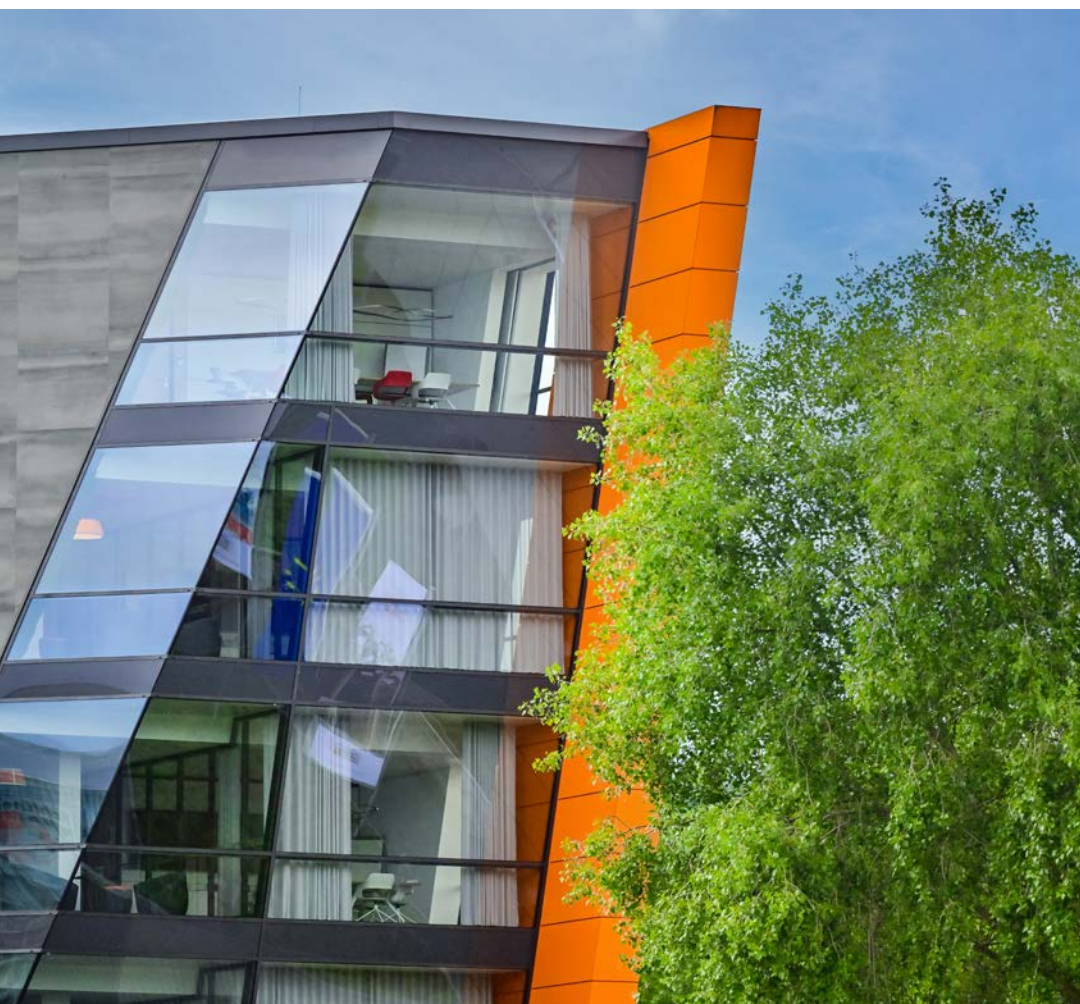




Sustainable out of conviction.

Schlüter®-Systems KG



This booklet explains the many different ways in which Schlüter-Systems KG promotes a responsible future. It offers interesting insights and factual perspectives. Our commitment is about much more than just achieving certain benchmarks. Rather, we see it as a dynamic process of continuous improvement – with new ideas and clear objectives.

Environmental protection is not just essential for our products, but is also a key consideration in the development of new solutions. Our Schlüter-WorkBox training centre (shown on the cover), constructed in strict compliance with the specifications of the German Sustainable Building Council (DGNB), received the platinum certification level, the organisation's highest award. Likewise, our new office building in Iserlohn (image left) holds a gold certification by the DGNB.

