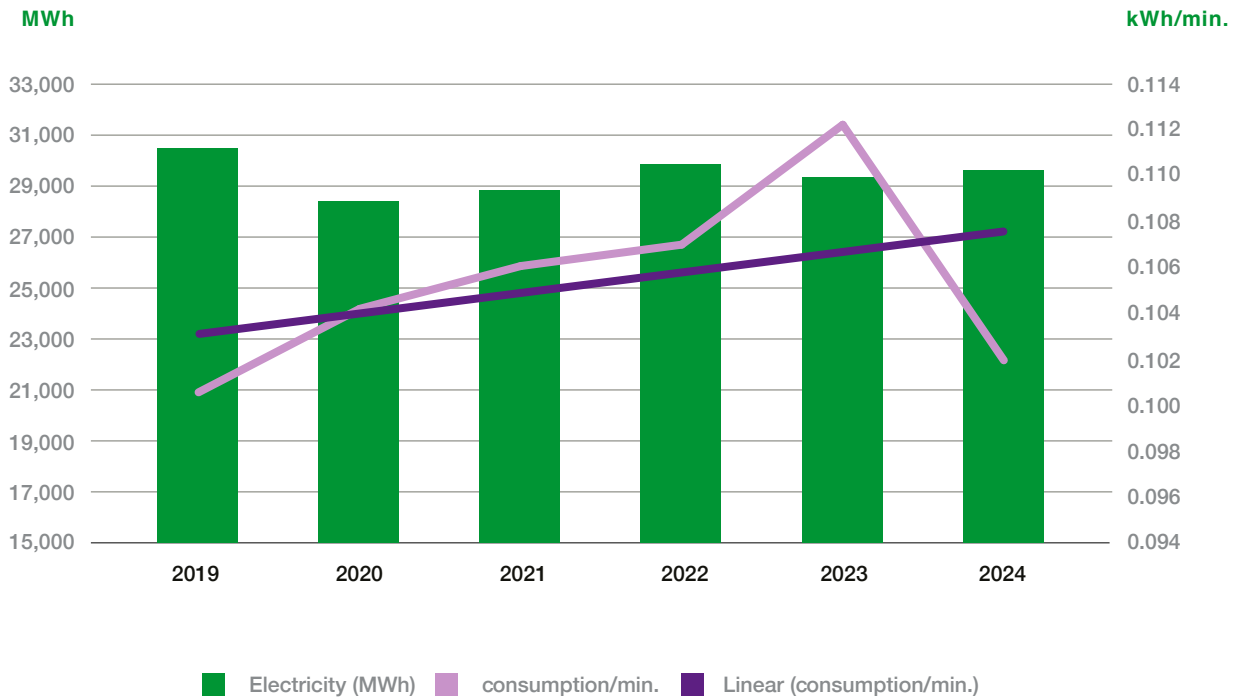
**Where savings are tricky**

Our consumption of electricity remained almost constant between 2023 and 2024. Some systems, such as ventilation systems, consume a lot of electricity, irrespective of the load, and hygiene regulations and safety standards currently leave little flexibility for savings.

**Green energy on course for growth**

Since 2024, we have been gradually shifting to electricity from renewable sources. The first sales offices, like Vienna (Austria) and Burton upon Trent (UK), had already transitioned in 2024. The production sites in Neuwied (Germany) and St. Genest (France) are set to follow in 2025. Our aim is to complete the transition by the end of 2027.

Consumption of electricity at the production sites:



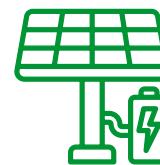
The bars indicate absolute consumption in MWh, the line corresponds to relative electricity consumption in kWh/1000 minutes/year as a utilisation parameter.



### Photovoltaics: Expansion at pace

We increasingly rely on sustainable solar electricity with a view to purchasing less electricity and producing more ourselves. In order to produce six million kWh of renewable electricity annually by 2030, we are planning 20,000 solar panels at our sites.

At the start of 2024, there were seven operational photovoltaic systems, which at that point had generated 4.8 million kWh of electricity. During the course of the year, a further four systems came online: Nova Paka and Slavkov in Czechia, Burton upon Trent in the UK and an expansion of the existing plant in Schönau. Additional solar systems are soon to be installed at the warehouse site in Poland and at another production site. At the same time, plans are underway to expand the existing systems in Slavkov (Czechia) and Schönau (Austria) and to construct new systems in Coventry (UK), (China) and Poznan (Poland).



**70% of the expansion target for photovoltaics accomplished**

### Our photovoltaic systems

Site	Year of construction	Annual capacity [kWh]	Yield 2024 [kWh]
Schönau warehouse	2020	200,000	134,219
Abreu e Lima	2020	850,000	821,701
Vienna	2021	120,000	115,495
Schönau	2021	550,000	594,795
Neuwied	2022	125,000	126,625
Xishui	2023	1,100,000	1,109,182
Neuwied warehouse	2023	165,000	138,929
Nova Paka	2024	340,000	94,873
Slavkov	2024	430,000	226,479
Burton upon Trent	2024	16,200	16,100
<b>Total</b>		<b>3,896,200</b>	<b>3,378,398</b>

### Own production on track

By the end of 2024, our photovoltaic systems had a capacity of 4.2 million kWh. This means that we are on the right track: 70 per cent of the expansion goal for 2030 has already been accomplished.

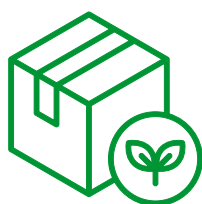
## **Packaging: Sustainable and future-proof**

In addition to CO<sub>2</sub> emissions, packaging is also shifting into focus when it comes to environmental sustainability. Packaging is often indispensable – it protects products during manufacture, safeguards hygiene and enables safe transport and storage. At the same time, it makes up a large proportion of overall waste.

As a key player in the healthcare market, we want to develop sustainable packaging solutions.

### **Renewable raw materials**

We are taking a number of different approaches to accomplish our target of 80 per cent packaging made from renewable raw materials by 2030:



**We have already exceeded our 2030 goal of 80% of packaging from renewable raw materials.**

- › We use sustainable packaging systems that have less of an impact on the environment.
- › In cardboard packaging, we are moving from virgin fibres to recycled material wherever it's feasible to do so. We use cardboard boxes with a grass fibre component for the Ratioline product range. Its manufacture requires less energy and water when compared to traditional cardboard made from wood pulp.
- › We are developing alternatives that are free from plastic – in fact, we have begun to completely replace plastics in the Solaris product line.

