



Corporate Social Responsibility 2023

**| Structure of the
| sustainability report.**

Opening message

Timo Martin, CEO.



Dear Readers,

From the very first day that HEINE was established in 1946, the company's principles – that are still its firm foundations even today – were clear. We produce German workmanship of the highest quality.

THE MOST SUSTAINABLE INSTRUMENT IS ONE THAT LASTS FOR A LONG TIME.

Many of the thousands of medical primary diagnostic instruments we have sold are still working as well today as they were on day one, often even being passed down from one generation to the next. Because we make them with high-quality materials. With precision and perfection. And a healthy helping of IQ and love of craftsmanship. So the durability of our HEINE instruments is now legendary – worldwide.

And if a HEINE instrument needs to be repaired – which is rarely the case – we will repair it. We developed and built it, and we know exactly how to go about fixing it. Very often, the instrument will after a short time be working again like it was on day one. And that's what our customers appreciate about us. And, let's not forget, the environment. Although we couldn't have imagined 77 years ago that conservation of resources would one day become a key driver of all business activities.

WE ARE NOT YET REQUIRED TO PREPARE A SUSTAINABILITY REPORT. BUT WE ARE DOING SO ANYWAY.

The UN has called on businesses around the world to lead the transformation towards a sustainable future – focusing particularly on climate change, inequality, and the health and wellbeing of humanity. A new EU sustainability reporting standard (the Corporate Sustainability Reporting Directive (CSRD)) was adopted by the European Parliament on 10 November 2022. Even though HEINE is not required to publish a CSR report until 2026 (for 2025), we are already doing so.

AVOID AND REDUCE.

That is our sustainability strategy in a nutshell. Our first and biggest milestone from a CSR perspective was moving from Herrsching to Gilching in 2020. Our company's new headquarters were built on premises measuring 30,000 m². This is where our high-quality instruments are manufactured with an exceptionally high level of vertical integration on a production area spanning around 15,000 m².

The two buildings are constructed in accordance with the latest requirements set out in the German Energy Saving Ordinance (EnEV) and, in some cases, even exceed the required standards. The buildings do not consume fossil fuels, are cooled in summer by a groundwater-operated heat pump and are heated in winter by recovering energy from the waste heat generated by our machines. Almost half of our property is green, as are the two roofs. So the building might look snow-white, but in actual fact it's green.

Read on to find out what exactly we mean by 'avoid and reduce' both for today and for the future.

Kind regards,
Timo Martin, CEO

Introduction: our promise.

WE ARE MEETING MANY DEMANDS EVEN TODAY.

The sheer density of regulations and legislation in Germany automatically means that we – a Bavarian company – are already fulfilling and, in some cases, are already exceeding many of the requirements and obligations that future CSR reporting activities will need to meet. Such requirements and obligations relate to the likes of employees' rights, environmental protection considerations or workplace design.

HEINE is reporting according to the standard set by the Global Reporting Initiative (GRI).

GLOBAL REPORTING INITIATIVE (GRI)

The GRI Standards are among the best-known and most widely recognised guidelines for sustainability reports worldwide. The Global Reporting Initiative aims to make sustainability reporting common practice. Its goal is to create a sustainable global economy in which organisations can responsibly manage and transparently report on their economic, environmental and social performance and impact.

Also refer to the annex regarding this matter.

COMMENTARY ON THE 17 SUSTAINABLE DEVELOPMENT GOALS (SDGS) SET OUT BY THE UNITED NATIONS (UN).

Even though we will observe all 17 Sustainable Development Goals in future, we would like to focus on the following two SDGs in particular.

SUSTAINABLE DEVELOPMENT GOAL 3: GOOD HEALTH AND WELLBEING.

With this goal, the UN is focusing on ensuring healthy lives and promoting wellbeing. For people of all ages worldwide.

In specific terms, this goal is all about the likes of reducing child mortality, deaths in childbirth and communicable and congenital diseases, and much more besides.

We make instruments that are used in primary diagnostics. So what could be more obvious than HEINE automatically helping to achieve this goal – through our instruments, our products, our services and our innovations?

SUSTAINABLE DEVELOPMENT GOAL 12: RESPONSIBLE CONSUMPTION AND PRODUCTION.

With the 'Responsible consumption and production' goal, the UN's primary focus is promoting resource and energy efficiency, sustainable infrastructure and the provision of access to basic services.

As a manufacturer of medical instruments, we naturally consume raw materials such as metal or plastic, and we need electricity for our manufacturing activities (but we use green electricity from renewable energy sources), water, cardboard boxes and tools. That's just a small selection of the raw materials we use.

And it's just as natural that the more successful we are and the more instruments we make, the more raw materials we consume.

Nevertheless, for many areas related to responsible consumption and production (SDG 12), we will aim to avoid and reduce consumption more and more each year.

SUSTAINABLE DEVELOPMENT GOALS



3 GOOD HEALTH AND WELL-BEING



Society and prevention.

HERE'S TO YOUR HEALTH!

The UN's third Sustainable Development Goal (SDG) – 'Good health and wellbeing' – is naturally one that is particularly close to our hearts, since it is all about ensuring healthy lives and promoting wellbeing. For people of all ages worldwide.

Or, to quote our company's owner Oliver Heine:

'Day after day, HEINE's high-quality instruments touch the lives of millions of people during examinations – always with the HEINE quality promise that our instruments will help practitioners make early and reliable diagnoses. Many medical examinations focus on detecting diseases in good time and subsequently on implementing the right therapy with the most precise diagnosis possible. Take skin cancer screening, for example – here, accurate and early diagnosis can save lives.'

UN GLOBAL COMPACT INITIATIVE.

The United Nations Global Compact is the world's largest corporate responsibility initiative.

We will continue to observe and report on the Ten Principles of the Global Compact Initiative in this report too.

PRINCIPLE 1

Businesses should support and respect the protection of internationally proclaimed human rights.

PRINCIPLE 2

Business should make sure that they are not complicit in human rights abuses.

PRINCIPLE 3

Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

PRINCIPLE 4

Businesses should uphold the elimination of all forms of forced and compulsory labour.

PRINCIPLE 5

Businesses should uphold the effective abolition of child labour.

PRINCIPLE 6

Businesses should uphold the elimination of discrimination in respect of employment and occupation.

PRINCIPLE 7

Businesses should support a precautionary approach to environmental challenges.

PRINCIPLE 8

Businesses should undertake initiatives to promote greater environmental responsibility.

PRINCIPLE 9

Businesses should encourage the development and diffusion of environmentally friendly technologies.

PRINCIPLE 10

Businesses should work against all forms of corruption, including extortion and bribery.

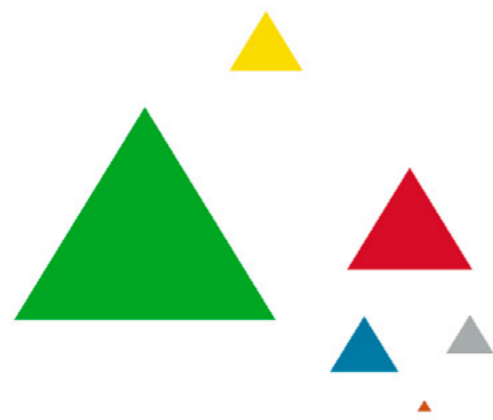
THE SOCIETY CLOSEST TO US IS OUR OWN EMPLOYEES.

Many HEINE employees can look back on a long history with the company. Over 42 % of our team have been with the company for more than 10 years, while 21 % have been HEINE employees for more than 20 years.

These figures clearly illustrate that the appreciation we show our employees is also well received. And expressed in loyalty to the company.

