



MANN & SCHRÖDER  
COSMETICS  
GROUP

# 2024 SUSTAINABILITY REPORT

CONTENT

AT A GLANCE

|                                   |   |
|-----------------------------------|---|
| Foreword by the Managing Director | 3 |
| Report profile                    | 4 |
| Company profile                   | 5 |



OUR SUSTAINABILITY STRATEGY

|                                          |    |
|------------------------------------------|----|
| We care²                                 | 8  |
| Organisation & management                | 9  |
| Global goals for sustainable development | 10 |
| Values & social standards                | 14 |
| Stakeholders                             | 18 |
| Materiality analysis                     | 20 |
| Audits & certifications                  | 21 |



PRODUCTS AND INNOVATIONS

|                                  |    |
|----------------------------------|----|
| Sustainability in the R&D sector | 25 |
| Sustainable thanks to slim caps  | 28 |



ENERGY

|                         |    |
|-------------------------|----|
| New steam boiler system | 31 |
|-------------------------|----|



WATER

|                          |    |
|--------------------------|----|
| Water – valuable & vital | 38 |
|--------------------------|----|



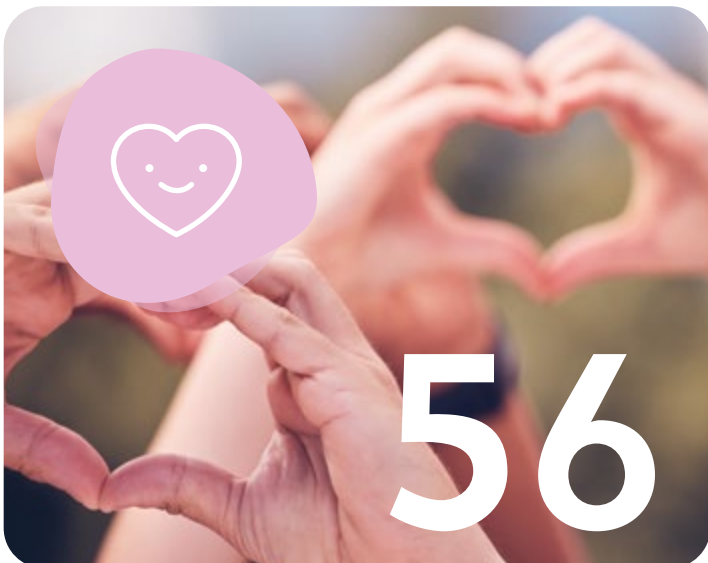
WASTE MANAGEMENT

|                            |    |
|----------------------------|----|
| Kaizen in waste management | 43 |
|----------------------------|----|



OUR EMPLOYEES

|                             |    |
|-----------------------------|----|
| Shaping the future together | 47 |
|-----------------------------|----|



SOCIAL COMMITMENT

|                   |    |
|-------------------|----|
| Help for children | 57 |
| Present abroad    | 59 |

|           |    |
|-----------|----|
| GRI INDEX | 60 |
| Imprint   | 68 |

## "A LITTLE BETTER EVERY DAY, TOGETHER! THAT'S OUR PATH TO A SUSTAINABLE FUTURE."

### DEAR READERS,

Sustainability is much more for us than just a short-term trend – it's a stance that defines our daily behaviour. This is why we have made a conscious decision to comprehensively realign our corporate structure. Since the beginning of 2024, we have been shaping the cosmetics world of tomorrow as MANN & SCHRÖDER COSMETICS GROUP.

As a family-run company, we see ourselves as a large whole, underpinned by many areas and shaped by every individual employee. Our goal and motivation is to be financially successful whilst making a tangible, positive contribution to the environment and society. We are taking responsibility today, just as we do for the generation of tomorrow.

Our 2024 is defined by numerous initiatives and projects, true to the motto: a little better every day. We fulfil this aspiration every day by actively pursuing both small process optimisations and comprehensive changes.

We want to bring sustainability to life. This is demonstrated by our development and patent application for new soap and shower gel granules. In comparison to liquid products, they offer numerous ecological benefits, as well as maintaining consistently high quality and ease of use. As for packaging, we are increasingly switching to material-saving components such as slim caps.

We are pulling out all the stops to protect the environment, involving all our employees. And we celebrate our success together – for instance, at our Family Day in summer 2024.

A little better every day, together! That's our path to a sustainable future.

Kind regards,



Christine Steger, Managing Director  
MANN & SCHRÖDER COSMETICS GROUP



## REPORT PROFILE

### REPORTING BOUNDARIES AND DATA COLLECTION

All information in this report relates to the business activities relevant to the sustainability of MANN & SCHRÖDER COSMETICS GROUP and its locations in Germany. These include operations in Siegelbach, Hüffenhardt, Gundelsheim, Mannheim and Bonfeld.

This MANN & SCHRÖDER COSMETICS GROUP sustainability report covers developments in 2024 (1 January to 31 December 2024). We have also included significant events and achievements up to the editorial deadline in October 2025 to ensure that the information contained in the report is up to date. Additional content is also available online on the company website [www.mann-schroeder.de](http://www.mann-schroeder.de). The report is published in German and English. The next sustainability report is expected to be published in the second half of 2026 and will cover the 2025 financial year.

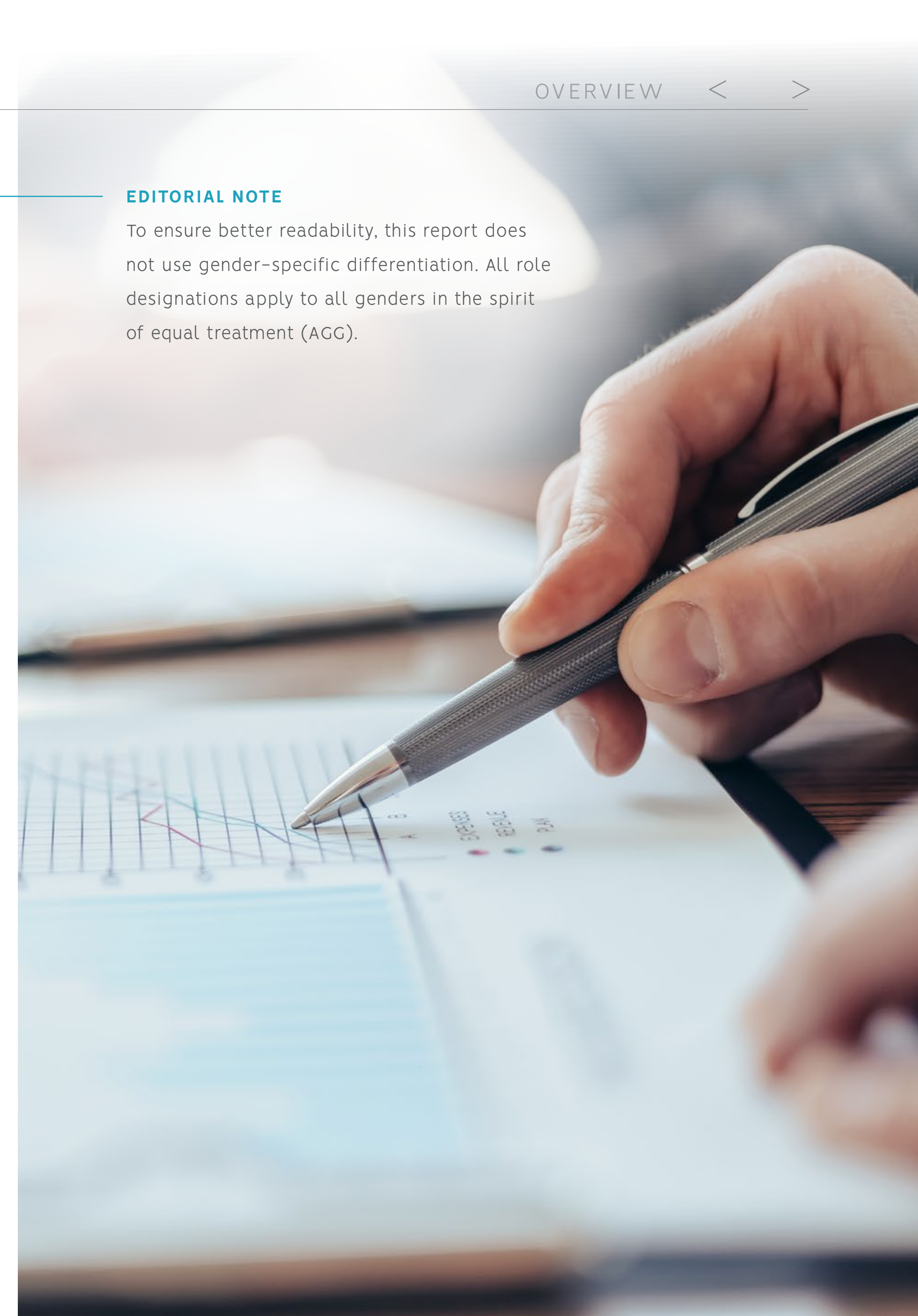
### APPLICATION OF THE GRI STANDARD

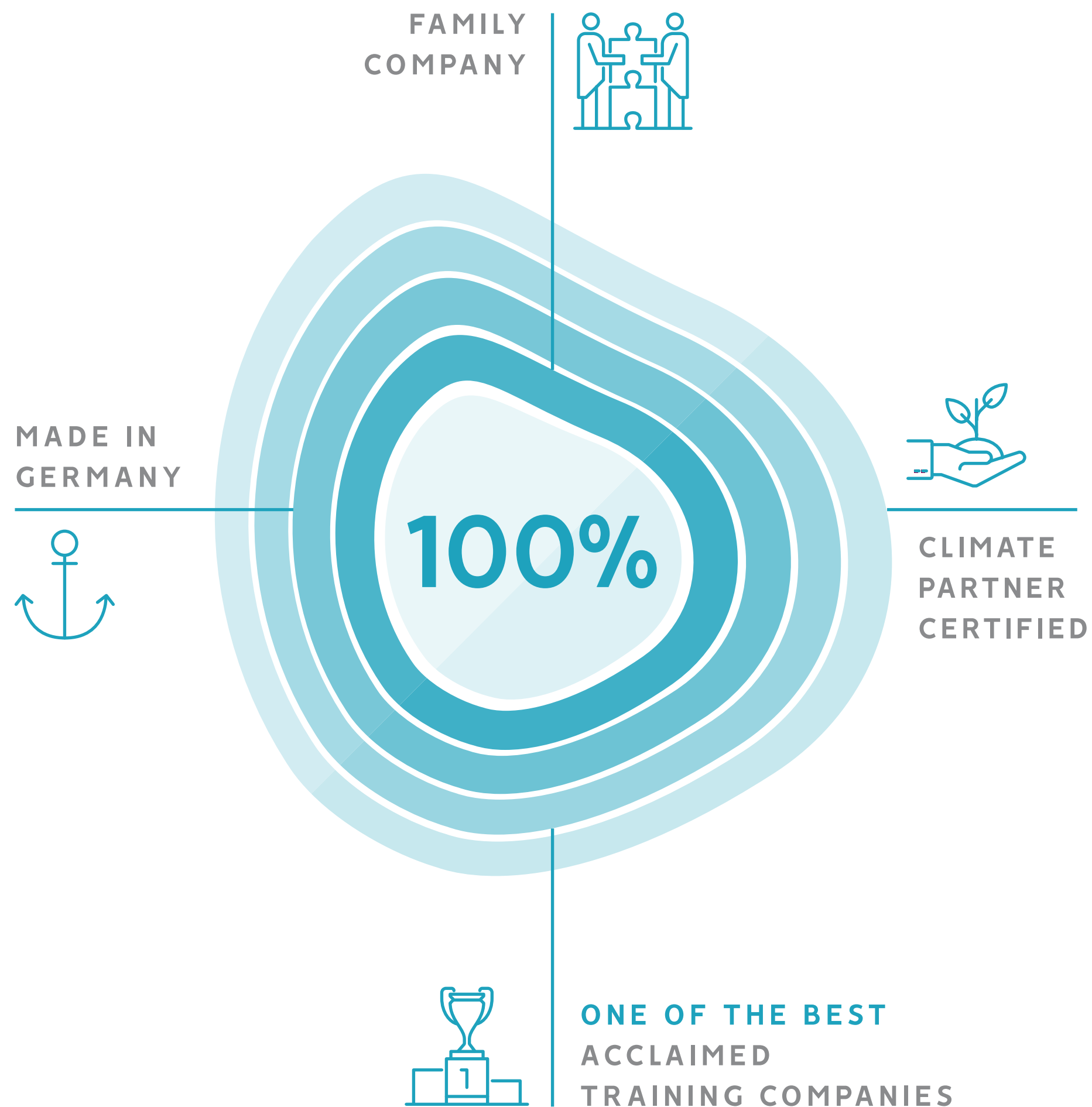
As in previous years, this report is based on the guidelines of the Global Reporting Initiative (GRI), one of the most globally recognised and widely used frameworks for sustainability reporting. The application of GRI standards increases the transparency and comparability of the sustainable performance of companies in different sectors.

Since 2018, we have prepared our sustainability report in accordance with GRI standards. Reporting of the core option is now carried out. Along with our key sustainability points, we are focusing in this report on further company-relevant sustainability endeavours at MANN & SCHRÖDER COSMETICS GROUP.

#### EDITORIAL NOTE

To ensure better readability, this report does not use gender-specific differentiation. All role designations apply to all genders in the spirit of equal treatment (AGG).





## MANN & SCHRÖDER COSMETICS GROUP

### ABOUT US

The corporate group has been split into two divisions since 2024: SCHRÖDER COSMETICS is responsible for all our own brands: alkmene®, sanosan, numis® med, VANDINI and we:care², whilst MANN & SCHRÖDER COSMETICS is the operative unit responsible for the private label area. Both companies operate under the umbrella of the MANN & SCHRÖDER COSMETICS GROUP on the common goal of innovatively and sustainably shaping the cosmetics world of tomorrow.

### WHAT MAKES US STAND OUT

MANN & SCHRÖDER COSMETICS GROUP is a German family company specialised in manufacturing hair and personal care products. Since it was founded in 1951, the company has had its headquarters in Siegelsbach and now has five locations in Baden-Württemberg. Christine Steger has been managing MANN & SCHRÖDER COSMETICS GROUP in its third generation since 2015.

The production sites in Siegelsbach and Hüffenhardt are being constantly modernised and expanded in order to meet the high demand for quality products in the future. Sustainability aspects are an integral part of all innovations and product developments.

### FOR YOU, FOR THE PLANET

The motto "for you, for the planet" makes clear the dual responsibility that we have committed to as a company: offering consumers the highest quality and best possible care experience and ensuring that our actions have as little impact on the environment as possible. For a worthwhile future.

PRODUCT PORTFOLIO

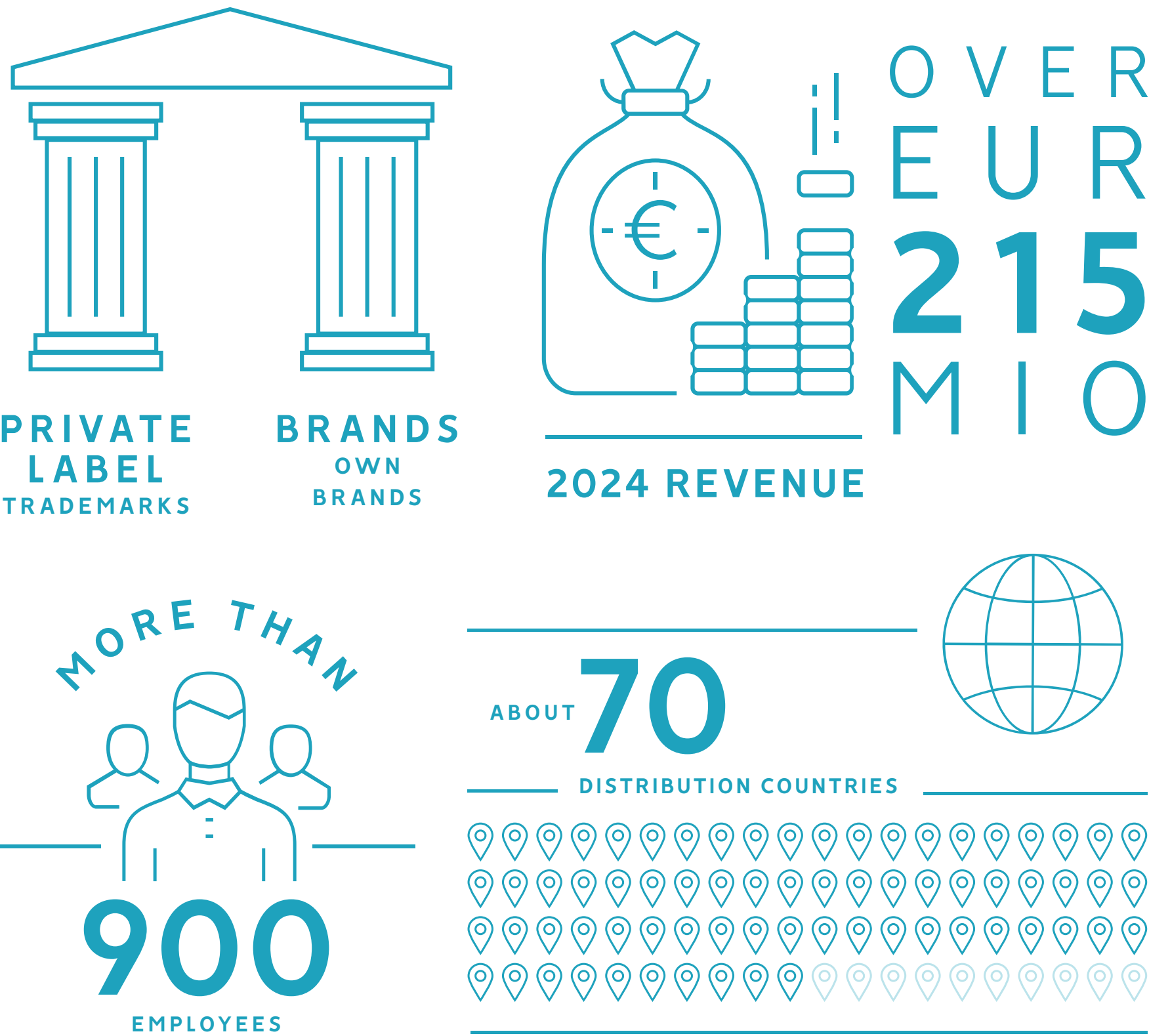
Our product portfolio is made up of hair and personal care products for the whole family and all ages. From shower gel and shampoo to sun protection, we produce almost all personal care categories. In the private label sector, we serve leading drugstore chains, discounters and the retail food trade in Germany, Europe and worldwide. Our customers value our comprehensive advice, coupled with our high quality standards.

As a full-service provider, we unite all areas to implement sophisticated brand concepts and products under one umbrella: Research & Development, Marketing, Production, Quality Assurance, Sales and Logistics. Around 900 employees work hand in hand to develop and manufacture personal care products made in Germany that are kind to the skin and the environment.

TRADITION MEETS INNOVATION

Whether brands or private label, the name MANN & SCHRÖDER COSMETICS GROUP stands for passion and responsibility, quality and sustainability. In total, more than 2,000 different products are manufactured with state-of-the-art systems and sold in about 70 countries.