### **Promoting recycling**

We have developed a number of concrete plans to help ensure that all of our packaging is recyclable by 2030:

- › Design for Recycling: The 'CHIRA' software tool from Institut cyclos-HTP GmbH is being used to develop packaging that is already designed for recycling.
- › We provide all the important information that allows disposal companies and users to recycle our packaging correctly.
- › We develop innovative packaging made of mono-material rather than composites, which makes it easier to recycle.

### **Waterproof and recyclable**

A good example of our progress is the boxes for our Kitpacks – they are ready-made kits that contain all of the disposable products required for an operation. In the past, the boxes were coated with polyethylene and could not be recycled. Working with our box manufacturer, we have developed and tested a new coating that is based on renewable raw materials. This bio-based coating makes the boxes just as liquid-tight as before, which is important as our customers also use them as dual-waste containers.

Result: 140 tonnes of material that would previously have been disposed of can now be recycled as part of the waste paper cycle each year. The boxes are certified in accordance with the requirements of the Forest Stewardship Council FSC and the Programme for the Endorsement of Forest Certification PEFC. We have been moving over to the new boxes step by step since mid-2024.



Grass pellets are the raw material for even more sustainable packaging boxes.

# Products and innovation

—→ As an innovative medical technology manufacturer, our consistent focus is pioneering research and development, with, at its heart, the needs of customers.

We develop products with unique benefits – always with the highest quality, sustainability and user-friendliness in mind.

Five international research centres develop our products:

- › Milwaukee (USA)
- › Coventry (UK)
- › Saint-Genest (France)
- › Schönau (Austria)
- › Neuwied (Germany)

## Sustainable product innovations with impact

Our approach combines medical innovation with ecological responsibility, from the initial idea to market maturity.

- › When we develop new products and subject others to further development, we pay attention to the **circular economy** and use recycled materials whenever the boundary conditions, like regulatory requirements, permit.
- › For our **Ratioline** range, we rely on environmentally responsible solutions for both the materials and the packaging. Our foot, knee and wrist bandages are made from a minimum of 80 per cent recycled elastane. This choice of material protects the environment as it requires use of far fewer new raw materials. The packaging is made from recycled card with grass fibre component. Grass grows back quickly, replaces part of the wood pulp and thus helps to lower CO<sub>2</sub> emissions. More information on [page 58](#). All fibres are recycled several times over via the waste paper cycle.
- › We use **life cycle analyses** to systematically evaluate the environmental impact of our products in order to reduce the impact as much as we can.
- › We have determined the **Product Carbon Footprint** of our surgical gowns and drapes and have actively won over our customers with our environmentally responsible solutions. We are extending this analysis to our entire product range by 2027.



### Research with a focus on actual needs

Working in close cooperation with external research institutes and universities, we are working on pioneering solutions:

- › **Biofilm research:** Our Biofilm Competence Centre develops antimicrobial technologies for the treatment of chronic wounds.
- › **Material optimisation:** We work to continuously improve our materials and thus increase our competitiveness.
- › **Cost efficiency:** To secure our long-term profitability, we rely on a combination of strategic insourcing, outsourcing and savings.

### Systematic quality assurance

Our quality management system integrates established processes, such as design control, biological safety, stability testing and risk management. These processes ensure the safety and stability of our products and make them competitive on an international scale.

### A culture of innovation with foresight

Our innovation strategy is focused on long-term success and sustainable solutions. Working with Global Portfolio Management, we assess how patents are managed and optimise existing products in order to remain competitive in the long term.

We create a vibrant innovation culture through partnerships, exchanges at conferences and targeted training. Doing this allows us to collect ideas in line with SGD17 'Partnerships for the goals'. Our research and development teams focus on conceiving successful products for the market and continuously improving existing solutions. This applies equally to our own products and to those that we have carried over through strategic acquisitions.

Cooperation and research funding are central components of our strategy. We use key figures to assess our research and development performance. Our goal is to continue to develop our product range in all core segments, with a focus on products with unique sales argumentation. This includes new sizes and packaging as well as the continuous improvement of existing solutions.

With a strong innovation culture and international cooperation, we are not only able to strengthen our position on the market, but to set industry standards as well.

We use

80%

recycled elastane for Ratioline bandages.

# 5

## Social Responsibility

☞ Learning without borders	74
Employees train one another on Learning Friday.	
Own workforce	80
Society	86
Social responsibility for users	88
☞ Solo in the OR	90
The new wraparound surgical gown helps save valuable time in the OR because you can put it on without the need for assistance.	





# Learning without borders

“Learning Friday” has been part of the learning landscape at Lohmann & Rauscher since 2022. Vera Gamerith designs e-learning courses in Vienna, while Chaimaa Bouanani takes care of social media activities in the Middle East and Africa from Dubai. Together they are shaping the content of the L&R learning platform.

Social Responsibility



### Why Fridays?

**Vera Gamerith:** Finding the right time to offer this kind of learning programme for thousands of employees around the globe is far from easy. But for many of our colleagues, things are a little quieter towards the end of the week – hence our choice of Friday.

**Chaimaa Bouanani:** Most of the content on the platform is actually designed for self-study – it doesn't need to be accessed at set times. You can even set up your own "Learning Tuesday", if that suits you better.

### What is Learning Friday, exactly?

**Vera Gamerith:** We noticed that our L&R Engage e-learning platform wasn't reaching all of our employees to the same degree. Much of the content is only available in German, or only relevant to specific departments. We wanted to supplement it with a format that is international and aimed at everyone, with concise, easily accessible content that can be flexibly incorporated into everyday working life. The Executive Board has been supportive right from the start, as this concept complements L&R's training strategy very effectively.



“Our content on artificial intelligence really struck a chord.”

Chaimaa Bouanani, digital marketing specialist



# #MicroLearning

# #FridayFuel

# #SmartLearning

# #LearnInMinutes

# #MindfulLearning



## What different formats do you use?

**Chaimaa Bouanani:** Mainly videos and infographics, but we also put on live events such as Random Coffee. People who are interested can sign up and are randomly connected with a colleague somewhere in the world. The two then meet for a coffee over a video call. In Storytime Club, we discussed the topic of resilience in everyday working life, using the film “The Pursuit of Happyness” as inspiration. This film is particularly pertinent to our industry, not least because the main character sells medical devices.

