

Sustainability strategy

Motto

Thinking Ahead. Acting Responsibly. Sustainable. With Certainty.

Sustainability is firmly anchored in Würth Industrie Service. For us, sustainability is based on balancing the dimensions of *ecology*, *economy* and *social affairs*. All the three dimensions focus on using the resources – natural, financial and human – consciously and responsibly. In line with our values and objectives, future-oriented and sustainable action forms the basis of our internal and external business relationships.

Foundation

Sustainability is firmly anchored in our **corporate strategy** and is defined as one of the [12 critical success factors](#). Our **corporate policy**, which serves as a guideline for all employees and is implemented by our management, also reflects our awareness of sustainable and responsible behaviour. Our established **Code of Conduct** and **Code of Compliance** are binding conduct guidelines for all the employees and business partners. They define sustainability as the foundation for our everyday action and are the basis for our decision-making. The principle of **continuous improvement** has always been an integral part of our **corporate philosophy** in the form of our certified integrated management system based on ISO 9001 and ISO 14001 standards and comprehensive occupational health and safety management.

Background

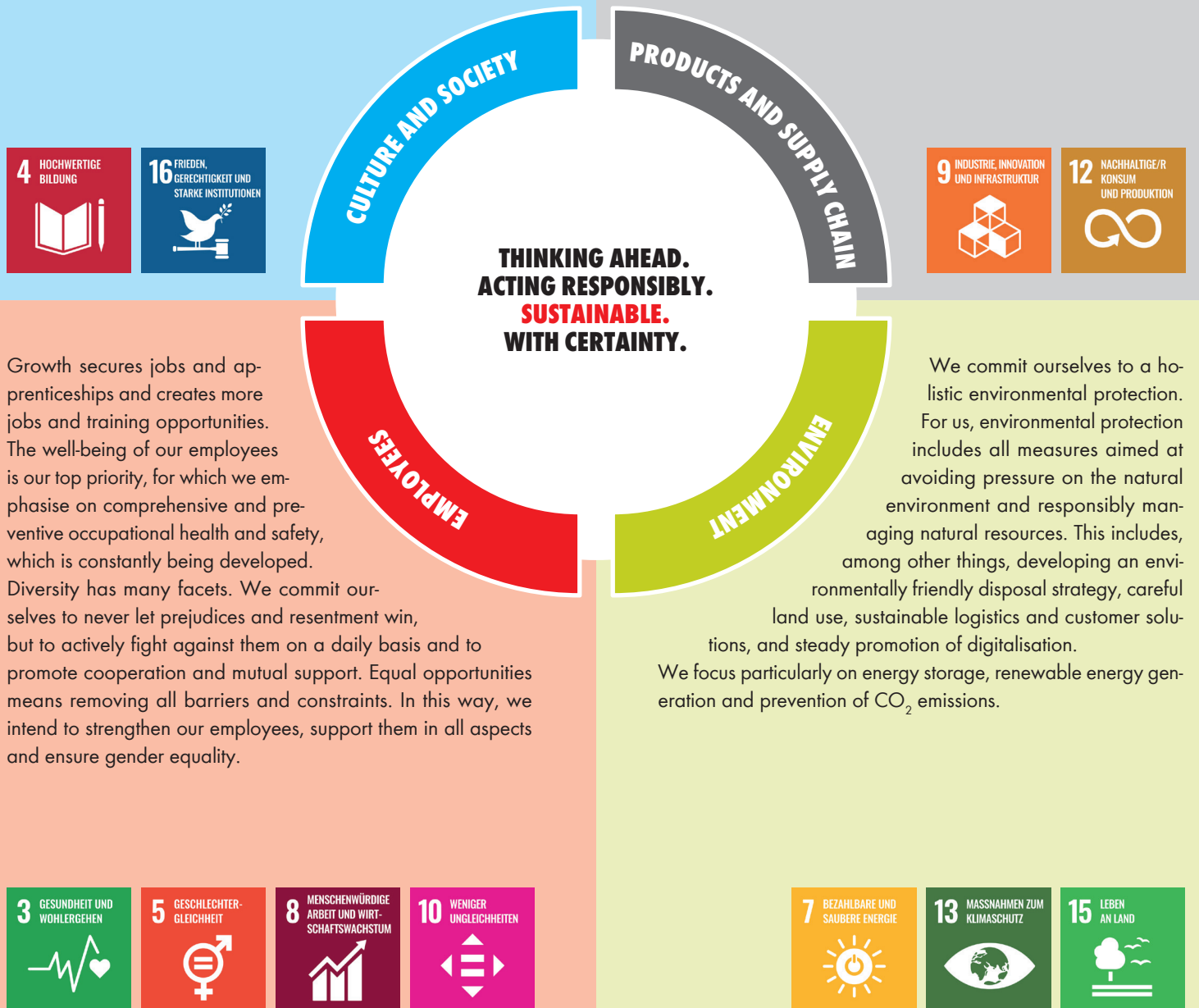
The sustainability strategy of Würth Industrie Service is the result analysing the company-relevant focus aspects from three dimensions of *ecology*, *economy* and *social affairs*. It is also guided by the [17 Sustainable Development Goals](#) (SDGs) of the United Nations. As a first step, a total of four areas of action were identified with 11 focus topics supported by individual targets and key figures, based on our business model and our processes and priorities for Würth Industrie Service. The sustainability activities linked to our sustainability strategy are continuously reviewed and measured against the defined sustainability goals.

SUSTAINABILITY STRATEGY OF WIS – AREAS OF ACTION AND GOALS

Entrepreneurial action means future-oriented action. As a family business, we have been committed to this principle ever since our foundation. Würth Industrie Service assumes responsibility even beyond the boundaries of company. Social engagement in non-profit, social institutions and support for a wide range of projects in the fields of arts and culture, research and science, as well as education and universities are particularly close to our hearts. As the largest employer in the region, we would like to continue to support the region locally and actively pursue an exchange with the city and the surrounding region in the future.

Würth Industrie Service relies on close cooperation with their business partners. We expect them to also commit themselves to the defined goals of sustainability, in particular with regard to human rights, occupational health and safety, environmental protection and fight against corruption.

Analysing the lifecycle of our products and services is an important component in keeping our entire supply chain transparent. The progress of digitalisation and automation will also help us to further develop our business model in the long term. Our goal is to gradually and completely move from linear economies to circular value creation.



Growth secures jobs and apprenticeships and creates more jobs and training opportunities. The well-being of our employees is our top priority, for which we emphasise on comprehensive and preventive occupational health and safety, which is constantly being developed. Diversity has many facets. We commit ourselves to never let prejudices and resentment win, but to actively fight against them on a daily basis and to promote cooperation and mutual support. Equal opportunities means removing all barriers and constraints. In this way, we intend to strengthen our employees, support them in all aspects and ensure gender equality.

We commit ourselves to a holistic environmental protection. For us, environmental protection includes all measures aimed at avoiding pressure on the natural environment and responsibly managing natural resources. This includes, among other things, developing an environmentally friendly disposal strategy, careful land use, sustainable logistics and customer solutions, and steady promotion of digitalisation. We focus particularly on energy storage, renewable energy generation and prevention of CO₂ emissions.

Goals

We check and measure the consistent implementation of our sustainability strategy against the defined sustainability goals based on the areas of action and the corresponding focus topics. Within the framework of sustainability reporting of the Würth Group, we report on our sustainability goals, measures and achievements based on the Global Reporting Initiative (GRI) standards.

Perspective

With the publication of our sustainability strategy, we are taking another important step forward and firmly anchoring our conscious, forward-looking and binding actions in our structures based on our corporate values and social commitment.

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