Our company's success story is based on a harmonious unity between tradition and innovation, which will continue to define our future activities. For almost two decades, we have been increasingly using energy-saving production processes and focusing on maximising energy efficiency when purchasing new systems. We use 100% green energy and fully offset our CO<sub>2</sub> emissions through climate protection projects. Various teams of experts are pursuing ambitious sustainability goals – from sustainable product packaging to efficient system cleaning processes. We take diverse approaches, which are described in detail in the following report.



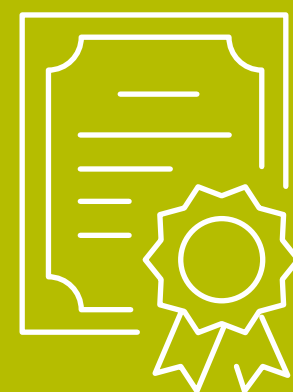


SUSTAINABILITY MANAGEMENT

# OUR SUSTAINABILITY STRATEGY

REPORTING IN ACCORDANCE  
WITH

**GRI**  
STANDARD



REDUCTION OF

**CO<sub>2</sub>**  
EMISSIONS



**KAIZEN**  
PRINCIPLE



## SUSTAINABILITY MANAGEMENT

WE CARE<sup>2</sup>

We are convinced that long-term success is only possible based upon a well-founded and transparent sustainability strategy.

Our holistic approach combines ecological, economic and social responsibility, reflected in our daily pursuit of the highest product quality and safety in all areas of the company. As a family-owned company, we think across generations and shape our actions with the intention of inspiring the consumers of today without harming the world of tomorrow.

In doing so, we adopt the KAIZEN principle of continual improvement: we continually scrutinise and optimise our processes in

order to develop and implement sustainable solutions. Our guiding principle “What’s good for the skin shouldn’t harm the environment” has always shaped our actions. As a company, we have been climate-neutral since 2017 and a certified ClimatePartner since 2024. We have set ourselves the ongoing reduction of CO<sub>2</sub> emissions as an overarching sustainability goal – in the spirit of continuous development and improvement – KAIZEN.

## KAIZEN

“A LITTLE BETTER  
EVERY DAY,  
IN SMALL STEPS.”

KAIZEN is a guiding principle  
originating from Japan.

The word “Kaizen” is made up  
of the Japanese characters

“kai” (change) and

“zen” (for good).



## SUSTAINABILITY MANAGEMENT

# ORGANISATION & MANAGEMENT

At MANN & SCHRÖDER COSMETICS GROUP, the overall responsibility for sustainability lies with the management.

The management is supported by a Sustainability Team made up of representatives from different areas of the company. Strategy meetings are held to define initiatives and measures, which are then implemented. All activities are based on the three pillars of sustainability: ecological, economical and social.

Through joint dialogue, concepts are developed for optimising raw materials, developing sustainable packaging solutions and increasing production efficiency, among other things. Responsibility along the supply chain is an integral part of our sustainability strategy and is taken into account by a Code of Conduct, as well as careful supplier selection.



MANN & SCHRÖDER COSMETICS GROUP  
management (from right to left):  
Edith Dresler, Christine Steger  
and Matthias Wörner.



UN SUSTAINABLE DEVELOPMENT GOALS

# GLOBAL GOALS FOR SUSTAINABLE DEVELOPMENT

MANN & SCHRÖDER COSMETICS GROUP is guided by the 17 Sustainable Development Goals (SDGs) adopted by the United Nations (UN) in 2015, actively implementing them through targeted measures.

Our SDGs act as a guiding framework, as well as helping us to align our business activities transparently and comprehensibly with sustainable development. In 2019, we systematically identified the SDGs most relevant to our company – in other words, goals upon which we can have a tangibly positive or negative impact through our actions. By specifically aligning our products and solutions with these goals, we are making

a concrete and measurable contribution to sustainable development.

These include, in particular Goal 12 (responsible consumption and production), Goal 13 (climate action) and Goal 14 (life below water). As a cosmetics manufacturer, these goals are particularly important for us: with Goal 12, we are focusing our processes and products on conserving resources, avoiding waste and

encouraging recycling. Goal 13 motivates us to actively contribute to climate protection by reducing emissions, using renewable energies and making our supply chains climate-friendly. We take Goal 14 seriously by ensuring that we use environmentally-friendly ingredients and packaging that do not pollute our waters and use water resources responsibly.

|                                                                                                                                                                                                                                                                                                                                                 |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div></div> <div></div> <div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div> <div>Avoiding waste, reducing environmental pollution and encouraging conscious consumer behaviour.</div> <div>PAGE 15 F, PAGE 20, PAGE 23, PAGE 24 FF, PAGE 28 F, PAGE 31FF, PAGE 43 FF, PAGE 52, PAGE 59</div> |
| <div>13 CLIMATE ACTION</div> <div></div> <div></div> <div>CLIMATE ACTION</div> <div>Reducing greenhouse gas emissions, adapting to climate change and encouraging climate-friendly innovation.</div> <div>PAGE 12 F, PAGE 23, PAGE 24 FF, PAGE 28 F, PAGE 31FF, PAGE 49, PAGE 51, PAGE 60</div>                                                 |
| <div>14 LIFE BELOW WATER</div> <div></div> <div></div> <div>LIFE BELOW WATER</div> <div>Protecting and maintaining marine ecosystems – reducing sea pollution and protecting endangered species</div> <div>Page 12 f, Page 23, Page 38 ff</div>                                                                                                 |

## GEMEINSAM UMWELTNEUTRAL HANDELN E.V.

In August 2024, MANN & SCHRÖDER COSMETICS GROUP, together with other companies and organisations, became a founding member of the association Gemeinsam umweltneutral Handeln e.V..

The association has set itself the goal of establishing a standard that reconciles economic, ecological and social sustainability and makes environmentally-friendly business practices visible and comparable. The core focus is on a holistic approach that, in addition to reducing environmental impact, also concentrates on offsetting remaining environmental costs through ecological upgrading measures. Furthermore, active dialogue, further training and cooperation between members and experts are encouraged.

## GUH STANDARD

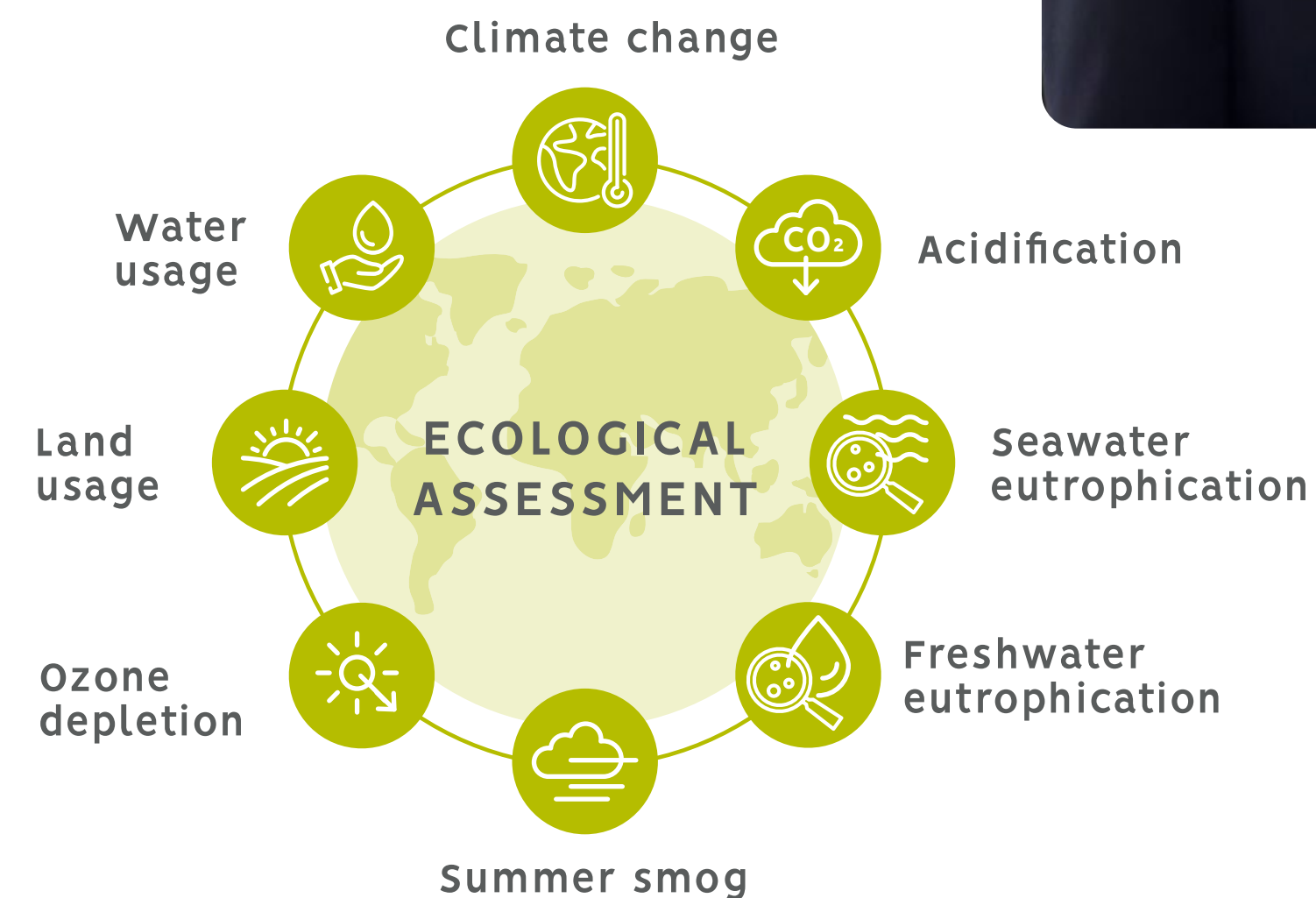
The GUH standard aims to first comprehensively assess and analyse the ecological footprint in order to then introduce targeted reduction measures. Environmental impact that cannot be further reduced by these measures is transparently converted into environmental costs. These funds are then channelled into projects for ecosystem renaturation.

In addition to climate change, a total of eight environmental impact categories are considered when determining environmental costs, including, for example, land and water use (see diagram on the right). The overarching objective is to not further increase environmental pollution and to strike a balance between using natural resources and restoring them.

[HERE YOU CAN FIND FURTHER INFORMATION ON THE GEMEINSAM UMWELTNEUTRAL HANDELN E.V. ASSOCIATION](#)

**“WE ARE CONVINCED THAT THE CHALLENGES OF CLIMATE CHANGE AND OVEREXPLOITATION OF RESOURCES CAN ONLY BE OVERCOME BY SCIENTIFICALLY WELL-FOUNDED COLLECTIVE ACTION.”**

Christine Steger, Managing Director,  
MANN & SCHRÖDER COSMETICS GROUP

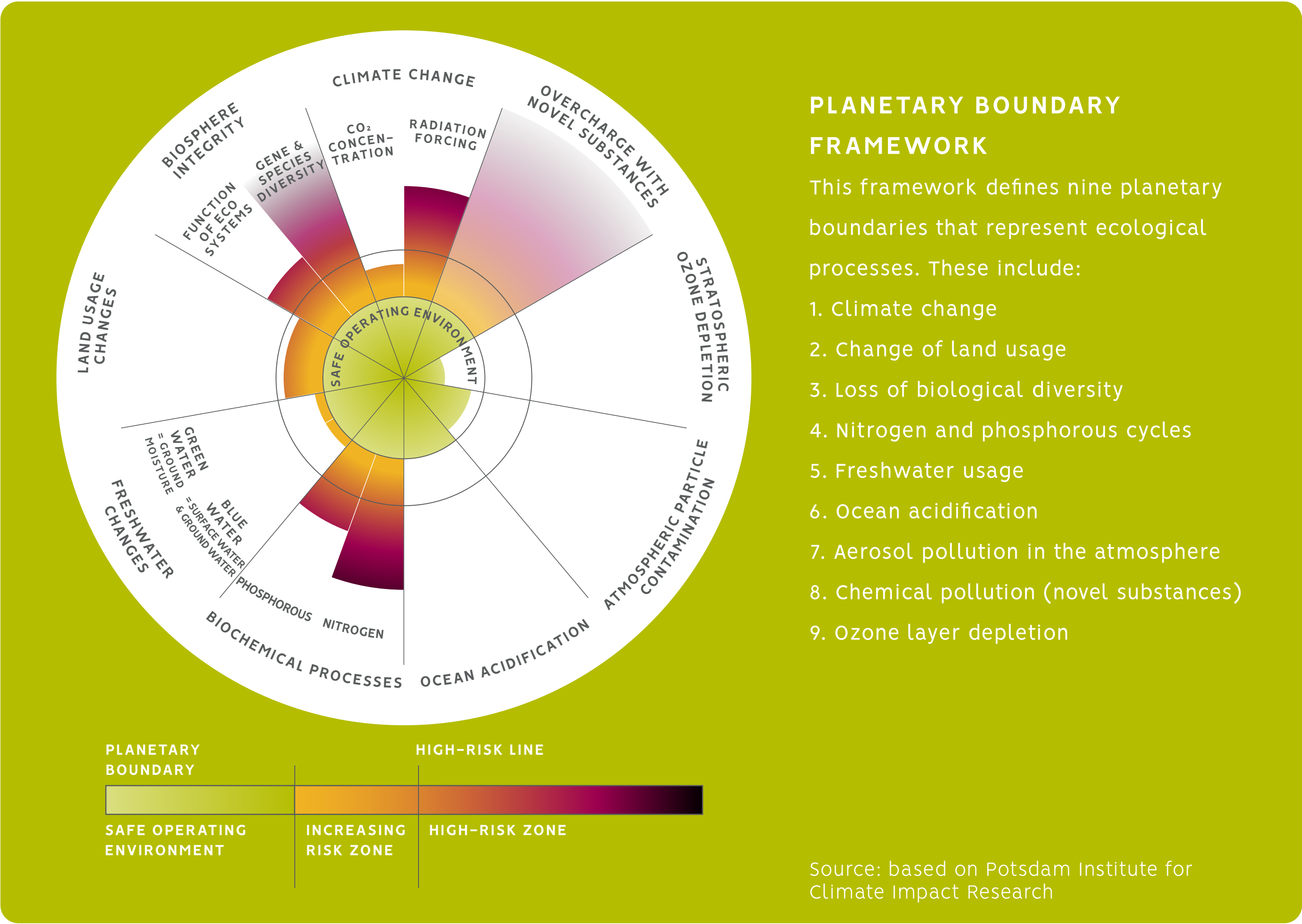


ECOLOGICAL AND ETHICAL RESPONSIBILITY  
THROUGH A HOLISTIC APPROACH

As MANN & SCHRÖDER COSMETICS GROUP, we strive not only to consider the impact of our actions on climate change, but to also take a holistic view of the ecological consequences.

The planetary boundaries framework also serves this purpose. This scientific concept describes the Earth’s ecological limits, within which humanity can live safely and continue to develop.

If one or more of these thresholds are exceeded, there is an increased risk of abrupt and potentially irreversible environmental changes that could threaten life on our planet. Changes in individual categories can have individual impacts in different areas. For instance, the loss of biodiversity can weaken ecosystems, which can have a direct impact on climate change.



RESPONSIBLE INTERNALLY &amp; EXTERNALLY

# VALUES & SOCIAL STANDARDS

## STRONG COMMUNICATION

Transparent and targeted information channels promote dialogue in day-to-day working life, boost employee motivation and allow productive dialogue with customers and partners. Tools like the employee app and the management's biennial update are deployed to keep the workforce regularly informed of important company developments. The introduction of a shop-floor management system, especially in the operative area, improves mutual understanding and supports collaboration. We want to work with each other rather than alongside each other. This way, we pursue our overarching goal: "A little better every day in small steps."

## DIVERSITY & FAIRNESS

MANN & SCHRÖDER COSMETICS GROUP sets great store by a diverse, heterogeneous workforce. Discriminatory behaviour – whether due to ethnic origin, gender, nationality or further reasons – is not tolerated in our company. We are committed to respectful, appreciative and fair cooperation.

As in previous years, we have an international workforce in the current reporting year. In 2024, there are still more women than men employed in the company. For us, the diversity of our employees provides a great wealth of experience and skills that strengthen our company.



## EDUCATION & FURTHER DEVELOPMENT

All company employees receive regular training – not just trainees and students. Both internal and external training sessions are offered. These take place in various formats, whether in person, online or via specific learning platforms.

New additions include internal workshops on the shop-floor management system. They are short, interactive and fun, helping to firmly anchor the continuous improvement process in day-to-day working life.

## OUR VALUES SHAPE OUR COMPANY

As a family-run company, the satisfaction of our customers and partners is at the heart of everything we do. Thanks to the dedication of our employees, we vouch for product quality and safety every single day. We work with enthusiasm to implement new sustainable product solutions and know that treating each other with respect – both internally and externally – strengthens our corporate culture. As a reliable partner with the highest quality standards, we actively shape the cosmetics world of today and tomorrow in an innovative and sustainable manner.

When selecting our raw materials, we pay particular attention to quality and absence of harmful substances. Hence, sustainable and responsible use of resources is a matter of course for us. Our three core values – entrepreneurship, partnership, excellence – are just as relevant today as they ever were.



### ENTREPRENEURSHIP

We act and think entrepreneurially, because we take responsibility and think outside the box. We have the courage to seek out and explore new paths. In everything we do, we focus on the needs of our customers.

### PARTNERSHIP

Trust, respect, openness and reliability form the basis of our daily cooperation. We see ourselves as a team, even across departmental boundaries. Everyone works hand in hand to achieve the best possible result together. We maintain long-term relationships with our customers and suppliers, characterised by partnership, reliability and fairness.



### EXCELLENCE

High quality, continuous innovation and the responsible use of resources are our top priorities. We are constantly adapting our closely interlinked work processes to the changing requirements of the markets. This enables us to work efficiently and in a service-oriented manner to always achieve outstanding results.

## OUR VISION

*“At home in every bathroom.”*

Our aspiration is to inspire our customers with high-quality products and innovations. On this basis, we wish to expand our two business areas – brands and private labels – and in the long term become the most competitive medium-sized company in Europe.

Our goal:  
*300 million euros in turnover and a CO<sub>2</sub> reduction of 30% by 2030. Shaping the cosmetics world of tomorrow for the better.*

## OUR MISSION

*We Care<sup>2</sup>*

We want to inspire our customers every day with innovative and high-quality products. With passion and responsibility, we represent quality and sustainable care for every individual and our planet.

We Care<sup>2</sup> means:

We always care in two ways:

Brands – Private labels  
Passion – Responsibility  
Quality – Sustainability  
Every individual – Our planet

## OUR STRATEGY

In our 2030 Strategy, we have set out our ambitions with regard to growth and sustainability in concrete targets.

Our values-based approach to resources, employees and partners is the ethical compass on the path to achieving these goals. We develop and produce all our products according to the criterion of sustainability and continuously work on the expertise of our employees in order to further strengthen our innovation potential. We take advantage of the opportunities offered by globalisation and digitalisation and think ahead in terms of sustainability.