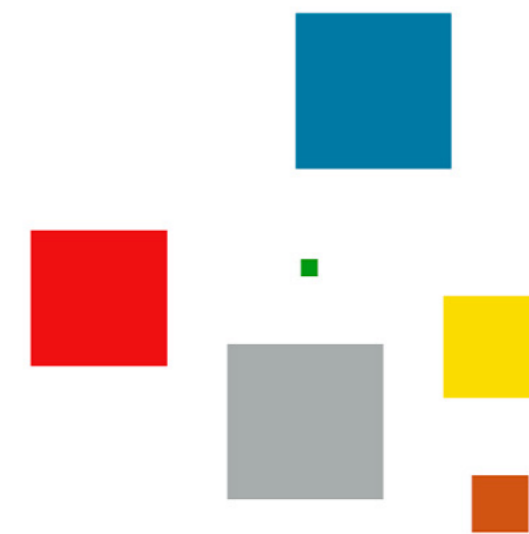
In 2023, 79 % of our team was on permanent employment contracts. The ratio of female to male employees was 40 % to 60 %. Women held 38 % of management positions (at Business Unit Manager level).

LENGTH OF SERVICE 2023



Up to 5 years	46 %
Up to 10 years	12 %
Up to 20 years	21 %
Up to 30 years	11 %
Up to 40 years	8 %
Over 40 years	2 %

AGE DISTRIBUTION 2023



16 to 19 years	4 %
20 to 29 years	15 %
30 to 39 years	22 %
40 to 49 years	25 %
50 to 59 years	25 %
60 to 69 years	9 %

QUALITY MADE BY US.

We are highly committed to and passionate about attracting and further developing qualified employees. To continue along this successful path, all we need – quite simply – is the right employees in the right place, and the best conditions to keep our workforce motivated.

At HEINE, this includes regular staff appraisals where goals, qualifications and development measures – not to mention mutual feedback – are discussed and recorded, both in retrospect and with a view to the future.

SOUND ADVICE: EMPLOYEE REPRESENTATION.

The HEINE Works Council is the company's representative body elected by the employees, who are entitled to rights of codetermination and consultation in line with legal regulations. We are happy to respect these rights and work very closely together with the Works Council.

EQUAL RIGHTS FOR EVERYONE: EQUAL OPPORTUNITIES.

The HEINE Code of Conduct states that the company does not tolerate discrimination against employees on the grounds of gender, age, ethnic origin, disability, religion or beliefs, social origin or gender identity. Any breaches of this policy will be taken very seriously.

EVERYONE IS WELCOME: INCLUSION.

As HEINE is a family-owned business, it is only natural that it shoulders its social responsibility to offer people with disabilities a professional future. In 2023, we employed 17 staff with severe disabilities in the company.

Skin colour, language, religion, origin and age do not matter to us. Employees from 36 countries work at HEINE.

BETTER SAFE THAN SORRY: OCCUPATIONAL SAFETY.

The company naturally complies with all the legal requirements concerning occupational safety.

However, since the subject of occupational safety is particularly important to us as a manufacturing company, we decided to apply for voluntary OHRIS certification back in 2016. This certification confirms that HEINE Optotechnik uses a management system to ensure occupational health and safety and plant safety.

We pay particular attention to ergonomic workplace design to keep the number of work-related diseases as low as possible. That is why risk assessments are regularly conducted in the company so that any need for action can be identified immediately.

A few key phrases that cover our other occupational safety-related activities at HEINE include: in-house company medical officer, several safety officers, training on operating a wide range of vehicles provided, training on acting as fire safety marshals, briefings on mobile working, regular company inspections to follow up on risk assessments, and much more besides.

**HEINE – WHERE YOU CAN BECOME WHATEVER YOU WANT
TO BE: EDUCATION AND FURTHER TRAINING.**

HEINE has been offering education and further training for several decades, so it can draw on many years of experience in this regard. This includes a structured working environment and close cooperation with trained instructors and training officers, who are passionate about and committed to being on hand to help trainees in any way they can.

Training is practical and promotes trainees' willingness to shoulder responsibility and to think and act in a cross-divisional manner.

HEINE Optotechnik trained 20 young people in the 2023 financial year. Nine different traineeships and two dual study programmes (one in International Business Management, and the other in Mechanical Engineering) are available in total.

Our commitment is bearing fruit, as a large number of our trainees simply decide to stay at HEINE after completing their training.

HEINE also sustainably invests in the advanced and further training of its employees. Lifelong learning is part and parcel of how the company sees itself. By having our employees attend seminars and training courses, we are continuously developing our team and are thereby ensuring the company's success in the long term.

VOLUNTARY BENEFITS.

HEINE Optotechnik has put together and is continually expanding a comprehensive package of other voluntary benefits for its workforce.

We offer a number of voluntary benefits in addition to fair remuneration, such as holiday pay and a Christmas bonus, company pension schemes and travel allowances. And we naturally like to make a fuss when it comes to anniversaries, weddings, births, birthdays and Christmas.

HEINE supports all those who are keen to exercise or relax with the EGYM Wellpass. The opportunities on offer include everything from premium fitness or yoga studios, swimming and leisure pools, and climbing and bouldering gyms, to online Zumba, meditation or nutrition coaching. Our employees pay the basic monthly fee, and HEINE pays the rest. Alternatively, HEINE supports its employees in switching or upgrading to pedal power with a special bike leasing scheme.

All the employees have the opportunity to network in good company at numerous celebrations, such as the HEINE Autumn Party and the HEINE Christmas Party (and a great deal of effort and attention to detail go into planning and holding the events).



Dr. med. Amadeus Graml General practitioner

**Diagnostic otoscope with Accu San battery handle
(manufactured in 1978). The most sustainable instrument
is one that lasts a brief eternity.**

HEINE SUPPLY CHAIN CODE OF CONDUCT.

The HEINE Supply Chain Code of Conduct sums up the requirements that HEINE places both on itself and on HEINE suppliers.

With our HEINE Supply Chain Code of Conduct, we obligate our suppliers to procure their materials from environmentally and socially responsible sources. We require our suppliers to treat all people with respect and dignity, and to protect the environment and human health. With regard to social aspects, what this means for suppliers is that:

- ▶ Care must be taken to ensure that no harassment, unkind treatment, violence, intimidation, mental or physical coercion or verbal aggression takes place in the workplace.
- ▶ Child labour is prohibited (definition according to ILO Convention No. 138 and ILO Convention No. 182).
- ▶ Any form of forced labour is prohibited.
- ▶ Equal opportunities and equal treatment should be promoted. No employee may be discriminated against on the grounds of gender, age, skin colour, culture, ethnic origin, sexual identity, disability or religious affiliation.
- ▶ In accordance with national laws, employees' rights to join or to not join a legal association must be respected. Freedom of association must be guaranteed.
- ▶ The relevant applicable national legislation on working hours must be complied with.
- ▶ Remuneration must be in line with national laws and ensure an adequate standard of living. If there are no statutory or collectively agreed regulations, remuneration must be based on the industry-specific, collectively agreed remuneration that is customary in the location in question.

- ▶ National standards regulating a safe and hygienic working environment must be complied with. Adequate measures must also be taken to ensure safety in the workplace.
- ▶ In addition to occupational safety measures, efforts must be made to ensure health in the workplace, so as to ensure healthy employment conditions.

By signing our Code of Conduct, our suppliers undertake to comply with environmental protection laws, including those governing the use of hazardous substances, wastewater, solid waste and airborne emissions. Every effort must be made to protect the environment and minimise the impact that business activities have on the natural world. The aim in this regard is to ensure that resources and energy are used efficiently and that emissions are reduced as much as possible.