## How has the initiative been received by employees?

**Vera Gamerith:** Learning Friday has gone down very well. The click count is increasing constantly, but that’s only one indicator. Comments members of staff post on the portal and in our surveys are much more important to us, and we’re seeing a positive trend there. This direct feedback shows us that more and more people are interested in the programme and taking part. After all, it’s designed by employees for employees.



“Our goal is to share knowledge by building a learning culture together.”

Vera Gamerith, e-learning and content manager

### Which topic has been the most popular so far?

**Chaimaa Bouanani:** Participation peaked with our session on artificial intelligence. That really struck a chord. Anything to do with working across cultures is also very popular – probably because that’s something we all do every day. Where topics haven’t received such glowing reviews, it was usually because the subject matter was too complex or the video too long. We’ve learned from this and are now focusing on short snippets of information.

### What advice would you give to companies thinking of launching similar initiatives?

**Chaimaa Bouanani:** Start small and break down big topics. For instance, conflict management is a complex subject, especially for an international company. It’s much easier to provide specific tips and advice on sub-topics like how to give constructive feedback.

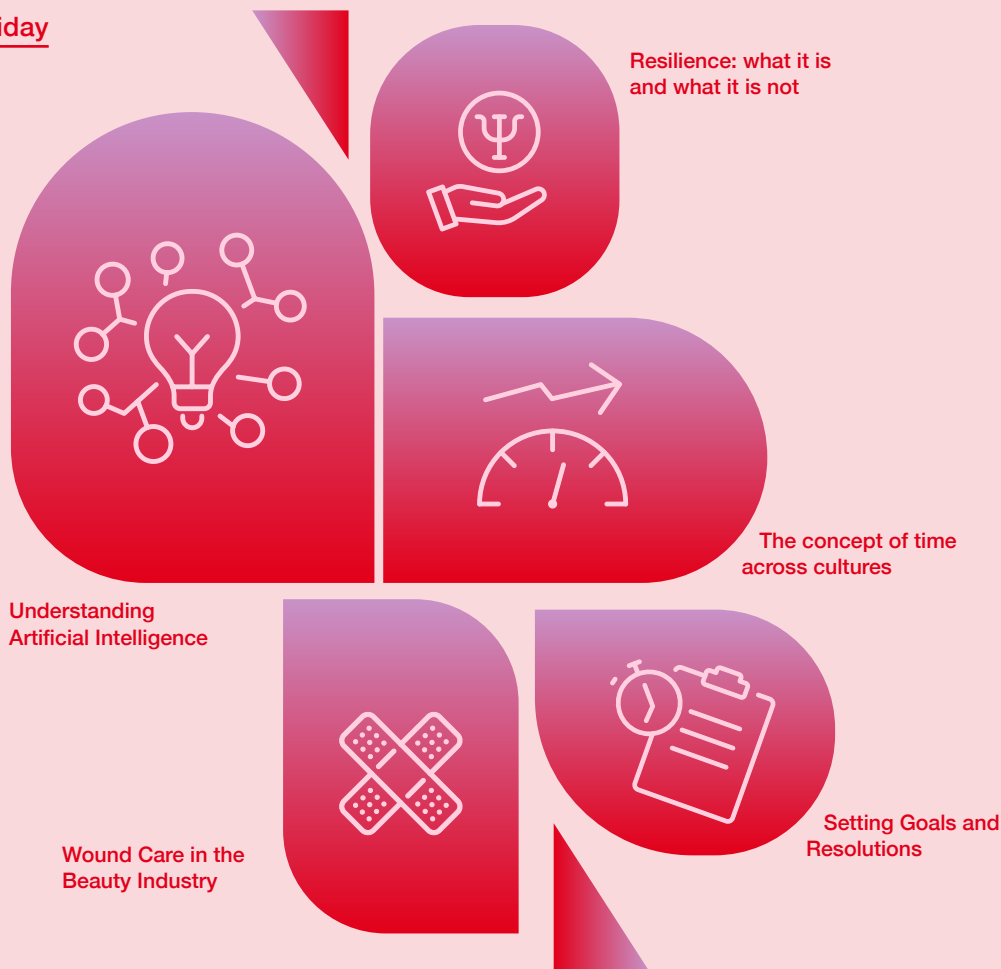
Other than that, it’s a good idea to draw upon in-house expertise. When you have several thousand employees, there are bound to be plenty who are keen to share their knowledge. For our content on artificial intelligence, we went straight to our experts for their input.

**Vera Gamerith:** Listen to your users. We conduct regular surveys so that we can learn from feedback. At the start, we put out weekly posts, but the feedback revealed that fourteen-day intervals fitted into day-to-day working life much better. Being flexible is crucial. There’s a reason why we chose a chameleon as our mascot: it blends in to its surroundings. That’s what we try to do.



## Top 5 Learning Friday

### Topics:



### What are the biggest challenges you're facing right now?

**Vera Gamerith:** Right now, our content is mainly in English, as that's our corporate language. In the long term, we want to create content in multiple languages. One issue is that not all employee groups have access to our e-learning platform yet, so we're looking at taking action to address that.

**Chaimaa Bouanani:** Of course, we want to reach more people across the whole company and are working with them to develop content. The more different perspectives we can take into account, the better our content will be.

### How do you see Learning Friday evolving in future?

**Chaimaa Bouanani:** We've got plenty of ideas in store! We're looking to do more live formats, as our Random Coffee sessions and the Storytime Club have proven very popular. We're also thinking about podcasts.

**Vera Gamerith:** We want to do more networking, too, perhaps through an "ideas community" where employees can discuss projects. After our international coffee breaks, we often hear how refreshing it was to talk to someone who has a completely different perspective on things. We want to expand upon this in a targeted fashion.

## Own workforce

People are our focus – whether customers or patients, or those who work for us worldwide. Satisfied, committed, healthy employees are what underly our success. As an international company with family values, we create a working environment in which people maintain a sense of well-being, stay healthy and have the ability to develop their full potential. It's something that we work on every single day.

### **Practising diversity – opportunities for all**

Our corporate culture is based on trust and respect, both within the team itself and in our interactions with customers and business partners.