## COMPLIANCE CULTURE

MANN & SCHRÖDER COSMETICS GROUP acts in accordance with our compliance culture – law – abiding, ethical, responsible and transparent. Together with our employees, we adhere to the corporate principle: “We comply with applicable law and internal guidelines”. For us, treating each other and our business partners with respect, appreciation and fairness is a matter of course. Instructions and rules are communicated transparently in regular training sessions and through broad internal communication so that they can be implemented at all levels.

## COMPLIANCE MANAGEMENT SYSTEM

Our compliance management system is a central element for monitoring all legal regulations and occupational health and safety measures in our company. Since 2022, the software-based system has allowed us to define responsibilities within the organisation, obtain necessary authorisations and establish compulsory requirements for operational processes, occupational health and safety and data protection. The tasks are distributed across the respective division and team managers. Internal compliance officers check potential business partners with an additional compliance programme and support the management in all compliance issues.

## OCCUPATIONAL SAFETY

The health and safety of our employees is our top priority. We take responsibility and go beyond legal requirements and applicable standards to guarantee a safe and hygienic working environment. Our aim is to eliminate and minimise potential hazards. Hence, we continuously review working processes, areas of activity and working equipment for possible health and safety risks. Where necessary, we provide our employees with personal protective equipment. Regular internal training sessions keep employees up to date on relevant topics such as

occupational safety and hygiene and enable them to put this into practice in their day-to-day work. An Occupational Safety Committee, which also includes a representative of the management and the works council, meets regularly and discusses measures for accident prevention and occupational safety optimisation. Our company doctor carries out work-related examinations and advises employees on health matters.

## CODE OF CONDUCT

The MANN & SCHRÖDER COSMETICS GROUP Code of Conduct describes a binding minimum standard with regard to our social, ecological and economic responsibility. Together with our employees, we want to experience our core values – entrepreneurship, partnership, excellence – through respectful and trusting interactions both internally and externally. Infringements of the Code of Conduct are not tolerated at any level or in any area. The Code is based on international guidelines and principles, such as the Base Code of the Ethical Trading Initiative (ETI). It is supplemented by further relevant local, national and international laws, standards and other applicable regulations.

STAKEHOLDER MAP



INTERACTION WITH POTENTIAL

STAKEHOLDERS

Internal and external interests need to be heard and taken into account. Interaction and dialogue with our stakeholders holds great potential for innovation and sustainable development.

MANN & SCHRÖDER COSMETICS GROUP sets great store by involving its stakeholders in the company's sustainable development. The diagram shows the most important stakeholder groups, categorised according to the nature of their influence. While direct stakeholders are directly affected by the company's sustainability activities and decisions, they only have an indirect effect on indirect stakeholders.

Stakeholders form the central foundation for the materiality analysis, since their expectations and concerns have a key influence on the assessment and prioritisation of sustainability-related issues.

Our **EMPLOYEES** from various areas of the company form a central internal stakeholder group with a direct influence on the company. Mutual dialogue is important for us and takes place in the form of both traditional employee appraisals and surveys, as well as via our employee app. Regular information events on the status of the company and works meetings offer additional opportunities for open dialogue. In addition, the works council actively promotes the interests of the workforce. The aim is to obtain better understanding of the day-to-day working life, experiences and challenges faced by our employees, whilst raising awareness of internal guidelines. By doing so, we make an important contribution to a sustainable workplace and boost employee loyalty and the appeal of our company.



We are in dialogue with **CONSUMERS** via telephone, e-mail and social media platforms.

Dialogue with our **SUPPLIERS** on current issues such as legislative changes, customer specifications or regulatory adjustments is mostly carried out by our raw materials management and purchasing departments.

We have established a global key account management system for our **CUSTOMER RELATIONSHIPS** and also liaise directly with our customers in cross-functional teams.



In the **COSMETICS INDUSTRY**, we are a reliable manufacturing partner and engage in dialogue with organisations and associations to promote sustainable products. We have helped establish initiatives and long-term partnerships.

As a member of various associations, we play a key role in the development and establishment of **INDUSTRY STANDARDS & GUIDELINES.**



DETERMINING THE KEY REPORTING TOPICS

# MATERIALITY ANALYSIS

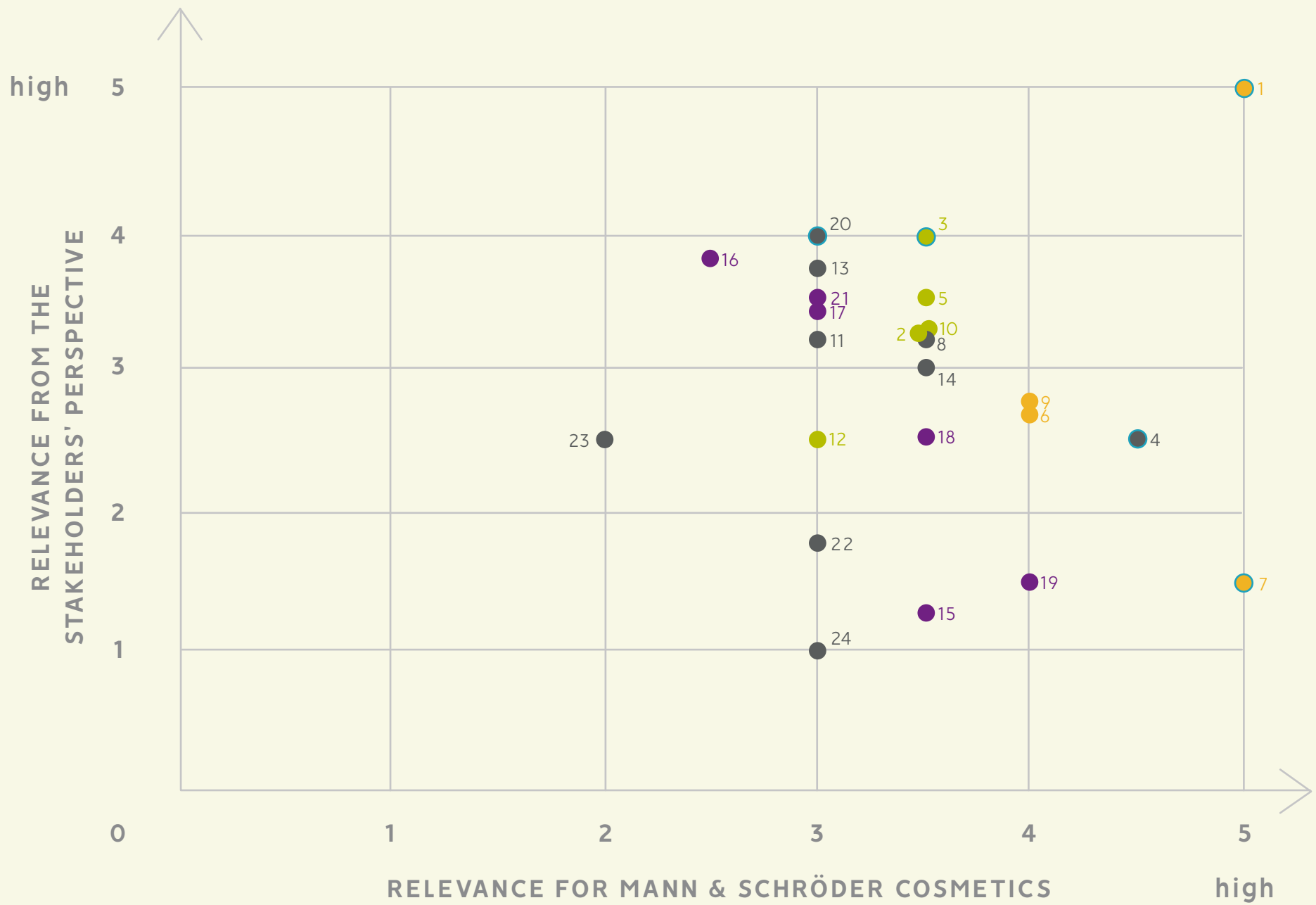
**M**ateriality analysis combines the central sustainability topics of MANN & SCHRÖDER COSMETICS GROUP in accordance with GRI standards and supplements them with company-specific priorities. The focus is on topics key to the company’s strategic development and direction, as well as the actual and potential impact on employees, the environment and society. As in previous years, internal experts assess the relevance of the topics on a scale of 0 (irrelevant) to 5 (very relevant). They take into account the perspective of the company (internal) and the stakeholders (external).

Our materiality matrix shows the core sustainability topics for MANN & SCHRÖDER COSMETICS GROUP. From the company perspective, ensuring

the highest quality and product safety is the top priority, followed by external competitiveness and the internal advancement of digitalisation. External stakeholders also prioritise quality and product safety as the most important issue. In addition, effective environmental management and environmentally-friendly packaging to boost the circular economy are some of the relevant areas of action.

The transparent presentation of key opportunities and risks provides a valuable basis for defining and effectively implementing goals, measures and resources for our sustainability work, and for reporting on the current status in the sustainability report.

## MATERIALITY MATRIX



- 1 Highest quality & product safety

2 Sustainable products/solutions

3 Environmentally-friendly packaging & circularity

4 Digitalisation (infrastructure, processes...)

5 Climate change/reduction of emissions

6 R&D/innovation

7 Competitiveness

8 Governance & compliance

9 Customer relationship

10 Sustainable use of materials and raw materials

11 Responsibility in supplier relationships

12 Water/energy management
- 13 Environmental and social standards in the supply chain

14 Transport safety/sustainable logistics

15 Employee development (training and further education)

16 Occupational health & safety

17 Diversity & equal opportunities

18 Social commitment

19 Compatibility of family & career

20 Environmental management

21 Transparency & dialogue

22 Leadership quality

23 Noise protection

24 Operational changes
- Management

Environment and climate

Customers and products

Employees and society

Particularly high relevance for business success

“KAIZEN” IN AUDIT PRACTICE

# AUDITS & CERTIFICATIONS

In all areas of the company, MANN & SCHRÖDER COSMETICS GROUP sets great store by quality, safety and sustainable business practices. In order to ensure transparency and traceability, we adhere to internationally recognised management systems that are regularly reviewed by independent auditors. Certificates issued after one or several audit days confirm that we reliably implement

the applicable standards and faithfully observe our motto in the area of audits too: “Kaizen” – a little better every day.

Beyond just the usual sector and industrial requirements, we have voluntarily committed to complying with ambitious energy standards in accordance with ISO 14001. Furthermore, we only use palm and palm kernel oil derivatives that contribute to sustainable cultivation in accordance with RSPO standards. We are audited annually by RSPO auditors to ensure compliance with these standards.

A trusting cooperation with our employees and ethically sound labour practices are crucial to us. Hence, our processes and working relationships are regularly assessed by independent auditors as part of the SMETA audit (social standard). The next SMETA audit is planned for spring 2025.

## INTERNAL AUDITS

A structured internal audit programme is the foundation of successful external audits. The purpose is to regularly review the requirements of the respective management system, identify weaknesses and gaps at an early stage and initiate sustainable optimisations. Internal audit results are core evidence of the efficiency and efficacy of our integrated management system. They reflect a continual improvement process and are reviewed again by externally independent auditors as part of certification audits. Fulfilling the external audit requirements is not possible without a functioning internal audit programme.

In reporting year 2024, a total of 26 internal audits were carried out throughout the company. The focus is on individual areas of the company, which are examined and assessed in detail for compliance with internal requirements, legislative rulings and external norms. Besides, there are two system audits,

RSPO (Roundtable on Sustainable Palmoil) and energy and environmental management, as well as a cross-department product audit. Employees of MANN & SCHRÖDER COSMETICS GROUP are selected, instructed and trained at regular intervals to carry out internal audits. Internal auditors undertake this responsible task in addition to their regular work and, with a great deal of commitment, make a significant contribution to the company's continuous improvement process.





| Name of the certification                                                                 | Purpose                                                                                                                                                                                                                                           |
|-------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| IFS HPC Standard<br>(International Featured<br>Standard – Household and<br>Personal Care) | Certification for household and personal care products, evaluates a company's safety and quality management system, as well as production-related processes (from purchasing to dispatch).                                                        |
| BRC CP Global Standard<br>(British Retail Consortium –<br>Consumer Products)              | Evaluates a company's product safety and quality management, sets requirements for the production and delivery of safe, legal consumer goods (personal care and household) in uniform quality.                                                    |
| DIN EN ISO 9001                                                                           | Demonstrates that a quality management system is in place to continuously improve processes and products and that normative and legal requirements are fulfilled in the company.                                                                  |
| DIN EN ISO 14001                                                                          | The aim of the certification is to encourage environmental protection, reduce environmental impact and thereby correctly implement environmental goals.                                                                                           |
| DIN EN ISO 50001                                                                          | The aim of the certification is to sustainably improve the company's energy efficiency and consumption.                                                                                                                                           |
| Cosmetics GMP<br>(in accordance with DIN EN<br>ISO 22716)                                 | Proves that the company's working processes (from manufacturing to dispatch) comply with Good Manufacturing Practice (GMP).                                                                                                                       |
| RSPO<br>(Roundtable on Sustainable<br>Palm Oil)                                           | RSPO was developed as a global standard for sustainable palm oil with the aim of establishing and promoting ecological, economic and social minimum standards for the cultivation of oil palms and integrating them into the entire supply chain. |
| NATRUE                                                                                    | With the NATRUE label, a reliable, verifiable international standard, cosmetic products can be certified as natural or organic cosmetics.                                                                                                         |
| SMETA<br>(SEDEX Members Ethical<br>Trade Audit)                                           | Audit process developed to verify compliance with labour rights, health and safety standards, environmental standards and business ethics throughout the entire supply chain.                                                                     |



PROTECT THE ENVIRONMENT & SAVE RESOURCES

# PRODUCTS AND INNOVATIONS

**95%**   
OF THE RAW  
MATERIALS USED  
**ARE EASILY  
BIODEGRADABLE**

OWN IN-HOUSE  
**RECYCLING  
EXPERTS**  
 TEAM

**90%**   
OF PACKAGING USED ARE  
**MONOMATERIALS**

RESEARCH & DEVELOPMENT

# SUSTAINABILITY IN THE R&D SECTOR

The R&D sector plays a central role in communication along the value chain: from suppliers to end consumers. As well as the R&D lab, Technical Product Management (TPM), Raw Materials Management (RM) and Safety Assessment (SA) are also part of this sector. TPM is involved in the development process for new products at any early stage, guiding brainstorming as well as ingredient and formulation selection. RM handles raw material enquiries and requests evidence of sustainability, compliance with the minimum standards of MANN &

SCHRÖDER COSMETICS GROUP, as well as potential raw material contamination. Formulation development takes place in the R&D lab. The sustainability of a formulation ultimately depends largely on raw material selection and manufacturing process. Following the successful development of the first lab prototypes, TPM supports the sales team in customer presentations and answers questions on the formulation and product effect. When the product is launched, the SA team prepares the legally required safety report and confirms product safety.

## R&D – DIVERSE SUSTAINABILITY REMIT

**R&D LAB:** Implements innovative formulation ideas

**TPM:** Communication along the value chain

**RM:** Point of contact for innovative, sustainable raw materials

**SA:** Safeguards international and national regulations and standards

**R&D:** Together for greater sustainability!



## DESIGN FOR SUSTAINABILITY

The motto of the cross-divisional Category Management Team (CAT) is “close to the market and fully informed about new raw materials”. The CAT team observes the market for exciting products and their developments. TPM experts provide an initial assessment of the formulation and labelling, whilst the R&D new developments team assesses its feasibility and subsequently works on the formulation. “This routine approach helps

us all progress, allowing us to act sustainably and innovatively together”, says Juliane Schmid, Head of CAT. As well as daily collaboration, trade fairs are attended and suppliers invited to keep track of raw material innovations. “The cross-divisional assessment of the feasibility and potential of alternative raw materials gives us the opportunity to become increasingly sustainable”, says Dr. Viktor Rein, TPM.

## KAIZEN IN R&D

Continual improvement and further development of sustainable formulations are crucial for reducing the company-wide CO<sub>2</sub> footprint. The focus is on optimising the composition and performance of formulations and carefully selecting raw materials. Development progress is discussed and new solution approaches are debated in daily R&D lab employee meetings. “KAIZEN – a little better every day” also plays an important role in the day-to-day working life of R&D.

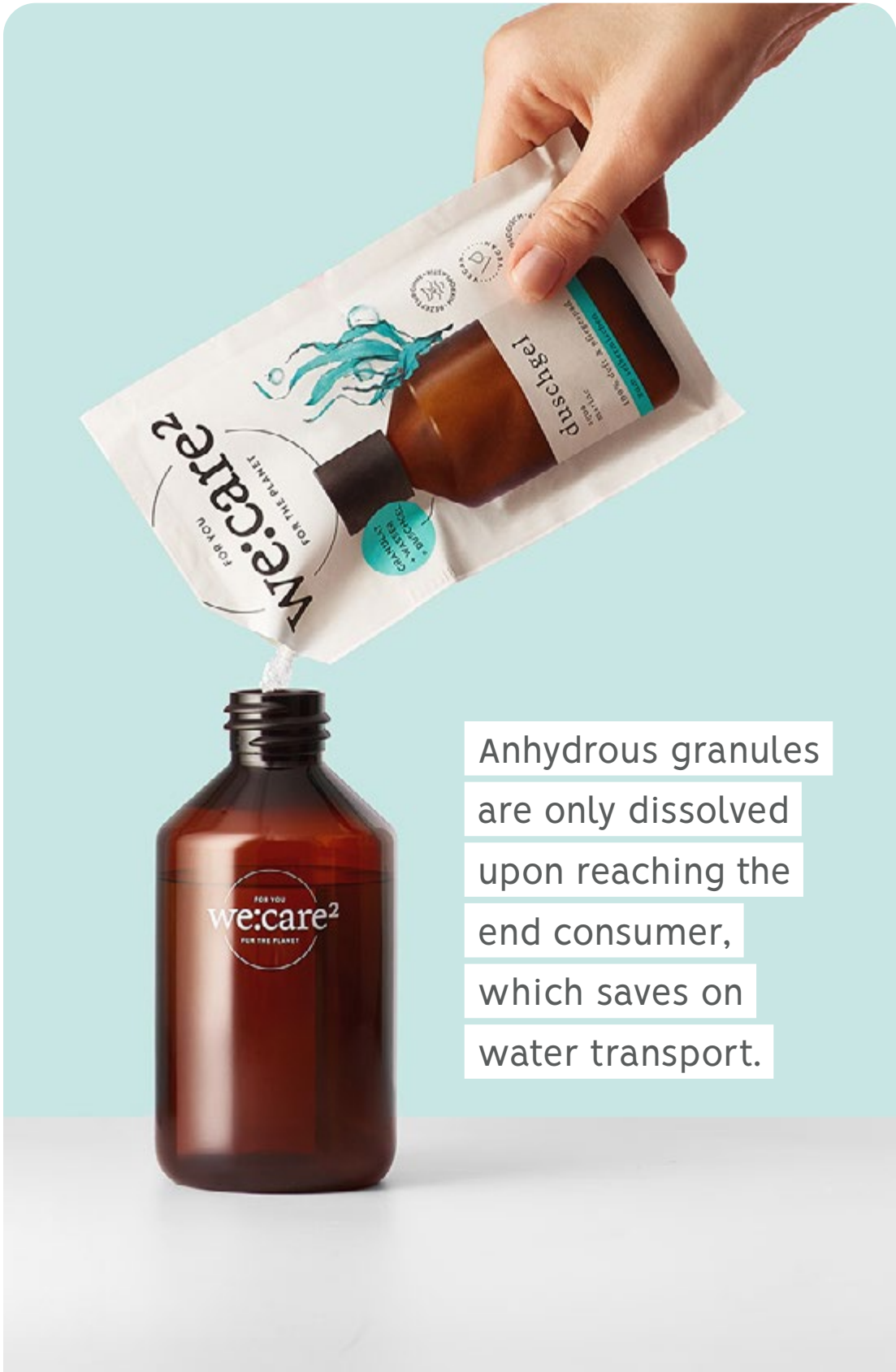


UNCOMPROMISING SUSTAINABLE SURFACTANT PRODUCTS

In the reporting year, the R&D department focused on the ongoing optimisation of existing product formulations, as well as developing fully new concepts. For instance, MANN & SCHRÖDER COSMETICS GROUP has developed innovative soap and shower gel granules, which smell wonderful and offer a range of ecological benefits. It is particularly worth highlighting the reduction in CO<sub>2</sub> emissions and the significantly decreased use of plastic compared to similar liquid products, while maintaining consistently high product quality and usability.