Compliance with our HEINE Supply Chain Code of Conduct is a decisive criterion for us when selecting suppliers. All materials in the supply chain that we process have thus also been selected with environmental friendliness in mind for many years now.

Our suppliers are also held accountable in our Quality Assurance Agreement for selecting and procuring all materials, components, manufacturing equipment and testing equipment supplied for the manufacture of HEINE products.

For example, suppliers must meet their obligations under European Union Regulation 1907/2006 (Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH)). In particular, they must at all times check the SVHC list compiled by the ECHA and confirm to HEINE Optotechnik that the materials it supplied are used safely.

Furthermore, suppliers undertake to ensure that the materials supplied comply with the European Union Directives on the restriction of the use of certain hazardous substances in electrical and electronic equipment and are thus produced in conformity with the ROHS II Directive 2011/65/EU and the Delegated Directives (EU) 2015/863 and (EU) 2018/740.

Suppliers must provide HEINE Optotechnik with the respective EU Declarations of Conformity. We therefore already ensure through our requirements in the supply chain that our products are manufactured in a ROHS-compliant manner and that we can fulfil our duty to provide information according to Art. 33 of the European REACH Regulation.

CONFLICT MINERALS.

We share public concerns that metals such as tin, tantalum, tungsten and gold (hereinafter referred to as 'conflict minerals') – some of which are mined in the Democratic Republic of Congo, where there are severe human rights abuses – are making their way into the electronics industry supply chain. However, we try to manufacture products using conflict-free sourced metals as a basis by ensuring maximum transparency in the supply chain. Our suppliers make the following commitments:

- ▶ To comply with legal requirements, suppliers must – at HEINE's request – also disclose whether their contract products also contain conflict minerals and, if so, whether they originate from the DR Congo or a neighbouring country.
- ▶ If the contract products do not contain conflict minerals, suppliers must present their origin verification and acceptance procedure.
- ▶ If their contract products do contain conflict minerals, suppliers must inform HEINE of the measures they have taken to comply with the duty of care, as well as of the industrial processor (foundry/smelter), the country of origin and the products that are not 'conflict-free'. Furthermore, suppliers must notify HEINE of the specific mine or, at least, the conflict minerals' place of origin with the greatest possible accuracy.

GERMAN ACT ON FIGHTING CORRUPTION IN THE HEALTHCARE SECTOR.

Corruption in the healthcare sector undermines fair competition, makes medical services more expensive and erodes patients' trust in the integrity of decisions made by healthcare professionals. Patients should be able to trust that practitioners retain their independence in all medical decisions. This independence is jeopardised if practitioners gain financial advantages from certain treatment methods, prescriptions or referrals. German lawmakers have made corrupt conduct a criminal offence to effectively fight both corruption and the effects of corruption.

HEINE Optotechnik wholeheartedly supports this idea in every respect! Patients have a right to products being used legally. Corrupt practices go against our self-imposed requirements to support fair competition.

DONATING AND SUPPORTING.

For many years now, HEINE has regularly supported organisations that provide medical care in underdeveloped regions by making donations in kind.

AKTION VOLTA AUGENKLINIK E.V.

This organisation was established in 2014 by Prof. Spitznas – the long-time Director of Bonn University Hospital’s Department of Ophthalmology – to promote ophthalmology in Ghana. Eye hospitals and small outpatient eye clinics are in dire need of equipment, especially in rural areas. Saint Luke’s Clinic is the latest project. This small hospital in a completely underserved area between the two branches of Lake Volta in the north of Ghana cares for a population of around 100,000 people. Previously, ophthalmological care was totally non-existent throughout the entire region. We have helped to kit out the hospital’s ophthalmoscopy department by donating ophthalmoscopes.

AKTION TSCHERNOBYL-HILFE E. V.

Through this initiative, we support the regional children’s hospital in Lutsk (in north-eastern Ukraine). Our support in recent years has included providing laryngoscopes and stethoscopes for the ICUs and – most recently – magnifying spectacles for the ophthalmology department and stethoscopes.

We also donated the cash prize we received for successfully completing the City Cycling competition to this organisation.

KARIBU PROJECT.

We support this project by making donations in kind to help train medical staff to identify childhood eye diseases at an early stage. This project in Kenya has been running since 2007, with the goal of providing early detection and timely treatment of childhood eye diseases. Early diagnosis and treatment can prevent blindness in many cases.

CHRISTMAS FUNDRAISER.

HEINE donates €40 per employee annually to five aid organisations. We specifically involve our employees in this charitable activity. After all, they are all involved in deciding how the five-digit figure is distributed among Save The Children, the German arm of Doctors Without Borders, Verein Lebenslinien, Verein Seestern Starnberg, KinderAugenKrebsStiftung.

THE GERMAN ARM OF DOCTORS WITHOUT BORDERS.

HEINE has been a partner of this organisation for many years and supports its work by making an annual financial donation. Through the financial contribution we make, we help to provide emergency medical aid in around 70 countries and thereby provide invaluable assistance to people in need.

BAVARIAN RED CROSS (BRK).

We provide local support by donating equipment and instruments for emergency vehicles and training.

HUMEDICA E.V.

We support the Kaufbeuren-based international aid organisation – which provides humanitarian aid in over 90 countries – by making donations in kind.

We also support some smaller projects – such as an AIDS centre in Mali and a mission facility in Albania – by supplying sphygmomanometers and stethoscopes.

HEALTH – INCLUDING OUR OWN.

STAdtradeln [City Cycling].

This is a competition where the aim is to be kind to the climate by covering as many everyday journeys as possible by bicycle for 21 days. It doesn't matter whether you already cycle every day or have rarely cycled before. Every kilometre counts – especially if you would otherwise have covered it by car.

The STAdtradeln [City Cycling] campaign – a nationwide campaign aimed at promoting pedal power and protecting both the climate and quality of life – takes place in the Starnberg district for about three weeks each year.

HEINE has supported this successful climate protection campaign as a sponsor for many years. The City Cycling flyers and posters distributed throughout the district – not to mention our campaign website – draw attention to our dedication. The sponsorship contribution is €500.

HEINE took part in 2023 with 59 cyclists, who covered 16,101 km in total by bike. This put us in fifth place in the Company ranking for the Starnberg district.

STARNBERG ADMINISTRATIVE DISTRICT RACE.

The Starnberg administrative district race (ADR) has been a regular fixture – held on the second Saturday of October – since 1985. Originally conceived as a marathon-distance relay race across the district, it had to be 'limited' to a single venue – which changes every year – from 1991 onwards due to the ever-increasing number of participants.

Each team is made up of six runners. To be eligible to take part, each team must be from a company that has its registered office or place of business in the Starnberg district.

Although it started out with humble beginnings, the ADR has become the largest mass sports event in our local region. Despite these dimensions, the Starnberg administrative district race has never lost its familiar touch or its relaxed and friendly atmosphere.

HEINE took part in 2023 with two six-person teams and came in an excellent sixth place in the District Company ranking.

HEINE was a sponsor for the first time in 2023. Among other things, it had a booth dedicated to raising awareness of issues relating to protecting the skin from the sun's rays and skin cancer.