Our sites employ people from 66 different countries and we strive to ensure that everyone is treated fairly, irrespective of origin, language, religion, age, gender, sexual orientation or otherwise. We consider it important to foster the talent and skills of everyone. With this in mind, our teams are composed of people of different ages, and we encourage inter-generational collaboration.



**Together – for each other  
We combine competence and diversity to form  
a strong community.**



In 2024, we employed 5,373 people:

<b>Country</b>	<b>Employees</b>
Germany	1,340
China	1,064
Czechia	922
Austria	684
Brazil	374
France	175
Great Britain	165
Ethiopia	128
Switzerland	89
USA	82
Poland	56
Italy	46
Mexico	39
Hungary	37
Belgium	27
Netherlands	25
Croatia	23
Australia	23
UAE	19
Slovakia	16
Morocco	12
Canada	7
Algeria	7
Sweden	6
Tunisia	5
New Zealand	2
<b>Total</b>	<b>5,373</b>



**33% of our leadership roles are occupied by women.**

### Promoting women – strengthening leadership

We are committed to equal opportunity and actively promote women, especially in leadership roles.

For this, we have initiated a number of concrete initiatives:

- › **Women in Leadership:** By 2030, our aim is for 40 per cent of all leadership and expert roles to be occupied by women. And we're on the right track – the number increased from 25.4 per cent in 2020 to 33 per cent in 2024.
- › **Strength training for women:** A two-day training course designed to support women in becoming more confident and self-assured. Feedback from participants has been consistently positive and they particularly valued the exchange of experiences and opportunity to network.
- › **Raising awareness of diversity:** In company-wide workshops, we raise awareness of gender equality and diversity amongst those who work for us. The topic is firmly anchored in the Leadership Days for managers.

### Holistic well-being

The health and well-being of our employees is a central concern for us. We wish for our teams to stay physically and mentally healthy for as long as possible so that they can lead a fulfilling life, both privately and professionally. In Germany, we have put a systematic occupational health management system in place, with a particular focus on a positive work-life balance. We would like to extend these approaches to our other sites.

Specifically, our occupational health management system provides support in four key areas:

- › **Medical care:** We ensure that our teams at all sites are well supplied: with company doctors, regular consultation hours and cooperation with local pharmacies. Special offers, such as free-of-charge vaccinations and physiotherapy for employees with physically demanding jobs round out the concept.
- › **Activity and exercise:** Each site promotes exercise according to local needs – whether through running groups, company sports teams or lunchtime walks. We also offer yoga, meditation and subsidies for fitness studios and bicycle leasing.
- › **Healthy nutrition:** We offer healthy meals and snacks in our canteens and office kitchens. We also communicate knowledge about healthy lifestyles by way of campaigns and informational events.
- › **Mental health:** To us, mental health is no less important than physical health. It includes stress management training and an 'open ear' for our employees' concerns.



## Always safety first

We value safety, health and environmental protection in the workplace. We offer the following at all sites:

- › All-round training for all new employees and regular refresher courses for experienced colleagues covering in-company safety, preventive fire protection and avoiding occupational accidents.
- › Special training for safety officers, first aiders, company paramedics and fire protection and hazardous goods officers.
- › Defibrillators at every site to ensure that we can respond quickly in emergencies.

We inspect workplaces at regular intervals to verify standards and that legal regulations are being complied with. In addition, we also assess mental stress, which can be just as dangerous as technical defects. These measures are proving effective: since 2019, we have been able to reduce the number of accidents at our production sites by 39 per cent and have already exceeded the target of 30 per cent by 2030. In 2024, we began a roll-out of the international safety standard ISO 45001 and successfully certified the Xishui site in China, which has more than 1,000 employees.

## Growing and learning

As a responsible employer, we invest heavily in the qualifications of our workforce. Since 2012, our Group-wide training platform 'L&R Academy' has offered a comprehensive programme of training courses tailored carefully to the needs of our employees around the world. 'Learning Friday' supplements the programme by offering short, easily accessible formats that can easily be incorporated into everyday working life. More information on [page 74](#). Qualified teams are the foundation of our success. With this in mind, we have committed ourselves to the UN's Sustainable Development Goal SDG4 and are aiming for 20 hours of training per person each year. With 18.7 hours in 2024, we are optimistic that we will accomplish the goal by 2030.

Our programme is as diverse as our workforce:

- › More than 100 different courses, from product training to leadership training
- › Flexible learning formats – digital, on site or mixed
- › Special language courses and a learning app to help our global teams overcome language barriers and grow together even better
- › Practical programmes for every career stage

We recorded

39%

fewer occupational accidents in 2024 when compared to 2019.

**A positive arrival**

We are especially proud of our induction concept. New colleagues are accompanied by mentors and enjoy bespoke training – a mixture of digital content, face-to-face meetings and webinars. We have also developed special onboarding processes for our sales teams.

**Together we are shaping the future**

At L&R, everyone has a voice. The opinions and needs of our employees are important to us. Which is why we seek their knowledge and ideas on important topics – whether through surveys, workshops or the 'WE are L&R' campaign. The same is also true in product development. We also actively involve our workforce in our sustainability strategy. And it's working: the stakeholder survey received a variety of suggestions from employees, which are being incorporated into our sustainability management.

We provide regular information about sustainability at L&R. We have a booklet that explains our sustainability goals for 2030 and an employee magazine called 'L&R Inside', which also devotes space to sustainability. We also highlight specific options for action: save energy and water, save energy when using digital devices, eat less meat or shop regionally and seasonally.

**A positive arrival**

Welcome Days introduce new employees to the company and help them to get acquainted with their working environment and team. They also learn about sustainability at L&R. It's our way of ensuring that everyone is on board from the outset.

The International Sustainability Meeting takes place twice a year, at which all sites present their sustainability contributions of the past few months and the status of their goals. The meetings facilitate an exchange of knowledge between sites, raise awareness of sustainability and create effective cooperation between departments and sites.

**Understanding human rights**

Our teams need be fully informed about human rights. To ensure this, we have developed an online training course in German and English. Employees can work through the course independently. It is essential that everyone knows that discrimination, intolerance and inequality have no place at L&R. We also enable our teams to stand up for their rights in the event of breaches of the Code of Ethics.