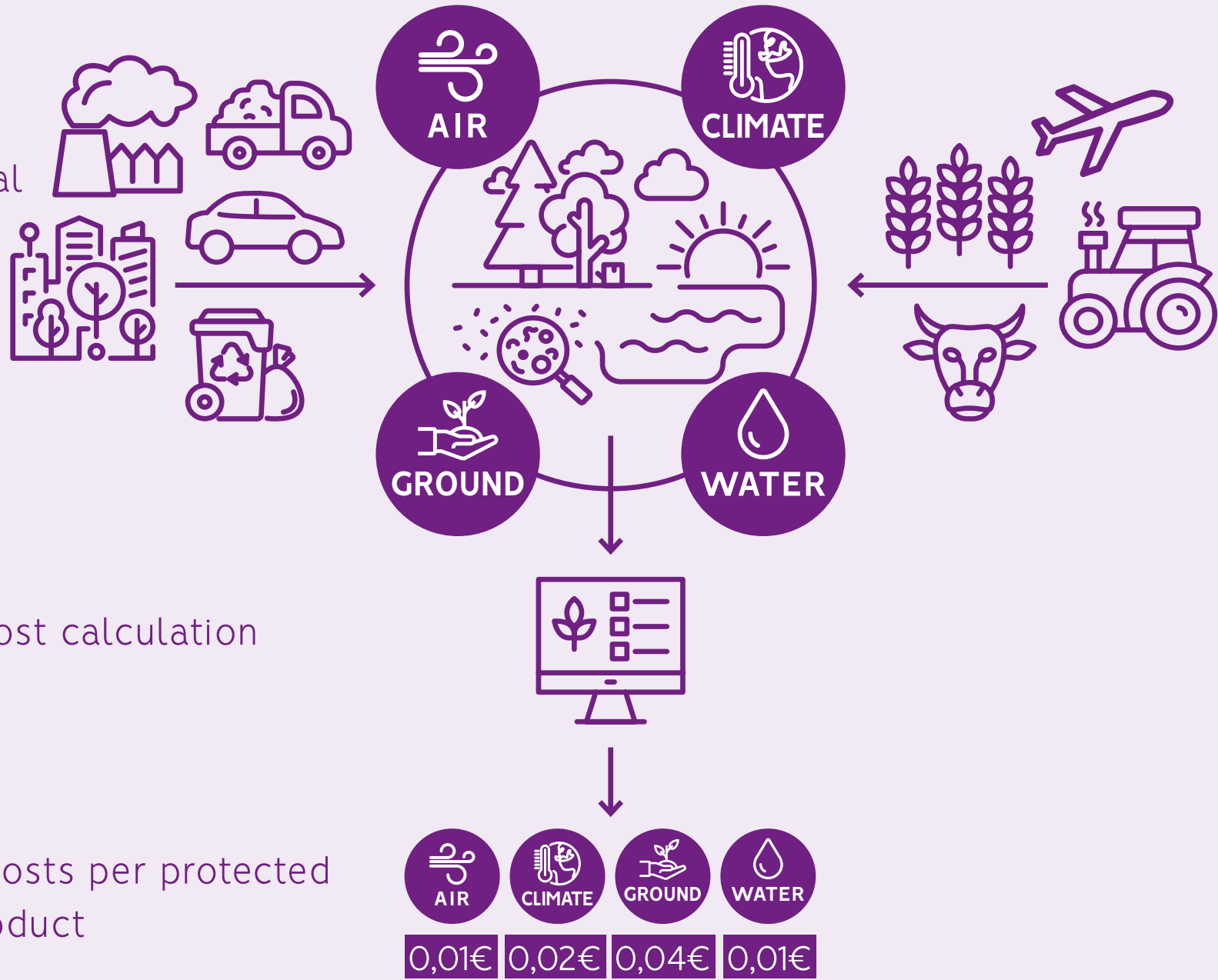
The granules dissolve clearly in water, remain stable in dissolved form even in hard tap water and offer a sensory experience similar to conventional liquid products. This is made possible by a targeted combination of ingredients that prevents cloudiness. Packaged in

recyclable paper, granules boost the circular economy and save transport weight. They are an important step towards sustainable cosmetics.



HOW ARE ENVIRONMENTAL COSTS CALCULATED?

- 1. All environmental impacts are recorded in a material ecological assessment.
- 2. Environmental cost calculation
- 3. Environmental costs per protected resource per product



IMPROVING ECOLOGICAL ASSESSMENT

Compared to conventional liquid soaps, more than 60% of CO<sub>2</sub> equivalents are saved thanks to the reduction of transport weight, the careful selection of surfactants and the packaging. In other environmental categories such as eu-

trophication, acidification or ozone formation, the granules developed perform more than 50% better compared to conventional soaps. With the development of granules, MANN & SCHRÖDER COSMETICS GROUP has taken a significant step forward in the development of more sustainable product concepts.



MATERIAL SAVINGS  
THROUGH USING  
**SLIM CAPS**

## OPTIMISE PACKAGING – PROTECT RESOURCES

# SUSTAINABLE THANKS TO SLIM CAPS

**T**he requirements for sustainable packaging solutions are constantly growing. The introduction of PPWR (Packaging and Packaging Waste Regulation) aims to make packaging more material-efficient and resource-friendly in future. The objective of PPWR is to significantly reduce the amount of packaging waste – but without compromising on product safety and consumer protection. Against this backdrop, MANN & SCHRÖDER COSMETICS GROUP is switching from tubes to narrower seal caps known as

slim caps. This can save on packaging material, reduce CO<sub>2</sub> emissions and fulfil PPWR requirements regarding reduction in material usage.

Most tube seals are made of polypropylene (PP) and polyethylene (PE). Depending on the size of the product, they make up a significant proportion of the total weight of the product packaging. Especially for products with high sales volumes, a reduction in seal diameter can lead to significant material savings.

WHAT ARE THE BENEFITS OF THE SWITCH TO SLIM CAPS?

The decision to switch to narrower tube seals is based on three central sustainability principles: first, reducing the amount of material used per product significantly lowers plastic consumption, which reduces damage to the environment as well as having a positive impact on the product’s carbon footprint.

Second, every reduction in weight per product leads to a reduction in overall transport weight. This is demonstrated in measurable emission benefits throughout the entire transport process – from the place of manufacture of the packaging and product to any interim storage and the retail shelf.

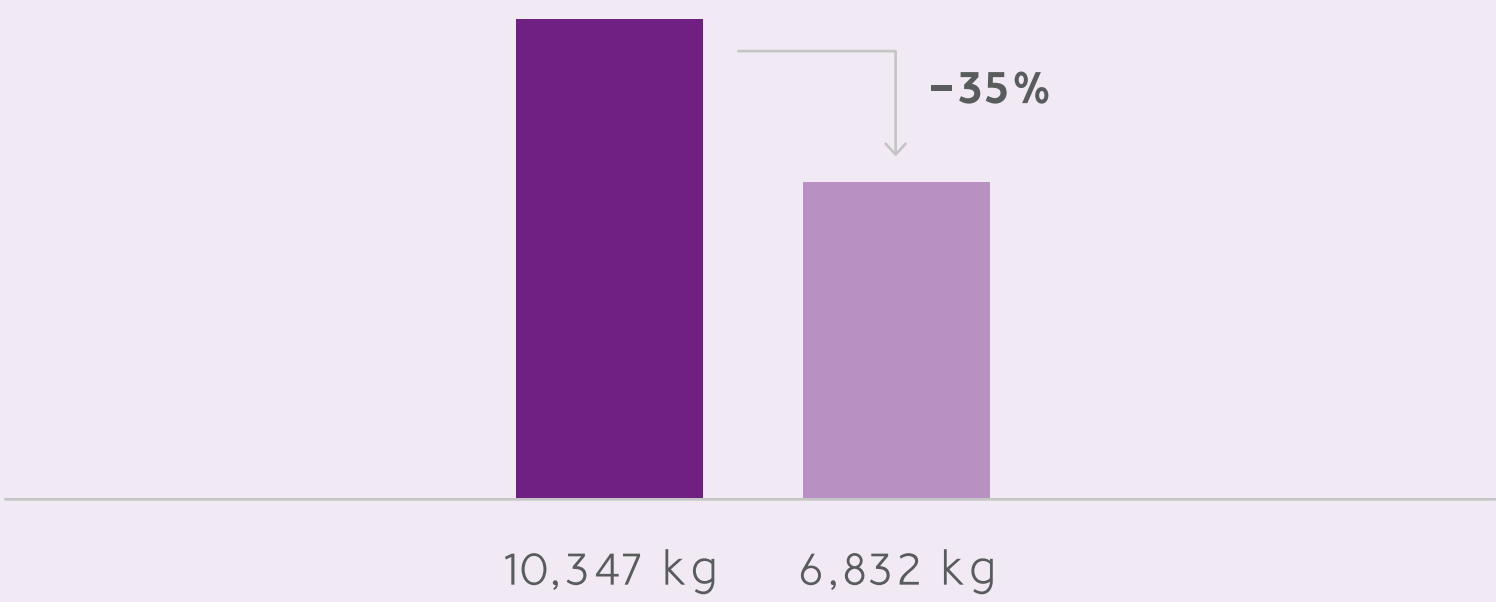
Third, the reduced packaging design signals our firm commitment to increased sustainability in the cosmetics sector, thereby sending a clear message to consumers. Sustainably designed packaging also boosts market position and increases certainty regarding future regulatory requirements.

SAVINGS FROM USING NARROWER SEALS

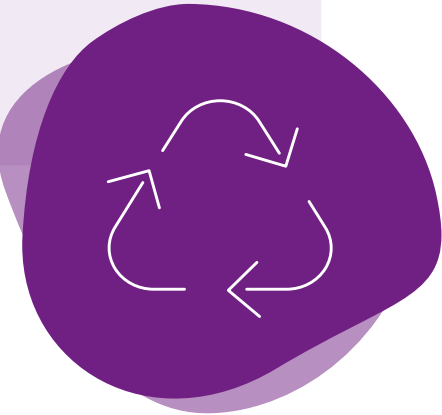
The following table shows the average weight savings of the seals (absolute and in %) when switching from standard seals to slim caps in 2024.

|                               | Standard seal | Slim cap seal | Saving   |       |
|-------------------------------|---------------|---------------|----------|-------|
|                               | absolute      | absolute      | absolute | in %  |
| Ø Weight (g)<br>tube ≤ 125 ml | 6             | 4.1           | - 1.9    | - 32% |
| Ø Weight (g)<br>tube > 125 ml | 8.8           | 5.6           | - 3.2    | - 36% |

PLASTIC REDUCTION FROM USING NARROWER SEALS IN 2024



Thanks to switching to narrower tube seals, the amount of plastic used in tube seals reduced by approximately 35% in 2024. This protects valuable resources.



SUSTAINABLE PACKAGING SOLUTIONS – FUNCTIONAL, LAWFUL AND IN LINE WITH A GENUINELY CIRCULAR ECONOMY!



MEASURE – ANALYSE – OPTIMISE

# ENERGY

**100%**  
GREEN ELECTRICITY



**IMPROVE**  
NEW STEAM BOILER SYSTEM

**CERTIFIED**  
IN ACCORDANCE WITH  
DIN EN ISO 50001



INCREASING ENERGY EFFICIENCY

# NEW STEAM BOILER SYSTEM

Continuous optimisation in energy management to achieve greater efficiency is no exception for us – it's a matter of course.

**M**ANN & SCHRÖDER COSMETICS GROUP sets great store by the continual improvement of its energy management. Hence, precise recording and monitoring of individual consumption is very important. Consumption hotspots can be identified, analysed and optimised through appropriate measures.

A new steam boiler system was commissioned in April 2024, marking an important step towards increasing sustainability. Compared to the previous system, this significantly reduces heating oil consumption and subsequent environmental damage.

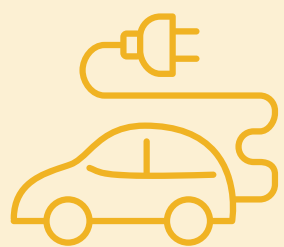
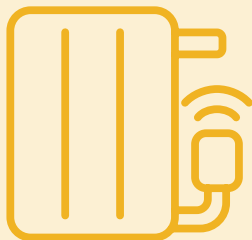


A WIDE RANGE OF MEASURES TO INCREASE ENERGY EFFICIENCY



**COMPRESSED AIR NETWORK:**  
Repairing leaks & replacing hoses

**HEATER THERMOSTAT:**  
Constant temperature control



**CAR POOL:**  
Increased number of electronic vehicles & installation of electronic charging points

**PROCESS OPTIMISATION:**  
Power savings, e.g. emulsion mixing



OPTIMISED  
CLEANING PROCESS



**-22,000**  
KWH/A  
ENERGY SAVINGS IN  
EMULSION MIXING

| 2023 |       | From non-renewable sources | From renewable sources | Total energy consumption |
|------|-------|----------------------------|------------------------|--------------------------|
|      | MWh   | 8,835                      | 6,934                  | 15,768                   |
|      | Share | 56%                        | 44%                    |                          |

| 2024 |       | From non-renewable sources | From renewable sources | Total energy consumption |
|------|-------|----------------------------|------------------------|--------------------------|
|      | MWh   | 8,916                      | 6,971                  | 15,888                   |
|      | Share | 56%                        | 44%                    |                          |

|                                | 2023                    | 2024                    | Change 2023 – 2024        |        |
|--------------------------------|-------------------------|-------------------------|---------------------------|--------|
|                                | absolute                | absolute                | absolute                  | in %   |
| Total energy consumption (MWh) | 15,768                  | 15,888                  | + 119                     | + 0.8% |
| Number of units                | 234,428,051             | 246,389,585             | + 11,961,534              | + 5.1% |
| Energy/unit (MWh)              | 6.73 × 10 <sup>-5</sup> | 6.45 × 10 <sup>-5</sup> | – 0.28 × 10 <sup>-5</sup> | – 4.1% |

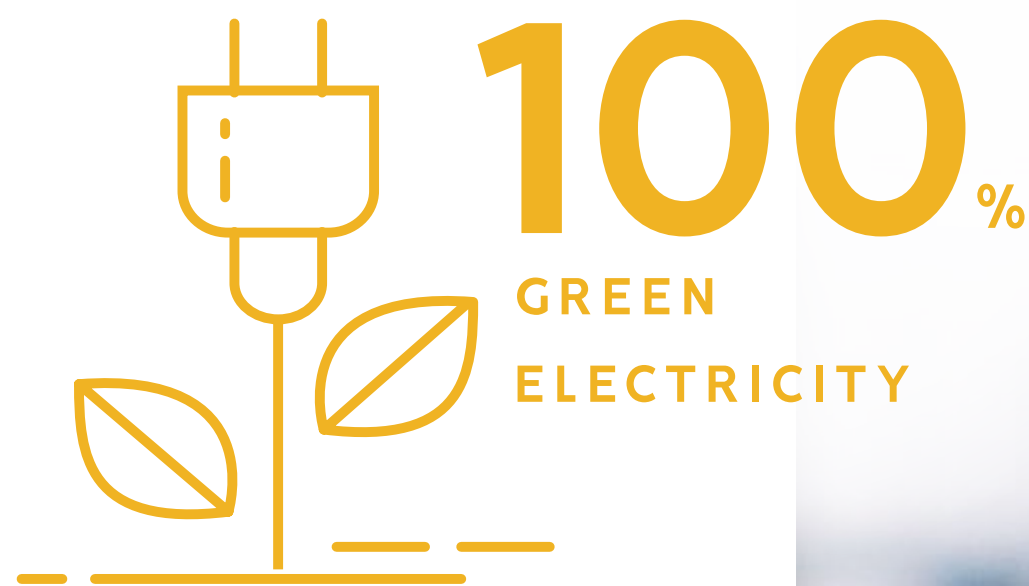
“TOGETHER WE DEVELOP AND IMPROVE OUR PRODUCTION PROCESSES ON A DAILY BASIS IN A SUSTAINABLE, RESPONSIBLE MANNER – IN TRUE KAIZEN SPIRIT.”



Matthias Wörner,  
Management of Operations

DEVELOPMENT OF TOTAL ENERGY CONSUMPTION IN THE COMPANY

In the reporting year, the total energy consumption of MANN & SCHRÖDER COSMETICS GROUP was 15,888 MWh, i.e. almost the level of the previous year (15,768 MWh). The proportion of energy from non-renewable and renewable sources remains unchanged at 56 to 44%. Considering the increase in units in 2024 (+5.1%), energy consumption was reduced by 4.1% per unit. We view this as the success of our ongoing efforts to increase energy efficiency.



GREEN ELECTRICITY USAGE

Green electricity is generated exclusively from renewable energy sources and causes significantly less CO<sub>2</sub> emissions compared to conventional electricity. This makes an important contribution to environmental and climate protection.

MANN & SCHRÖDER COSMETICS GROUP has relied on 100% green electricity at the Siegelbach and Hüffenhardt production sites since January 2014. With high annual total energy consumption in production, this leads to significantly less CO<sub>2</sub> emissions than when using fossil fuels.



ISO 50001  
CERTIFICATION

Since 2019, MANN & SCHRÖDER COSMETICS GROUP has been certified in accordance with internationally recognised standards for energy management (DIN EN ISO 50001). During the energy audit, energy goals are defined and a comprehensive action plan is drawn up for the subsequent years.