Dharminder Singh Walia

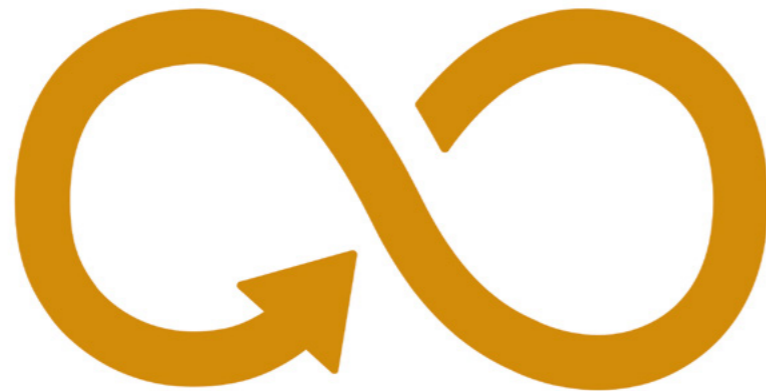
M.B., B.S., M. Med. (Ophthal), M.Sc. (CEH), FEACO

Consultant General

Ophthalmologist in Kenya

**MONOCULAR hand-held indirect ophthalmoscope
(manufactured in 1982) on BETA handle.**

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Instruments and innovations.

DURABLE INSTRUMENTS ARE SUSTAINABLE INSTRUMENTS.

We build our instruments to last for a long time. And even longer. In other words, they are fully functional and repairable even after many years of proper use.

Spare parts are available for at least five years. But – in actual fact – if the required spare parts are available, we also repair devices that have been in use for three, four or five decades.

Durability saves any additional material extraction, energy consumption and disposal, which in turn benefits the environment. The high-quality materials used in the manufacturing process are what make this possible. Due to a unique blend of high-tech and manual work performed by highly qualified and motivated employees. And due to countless quality inspections that each instrument must pass before we deliver it.

EVERY LITTLE BIT HELPS.

A large number of our instruments have been switched to LED technology in recent years. The high efficiency of the HEINE LED and its low energy consumption extend the operating time and battery life and thus make an extremely valuable contribution to the life cycle assessment of our instruments. Admittedly, the amounts of electricity we're talking about are minimal. But with the many thousands of instruments we deliver each year, it all adds up.

WE MAKE MADE IN GERMANY.

The only way we can be in a position to achieve the goals we have set ourselves is if our business operations are successful. For us, this means that we will continue devoting all our energies to developing, producing and selling our instruments.

HEINE WAS FIRST AGAIN!

In close cooperation with our specialist for high-quality plastics, HEINE is the first manufacturer to succeed in implementing an upcycling process for ear tips: discarded refrigerators are turned into accessories for a medical device. This was a challenging task, as particularly strict regulations apply to products that come in direct contact with patients during an examination.

HOW HEINE SAVES TONNES OF CO₂ WITH FEATHERLIGHT ECOTIPS.

We use plastic from discarded refrigerators. And by recycling these refrigerators in a controlled manner, we save the environment 2,814 tonnes of CO₂ equivalents¹ per year. This corresponds to 87.4 million kilometres of rail travel per person, which equates to travelling about 2,175 times around the world. What's more, we now manufacture the EcoTips on a new machine that requires only half the electricity. Green electricity, of course – generated from hydropower! And finally, we pack the EcoTips in unbleached cardboard, which we also print with just one single colour instead of four.

¹The term 'CO₂ equivalent' is a unit of measurement that is used to measure the impact that various greenhouse gases have on the climate. Please refer to the annex for a detailed explanation.

DO SOMETHING RIGHT, OR DON'T DO IT AT ALL.

We deliberately chose this type of plastic because CFCs, which are extremely harmful to the climate, are captured when the refrigerators are recycled. This also explains the large CO₂ equivalent of almost 3,000 tonnes per year.

FIRST AGAIN!

We immediately applied the approach that worked so well for us with the single-use tips to the blades for our new visionPRO video laryngoscope. Again, we used recycled plastic from discarded refrigerators for this. And, in so doing, saved the environment from further, particularly harmful CFC gases. We save the environment 124 tonnes of CO₂ equivalents with every tonne of upcycled plastic we use. We will publish exact figures on the savings per year in due course – as soon as production has been up and running for more than 12 months.

KEEPING THE ENVIRONMENT IN MIND EVEN AT THE IDEAS STAGE.

In our development activities, from the very outset we consider how we could design an instrument to make it as environmentally friendly as possible. Using as few material resources as possible. With materials of a single variety. With rechargeable batteries instead of single-use batteries. With LEDs instead of light bulbs. With good reparability. And, yet again: with the most sturdy and thus durable design possible and an almost unlimited service life.

Environment and sustainability.

THE FAMOUS ENVIRONMENTAL FOOTPRINT.

Nowhere else is our motto – ‘Avoid and reduce’ – more relevant than it is here, in the third section of our sustainability report. After all, stopping our business operations’ harmful effects on the environment from occurring in the first place is, naturally, the best way to protect the environment. And that is what we are already doing – and very successfully, too, in some places (see the paragraph underneath the heading ‘Moving’ below).

COMMON SENSE.

Allow us to explain what we mean using an example. For years, we have printed out as little as possible on paper. Instead, we work digitally whenever possible. But if someone does need to print something out, then they naturally do so in black and white and on both sides of recycled paper. All our printers have these default settings. And, of course, this saves water, energy and wood.

We would also never claim that environmental protection has ‘always been deeply embedded in our DNA’, as some like to do at present.

But sustainability in the sense of durability is. Because manufacturing high-quality products was the logical thing to do for Helmut A. Heine (our company founder), way back in 1946. After all, using resources carefully, economically and consciously was, quite simply, part and parcel of people’s makeup in the post-war period and when the company was established. And that philosophy is one that we are still living and breathing even today. And, just between us: that’s simply common (entrepreneurial) sense!

MOVING: AN OPPORTUNITY.

HEINE grew steadily in Herrsching for around 70 years and was always ‘bursting at the seams’. At some point, Production, Administration, Assembly, Development and Tool Construction were spread across five different sites in Herrsching. You can imagine the inconvenience and logistical challenges this posed.

So Oliver Heine decided to establish a new, central location.

SO THE BUILDING MIGHT LOOK SNOW-WHITE, BUT IN ACTUAL FACT IT’S GREEN.

In June 2020 – in the middle of the coronavirus pandemic – we all moved to our new building in Gilching (west of Munich).

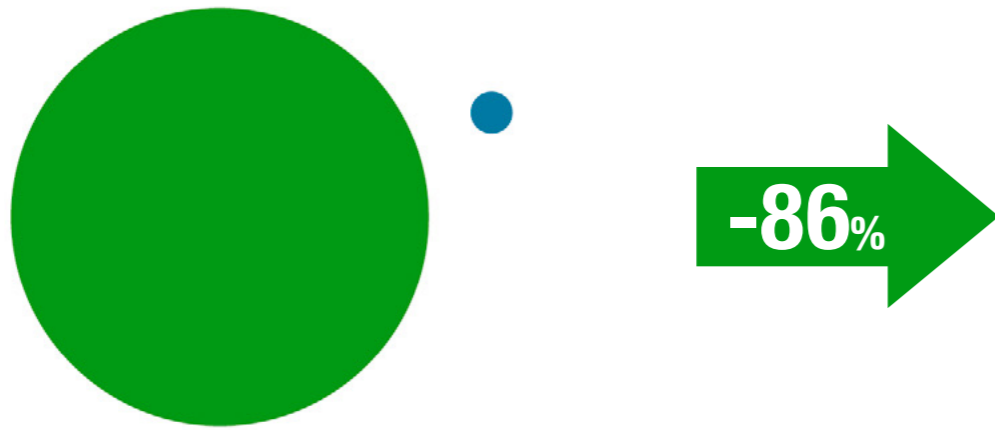
One major goal of this undertaking was to avoid the use of fossil fuels at our new site. Even if moving was more expensive than taking a conventional route!

That’s why, for example, the entire building is cooled in summer by a groundwater-powered heat pump and heated in winter by recovering energy from the waste heat that our machines generate. Almost half of our property is green, as is the roof.