These measures are just the start. We are working to further strengthen the sustainability dialogue with our employees.



## Living and working in harmony

Satisfied employees remain loyal to the company. Which is why we're working to improve work-life balance:

- › **Flexible working hours:** Our corporate culture is shaped by trust, transparency and reliability. Depending on their assignments and responsibilities, employees can adjust their working hours to match their own situation, reduce their working hours in certain phases of life, work from home and freely organise their time if they work in the field.
- › **Family-friendly offers:** From parental leave support and childcare during the summer holidays to the reintegration programme.
- › **Modern leadership culture:** In the future, managers should be able to work part time more frequently. We offer all employees, and that includes mothers and fathers, equal career opportunities, thus making our leadership team more diverse. That's something that's still not always possible. But we are actively looking at where part-time leadership works or where two people could share a single role. If we need to, we can create these possibilities.

## Our progress

We are taking important steps towards our 2030 sustainability goals:

- › **Health insurance for everyone:** All employees worldwide already have access to health insurance or a comparable pension scheme.
- › **Health information:** All employees have access to information about healthy living, including fitness, nutrition and preventing addiction. At 25 of our 35 sites, there is an additional offer as well, which is equivalent to 71 per cent.
- › **Safety at work:** We have reduced the number of occupational accidents at our production sites by 39 per cent since 2019, exceeding our 2030 goal of 30 per cent.
- › **High-quality education:** All employees received an average of 18.7 hours of further training in 2024, including training on human rights issues. The goal for 2030 is 20 hours per person each year.
- › **Gender equality:** 33 per cent of our leadership team is female. Our goal for 2030 is 40 per cent.

# 100%

of our employees have access to health insurance.

# Society

—→ At L&R, we look beyond our own business. We are actively committed to society and work with partner organisations that believe in a sustainable future, like we do.



Since 2015, we have, through our corporate social sponsorship program 'L&R Charity – We connect' supported international projects that connect people of different generations – with passion and conviction!

Most importantly, it's our employees who propose the projects. We support their projects of heart – especially those that bring young and old together. This is a good fit for us – as a corporate group with the values of a tradition-conscious family business.

We create encounters that inspire generations.

## Our projects of heart 2024

### **Mentors for children and young people**

Since 2012, younus has been placing mentors with children, young people and parents who are in need of caregivers.

A colleague from Vienna is herself involved as a mentor and working with younus, has developed a concept to bring older and younger people closer together. We are pleased to have been able to support this project with a donation of 11,960 Euros.



### **Domestic help in Neuwied**

At the multigenerational house in Neuwied, volunteers – pensioners in many cases – help children from educationally disadvantaged families with their homework assignments. When continuation of the ‘GEMEinsam SCHULWÄRTS’ project for 2025 was in danger, a colleague asked for support – with success: L&R has been able to support her project of heart with a donation of 860 Euros.

### **New sports equipment for woodland fitness trail**

The Kleiner Wäller vitality trail is a popular destination in the forests of Rengsdorf, Bonefeld and Hardert. The new equipment makes the course even more appealing and encourages people of all ages to get more exercise. Our support: 1,000 Euros.

### **Product donations: Help that arrives**

As a company operating in the healthcare industry, we understand our responsibility and for several years now, we have supported some 20 partner organisations in Germany, Austria, Switzerland and France with product donations. These include Humedica e. V., Human Plus e. V., Caritas Wien, Hilfswerk Wien, Partenariat 57 and Diospi Suyana. Donations are used worldwide wherever people are in need through no fault of their own.

Our partners know exactly where help is needed and have plenty of experience in distributing it, which means that our donations reach those who need them most urgently. In 2024, we shipped more than 700 pallets of medical and relief products to help improve the lives of people in 32 countries, including Ukraine, Syria and Afghanistan, as well as those of the homeless in Europe.

We donated

**700**

pallets of relief supplies  
in 2024.

## Social responsibility for users

We are committed to all-round social responsibility for everyone who uses our products. This is reflected in four key areas:

### **Safe and high-quality products**

The safety of patients and users is our foremost priority. We develop and produce all products to strict quality standards to ensure maximum safety and effectiveness. We continuously analyse risks and take precautions to avoid potential dangers to people and the environment.

### **Sustainability in product design**

We set great store by ecological sustainability. This is reflected in our use of packaging made from recycled materials and our development of products that can be manufactured and disposed of in a way that is environmentally responsible. As an example: for Ratioline products, we have switched the cardboard packaging from virgin fibres to recycled material, thus reducing CO<sub>2</sub>.

### **Open communication**

Regular sustainability reports provide transparent information about our measures and progress in social and environmental responsibility. This transparency strengthens trust and promotes open dialogue with all parties involved.

### **Sharing knowledge – strengthening expertise**

Our L&R Academy offers training and further training programmes for employees, customers and partner companies. With this, our goal is to deepen knowledge about products and how to use them in order to ensure better safety and treatment results.

For us, social responsibility is more than just a phrase, it's something that we practise every single day.



**People and their  
health are at the heart  
of everything we do.**





# Solo in the

Sterile surgical gowns are a fundamental part of any operation, but a second person is usually needed to help put them on correctly. This can mean that the workflow gets interrupted, and patients have to wait. With the **Sentinex® Solo**, there is now an alternative: it is the first surgical gown that can be put on without assistance in a sterile environment.

Social Responsibility

# OR

**The twist**



**Attach the loop to the wall hook and unfold the gown.**

**Slide the arms into the sleeves with an anticlockwise twist.**



‘Can someone please do this gown up for me?’ Manuela Seidl still clearly remembers hearing this from her time as an OR specialist. She was a circulator– the all-rounder with her eyes across everything in the OR, who ensured that everything ran smoothly and helped her colleagues with their gowns. She also has experience as a surgical nurse – preparing the sterile area, anticipating which instrument will be used next during the operation and handing it to the surgeon. Hygiene has top priority in an OR, which is why everyone at the operating table wears sterile gloves and gowns.

Seidl is more than familiar with what happens when there is no assistant in sight to do up a surgeon’s gown. As a surgical nurse, she was often the first person in the room, and the first to have to put on a surgical gown in a sterile environment so that she could unpack swabs, clamps and scalpels and prepare the table.