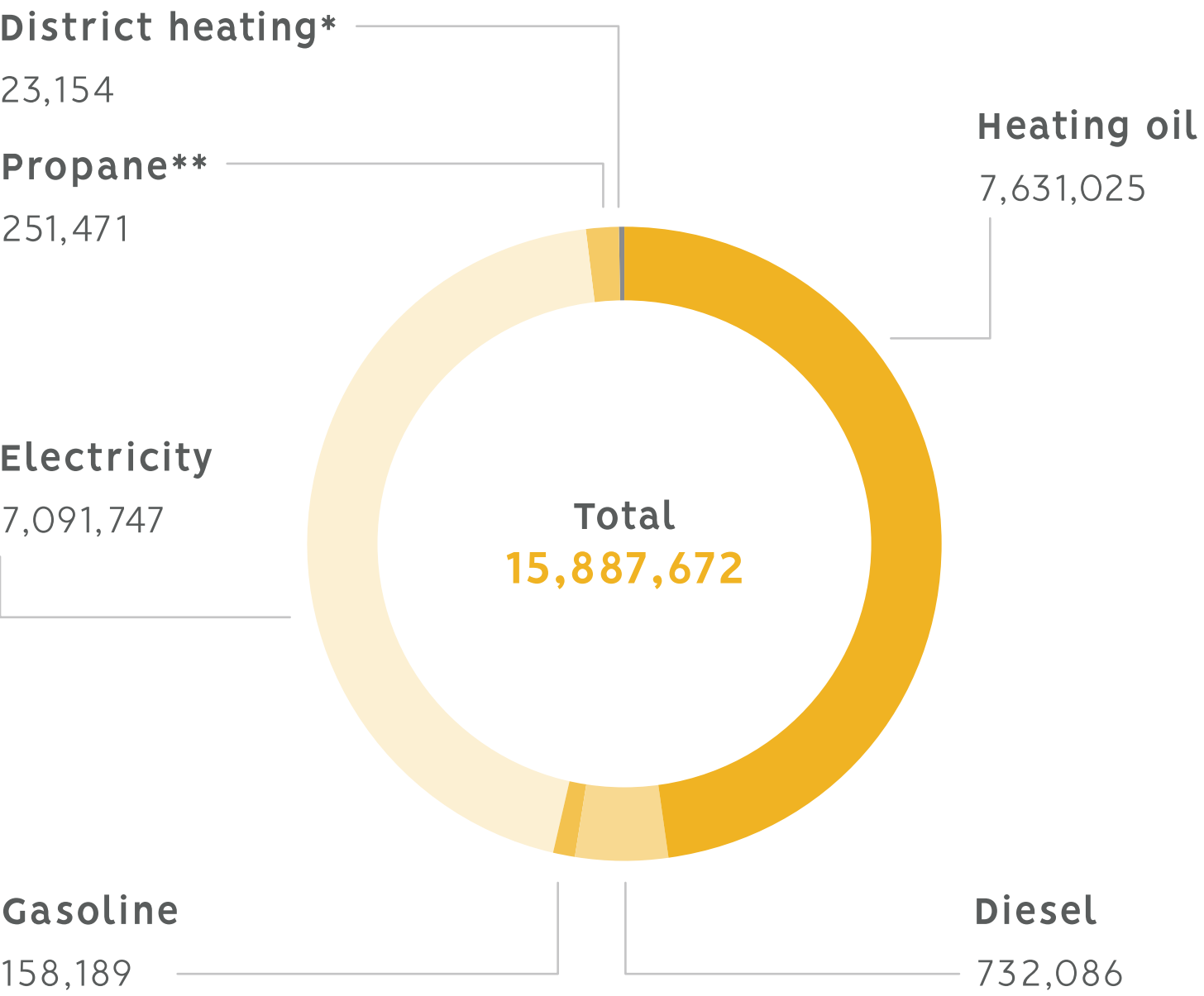
ENERGY VOLUME PER SOURCE

| Energy vol-<br>ume 2024<br>(kWh/a) | Heating oil | Diesel  | Gasoline | Electricity | Propane** | District<br>heating* | Total      |
|------------------------------------|-------------|---------|----------|-------------|-----------|----------------------|------------|
| Siegelsbach                        | 1,242,190   | 366,043 | 79,094   | 1,680,972   | 0         | 0                    | 3,368,300  |
| Hüffenhardt                        | 6,388,835   | 366,043 | 79,094   | 5,290,214   | 0         | 0                    | 12,124,186 |
| Siegelsbach<br>warehouse<br>(MUNA) | 0           | 0       | 0        | 24,512      | 15,904    | 0                    | 40,416     |
| Mannheim                           | 0           | 0       | 0        | 2,500       | 0         | 23,154               | 25,654     |
| Gundelsheim                        | 0           | 0       | 0        | 60,290      | 235,567   | 0                    | 295,857    |
| Helmstadt                          | 0           | 0       | 0        | 33,259      | 0         | 0                    | 33,259     |
| Total                              | 7,631,025   | 732,086 | 158,189  | 7,091,747   | 251,471   | 23,154               | 15,887,672 |
| Proportion of<br>total (%)         | 48.0        | 4.6     | 1.0      | 44.6        | 1.6       | 0.2                  | 100        |

The table provides information on the energy volume consumed per energy source for the individual company sites. The highest consumption is from the Siegelsbach and Hüffenhardt production sites. The remaining sites are either office space or storage facilities. The graphic summarises the percentage distribution of the energy volume consumed in relation to the individual energy sources throughout the company.

Due to the short reporting period, energy consumption at the Bonfeld site will only be fully included in the overall energy assessment from 2025. The Bonfeld site features office space and, since November 2024, a warehouse.

ENERGY USED IN 2024 (KWH/A)



\*District heating: Amount of energy generated at the Mannheim site  
\*\*Propane: Amount of energy generated at the MUNA and Gundelsheim sites

GREENHOUSE GAS EMISSIONS

Greenhouse gas emissions, particularly from carbon dioxide (CO<sub>2</sub>), are one of the key factors behind the advance of global warming. Greenhouse gases are primarily formed by the combustion of fossil fuels such as coal, oil and gas. They are categorised as direct and indirect emissions.



DIRECT EMISSIONS  
RELEASED DIRECTLY AT COMBUSTION SITE

SCOPE 1

In the reporting year, direct greenhouse gas emissions were approx. 3,650 tonnes of CO<sub>2</sub>, thereby constituting a significant increase on the previous year. This is primarily due to taking into consideration additional direct emissions from fossil fuel combustion in our own systems and machines.

SCOPE 2

The Siegelsbach and Hüffenhardt production sites use 100% green electricity. Since the emission factor for green electricity is 0, there are no indirect greenhouse gas emissions for these two sites in Scope 2. The value stated for 2024 for indirect emissions from consumed energy is based on electricity consumption at other company sites and for charging company-owned electronic vehicles. These have been newly included in the Scope 2 calculation.

DIRECT AND INDIRECT GREENHOUSE GAS EMISSIONS

|                                                                          | Emission source                                                              | t CO <sub>2</sub>   2023 <sup>1</sup> | t CO <sub>2</sub>   2024 |
|--------------------------------------------------------------------------|------------------------------------------------------------------------------|---------------------------------------|--------------------------|
| Scope 1<br>(Direct emissions)                                            | including process and building heat                                          | 2,435.24                              | 3,650.01 <sup>2</sup>    |
| Scope 2<br>(Indirect emissions from consumed energy)                     | Green electricity, electricity                                               | 0                                     | 67.16 <sup>3</sup>       |
| Scope 3<br>(Indirect emissions from upstream and downstream value chain) | including raw materials, packaging materials, capital goods, business travel | 98,077.02                             | 107,203.84               |
| Total                                                                    |                                                                              | 100,512.26                            | 110,921.01               |



INDIRECT EMISSIONS  
FORMED BY UPSTREAM AND DOWNSTREAM PROCESSES

SCOPE 3

The CO<sub>2</sub> emissions increase in Scope 3 is due to heightened investment in capital goods and a rise in demand for production and consumable materials, among other things. However, taking into account the increase in units, emissions caused by production, consumable and packaging materials could have been reduced by 7%.

1) Retrospectively adjusted data for 2023 due to improved data quality and enhanced calculation methods.  
2) Data taking into consideration additional direct emissions from fossil fuel combustion in our own systems or machines.  
3) Data taking into consideration energy consumed at other company sites and vehicle electricity.

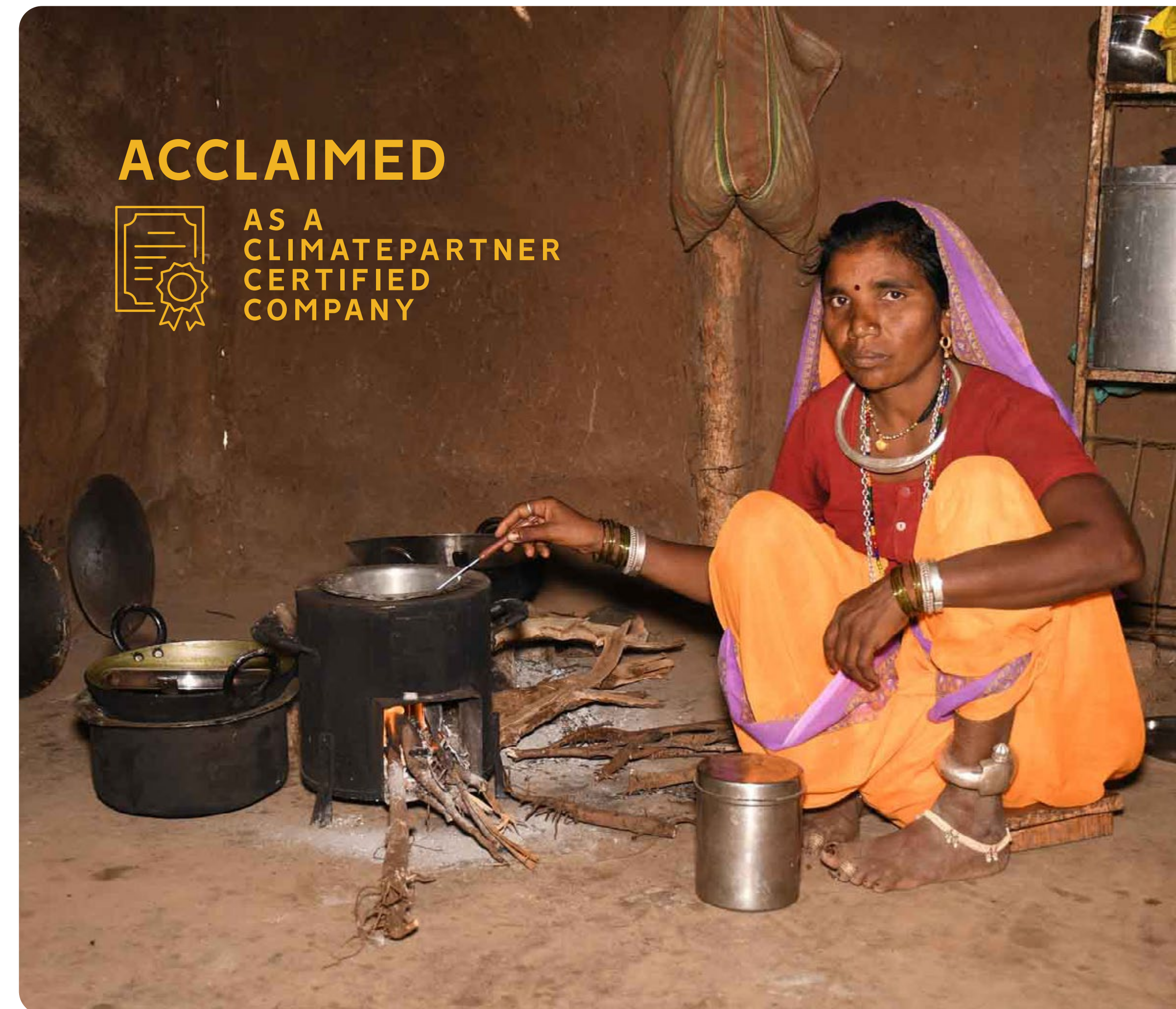
**CLIMATE-NEUTRAL COMPANY**

Together with ClimatePartner, we log our company's annual CO<sub>2</sub> emissions and create a comprehensive Corporate Carbon Footprint (CCF), based on the Greenhouse Gas Protocol. This covers all greenhouse gas emissions from Scope 1 to 3, including the supply chain of raw materials and packaging materials. In 2024, emissions totalled 110,921 tonnes of CO<sub>2</sub>.

As a manufacturing company, MANN & SCHRÖDER COSMETICS GROUP cannot completely avoid CO<sub>2</sub> emissions. However, we endeavour to take a holistic approach to climate protection. Our aim is to avoid unnecessary emissions, reduce existing emissions and offset unavoidable emissions. We do this by purchasing emission certificates and support a climate protection project to provide efficient ovens in India. This contribution supports the distribution of ovens requiring less firewood and reduces both air pollution in indoor areas and CO<sub>2</sub> emissions.



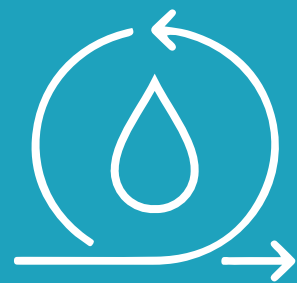
[YOU CAN ALSO FIND MORE INFORMATION ABOUT THE PROJECT HERE](#)





VALUABLE RESOURCE

# WATER



OPTIMISED

**CLEANING**



CAREFUL

**APPROACH**



EFFICIENT THANKS TO

**OSMOSIS**

## CONSCIOUS APPROACH

# WATER – VALUABLE & VITAL

**Just like we need air to breathe, we need water for survival. We consider water a precious, vital commodity and therefore invest in modern technology so we do not waste this valuable resource.**

**W**ater is vital for the production of our products, whether as a formulation component or cleaning equipment when changing products. Hence, we consider a conscious approach to water not just a sign of responsibility, but an

important contribution to protecting our planet. Through innovative measures and sustainable processes, we are actively committed to continually reducing water consumption in our company.



MANN & SCHRÖDER COSMETICS GROUP produced more than 55,000 tonnes of cosmetics and personal care products in the reporting year. This is a 14.25% increase in production volume compared to the previous year. At the same time, water consumption rose by 8.30%.

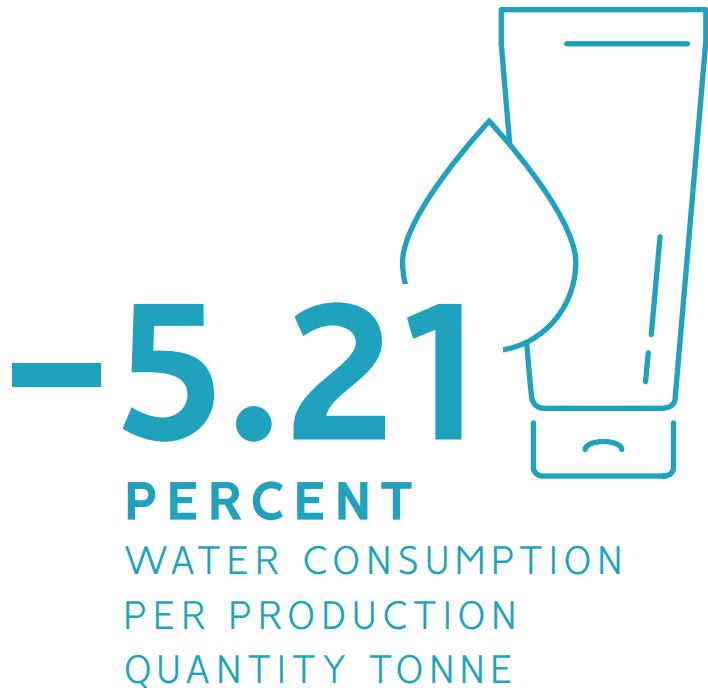
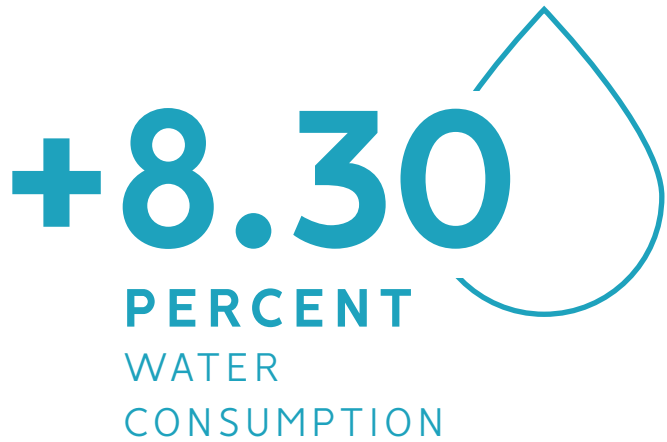
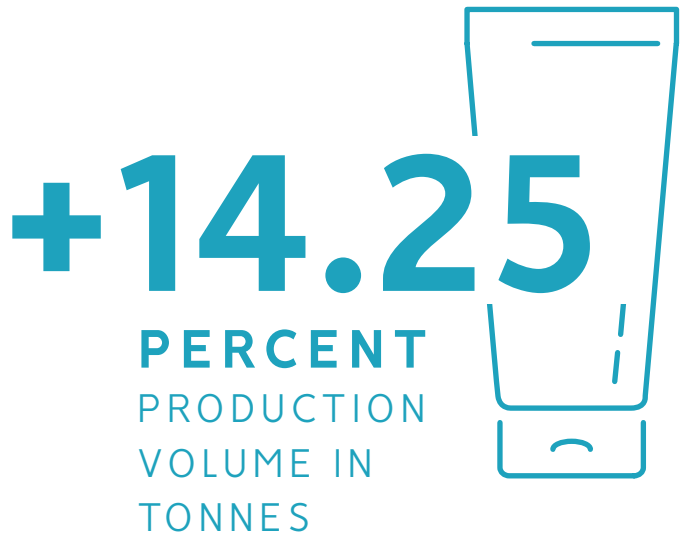
Based on the production volume, this means that water consumption per tonne has dropped by 5.21% in total. This result underlines the success of our targeted efficiency measures and process optimisation.