And that, of course, has drastically changed our energy footprint at our head office! Because, now, we use neither natural gas nor heating oil (i.e. no fossil fuels) for our production operations at the Gilching site.

We have also been sourcing green electricity since 2022. For example, we reduced greenhouse gas emissions at the Gilching site and at our branch office in Weimar by 86 % between 2021 and 2022! In 2023, we decided to purchase not just green electricity, but also the most sustainable green electricity: electricity generated from hydropower. This enabled us to reduce our greenhouse gas emissions by a further 32% from 2022 to 2023.

GREENHOUSE GAS EMISSIONS 2021



Electricity mix 1,260.97 tCO₂eq
Vehicle fleet 99.10 tCO₂eq

Scope 1 and Scope 2 – HEINE Optotechnik in tonnes of CO₂ equivalent

GREENHOUSE GAS EMISSIONS 2022



Electricity mix 112.61 tCO₂eq
Vehicle fleet 76.44 tCO₂eq

Scope 1 and Scope 2 – HEINE Optotechnik in tonnes of CO₂ equivalent

GREENHOUSE GAS EMISSIONS 2023



Electricity mix from hydropower 22.21 tCO₂eq
Vehicle fleet 106.90 tCO₂eq

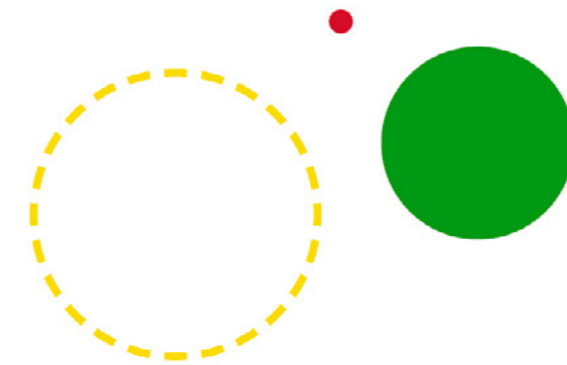
Scope 1 and Scope 2 – HEINE Optotechnik in tonnes of CO₂ equivalent

WE ARE DOING A GREAT DEAL TO PROTECT THE ENVIRONMENT.

Given that our Scope 1 and Scope 2 emissions totalled just under 190 tonnes of CO₂ equivalent in 2022, our avoidance of CO₂ emissions by consciously using eco plastics for our blades and ear speculums is naturally all the more impressive. Also see pages 34 and 35.

In 2023, we saved the environment from the effects of 3,463 tonnes of CO₂eq by using our eco plastics for our blades and ear speculums. We have estimated our Scope 3 emissions for 2023.*

**RE
DUCTION
2023**



CO₂ emissions (Scope 1 and 2): 129 tCO₂eq
CO₂ emissions (Scope 3): estimated*
CO₂ reduction: 3,463 tCO₂eq

* Assumption: Our Scope 3 has an industry-specific share of approximately 79 % of total greenhouse gas emissions.
Source: www.solarify.eu/2021/08/07/962-klimaneutralitaet-realistische-vision-oder-mogelpackung/

THINK GLOBAL. PRODUCE LOCAL.

All HEINE instruments – otoscopes, laryngoscopes, loupes, lights, ophthalmoscopes, dermatoscopes, sphygmomanometers and more – are fully manufactured in Germany. And we'll continue with our local manufacturing efforts in future too.

Our instruments are sold worldwide, so in that sense we are completely cosmopolitan. But we are the exact opposite when it comes to our purchasing activities and selecting our suppliers.

Just over 90 % of vendor parts come from Germany. Indeed, 44 % come from southern Germany. We even develop and manufacture the control electronics for our lithium-ion batteries and LED^{HQ} ourselves on site.

This has the welcome side benefit that we save ourselves transport costs and cut back on the amount of harmful emissions released into the environment.

SUPPLIERS 2023



Germany	92 %
Europe	4 %
Rest of World	4 %

WE CONSIDER LEFTOVERS FROM PRODUCTION TO BE RAW MATERIALS.

The area on our premises where we separate metals and plastics looks like a small recycling yard. Because we separate materials by type as much as possible to keep the unrecyclable materials rate as close to zero as possible. And it actually does go that low at HEINE.

The basic principle in waste legislation is the circular economy. If possible, the raw materials used should circulate in material cycles to reduce the use of natural resources and prevent waste to the greatest extent possible.

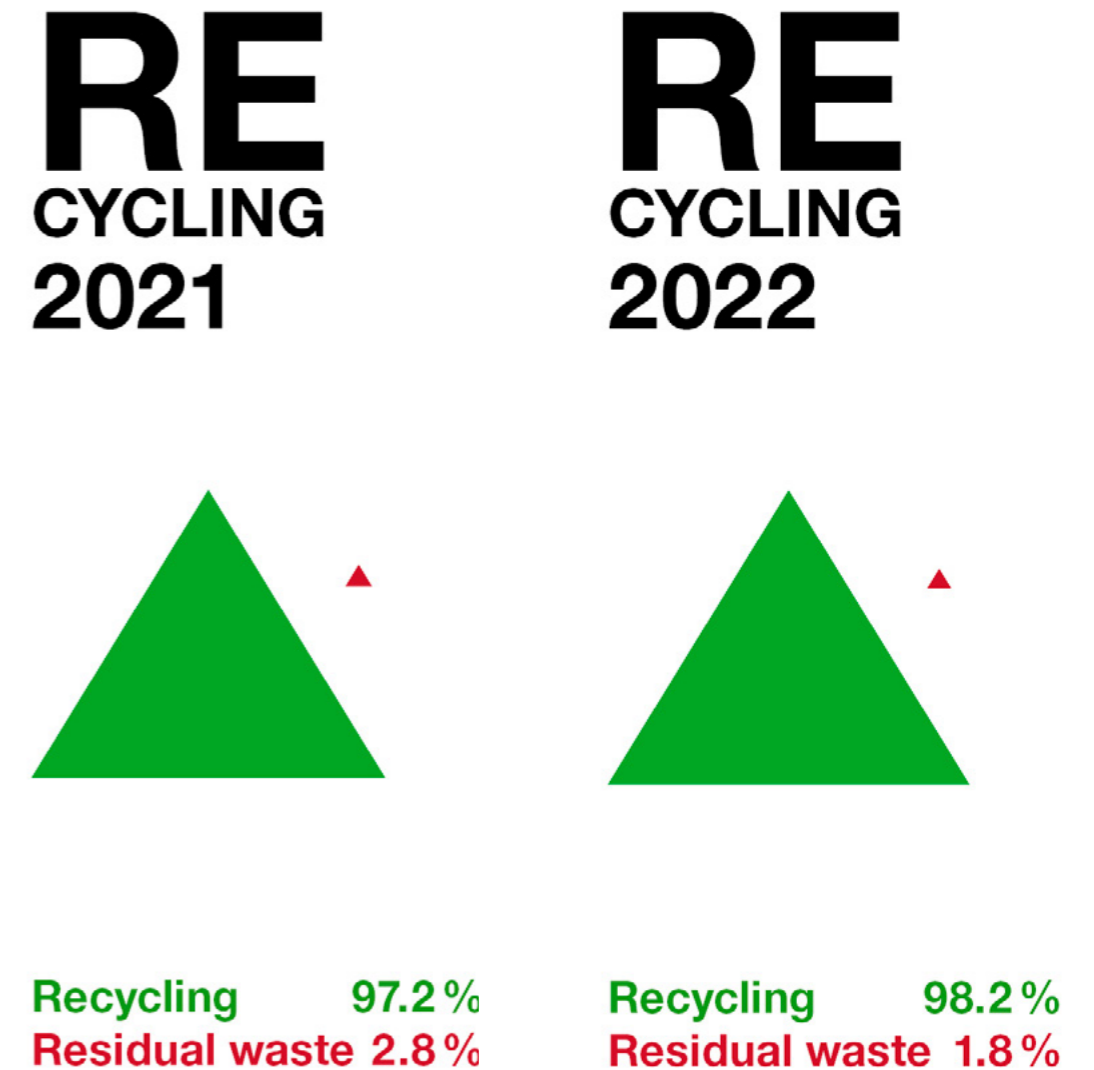
We believe that material recovery and recycling take top priority over disposal. By registering in Germany with the legally required bodies and commissioning certified take-back systems, we as a manufacturer are meeting our product responsibility obligations and are helping to conserve natural resources. That way, we are ensuring that our products – including the packaging materials – are disposed of in an environmentally compatible way. We dispose of all the waste materials generated in the company in an environmentally friendly manner in line with official requirements.*

COOK GLOBAL. BUY LOCAL.