**Devising a solution**

Seidl took this experience with her when she joined Lohmann & Rauscher’s research and development department ten years ago. ‘I wanted to find a solution for a surgical gown that I could put on by myself in a sterile environment and that would make me independent,’ she explains. She put the first ideas down on paper – and then later used paper to try to bring them to life, using plenty of staples and adhesive tape. The team abandoned early solutions involving magnetic fasteners and pendulums that you throw behind you as they weren’t practical enough.



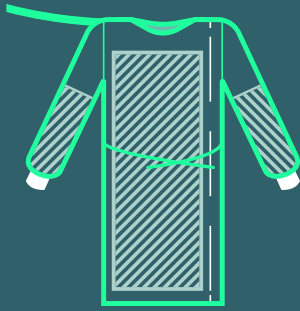
Remove the closure from the holder and tie the gown.

A colleague then offered the breakthrough idea – as he wrapped himself in a bed sheet at home, the basic principle underlying the Sentinex® Solo was born. It was still a long way from the market-ready surgical gown, and there were various prototypes to follow. The closure mechanism alone passed through numerous stages until the most practical solution was found – an adhesive strip. But what about the fastening hook? The original solution had each gown, in its packaging, fixed to the wall. ‘Then we realised that a system involving a fixed hook and removable strap worked best,’ Seidl recalls. ‘That was a really big step towards a product that we could bring to market.’



“I wanted to find a solution for a surgical gown that you could put on by yourself in a sterile environment.”

Manuela Seidl, product developer at Lohmann & Rauscher



### Sentinex® Solo at a glance

The new and innovative Sentinex® Solo surgical gown can be put on in a sterile environment without the assistance of another person. The patented gown design is based on a wall-fixing system, which makes putting the gown on quick and precise.

Benefit for OR specialists: they can work independently and optimise workflows, when in high-speed OR situations – without compromising on hygiene.



“I quickly got the hang of putting it on by myself.”

Carla Merzagora, surgical nurse at the ‘Città della Salute’ hospital in Turin



**“The Sentinex® Solo really unleashes its potential own when there is only one OR specialist on site.”**

**Katharina Menacher, global OR specialist  
at Lohmann & Rauscher**

#### **A reliable companion in the OR**

‘The Sentinex® Solo is extremely versatile and makes work much easier,’ explains Katharina Menacher. As a global OR specialist, she explains to interested parties how the innovative surgical gown works. ‘It is particularly helpful in acute emergencies, such as emergency C-sections and ruptured spleens when every second counts. You really unleash the potential of the Sentinex® Solo when there’s only one OR specialist on site,’ explains Menacher.

When the new gown was finally launched, she was met with a great deal of curiosity, but also a dose of scepticism. ‘Some people have difficulty changing a process that has been tried and tested for decades, and see no reason to,’ she says. But that starts to change very quickly the first time you put the gown on, when its benefits become clear.

#### **Focused on the essentials**

Carla Merzagora is always open to new ideas. She is a surgical nurse in the ORs at ‘Citta della Salute’ hospital in Turin, Italy, and looks back on 28 years of professional experience. When a product specialist from L&R introduced her to the Sentinex® Solo, she was immediately impressed and even posted a video about it on Facebook. She is enthusiastic about the product: ‘When I got to try it, I got the hang of it pretty quickly, after just a few attempts. Being able to put my own gown on in a sterile environment sounded like a much better idea than having to wait for someone to come and help.’

Experts agree: the Sentinex® Solo makes it easier for staff to focus on their core tasks. It makes the job easier, can help to minimise the error rate and makes OR preparation more efficient. It’s also of benefit to patients, as it reduces their risk of infection.

# 6

## Governance

Corporate policy and culture  
Code of Ethics

98  
100





## Corporate policy and culture

—→ We live and breathe a corporate culture that focuses on sustainability, progress and cohesion. Our guiding principle ‘People.Health.Care.’ is as transparent as it can be: our focus is on people and their health.

### Responsibility for people and the environment

Our actions are fair and with respect for human rights – within the company and along the entire supply chain. We have clear rules based on international standards: the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the standards of the International Labour Organisation (ILO). To ensure that these rules are adhered to, we have a risk management system in place. This includes:

- › Risk analyses to identify potential challenges early on
- › Preventive measures to prevent breaches
- › Solution processes in the event of problems
- › A complaints procedure to ensure that everyone has a voice
- › A binding human rights strategy that services to guide our actions.

At the same time, we are actively committed to sustainability:

- › **Economically:** we merge success with social responsibility.
- › **Ecologically:** we are sparing in our use of raw materials, energy and water and use environmentally responsible materials.
- › **Socially:** we support our employees with further training, secure employment and a healthy working environment.

### Innovation that works

New ideas are what drive us. In our international teams, we bring together knowledge and experience from a variety of countries and specialisms to create real innovative strength. We have clear processes for turning ideas into products and provide those with the ideas with regular feedback. Our goal is to develop solutions that create real benefit.



### **A culture of togetherness**

Our employees are the heart of L&R. We invest in their development – on a professional and personal level – and create an environment in which everyone is able to develop their potential.

At L&R, people are always the focus: customers, patients and, most importantly, our employees around the globe. Satisfied, committed and healthy employees are our recipe for success.

We operate internationally, but embody the values of a family business. With this in mind, we create a working environment in which people feel comfortable, have the tools they need to develop and remain healthy in the long term. It's something that we work on every single day. Whether through flexible benefits, fair pay or secure employment: we are eager for people to enjoy working for us, and to continue to do so.

### **Stronger together**

We overcome obstacles together. 'We' is at the heart of everything that we do – in our vision, mission and everyday interaction.

We also practise this sense of togetherness in joint activities, like tennis, jogging, beach volleyball. This way, we get to know one another better and grow as a team.

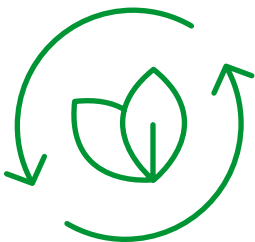
# Code of Ethics

—→ The L&R Groups' Code of Ethics shows how important the link between economic success and social responsibility is to us.

It is based on international standards and conventions, including the UN Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.