WATER CONSUMPTION & PRODUCTION VOLUME  
MANN & SCHRÖDER COSMETICS GROUP

|                                       | 2023       | 2024       | Change 2023 – 2024 |          |
|---------------------------------------|------------|------------|--------------------|----------|
|                                       | absolute   | absolute   | absolute           | in %     |
| Water consumption                     | 97,270 m³  | 105,339 m³ | + 8,069 m³         | + 8.30%  |
| Production volume                     | 48,201 t   | 55,069 t   | + 6,868 t          | + 14.25% |
| Water consumption / Production volume | 2.018 m³/t | 1.913 m³/t | – 0.105 m³/t       | – 5.21%  |



CHANGE 2023 – 2024





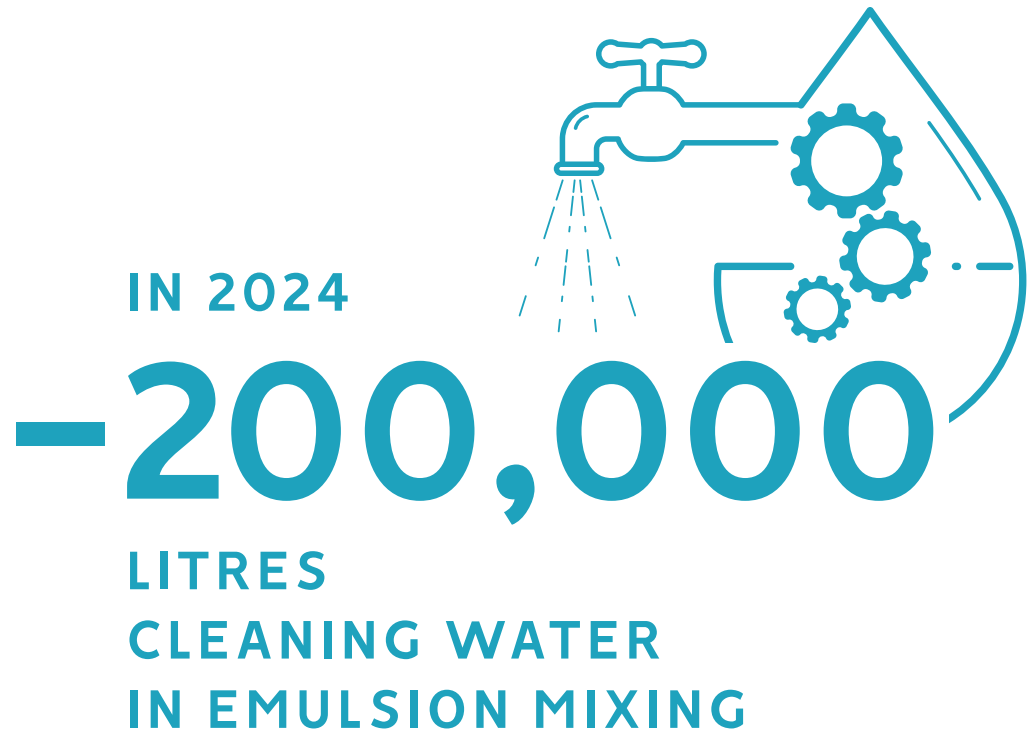
CAREFUL APPROACH

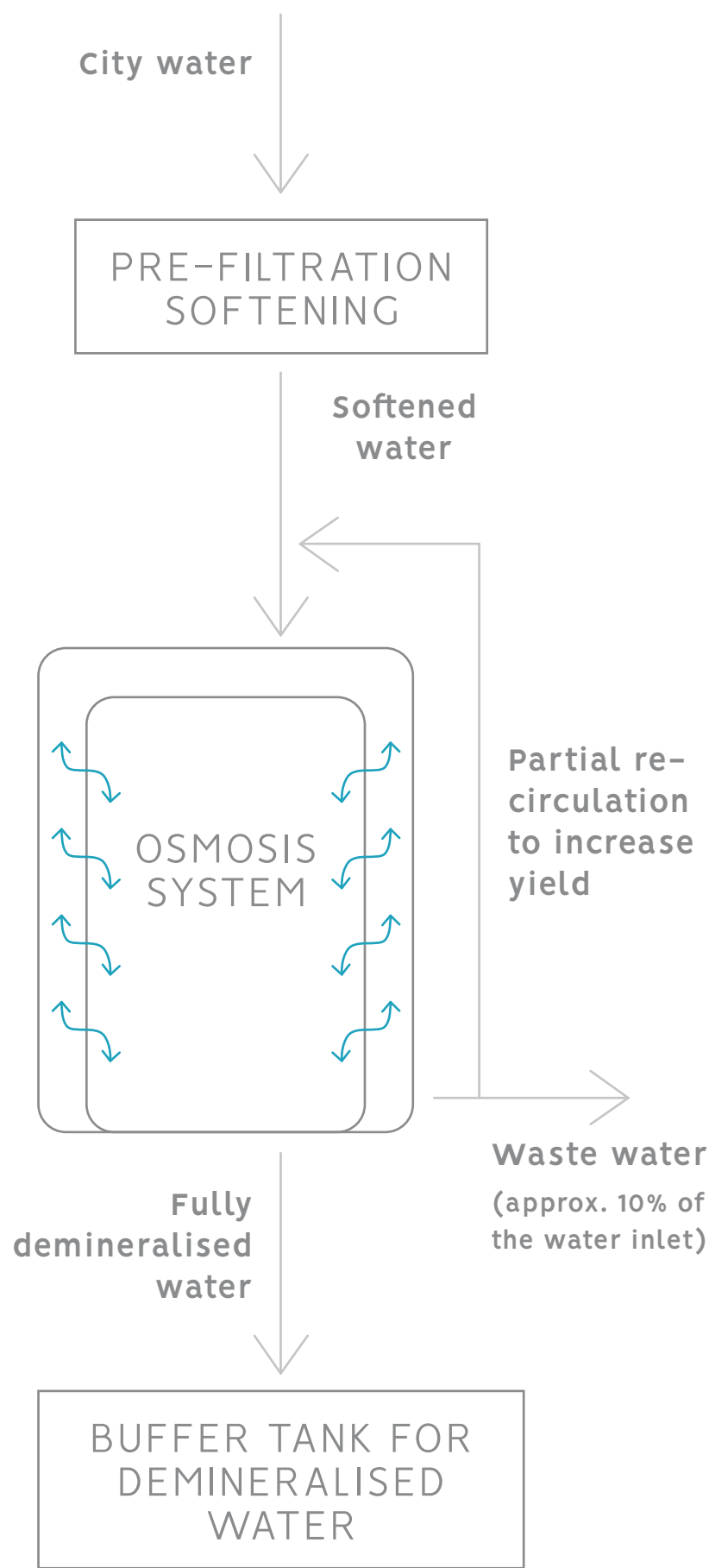
MANN & SCHRÖDER COSMETICS GROUP impresses with a diverse product portfolio. This scope leads to more frequent product changes at production sites, which leads to increased cleaning requirements. A responsible approach to the valuable resource that is water is our top priority here. We therefore monitor waste water flows using new water meters and analyse it using computer-assisted evaluation. This means deviations can be spotted at an early stage. Modern systems allow us to specifically review the efficacy of individual measures, quickly identify inefficient processes and replace them with more efficient solutions.

OPTIMISED CLEANING

We consider cleaning our production sites as an ongoing improvement process, in which numerous methods are combined to achieve the best cleaning results as efficiently and sustainably as possible. Along with an ingenious

pigging system and water-saving steam cleaning, existing cleaning programmes are constantly examined and improved. In the reporting year, over 200,000 litres of cleaning water has been saved in emulsion mixing. Further optimisations, e.g. in the Atex mixing plant, also triggered a reduction in water consumption during cleaning.





**EFFICIENT THANKS TO OSMOSIS**

At MANN & SCHRÖDER COSMETICS GROUP, we only use purified, non-saline water for manufacturing our personal care products. This allows us to determine exactly which ingredients should be included in our products and which should not. Non-saline water also has the advantage of being non-corrosive. It is therefore gentle on materials, which extends the service life of machines.

To obtain pure, non-saline water, we use the most efficient and ecological method with the osmosis system. To do so, we work with an osmosis system of the highest configuration. Around 90 litres of fully demineralised water can be obtained from 100 litres of tap water and 10 litres are fed back into the waste water as salt concentrate (retentate). The system separates salt from water using a filter system and returns demineralised water to a buffer tank, which acts as a kind of storage tank. Pure water can then be used for the production of care products.



**90 LITRES**  
OF FULLY DEMINERALISED  
WATER FROM  
**100 LITRES**  
OF TAP WATER

Investing in additional buffer tanks also has a positive impact on water consumption. Thanks to high storage capacity, the osmosis system has to be started up and cleaned less frequently. This allows us to save over 15,000 litres of water per day.

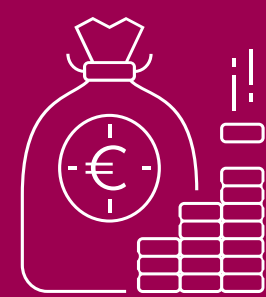
[READ MORE ABOUT USE OF WATER](#)

OVER  
**15,000 LITRES**  
OF WATER SAVED PER DAY



SUSTAINABLE INVESTMENT

# WASTE MANAGEMENT



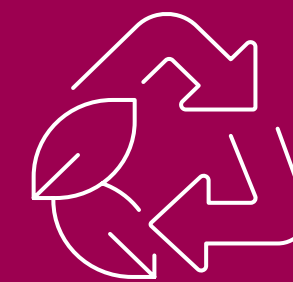
## INVEST

NEW WASTE WATER SYSTEM  
WITH IMPROVED EFFICIENCY



## REDUCE

REDUCING MATERIAL  
WITHOUT JEOPARDISING  
PRODUCT SAFETY



## IMPACT

COMMITMENT TO THE  
ENVIRONMENT AND  
INCREASED SUSTAINABILITY

## WASTE MANAGEMENT

# KAIZEN IN WASTE MANAGEMENT

**A**s a manufacturer of cosmetics and personal care products, MANN & SCHRÖDER COSMETICS GROUP sets great store by environmentally-aware conduct. The operational waste management system is particularly significant in this regard and is closely monitored to ensure continuous optimisation. The overarching goal is reducing waste generation across the company. Along with investment, such as in a new waste water system, this is achieved by a careful and eco-

nomie approach to raw materials, packaging and other required equipment. Waste must be separated in accordance with the requirements for the respective type of waste. What is needed for this? Clear process instructions, appropriate disposal options such as collection containers and regular employee training sessions. KAIZEN – a little better every day. This applies in waste management too.

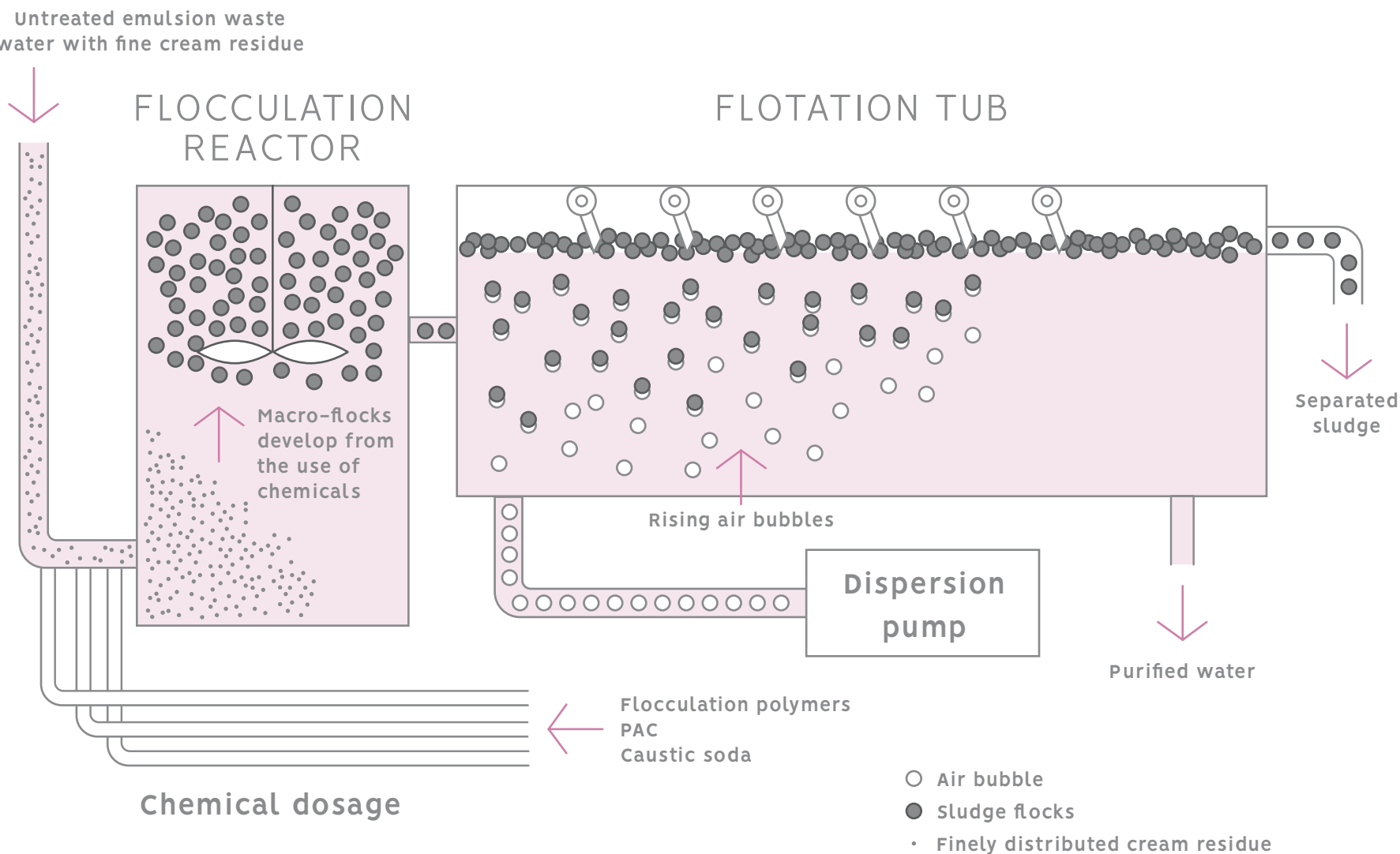


NEW WASTE WATER SYSTEM

In spring 2024, a new waste water system was commissioned. It plays an important role in the safe treatment of cosmetic emulsion waste water and impresses with its optimised performance in comparison with the previous system. The main reason for this is an altered design with a greater proportion of tank surface area to volume, which makes the separation of waste water sludge (flocks) from untreated waste water more efficient.

The new system is based on the principle of waste water treatment by flotation combined with upstream flotation. In the first step, untreated waste water from the emulsion mixing and filling plant is fed into the system’s flocculation reactor and mixed with chemicals. The pH value is adjusted by adding caustic soda. A permanently installed agitator then ensures the mixture is evenly distributed in the reactor. This results in macro-flocks.

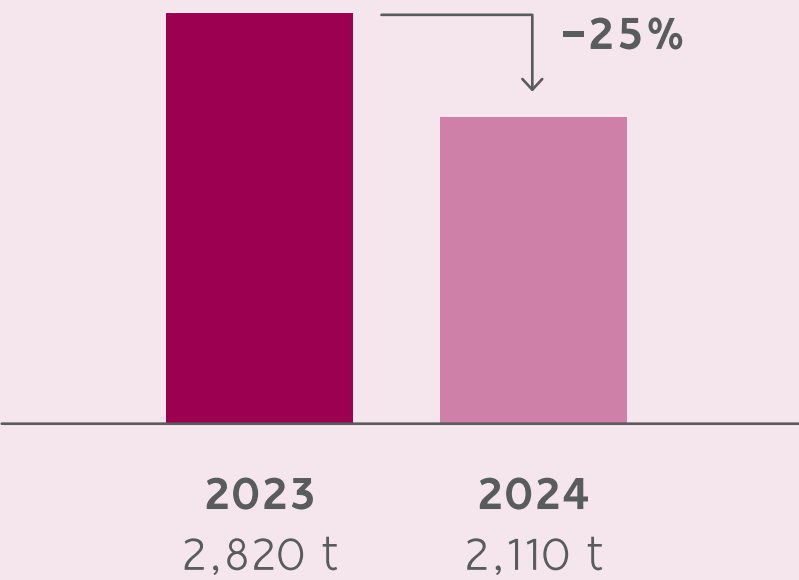
In the second step, the macro-flocks from the flocculation reactor reach the flotation tub, where a dispersion pump at the bottom of the tank continuously supplies a mixture of water and air. The rising air bubbles attach themselves to the macro-flocks and transport them on their way to the water surface, a process typically known as flotation.



FLOTATION: SEPARATION OF WATER-REPELLENT (E.G. MACRO-FLOCKS) AND WETTABLE COMPONENTS

The flock coating that forms on the water surface is mechanically pushed to the end of the flotation tank, where it is finally separated from the purified water and temporarily stored in specially designed pits. An external disposal company takes care of the final disposal stage. On the other hand, the purified water is continually discharged to the relevant sewage plant.

Compared to the previous year, the amount of flock was reduced by around 25% and in 2024 is approximately 2,110 tonnes. This reduction is a huge plus for the environment!



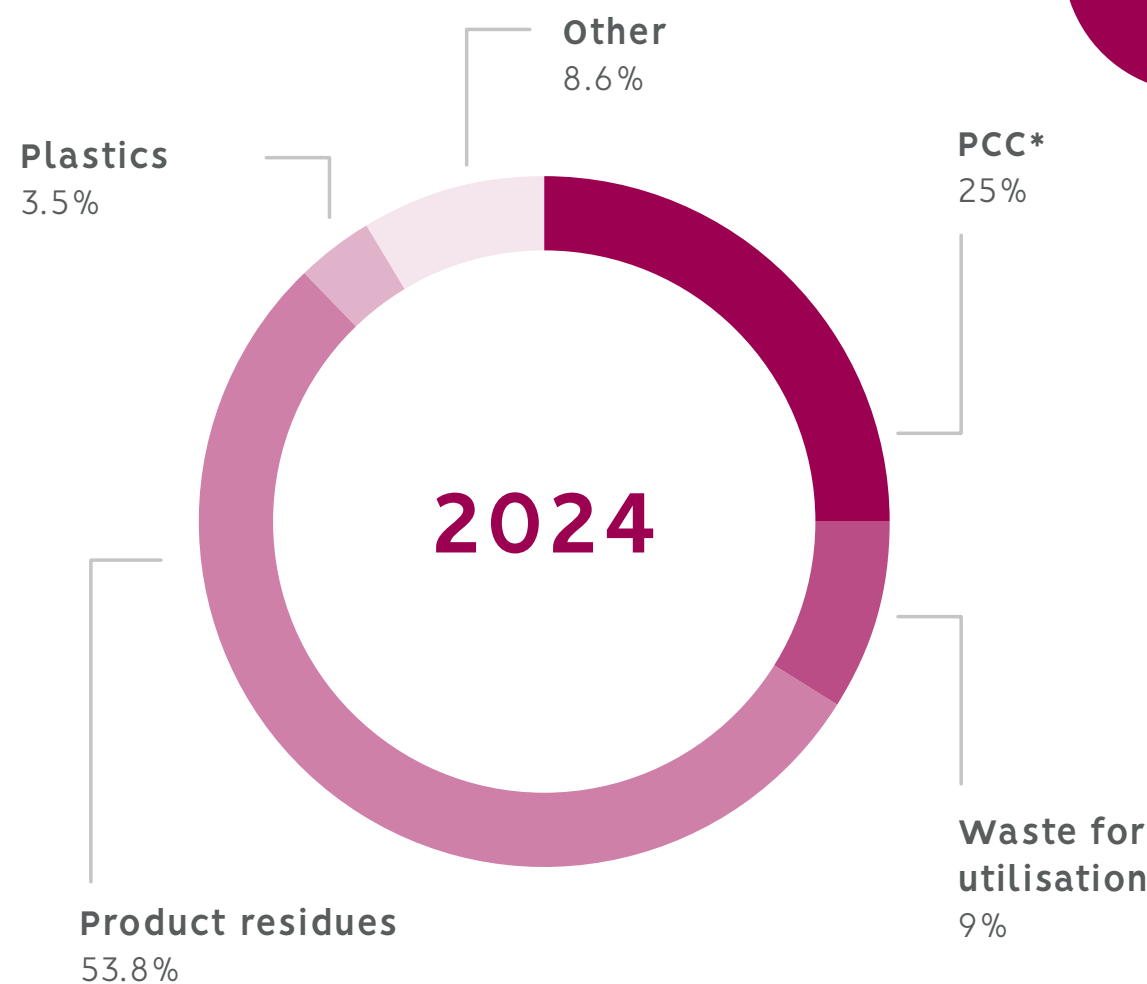
WASTE VOLUMES BY WASTE TYPE

As part of waste management, the waste generated by the company is systematically recorded according to its type and the corresponding waste code. This allows important figures to be continually monitored, analysed and assessed. In the case of deviations and anomalies, necessary measures can be implemented immediately. MANN & SCHRÖDER COSMETICS GROUP facilitates close dialogue with external disposal companies so that disposal processes can be constantly improved.