Our company restaurant does more than just cook delicious food. It also offers at least one vegetarian or vegan dish every single day. All the ingredients are sourced from the local region and are organic and freshly prepared. Food to go can be taken away in reusable packaging, so no packaging waste is produced in the company restaurant either.

WE DO MORE THAN JUST AVOID WASTE IN PRODUCTION.

Throughout the company, we saved around 9,000 sheets of paper in 2023 thanks to process changes. This figure corresponds to 18 packs of paper containing 500 sheets each, 45 kg of paper, or 98.6 kg of wood. Further process changes are already being implemented, so we will continue to significantly reduce our paper requirements.



*Figures for the 2023 financial year were not available yet at the time of reporting.

Closing remarks

Brand values.

COINCIDENCE? WE DEVELOPED HEINE'S BRAND VALUES FIVE YEARS BEFORE WRITING THIS REPORT.

1. CUSTOMER-FOCUSED:

We bring healthcare providers and patients closer together, since our high-quality products are used in examinations and medical procedures.

2. SUSTAINABLE:

We believe that 'sustainability' means more than just our products having an unrivalled level of durability. We also think that this involves ecologically and socially responsible action as well as economic success.

3. HUMAN:

We work together with one another successfully in an open and respectful manner. We are constantly learning and developing. In this regard, our goal is to preserve our company's core values and principles and – at the same time – to design strategies and processes to ensure our continued success on the market.

4. INNOVATIVE:

By combining optical, mechanical and digital technologies, we create innovative, reliable solutions for better clinical outcomes.

5. INDEPENDENT:

As a global leader in the manufacture of primary diagnostic instruments with over 500 employees, HEINE Optotechnik has been a 100 % family owned and managed company for 77 years.

6. PREMIUM:

The outstanding quality of HEINE instruments enables the earliest and most reliable diagnosis.

We do not believe it is a coincidence that we took up the cause of sustainability back in 2018.

Because durability is truly a matter that is close to our hearts.



Dr Fausto Lechuga Ophthalmologist and Retina Specialist in Mexico

**OMEGA 500 indirect ophthalmoscope (manufactured in 2014).
HEINE quality is reusable. Day in, day out.**

Our company HEINE Optotechnik.

ACTIVITIES, VALUE CHAIN AND OTHER BUSINESS RELATIONSHIPS.

As a global leader in the manufacture of primary diagnostic instruments with over 500 employees, HEINE Optotechnik has been a 100 % family owned and managed company for more than 77 years. We will continue to develop and manufacture HEINE instruments exclusively at our production facilities in Germany, where we combine decades of experience and craftsmanship with state-of-the-art manufacturing technologies, in the future too.

We are represented in over 120 countries around the world, with subsidiaries in Australia, the US and Switzerland as well as 3,000 representatives, importers and specialist dealers.

HEINE produces instruments for the speciality fields of general medicine, anaesthesiology and dermatology, not to mention loupes and lamps, ophthalmology and veterinary medicine. We do everything ourselves. From development and prototyping, to packaging. Die cutting, coating, assembly, quality inspection – everything. And all here in our very own production facilities in Gilching, Bavaria.

At Lake Constance, ZORN GmbH & Co. KG (a HEINE company) manufactures precision light bulbs and LED lamps for HEINE's high-quality diagnostic instruments, as well as for manufacturers of spectral analysis equipment used in medicine and technology.

Membership of associations and interest groups.

PROFESSIONAL ASSOCIATION OF GERMAN DERMATOLOGISTS

Schumannstr. 18
10117 Berlin

CIC

Chamber of Industry and Commerce for Munich and Upper Bavaria
Corporation under public law
Max-Joseph-Strasse 2
80333 Munich, Germany

SPECTARIS E.V.

German Industry Association for Optics, Photonics, Analytical and
Medical Technology
Werderscher Markt 15
10117 Berlin

UWS

Entrepreneurs' Association for Business Development in the District
of Starnberg
Wittelsbacher Strasse 9
82319 Starnberg

ZVO

Central Association for Surface Technology
Giesenheide 15
40724 Hilden

Annex Numbers, facts and figures.

EXPLANATIONS:

WHAT ARE CO₂ EQUIVALENTS?

The term 'CO₂ equivalent' is a unit of measurement that is used to measure the impact that various greenhouse gases have on the climate.¹ In addition to carbon dioxide, 'greenhouse gases' include methane, nitrous oxide and various hydrofluorocarbon compounds (HFC and CFC gases). Each of these substances has a different global warming potential. To permit a meaningful comparison of greenhouse gases in terms of the impact they have on the climate, they are converted to the climate impact that carbon dioxide has by means of their CO₂ equivalent. Methane, for example, has a CO₂ equivalent of 28. This means that the impact of methane gas on the climate is 28 times greater than the same amount of carbon dioxide released.

¹ Cf. Frischknecht (2020, p. 13) regarding this matter and the following

GRI CONTENT INDEX

STANDARD	DISCLOSURE	EXPLANATION AND REFERENCE TO SECTIONS IN THE SUSTAINABILITY REPORT
GRI 1: Requirements and principles for using the GRI Standards		
GRI 2: Disclosures about the reporting organisation		
	2-1 Organisational details	
	2-3 Reporting period, frequency and contact point	Sustainability Report 2023 Reporting frequency: Every year
	2-4 Restatements of information	No restatements required with regard to previous reports. The statements made and information provided have been carefully checked and have not changed.
	2-5 External assurance	The report is not externally assured, as HEINE Optotechnik is not yet required to publish a report. The report is prepared voluntarily.
	2-6 Activities, value chain and other business relationships	
	2-7 Employees	
	2-14 Role of the highest governance body in sustainability reporting	The report is released by the highest governance body.
	2-22 Statement on sustainable development strategy	
	2-23 Policy commitments	
	2-24 Embedding policy commitments	
	2-25 Processes to remediate negative impacts	HEINE Optotechnik operates a publicly accessible whistleblower system where violations of laws and policies can be reported anonymously.
	2-26 Mechanisms for seeking advice and raising concerns	HEINE Optotechnik operates a publicly accessible whistleblower system where violations of laws and policies can be reported anonymously.
	2-27 Compliance with laws and regulations	
	2-28 Membership associations	
GRI 200 Economic disclosures		
GRI 204: Procurement practices	204-1 Proportion of spending on local suppliers	
GRI 205: Anti-corruption	205-1 Operations assessed for risks related to corruption	HEINE Optotechnik has only one operating establishment based in Germany and complies with German and European legislation. Corruption is prohibited by legislation. With the Code of Conduct, we also obligate our suppliers to comply with legal provisions.
	205-2 Communication and training about anti-corruption policies and procedures	HEINE Optotechnik has only one operating establishment based in Germany and complies with German and European legislation. Corruption is prohibited by legislation. With the Code of Conduct, we also obligate our suppliers to comply with legal provisions.
	205-3 Confirmed incidents of corruption and actions taken	HEINE Optotechnik has not been involved in any incidents of corruption.
GRI 206: Anti-competitive behaviour	206-1 Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	There are no legal actions against HEINE Optotechnik on the grounds of anti-competitive behaviour, anti-trust and monopoly practices.