The Code integrates three main areas

- › **Business integrity:** We are committed to fair competition and firmly reject cartel arrangements, bribery and corruption as well as money laundering, the financing of terrorism, sexual harassment and fraud. Reasonable hospitality is permitted, but it must be transparent. We record business transactions correctly and strictly adhere to import and export regulations. We guard intellectual property and business secrets and protect data in accordance with the EU General Data Protection Regulation. Quality is our foremost priority when it comes to our processes, products and services.
- › **Social responsibility and fair working conditions:** We respect human rights and prohibit inhumane treatment, child labour, forced labour and slavery. We reject discrimination – we value and respect diversity and equal treatment. Fair pay, decent working hours and safe working conditions are standard practice. We respect the freedom of employees to organise into trade unions.
- › **Environmental protection:** We adhere to environmental regulations and promote a sustainable circular economy. Our goal is to use raw materials, energy and water efficiently in order to minimise our environmental impact. We protect land rights and reject unlawful forced eviction.



**Our goal: A more circular economy**

We review the Code of Ethics at regular intervals and run training courses so that everyone remains up to date. Our 'Tell Us' whistleblowing system enables employees to report complaints anonymously or by name. Confidentiality is guaranteed, breaches are consistently followed up. The Corporate Compliance Officer monitors the entire system and submits regular reports to the Executive Board.

With these guidelines, we seek to promote a culture of ethical behaviour and expect all employees to actively live by these principles.



### **A zero tolerance approach to corruption**

Corruption has no place at L&R, whether active or passive. Our anti-corruption policy applies to all employees and parties acting on behalf of L&R and ensures fair and transparent business practices.

- › No undue advantage: Monetary gifts are not permitted, gifts in kind and invitations are only permitted within reasonable limits and so long as they have no influence over business decisions. All donations must be documented.
- › Avoid conflicts of interest: Personal or financial connections to business partners must be disclosed in order to rule out influence.

### **The highest standards in healthcare**

As a manufacturer of medical devices, we satisfy all legal requirements for the global healthcare market: the Medical Device Regulation (MDR), the Medical Device Single Audit Programme (MDSAP) and the ISO 9001 and ISO 13485 standards are confirmed by regular audits.

### **Our partners in responsibility**

Ethical conduct does not stop where company boundaries begin. We expect our business partners and suppliers to live up to the same standards we do. The Code of Conduct for Business Partners is an integral part of our business relationships and we only allow those who share our values to work with us.

# Top quality

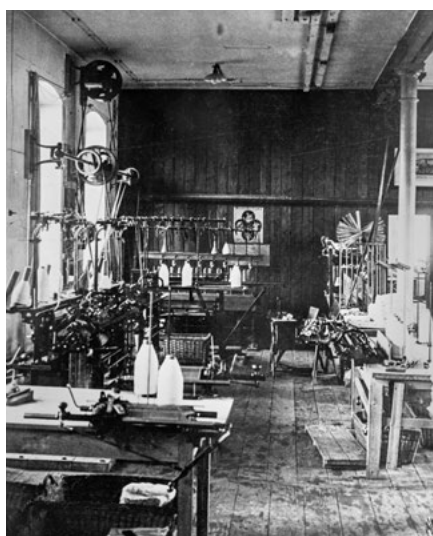
in every product

# Annex

History	103
GRI index	106
Imprint	110



## History



From manual work to high-tech – the roots of our medical products lie in the 19th-century production of dressing materials.

We develop, produce and distribute pioneering medical and hygiene products worldwide. We have been manufacturing dressings and medical devices for more than 170 years – this experience shapes our high-quality products, concepts and services. They work reliably and are optimal in fulfilling their therapeutic purpose.

In 1998, two strong partners joined forces to become one. The merger of Lohmann Medical and Rauscher laid the foundation for our shared success story.

Our recipe for success throughout our lengthy company history: we identify changes and trends in the healthcare market early on and proactively integrate them into our strategy. Working with clients, partners and research institutions, we develop practical solutions in five research centres.

# History

Rauscher



## 1899

Emil Barwig and Paul Ladeck establish a trade in bandages and rubber wares in Vienna.

### 1902

New owners rename the company to 'Rauscher und Co.' and expand to become the market leader.

### 1914

During WWI, demand for dressing materials increases sharply.

### 1951

Opening of a production facility in Graz for wadding, gauze and bands.

### 1970s

Rauscher acquires competitors, introduces IT and significantly increases its market share.

### 1990s

Rauscher expands into Eastern Europe and China.

1850

# 175 years

1998

of experience

Lohmann Medical

## 1851

Friedrich J. C. Lüscher founds Lohmann's predecessor company in Frankfurt am Main.



### 1886

Dressing gauze and bandages complement the range.

### 1930

Lohmann revolutionises plaster technology with the very first ready-to-use plaster of Paris bandage.

### 1929

The company renames itself to 'Lohmann' and creates a familiar brand.

### 1942

POROPLAST, an air-permeable and skin-friendly plaster, is launched.

### 1957

Lohmann develops Metalline, a special dressing for burn wounds.

### 1948

Reconstruction of sites destroyed during the war begins.



# 1998

Rauscher merges with Lohmann Medical to become 'Lohmann & Rauscher'.



Lohmann & Rauscher



<p><b>2002</b> L&amp;R develops a shared corporate strategy for a uniform identity.</p>	<p><b>2008</b> Entry into medical technology and negative pressure wound therapy with Suprasorb CNP.</p>	<p><b>2011</b> The new Debrisoft product revolutionises wound management.</p>	<p><b>2012</b> The L&amp;R Academy is founded for the further training of customers and employees.</p>	<p><b>2013</b> Expansion into Asia with the founding of L&amp;R China.</p>	<p><b>2016</b> L&amp;R has its sustainability evaluated by EcoVadis for the first time.</p>	<p><b>2024</b> L&amp;R acquires Online-Doctor AG and enters the digital health market for the very first time.</p>
---	--	---	--	--	---	--