In 2024, a total of around 3,700 tonnes of various types of waste was systematically recorded and documented. Product residue from the emulsion, surfactants and ATEX sectors made up the largest share at around 50%.

The waste category paper, cardboard and carton came in second place with 25%. The remaining 25% is made up of recyclable waste, plastic and other waste types in differing proportions. As in previous years, sludge from waste water treatment is not included in the general waste volume calculation.

VOLUME BY TYPE OF WASTE



\*PCC: Paper, cardboard, carton





WITH EACH OTHER, NOT ALONGSIDE EACH OTHER

# OUR EMPLOYEES





“ON FAMILY DAY, MY ABSOLUTE HIGHLIGHT WAS SEEING THE FAMILIES AND EXPERIENCING THE WONDERFUL SOLIDARITY. THE DAY WAS A RESOUNDING SUCCESS.”

Christine Steger, Managing Director  
MANN & SCHRÖDER COSMETICS GROUP



SOLID TEAMWORK

# SHAPING THE FUTURE TOGETHER

In our company, we are proud of our workforce’s diversity and strong sense of togetherness. Together we develop innovative solutions for sustainable growth, shaping tomorrow’s future.

At MANN & SCHRÖDER COSMETICS GROUP, we set store by the personal development of every individual and strengthening team identity and a sense of community. Hence, in 2024 we consciously invested time and resources in providing our employees with comprehensive training on shop-floor management, kanban and kaizen. As our overarching motto goes, “With each other, not alongside each other”. Together we can continuously improve our internal processes by working accurately, thereby sustainably increasing efficiency and added value.

Working together and celebrating together – for us, the two go hand in hand. That’s exactly what we experienced at the first Family Day in July: a joyful get-together with the whole M&S family, marked by unforgettable moments. Highlights of the day included an exciting factory tour, delicious catering and a bouncy castle, much to the delight of the young guests in particular.

## FLEXIBLE WORKPLACE

As a modern, attractive employer, we wish to offer our employees flexible working models. Along with the existing option of working from home, we launched the Work from Europe programme in 2024 – a very good option for employees whose remit permits hybrid working. In close consultation with the respective supervisor, this provides the opportunity to work from another European country for up to four weeks. We are convinced that flexible working models boost the compatibility of work and private life for our employees, thereby increasing productivity. In addition, the environment benefits from the reduction in commuting distance and therewith lower CO<sub>2</sub> emissions.

## PRO-FAMILY

The MANN & SCHRÖDER COSMETICS GROUP Family Day in July 2024 was a resounding success. As a family-run company in its third generation, it is very important to us to actively promote the compatibility of work and family, especially in day-to-day working life. We are delighted that 26 employees took advantage of parental leave in the current reporting year, allowing them to focus entirely on their immediate family for a period of time. We make returning to work after parental leave as straightforward and appealing as possible, including through flexible, attractive part-time models.





## COMPANY COMMUNICATION

MANN & SCHRÖDER COSMETICS GROUP is convinced that good communication influences not just productivity, but working atmosphere, team trust and ultimately the success of the entire company. Hence, the digital biennial update, which was successfully established in the previous year, was continued in 2024. The management keeps employees informed of the company's economic development, answers their questions and gives insights into current projects. Furthermore, the management regularly visits all company sites to encourage personal dialogue and direct face-to-face discussions. With over 200 news articles, the workforce was kept informed on exciting topics such as staff and product updates. Our in-house employee app COSMuS has a usage rate of around 87% among the workforce and is now available in 13 languages thanks to an automatic translation function.

As a company, we want to engage in active dialogue with our employees and do not view communication as a one-way street. This is why we have introduced more digital employee surveys with evaluation options. They offer our employees the opportunity to quickly and easily react to news articles – straightforward, efficient and direct. We will use this tool increasingly in future to collect valuable feedback and suggestions for improvement.



HEALTHY AND ACTIVE

The health of our employees is very important to us. Hence, we are committed to providing a wide range of preventive and precautionary measures, as well as numerous exercise programmes and community initiatives. The MANN & SCHRÖDER COSMETICS GROUP Health Day offers targeted exercises under professional guidance that can be easily implemented in both your work and leisure time. In addition to this, our company doctor carries out important preventive examinations such as eye tests to boost the health of our employees in the best possible way.



Group activities are highly popular in our company. An example of this is the two-week Step Challenge, in which 49 employees significantly exceeded the ambitious goal of 6 million steps. The challenge was organised via our newly introduced health app. Our commitment to city cycling was also successful: made up of 10 employees, the team from MANN & SCHRÖDER COSMETICS GROUP covered almost 4,000 kilometres in just three weeks, gaining first place in the local authority of Siegelsbach. Saving 655.2 kilograms of CO<sub>2</sub>, this was a victory for sustainability too.

It is also particularly worth highlighting the participation of our employees in company runs, triathlons and even a forest marathon. The enthusiasm and motivation of our teams are infectious and inspire us to stay active in the future and support many different activities.



## EMPLOYEE BENEFITS

In the reporting year, we implemented numerous measures to further improve working conditions for our employees, alongside making a positive contribution to sustainability. It is particularly worth highlighting the introduction of two additional annual leave days for full-time employees, whilst part-time staff benefit pro rata according to their working days. This measure underlines our commitment to work-life balance and how we appreciate our employees.

Furthermore, MANN & SCHRÖDER COSMETICS GROUP offers attractive additional benefits such as an inflation adjustment allowance or the employee health card.

A further step towards digitalisation and sustainability was switching from paper to digital payslips. Along with a user-friendly service, our employees benefit from exclusive discount campaigns accompanying this switch. At the

same time, we are significantly reducing resource consumption by avoiding paper – be it paper itself, printing ink, envelopes or energy for dispatch.

These measures enable us both to gain added value for our employees and to make an active contribution to environmental protection. We are thus connecting social responsibility with sustainable conduct, thereby strengthening our collective commitment to a better future.





### TRAINING AT A GLANCE

In the reporting year, we supported a total of 46 trainees and dual students in various specialist areas of our company, including technology, chemistry and IT. Our training concept is based on overarching specifications, such as the IHK training framework or DHBW guidelines. During the training period, young people gain an insight into up to 90% of company areas. As in previous years, they use a digital booklet with app access to process and document tasks. This makes the documentation process easy, quick and straightforward – enabling us to provide trainees with optimal support in their tasks.

### TRAINING EXPERTISE

Qualified trainers are a prerequisite for first-class training. To meet this requirement, we have added two new full-time employees to our trainer team in the reporting year. With their specialisation in the technical field, they make an important contribution to our success as a cosmetics manufacturer. Whether industrial mechanics, electricians for operating technology or mechatronics engineers – MANN & SCHRÖDER COSMETICS GROUP demonstrates an ongoing commitment to optimising training quality and providing the best possible support for the skilled workers of tomorrow.

### TRAINING COOPERATION

As part of training, we cooperate with other companies, e.g. from the conveyor technology and mechanical engineering sectors. From our perspective, this collaboration brings numerous benefits – for both our own trainees and the partner companies. Young people get the chance to familiarise themselves with different companies and sectors, expand their specialist knowledge and make valuable contacts. This opens up a broad range of prospects for their professional future.

In addition, we give trainees from different educational institutions the opportunity to complete a long-term apprenticeship with us, gathering important practical experience for their future career.

AWARDS

MANN & SCHRÖDER COSMETICS GROUP is proud to have received multiple awards from media and analysis companies in 2024 for its achievements as an employer and training company. These accolades are not just a sign of recognition for us, but proof of the high quality of our work and ongoing commitment

to training and employee management. We take this positive feedback as an incentive to further improve our standards and create a working environment in which all employees feel valued and encouraged.



3X ACCLAIMED TRAINING COMPANY

| Award giver                                   | Award                             |
|-----------------------------------------------|-----------------------------------|
| Focus Money                                   | Germany's best training companies |
| Institute of Research & Data Aggregation GmbH | TOP 1% of training companies      |
| Capital                                       | Germany's best trainers           |



5X ACCLAIMED EMPLOYER

| Award giver                                   | Award                      |
|-----------------------------------------------|----------------------------|
| Institute of Research & Data Aggregation GmbH | Leading Employers          |
| SQC Quality Cert                              | WORLD'S BEST EMPLOYERS     |
| Zeit Verlagsgruppe & kununu                   | Most-wanted employer       |
| Brigitte x Embrace                            | Best modern work companies |
| Stern x Embrace                               | Germany's future companies |



GIRLS' DAY

As in previous years, we invited 13 young girls to a general action day on 25 April 2024, offering an exciting insight into our company and the world of cosmetics production. This allows them to learn more about professions traditionally carried out predominantly by men. From research and development in the lab and production to a trainee workshop, they are introduced to professions such as chemist, chemical lab assistant, computer scientist and technical roles. We are especially proud that MANN & SCHRÖDER COSMETICS GROUP already has a strong female presence in these areas, particularly Research and Development. It is important for us to encourage a diverse, inclusive world of work in which every woman and girl has the chance to display her skills and achieve her professional objectives.

EMPLOYEE TRAINING

We support the professional and personal development of our employees at MANN & SCHRÖDER COSMETICS GROUP with a diverse range of internal and external training sessions, both compulsory and optional. Each training format is flexible and takes place on site, online in virtual meetings or as e-learning on digital platforms. Language courses for German and English are conducted externally.

In direct comparison to reporting year 2023, both the total amount of training hours in the company and the average number of hours per employee has risen significantly in 2024.

As well as training, there is the possibility of individual coaching. This offers practical support in day-to-day work, specifically promotes the further development of skills and can contribute significantly to resolving conflict situations. Supplementary workshops in the production sector also ensure that daily working processes are made easier.

\*Compulsory and optional training sessions across the company





## OCCUPATIONAL SAFETY & PREVENTION

Protecting our employees and smooth production processes are a top priority for us. In order to reduce dangers and increase occupational safety, we set great store by complying with all safety requirements and wearing Personal Protective Equipment (PPE) in the relevant areas. For instance, it has been obligatory to wear protective goggles in operative areas since March 2024. Employees who require visual aid of course receive individually fitted corrective safety glasses – either through internal fitting appointments or, if necessary, an appointment with an optician.

In 2024, the number of accidents at work resulting in more than three days' absence from work was 29. There are no groups of employees at MANN & SCHRÖDER COSMETICS GROUP that are exposed to such a high risk due to their work that a particularly high rate of illness is recorded. As part of the risk assessment, appropriate risk reduction measures are defined and implemented where risks are present.

## CO-DETERMINATION

In our opinion, a trusting cooperation between employers and employees can only bear fruit if employees have a say. We promote this co-determination by conducting surveys – for example, on satisfaction with working from home. The company's own app also promotes internal communication, as it gives all employees the opportunity to share their opinions and ask questions. We are happy to take on board suggestions for improvement and implement them where possible.

## WORKS COUNCIL

The works council is the most important link between employees and the employer. It represents the interests of all employees, both in administration and production, and is in constant dialogue with the company management in a spirit of trust. HR management and the works council meet on a weekly basis. Information on significant operational changes is provided in a timely and comprehensive manner in accordance with legal requirements – negotiations are possible at any time.

[READ MORE ABOUT EMPLOYEES](#)



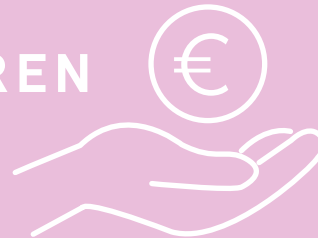
OUR APPROACH: OBSERVING & HELPING

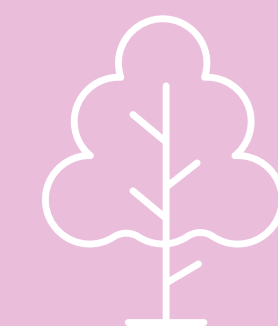
# SOCIAL COMMITMENT

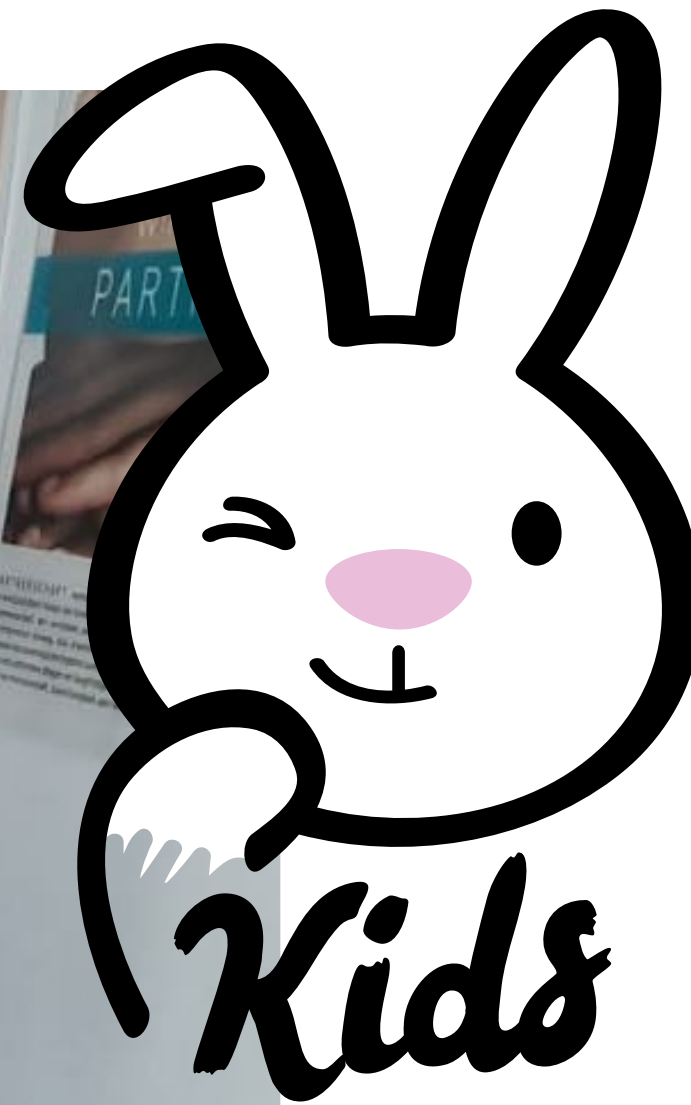
SUPPORTING THE  
**REGION**



**HELP**  
FOR CHILDREN



 CLIMATE PROTECTION  
PROJECTS IN  
**INDIA**

**sanosan**

SOCIAL COMMITMENT

## HELP FOR CHILDREN

We observe and help where we can, where the need is greatest.

**A**s a company, it is very important for us to take social responsibility and engage socially. The welfare of the youngest and most vulnerable in society is particularly close to our hearts. Hence, we supported the German Leukaemia Research Aid – Campaign for Children with Cancer – Mannheim Local Association with a product donation from our Baby, Kids and Mama brand sanosan. Several cartons full of care products

were handed over to an employee from the German Foundation for Children with Cancer – our conscious contribution to the motto: “We work miracles”. Now we hope that the little patients will enjoy our products and that our bunny Sani puts a smile on their faces.



REGIONALLY ACTIVE

MANN & SCHRÖDER COSMETICS GROUP has always had close links to the region and views itself as a reliable partner for local educational and sporting facilities, as well as for social projects. We are committed to supporting nurseries, schools and sports clubs, as well as charitable organisations such as food banks, supporting them with monetary and non-monetary donations. The needs of the people in our immediate environment are particularly close to our hearts. We also take seriously our responsibility to wildlife and are pleased to have specifically promoted wildlife rescue in 2024.



Beyond donations, as a company we are committed to our immediate environment. We collaborate with our employees and are ready to be called upon when litter collection campaigns take place in one of the local communities. Together against glass bottles, cigarette butts and plastic waste – for cleaner surroundings.



EMISSION COMPENSATION

PRESENT  
ABROAD

Producing cosmetics and personal care products is directly or indirectly linked to the release of greenhouse gases. In collaboration with ClimatePartner, we log the entire company’s CO<sub>2</sub> emissions and derive from this our Corporate Carbon Footprint (CCF) based on the Greenhouse Gas Protocol. Targeted measures help us to reduce or even entirely avoid CO<sub>2</sub> emissions. We offset unavoidable emissions by purchasing emission certificates and support climate protection projects through ClimatePartner.

As in 2023, we are supporting the project “Efficient Ovens and Solar Lamps” in India in the current reporting year. This initiative provides female micro-entrepreneurs in rural regions with access to micro-loans, which they can use to purchase efficient ovens and solar lamps. This project is contributing to a tangible improvement in local living conditions and for protecting the health of the population through reduced smoke exposure from open hearths. In addition, lower CO<sub>2</sub> emissions reduce environmental pollution.