GRI 207: Taxes	207-1 Approach to tax	HEINE Optotechnik has only one operating establishment based in Germany and pays its taxes in accordance with German tax laws.
	207-4 Country-by-country reporting	HEINE Optotechnik has only one operating establishment based in Germany.
GRI 300 Environmental disclosures		
GRI 301: Materials	301-2 Recycled input materials used	
GRI 302: Energy	302-1 Energy consumption within the organisation	HEINE Optotechnik conducts an energy audit every four years in accordance with DIN EN 16247-1 to identify and implement potential energy savings. It is conducted by a certified auditor.
	302-3 Energy intensity	HEINE Optotechnik conducts an energy audit every four years in accordance with DIN EN 16247-1 to identify and implement potential energy savings. It is conducted by a certified auditor.
	302-4 Reduction of energy consumption	HEINE Optotechnik conducts an energy audit every four years in accordance with DIN EN 16247-1 to identify and implement potential energy savings. It is conducted by a certified auditor.
GRI 303: Water and effluents	303-1 Interactions with water as a shared resource	HEINE Optotechnik has only one operating establishment based in Germany and complies with German and European legislation. The handling of water, fresh water and wastewater is regulated by German legislation.
	303-2 Management of water discharge-related impacts	HEINE Optotechnik has only one operating establishment based in Germany and complies with German and European legislation. Effluent recycling is regulated by German legislation.
	303-3 Water withdrawal	HEINE Optotechnik has only one operating establishment based in Germany and complies with German and European legislation. Water withdrawal is regulated by German legislation.
	303-4 Water discharge	HEINE Optotechnik has only one operating establishment based in Germany and complies with German and European legislation. Water discharge is regulated by German legislation.
GRI 304: Biodiversity	304-1 Operational sites owned, leased, managed in or adjacent to protected areas and areas of high biodiversity value outside protected areas	The company site in Gilching (Germany) is not located in or next to a protected area with high biodiversity value.
	304-3 Habitats protected or restored	HEINE Optotechnik does not cause any environmental damage due to its activities, so it does not have any negative impact on biodiversity.
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	The habitat of conservation list species is not threatened by HEINE Optotechnik's operations.
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	HEINE Optotechnik calculates direct GHG emissions annually in accordance with ISO 14064.
	305-2 Energy indirect (Scope 2) GHG emissions	HEINE Optotechnik calculates indirect GHG emissions annually in accordance with ISO 14064.
	305-3 Other indirect (Scope 3) GHG emissions	HEINE Optotechnik is drafting a policy to identify GHG emissions from upstream and downstream processes.
	305-5 Reduction of GHG emissions	HEINE Optotechnik runs the operating establishment in Germany exclusively on green electricity from renewable sources and does not use any other energy sources. Greenhouse gas emissions at the site were reduced by 32 % year on year.
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	HEINE Optotechnik has only one operating establishment based in Germany and complies with German and European legislation. HEINE Optotechnik complies with the prescribed limits for air emissions, which are controlled and confirmed by a certified authority.









GRI 306: Waste	306-1 Waste generation and significant waste-related impacts	HEINE Optotechnik has only one operating establishment based in Germany and complies with German and European legislation. Waste handling and recycling are regulated by German legislation. Waste is separated by type and is returned and recycled in a closed-loop system.	
	306-2 Management of significant waste-related impacts	Not applicable; see 306-1	
	306-3 Waste generated		
	EFFAS E05-01: Percentage of total waste that is recycled		
	306-5 Waste directed to disposal		
GRI 308: Supplier environmental assessment	308-1 New suppliers that were screened using environmental criteria		
GRI 400 Social disclosures			
GRI 401: Employment	401-1 New employee hires and employee turnover		
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Voluntary benefits	
	401-3 Parental leave	There is a legal entitlement to parental leave in Germany. All HEINE employees may make use of this entitlement.	
	EFFAS S10-01: Percentage of female employees in relation to total employees	The society closest to us is our own employees	
GRI 402: Labour/management relations	402-1 Minimum notice periods regarding operational changes	HEINE Optotechnik complies with German legislation and observes the prescribed minimum notice periods regarding operational changes.	
GRI 403: Occupational health and safety	403-1 Occupational health and safety management system	Better safe than sorry: occupational safety HEINE Optotechnik complies with German legislation and follows the prescribed German Ordinance on Workplaces. It serves to ensure employees' safety and health protection when setting up and running workplaces. In addition, HEINE Optotechnik has introduced the Occupational Health and Risk Management System (OHRIS) and has been regularly audited since 2016. HEINE Optotechnik employs an occupational safety specialist who is responsible for implementing the OHRIS requirements at the company site.	
	403-2 Hazard identification, risk assessment and incident investigation	Better safe than sorry: occupational safety Hazard identifications, risk assessments and incident investigations are conducted and documented annually in the context of the OHRIS certification.	
	403-3 Occupational health services	HEINE Optotechnik's employees receive care from a company medical officer.	
	403-5 Worker training on occupational health and safety	Employee training on occupational safety and health protection is conducted at regular intervals in accordance with the requirements set out in the OHRIS certification.	
	403-6 Promotion of worker health		
	403-8 Workers covered by an occupational health and safety management system	All HEINE Optotechnik employees and temporary workers are covered by the Occupational Health and Risk Management System (OHRIS).	
	403-9 Work-related injuries	Work-related injuries are recorded and prevented in the context of the OHRIS certification. Due to compliance with OHRIS requirements, only minor injuries (such as minor grazes and cuts) have occurred at our operating establishment. Serious injuries and deaths have not occurred.	
	403-10 Work-related ill health	There is no work-related ill health due to compliance with OHRIS requirements.	
	GRI 404: Training and education	404-1 Average hours of training per year per employee	HEINE Optotechnik offers its employees a portfolio of internal and external further training. Recording of hours of training per year is not yet documented, but there are currently plans to do this.
		404-3 Percentage of employees receiving regular performance and career development reviews	