# GRI-Index

GRI 2	General Disclosures		
2-1	Organisational Details	The company About this report Our products	p. 12–17 p. 10–11 p. 20–23
2-2	Entities included in the organisation's sustainability reporting	About this report	p. 10–11
2-3	Reporting period, frequency and contact point	About this report	p. 10–11
2-4	Restatements of information	About this report	p. 10–11
2-5	External assurance	Our approach has been assessed by EcoVadis. The result was 64 out of 100 points.	p. 36
2-6	Activities, value chain and other business relationships	The company Our products Code of Ethics	p. 12–17 p. 20–23 p. 100–101
2-7	Employees	Active around the world Own workforce	p. 15 p. 80–85
2-9	Governance structure and composition	The company The Executive Board	p. 17 p. 18–19
2-10	Nomination and selection of the highest governance body	The company	p. 15
2-11	Chair of the highest governance body	Foreword by the CEO	p. 6–7
2-12	Role of the highest governance body in overseeing the management impacts	ESG Sustainability Committee	p. 35
2-13	Delegation of responsibility for managing impacts	The Executive Board	p. 18–19
2-14	Role of the highest governance body in sustainability reporting	Foreword by the director of the ESG division	p. 8–9
2-16	Communication of critical concerns	'Tell Us' whistleblowing system	p. 100
2-18	Evaluation of the performance of the highest governance body	Foreword by the CEO	p. 6–7
2-22	Statement on sustainable development strategy	Strategy	p. 34–37
2-23	Policy commitments	Sustainability goals	p. 38–41
2-25	Processes to remediate negative impacts	ISO 14001	p. 50–51
2-27	Compliance with laws and regulations	Compliance	p. 35
2-28	Membership associations	Partnerships	p. 40
2-29	Approach to stakeholder engagement	Stakeholder dialogue	p. 28–31



<b>GRI 3</b>	<b>Material Topics</b>		
3-1	Process to determine material topics	Stakeholder dialogue Materiality analysis	p. 28–29 p. 30–31
3-2	List of material topics	Strategy Sustainability goals	p. 34–37 p. 38–41
3-3	Management of material topics	Strategy Sustainability goals Silver recycling Climate change Waste Water consumption Resources (blades instead of chips) Consumption of resources Products and innovation Social responsibility Learning without borders Own workforce Society Users Products Solo in the OR Supply chain overview Corporate policy and culture	p. 34–37 p. 38–41 p. 46–49 p. 50–53 p. 54–55 p. 56–57 p. 58–63 p. 64–69 p. 70–71 p. 72–95 p. 74–79 p. 80–85 p. 86–87 p. 88–89 p. 20–23 p. 90–95 p. 24–25 p. 98–101
<b>GRI 205</b>			
<b>Anti-corruption</b>			
205-1	Operations assessed for risks related to corruption	Governance Code of Ethics	p. 96–101 p. 100–101
205-2	Communication and training about anti-corruption policies and procedures	Governance Code of Ethics	p. 96–101 p. 100–101
<b>GRI 301</b>			
301-2	Recycled input materials used	Environment and climate Products and innovation	p. 46–49 p. 70–71
<b>GRI 302</b>			
<b>Energie</b>			
302-1	Energy consumption within the organization	Environment and climate Consumption of resources	p. 44–71 p. 64–67
302-4	Reduction of energy consumption	Environment and climate Consumption of resources	p. 44–71 p. 64–67
302-5	Reductions in energy requirements of products and services	Environment and climate Blades instead of chips	p. 44–71 p. 58–63

**GRI 303**

303-1	Interactions with water as a shared resource	Environment and climate Water consumption	p. 44–71 p. 56–57
303-3	Water withdrawal	Environment and climate Water consumption	p. 44–71 p. 56–57
303-5	Water consumption	Environment and climate Water consumption	p. 44–71 p. 57

**GRI 305 Emissions**

305-1	Direct (Scope 1) GHG emissions	Environment and climate Climate change	p. 44–71 p. 50–53
305-2	Energy indirect (Scope 2) GHG emissions	Environment and climate Climate change	p. 44–71 p. 50–53
305-5	Reduction of GHG emissions	Environment and climate Climate change Our PV systems	p. 44–71 p. 50–53 p. 67

**GRI 306 Effluents and Waste**

306-2	Waste	Environment and climate Waste	p. 44–71 p. 54–55
-------	-------	----------------------------------	----------------------

**GRI 307 Environmental Compliance**

307-1	Non-compliance with environmental protection laws and regulations	Environment and climate ISO 14001	p. 44–71 p. 51
-------	---	--------------------------------------	-------------------

**GRI 308 Supplier Environmental Assessment**

308-1	New suppliers that were screened using environmental criteria	Company Supply chain overview Responsibility in the L&R supply chain	p. 12 p. 24–25 p. 42–43
-------	---	--	-------------------------------

**GRI 401 Employment**

401-3	Parental leave	Social responsibility Own workforce	p. 72–95 p. 85
-------	----------------	--	-------------------



<b>GRI 403 Occupational Health and Safety</b>			
403-1	Occupational health and safety management system	Company management Strategy	p. 32–37 p. 34–37
403-5	Worker training on occupational health and safety	Social responsibility Own workforce	p. 72–95 p. 82–83
403-6	Promotion of worker health	Social responsibility Own workforce	p. 72–95 p. 82–83
403-9	Work-related injuries	Social responsibility Own workforce	p. 72–95 p. 82–83
<b>GRI 404 Training and Education</b>			
404-1	Average hours of training per year per employee	Social responsibility Own workforce	p. 72–95 p. 83
404-2	Programs for upgrading employee skills and transition assistance programs	Social responsibility Learning without borders	p. 72–95 p. 74–79
<b>GRI 405 Diversity and Equal Opportunity</b>			
405-1	Diversity of governance bodies and employees	Social responsibility	p. 72–95
<b>GRI 414 Supplier Social Assessment</b>			
414-1	New suppliers that were screened using social criteria	Company Supply chain overview	p. 12–25 p. 24–25
<b>GRI 416 Customer Health and Safety</b>			
416-1	Assessment of health and safety impacts of product and service categories	Governance The highest standards	p. 96–101 p. 101

# Imprint

## **Publisher**

Lohmann & Rauscher International GmbH & Co. KG  
Westerwaldstraße 4  
D-56579 Rengsdorf

Erik S. Meyers, Director of corporate communication division  
✉ [erik.meyers@at.lrmed.com](mailto:erik.meyers@at.lrmed.com)

Karl-Heinz Posch, Director of ESG division  
✉ [karl-heinz.posch@at.lrmed.com](mailto:karl-heinz.posch@at.lrmed.com)

This report contains protected trademarks of L&R products and services.

## **Photography and image sources**

Lohmann & Rauscher International GmbH & Co. KG holds the usage rights.

[www.lohmann-rauscher.com](http://www.lohmann-rauscher.com)