[YOU CAN ALSO FIND MORE INFORMATION ABOUT THE PROJECT HERE](#)



INTERNATIONALLY RECOGNISED GUIDELINES

# GRI INDEX

# GRI REPORTING

Mandatory standards to achieve the Core version:

## GRI 100: UNIVERSAL STANDARDS

| GRI 102 | General disclosures                                          | Description                                                                                                                                                                                                                                                                                                                  | Page                              |
|---------|--------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------|
| 102-1   | Name of the organisation                                     | MANN & SCHRÖDER COSMETICS GROUP                                                                                                                                                                                                                                                                                              | p. 5                              |
| 102-2   | Activities, brands, products and services                    | Manufacturing hair and personal care products                                                                                                                                                                                                                                                                                | p. 5                              |
| 102-3   | Location of headquarters                                     | Siegelsbach, Germany                                                                                                                                                                                                                                                                                                         | p. 5                              |
| 102-4   | Location of operations                                       | Sales in over 70 countries worldwide                                                                                                                                                                                                                                                                                         | p. 6                              |
| 102-5   | Ownership and legal form                                     | –                                                                                                                                                                                                                                                                                                                            | –                                 |
| 102-6   | Markets served                                               | Supplying trade partners (food and drugstore markets)<br>Export to 70 countries                                                                                                                                                                                                                                              | p. 6                              |
| 102-7   | Scale of the organisation                                    | 904 employees (as of 31/12/2024)                                                                                                                                                                                                                                                                                             | p. 6, p. 48                       |
| 102-8   | Information on employees and other workers                   | Personnel structure                                                                                                                                                                                                                                                                                                          | p. 48                             |
| 102-9   | MANN & SCHRÖDER COSMETICS GROUP supply chain                 | –                                                                                                                                                                                                                                                                                                                            | –                                 |
| 102-10  | Significant changes to the organisation and its supply chain | MANN & SCHRÖDER COSMETICS GROUP introduction                                                                                                                                                                                                                                                                                 | p. 5                              |
| 102-11  | Precautionary principle or approach                          | Sustainability strategy                                                                                                                                                                                                                                                                                                      | p. 7–23                           |
| 102-12  | External initiatives                                         | Interaction with shareholders<br>Social commitment                                                                                                                                                                                                                                                                           | p. 18–20<br>p. 56–59              |
| 102-13  | Membership of associations and interest groups               | Unternehmerverband, Deutsche Gesellschaft für Kosmetik (DGK),<br>Industrieverband Körperpflege- und Waschmittel e.V. (IKW), Un-<br>ternehmerzirkel, Forum Rezyklat, Roundtable on Sustainable Palm Oil<br>(RSPO), Verband soz. Wettbewerb, Chamber of Industry and Com-<br>merce, Gemeinsam umweltneutral handeln e.V. (GUH) | p. 12 ff.                         |
|         | Strategy                                                     |                                                                                                                                                                                                                                                                                                                              |                                   |
| 102-14  | Statement from senior decision-maker                         | Foreword by the Managing Director                                                                                                                                                                                                                                                                                            | p. 3                              |
|         | Ethics and integrity                                         |                                                                                                                                                                                                                                                                                                                              |                                   |
| 102-16  | Values, principles, standards and norms of behaviour         | Sustainability strategy<br>Values and compliance<br>Management systems                                                                                                                                                                                                                                                       | p. 7 ff.<br>p. 15 ff.<br>p. 9 ff. |
|         | Governance                                                   |                                                                                                                                                                                                                                                                                                                              |                                   |
| 102-18  | Governance structure                                         | Organisation and management                                                                                                                                                                                                                                                                                                  | p. 9                              |
|         | Stakeholders                                                 |                                                                                                                                                                                                                                                                                                                              |                                   |
| 102-40  | List of stakeholder groups                                   | Stakeholder map, materiality analysis                                                                                                                                                                                                                                                                                        | p. 18 – 20                        |
| 102-41  | Collective bargaining agreements                             | At MANN & SCHRÖDER COSMETICS GROUP = 0%. It should be noted at<br>this point that there are no collective bargaining agreements                                                                                                                                                                                              | –                                 |
| 102-42  | Identifying and selecting stakeholders                       | Stakeholder map                                                                                                                                                                                                                                                                                                              | p. 18 – 19                        |



| GRI 102 | General disclosures                                        | Description                                         | Page          |
|---------|------------------------------------------------------------|-----------------------------------------------------|---------------|
| 102-43  | Approach to stakeholder engagement                         | Stakeholder groups and their influence              | p. 18-20      |
| 102-44  | Key topics and concerns raised                             | 2024 materiality analysis                           | p. 20         |
|         | Reporting practice                                         |                                                     |               |
| 102-45  | Entities included in the consolidated financial statements | Company portrait                                    | p. 5-6        |
| 102-46  | Defining report content and topic boundaries               | Report profile                                      | p. 4          |
| 102-47  | List of material topics                                    | Materiality analysis<br>Report profile              | p. 20<br>p. 4 |
| 102-48  | Restatements of information                                | -                                                   | -             |
| 102-49  | Changes in reporting                                       | -                                                   | -             |
| 102-50  | Reporting period                                           | 1 January to 31 December 2024                       | p. 4          |
| 102-51  | Date of most recent report                                 | 31/12/2023                                          | -             |
| 102-52  | Reporting cycle                                            | Annual reporting                                    | p. 4          |
| 102-53  | Contact point for questions regarding the report           | See imprint                                         | Last page     |
| 102-54  | Claims of reporting in accordance with the GRI Standards   | Application of the GRI standard                     | p. 4          |
| 102-55  | GRI content index                                          | GRI Index                                           | p. 60 ff.     |
| 102-56  | External assurance                                         | No external assurance of this report was performed. | -             |

GRI 200: ECONOMY

| GRI 201 | Economic performance                                                           | Description                                                                                                  | Page       |
|---------|--------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|------------|
| 201     | Management approach                                                            | Organisation and management                                                                                  | p. 9       |
| 201-2   | Financial implications and other risks and opportunities due to climate change | Sustainability strategy                                                                                      | p. 7 – 23  |
| GRI 202 | Market presence                                                                |                                                                                                              |            |
| 202     | Management approach                                                            |                                                                                                              |            |
| 202-2   | Proportion of senior management hired from the local community                 | This figure is not relevant to the management of MANN & SCHRÖDER COSMETICS GROUP, therefore is not recorded. | -          |
| GRI 203 | Indirect economic impacts                                                      |                                                                                                              |            |
| 203     | Management approach                                                            | Social commitment                                                                                            | p. 56 – 59 |

GRI INDEX

200  
– 300

|         |                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                             |           |
|---------|------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| 203-1   | Infrastructure investments and services supported                                  | MANN & SCHRÖDER COSMETICS GROUP is aware of its societal re-<br>sponsibility. We focus our commitment to social issues on the target<br>groups end customers, business partners and local authorities within<br>the predominantly entrepreneurial sphere of activity in Baden-Würt-<br>temberg. Support for overarching social issues is focused on the core<br>areas of children, women, sport, environment and education. | p. 56–59  |
| GRI 204 | Procurement practices                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                             |           |
| 204     | Management approach                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                             | –         |
| 204-1   | Proportion of spending on local suppliers                                          |                                                                                                                                                                                                                                                                                                                                                                                                                             | –         |
| GRI 205 | Anti-corruption                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                             |           |
| 205     | Management approach                                                                | Values and compliance                                                                                                                                                                                                                                                                                                                                                                                                       | p. 14 ff. |
| 205-3   | Confirmed incidents of corruption and actions taken                                | No incidents were reported or uncovered in the reporting period.                                                                                                                                                                                                                                                                                                                                                            | –         |
| GRI 206 | Anti-competitive behaviour                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                             |           |
| 206     | Management approach                                                                | Values and compliance                                                                                                                                                                                                                                                                                                                                                                                                       | p. 14 ff. |
| 206-1   | Legal actions for anti-competitive behaviour, anti-trust and<br>monopoly practices | No incidents were reported or uncovered in the reporting period.                                                                                                                                                                                                                                                                                                                                                            | –         |

GRI 300: ECONOMY

|         |                                                            |                                                                                                                                                                                                                                                        |            |
|---------|------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|
| GRI 301 | Materials (economy)                                        | Description                                                                                                                                                                                                                                            | Page       |
| 301     | Management approach                                        | By changing to slim caps, the quantity of plastic has been reduced at<br>MANN & SCHRÖDER COSMETICS GROUP in 2024, protecting resources.                                                                                                                | p. 28+29   |
| 301-2   | Recycled input materials used                              | Reference to Sustainable Development Goals (SDGs), especially SDG<br>12                                                                                                                                                                                | p. 10      |
| GRI 302 | Energy                                                     |                                                                                                                                                                                                                                                        |            |
| 302     | Management approach                                        | MANN & SCHRÖDER COSMETICS GROUP is continually working on<br>further reducing its energy consumption. Extensive measures were<br>defined for this purpose in 2019 as part of certification in accordance<br>with DIN EN ISO 50001 (energy management). | p. 30 ff.  |
| 302-1   | Energy consumption within the organisation                 | General energy consumption and energy figures per site                                                                                                                                                                                                 | p. 32 – 34 |
| 302-4   | Reduction of energy consumption                            | In 2024, MANN & SCHRÖDER COSMETICS GROUP invested in ener-<br>gy-saving systems and sought to introduce measures to increase<br>energy efficiency.                                                                                                     | p. 31      |
| 302-5   | Reduction of energy requirements for products and services |                                                                                                                                                                                                                                                        | p. 30 ff.  |
| GRI 303 | Water                                                      |                                                                                                                                                                                                                                                        |            |

GRI INDEX

300

|         |                                                                |                                                                                                                                                                                                                                                                                                          |           |
|---------|----------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| 303     | Management approach                                            | On the basis of its values and priorities, MANN & SCHRÖDER COSMETICS GROUP has committed itself to the responsible use of water as a re-source. The company is using modern technology and procedures to save water.                                                                                     | p. 37 ff. |
| 303-1   | Water withdrawal by source                                     | Use of water                                                                                                                                                                                                                                                                                             | p. 39     |
| GRI 304 | Biodiversity                                                   |                                                                                                                                                                                                                                                                                                          |           |
| 304     | Management approach                                            | MANN & SCHRÖDER COSMETICS GROUP is aware of planetary bound-aries.                                                                                                                                                                                                                                       | p. 13     |
| 304-1   | Operating sites located in or adjacent to protected areas      | Omission: The standard disclosure or part of the standard disclosure is not applicable.                                                                                                                                                                                                                  | –         |
| GRI 305 | Emissions                                                      |                                                                                                                                                                                                                                                                                                          |           |
| 305     | Management approach                                            | MANN & SCHRÖDER COSMETICS GROUP is intensively engaged with greenhouse gas emissions in a corporate context.                                                                                                                                                                                             | p. 30 ff. |
| 305-1   | Direct GHG emissions (Scope 1)                                 | Table on direct and indirect greenhouse gas emissions                                                                                                                                                                                                                                                    | p. 35     |
| 305-2   | Energy indirect GHG emissions (Scope 2)                        | Table on direct and indirect greenhouse gas emissions                                                                                                                                                                                                                                                    | p. 35     |
| 305-3   | Other indirect GHG emissions (Scope 3)                         | Table on direct and indirect greenhouse gas emissions                                                                                                                                                                                                                                                    | p. 35     |
| 305-5   | Reduction of GHG emissions                                     |                                                                                                                                                                                                                                                                                                          | p. 30 ff. |
| GRI 306 | Waste water and waste                                          |                                                                                                                                                                                                                                                                                                          |           |
| 306     | Management approach                                            | MANN & SCHRÖDER COSMETICS GROUP is committed to the con-scious use of raw materials and materials throughout its entire value chain. This also applies when materials become waste and have to be disposed of. Together with our waste disposal partners, we con-sistently pursue the goal of recycling. | p. 42 ff. |
| 306-2   | Waste by type and disposal method                              | Volume by type of waste                                                                                                                                                                                                                                                                                  | p. 45     |
| GRI 307 | Environmental compliance                                       |                                                                                                                                                                                                                                                                                                          |           |
| 307     | Management approach                                            |                                                                                                                                                                                                                                                                                                          |           |
| 307-1   | Non-compliance with environmental laws and regulations         | In the reporting period, no fines or non-monetary sanctions were im-posed upon MANN & SCHRÖDER COSMETICS GROUP for non-compli-ance with environmental laws and regulations.                                                                                                                              | –         |
| GRI 308 | Supplier environmental assessment                              |                                                                                                                                                                                                                                                                                                          |           |
| 308     | Management approach                                            |                                                                                                                                                                                                                                                                                                          |           |
| 308-1   | New suppliers that were screened using environmental cri-teria | At present, suppliers are not yet screened using specific environmen-tal criteria.                                                                                                                                                                                                                       | –         |

GRI INDEX

400

GRI 400: SOCIAL

| GRI 401 | Employment                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |           |
|---------|----------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| 401     | Management approach                                                                                | MANN & SCHRÖDER COSMETICS GROUP sets great store by a diverse, heterogeneous workforce and employee numbers are rising.                                                                                                                                                                                                                                                                                                                                                                                                | –         |
| 401-1   | New employee hires and employee turnover                                                           | Personnel structure                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | –         |
| 401-2   | Benefits provided to full-time employees                                                           | Company doctor, additional benefits                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | p. 50 ff. |
| GRI 402 | Labour/management relations                                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |           |
| 402     | Management approach                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |           |
| 402-1   | Minimum notice periods regarding operational changes                                               | Employee co-determination at MANN & SCHRÖDER COSMETICS GROUP is based on statutory provisions. The most important body is the works council, which is in constant dialogue with company management in a spirit of trust. This particularly applies to economic decisions regarding the development and future of the company and jobs. Information on significant operational changes must be provided in a timely and comprehensive manner in accordance with legal requirements. Negotiations must also be possible. | p. 55     |
| GRI 403 | Occupational health and safety                                                                     |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |           |
| 403     | Management approach                                                                                | There are no groups of employees at MANN & SCHRÖDER COSMETICS GROUP that are exposed to such a high risk due to their work that a particularly high rate of illness is recorded. As part of the risk assessment, appropriate risk reduction measures are defined and implemented where risks are present.                                                                                                                                                                                                              | p. 46 ff. |
| 403-3   | Employees with a high incidence of or risk of diseases associated with their professional activity | Occupational safety & prevention                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | p. 55     |
| GRI 404 | Training and education                                                                             |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |           |
| 404     | Management approach                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |           |
| 404-1   | Average hours of training per year per employee                                                    | Employee training                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | p. 54     |
| GRI 405 | Diversity and equal opportunity                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |           |
| 405     | Management approach                                                                                |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |           |
| 405-1   | Diversity of governance bodies and employees                                                       | Personnel structure<br>Diversity and equal opportunities                                                                                                                                                                                                                                                                                                                                                                                                                                                               | –         |
| GRI 406 | Non-discrimination                                                                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |           |
| 406     | Management approach                                                                                | Values and compliance                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  | p. 14 ff. |

GRI INDEX

400

|                |                                                                                                                   |                                                                                                                                                                                                                                                                                                                |           |
|----------------|-------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------|
| 406-1          | Incidents of discrimination and corrective actions taken                                                          | No incidents of discrimination in the company are known in the re-<br>porting period. We expect our suppliers and business partners to<br>ensure fair and safe working conditions for their own employees, for<br>the temporary and agency workers they employ and for any subcon-<br>tractors they work with. | -         |
| <b>GRI 407</b> | <b>Freedom of association and collective bargaining</b>                                                           |                                                                                                                                                                                                                                                                                                                |           |
| 407            | Management approach                                                                                               | Values and compliance                                                                                                                                                                                                                                                                                          | p. 14 ff. |
| 407-1          | Operations and suppliers in which the right to freedom of<br>association and collective bargaining may be at risk | No incidents are known in the reporting period.                                                                                                                                                                                                                                                                | -         |
| <b>GRI 408</b> | <b>Child labour</b>                                                                                               |                                                                                                                                                                                                                                                                                                                |           |
| 408            | Management approach                                                                                               | Values and compliance                                                                                                                                                                                                                                                                                          | p. 14 ff. |
| 408 -1         | Operations and suppliers at significant risk for incidents of<br>child labour                                     | No incidents are known in the reporting period.                                                                                                                                                                                                                                                                | -         |
| <b>GRI 409</b> | <b>Forced or compulsory labour</b>                                                                                |                                                                                                                                                                                                                                                                                                                |           |
| 409            | Management approach                                                                                               | Values and compliance                                                                                                                                                                                                                                                                                          | p. 14 ff. |
| 409-1          | Operations and suppliers at significant risk for incidents of<br>forced or compulsory labour                      | No incidents are known in the reporting period.                                                                                                                                                                                                                                                                | -         |
| <b>GRI 410</b> | <b>Security practices</b>                                                                                         |                                                                                                                                                                                                                                                                                                                |           |
| 410            | Management approach                                                                                               | Values and compliance                                                                                                                                                                                                                                                                                          | p. 14 ff. |
| 410-1          | Security personnel trained in human rights policies or pro-<br>cedures                                            | Compliance officers                                                                                                                                                                                                                                                                                            | p. 17     |
| <b>GRI 411</b> | <b>Rights of indigenous peoples</b>                                                                               |                                                                                                                                                                                                                                                                                                                |           |
| 411            | Management approach                                                                                               |                                                                                                                                                                                                                                                                                                                |           |
| 411-1          | Incidents of violations involving rights of indigenous peo-<br>ples                                               | No incidents are known in the reporting period.                                                                                                                                                                                                                                                                | -         |
| <b>GRI 412</b> | <b>Human rights assessment</b>                                                                                    |                                                                                                                                                                                                                                                                                                                |           |
| 412            | Management approach                                                                                               | Values and compliance                                                                                                                                                                                                                                                                                          | p. 14 ff. |
| 412-1          | Operations that have been subject to human rights reviews<br>or impact assessments                                | All business locations are in Europe and therefore in OCDE countries.<br>Only some raw materials and packaging are procured from non-<br>OCDE countries; in such cases, all relevant human rights aspects are<br>taken into consideration during the supplier assessment.                                      | -         |
| <b>GRI 413</b> | <b>Local communities</b>                                                                                          |                                                                                                                                                                                                                                                                                                                |           |
| 413            | Management approach                                                                                               |                                                                                                                                                                                                                                                                                                                |           |
| 413-2          | Operations with significant actual or potentially negative<br>impacts on local communities                        | There were no significant negative impacts on the local community<br>during the reporting period.                                                                                                                                                                                                              | -         |

GRI INDEX

400

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|---------|-----------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------|
| GRI 414 | Supplier social assessment                                                                    |                                                                                                                                                                                                                                                              |                    |
| 414     | Management approach                                                                           |                                                                                                                                                                                                                                                              |                    |
| 414-1   | New suppliers that were screened using social criteria.                                       |                                                                                                                                                                                                                                                              |                    |
| GRI 415 | Public policy                                                                                 |                                                                                                                                                                                                                                                              |                    |
| 415     | Management approach                                                                           |                                                                                                                                                                                                                                                              |                    |
| 415-1   | Political contributions                                                                       | No financial or in-kind contributions were made to political parties or similar institutions during the reporting period.                                                                                                                                    | –                  |
| GRI 416 | Customer health and safety                                                                    |                                                                                                                                                                                                                                                              |                    |
| 416     | Management approach                                                                           | Materiality analysis<br>Our quality assurance and quality control process / audit practice                                                                                                                                                                   | p. 20<br>p. 21 ff. |
| 416-2   | Incidents of non-compliance concerning the health and safety impacts of products and services | None of the incidents mentioned occurred at MANN & SCHRÖDER COSMETICS GROUP during the reporting period.                                                                                                                                                     | –                  |
| GRI 417 | Marketing and labelling                                                                       |                                                                                                                                                                                                                                                              |                    |
| 417     | Management approach                                                                           |                                                                                                                                                                                                                                                              |                    |
| 417-2   | Incidents of non-compliance concerning product and service information and labelling          | In the 2024 financial year, MANN & SCHRÖDER COSMETICS GROUP did not face any anti-trust fine proceedings or third-party claims based on anti-trust. Nor were any fines imposed on the company for infringements of legal regulation in other material cases. | –                  |
| GRI 418 | Customer privacy                                                                              |                                                                                                                                                                                                                                                              |                    |
| 418     | Management approach                                                                           | Values and compliance                                                                                                                                                                                                                                        | p. 14 ff.          |
| 418-1   | Substantiated complaints concerning breaches of customer privacy and losses of customer data  | None of the incidents mentioned occurred at MANN & SCHRÖDER COSMETICS GROUP during the reporting period.                                                                                                                                                     | –                  |
| GRI 419 | Socio-economic compliance                                                                     |                                                                                                                                                                                                                                                              |                    |
| 419     | Management approach                                                                           | Values and compliance                                                                                                                                                                                                                                        | p. 14 ff.          |
| 419-1   | Non-compliance with laws and regulations in the social and economic area                      | No significant fines were issued in the reporting period.                                                                                                                                                                                                    | –                  |

## IMPRINT

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