GRI 405: Diversity and equal opportunity	405-1 Diversity of governance bodies and employees	
GRI 406: Non-discrimination	406-1 Incidents of discrimination and corrective actions taken	There are no incidents of discrimination.
GRI 407: Freedom of association and collective bargaining	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	HEINE Optotechnik has only one operating establishment based in Germany and complies with German and European legislation. The right to freedom of association is regulated by German legislation. Employees' interests and concerns are represented at HEINE Optotechnik by an employee representative body (the Works Council).
GRI 408: Child labour	408-1 Operations and suppliers at significant risk for incidents of child labour	HEINE Optotechnik has only one operating establishment based in Germany and complies with German and European legislation, which prohibits child labour. With the Code of Conduct, we also obligate our suppliers to prevent child labour.
GRI 409: Forced or compulsory labour	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	HEINE Optotechnik has only one operating establishment based in Germany and complies with German and European legislation, which prohibits forced and compulsory labour. With the Code of Conduct, we also obligate our suppliers to prevent forced and compulsory labour.
GRI 410: Security practices	410-1 Security personnel trained in human rights policies or procedures	HEINE Optotechnik has only one operating establishment based in Germany and complies with German and European legislation. Use of security personnel is not required at our operating establishment.
GRI 411: Rights of indigenous peoples	411-1 Incidents of violations involving rights of indigenous peoples	There are no incidents of violations involving rights of indigenous peoples.
GRI 412: Human rights assessment	412-1 Operations that have been subject to human rights reviews or impact assessments	HEINE Optotechnik has only one operating establishment based in Germany and complies with German and European legislation. Respect for human rights is prescribed by legislation. With the Code of Conduct, we also obligate our suppliers to respect human rights.
	412-2 Employee training on human rights policies or procedures	HEINE Optotechnik has only one operating establishment based in Germany and complies with German and European legislation. Respect for human rights is prescribed by legislation. With the HEINE Code of Conduct, we ensure that our employees adhere to human rights policies.
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Not applicable.
GRI 413: Local communities	413-1 Operations with local community engagement, impact assessments and development programmes	Not applicable, since HEINE Optotechnik only runs one operating establishment based in Germany.
	413-2 Operations with significant actual and potential negative impacts on local communities	Not applicable, since HEINE Optotechnik only runs one operating establishment based in Germany.
GRI 414: Supplier social assessment	414-1 New suppliers that were screened using social criteria	
GRI 415 Public policy	415-1 Political contributions	HEINE Optotechnik does not make political contributions.
GRI 416: Customer health and safety	416-1 Assessment of the health and safety impacts of product and service categories	All HEINE products are developed in accordance with the EU Medical Devices Regulation (MDR) 2017/745. The products' health and safety assessment forms part of development activities and is monitored throughout the products' lifecycle. HEINE Optotechnik is ISO 13485 certified (quality management system for medical devices) and is regularly audited by an authorised authority.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	There are no known violations at present. The health and safety impacts are considered in accordance with the EU Medical Devices Regulation (EU) 2017/745 (MDR). Furthermore, post-market surveillance is conducted in accordance with the EU Medical Devices Regulation (EU) 2017/745 (MDR) to collect and analyse data regarding the products' safety and performance. Should HEINE become aware of a breach during the course of this analysis, appropriate action will be taken under the EU Medical Devices Regulation (EU) 2017/745 (MDR).

GRI 417: Marketing and labelling	417-1 Requirements for product and service information and labelling	All HEINE products are developed and labelled in accordance with ISO 13485 and the requirements set out in the EU Medical Devices Regulation (EU) 2017/745 (MDR). Each product is accompanied by documents that provide information on its origin, intended use, use, disposal, etc.
	417-2 Incidents of non-compliance concerning product and service information and labelling	There are no known violations at present. Product information and labelling is defined in accordance with the EU Medical Devices Regulation (EU) 2017/745 (MDR). Furthermore, post-market surveillance is conducted in accordance with the EU Medical Devices Regulation (EU) 2017/745 (MDR) to collect and analyse data regarding the products' safety and performance. Should HEINE become aware of a breach with regard to labelling during the course of this analysis, appropriate action will be taken under the EU Medical Devices Regulation (EU) 2017/745 (MDR).
	417-3 Incidents of non-compliance concerning marketing communications	There are no known violations at present. For medical devices, marketing and communication forms part of the product information and labelling. This is defined in accordance with the EU Medical Devices Regulation (EU) 2017/745 (MDR). Furthermore, post-market surveillance is conducted in accordance with the EU Medical Devices Regulation (EU) 2017/745 (MDR) to collect and analyse data regarding the products' safety and performance. Should HEINE become aware of a breach with regard to labelling during the course of this analysis, appropriate action will be taken under the EU Medical Devices Regulation (EU) 2017/745 (MDR).
GRI 418: Customer privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	HEINE Optotechnik has only one operating establishment based in Germany and complies with German and European legislation. Data protection is regulated by the GDPR/German legislation. HEINE Optotechnik employs a Data Protection Officer who is responsible for compliance with data protection legislation at the company site. HEINE Optotechnik has not received any complaints about data protection breaches and the loss of customer data.

PRINCIPLES SET OUT IN THE UN GLOBAL COMPACT

PRINCIPLE	DESIGNATION	EXPLANATION AND REFERENCE TO SECTIONS IN THE SUSTAINABILITY REPORT
Human rights		
Principle 1	Support and respect for human rights	HEINE Optotechnik has only one operating establishment based in Germany and complies with German and European legislation. Respect for human rights is prescribed by legislation. With the Code of Conduct, we also obligate our suppliers to respect human rights.
Principle 2	No complicity in human rights abuses	HEINE Optotechnik has only one operating establishment based in Germany and complies with German and European legislation. Respect for human rights is prescribed by legislation
Labour standards		
Principle 3	Respect for freedom of association	HEINE Optotechnik has only one operating establishment based in Germany and complies with German and European legislation. The right to freedom of association is regulated by German legislation. Employees' interests are represented by an employee representative body (the Works Council).
Principle 4	Eradication of forced labour	HEINE Optotechnik has only one operating establishment based in Germany and complies with German and European legislation, which prohibits forced and compulsory labour. With the Code of Conduct, we obligate our suppliers to prevent forced labour.
Principle 5	Abolition of child labour	HEINE Optotechnik has only one operating establishment based in Germany and complies with German and European legislation, which prohibits child labour. With the Code of Conduct, we obligate our suppliers to prevent child labour.
Principle 6	Elimination of discrimination	
Environmental protection		
Principle 7	Preventive environmental protection	
Principle 8	Promotion of environmental awareness	
Principle 9	Development and distribution of environmentally friendly technologies	
Fight against corruption		
Principle 10	Measures against corruption, extortion and bribery	

SDG	GOAL	DESIGNATION	EXPLANATION AND REFERENCE TO SECTIONS IN THE SUSTAINABILITY REPORT
	SDG 1: NO POVERTY		
	SDG 1.1	Eradicate extreme poverty for all people everywhere	
	SDG 3: GOOD HEALTH AND WELLBEING		
	SDG 3.2	End preventable deaths of newborns and children	
	SDG 3.4	Reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and wellbeing	
	SDG 3.8	Achieve universal health coverage and access to essential healthcare services	
	SDG 3.9	Significantly reduce the number of deaths and illnesses caused by hazardous chemicals and air, water and soil pollution and contamination	
	SDG 4: QUALITY EDUCATION		
	SDG 4.4	Substantially increase the number of youth and adults who have the relevant skills, including technical and vocational skills, for employment, decent work and entrepreneurship	
	SDG 5: GENDER EQUALITY		
	SDG 5.1	End all forms of discrimination against all women and girls everywhere	
	SDG 5.5	Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	
	SDG 7: AFFORDABLE AND CLEAN ENERGY		
	SDG 7.2	Substantially increase the share of renewable energy in the global energy mix	
	SDG 8: DECENT WORK AND ECONOMIC GROWTH		
	SDG 8.4	Improve progressively global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-year framework of programmes on sustainable consumption and production, with developed countries taking the lead	
	SDG 8.5	Achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	
	SDG 8.7	Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, and by 2025 end child labour in all its forms	
	SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE		
	SDG 9.4	Upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities	
	SDG 10: REDUCED INEQUALITIES		
	SDG 10.2	Empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status	

SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION		
SDG 12.4	Achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimise their adverse impacts on human health and the environment	
SDG 12.5	Substantially reduce waste generation through prevention, reduction, recycling and reuse	HEINE Optotechnik has only one operating establishment based in Germany and complies with German and European legislation. Waste handling and recycling are regulated by German legislation. Waste is separated by type and is returned and recycled in a closed-loop system.
SDG 13: CLIMATE ACTION		
SDG 13.3	Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	



ADDITIONAL DOCUMENTS:

Publisher:
HEINE Optotechnik GmbH & Co. KG
Domierstr. 6, 82205 Gilching, Germany

05|24 Rev.00