Schlüter-WorkBox



Schlüter office building KA



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Sustainability: more than just green.

Most people think of the colour green when they think of sustainability. After all, it symbolises nature, growth and environmental awareness in all its shades. However, sustainability is much more diverse and comprehensive. It is a colourful mosaic that involves many different aspects of life – from economic efficiency and forward-looking action to technological innovation and transformation as well as health and well-being.



Ecological responsibility: in harmony with nature.

Sustainability of course involves mindful use of resources, developing environmentally friendly solutions and minimising the carbon footprint. Renewable energies, processes with low resource intensity and circular economy are key elements of the concept. From a corporate perspective, the approach also includes finding a balance between economic success and environmental awareness – in a continuous process of adaptation and improvement.

Economic efficiency is everyone's gain.

Sustainable measures may be a cost factor, but they assuredly are a success factor as well. Companies with a smart ecological and economic strategy secure long-term competitive advantages. They drive innovation, invest in modern technologies and increase their profitability. That pays off in multiple ways, for the environment and the business alike. Not to mention, a responsibly managed company will not just enjoy financial security, but also earns the trust of its customers and partners.

Social responsibility: achieving more, together.

Social sustainability refers to the human aspect. It focuses on fairness, equality and respect. We want to create safe and fair working conditions, but also strive to promote employee well-being and options for personal development. However, social responsibility goes a step further. It also involves commitment to communities, support for social projects and upholding equality and inclusion.

WERE YOU AWARE THAT ...

sustainability is not a new concept? The term was officially introduced by Hans Carl von Carlowitz in 1713. He noted that sustainable, or long-term, forestry required planting sufficient saplings to offset the number of trees that had been cut. The so-called Three-Pillar Model of Sustainability became established in the 1990s and called for simultaneous implementation in environmental, social and economic areas.

Ideals, inspiration, strategies. For a better tomorrow.

Schlüter-Systems has followed sustainable strategies for years without ever explicitly naming them as such. Mindful use of resources and respectful collaboration with partners and employees have long been understood and lived as a natural part of the Schlüter DNA.

In this interview, Marc and Udo Schlüter, the second-generation managers of the family-owned business, discuss ideals and objectives, milestones and strategies.

WHAT IS THE SIGNIFICANCE OF SUSTAINABILITY FOR SCHLÜTER-SYSTEMS?

Marc Schlüter: We consider sustainability a matter of course. We have actually pursued this approach since the establishment of our company, even though the concept didn't yet exist in the same form back then.

Udo Schlüter: Our father was dedicated to the philosophy of creating long-term value, taking mindful action and minimising environmental impact – it simply makes sense. The challenge ultimately is to bring values and profitability into balance. This interaction has to be brought to life, taken seriously and applied consistently. Just like our father, we are convinced that sustainability and corporate success go hand in hand.



HOW DO YOU ESTABLISH SUSTAINABILITY AS A LONG-TERM STRATEGY?

Udo Schlüter: Sustainability is a key component of our business strategy, in the full sense of the definition, meaning in economic, environmental and social terms. Before this backdrop, the topic goes far beyond CO₂ reduction and climate protection in our mind. We want to set standards in environmental compatibility, social responsibility and good management – and combine it with economic efficiency based on innovative solutions.



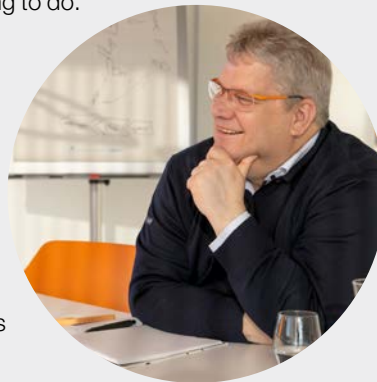
HOW DO YOU COVER BOTH MANDATORY AND ELECTIVE ELEMENTS IN YOUR COMMITMENT TO SUSTAINABILITY?

Marc Schlüter: Our entrepreneurial actions are of course affected by regulations such as the European Green Deal, the German Supply Chain Act or the Corporate Sustainability Reporting Directive. We're also taking additional steps to make our commitment measurable and transparent, not because we have to, but because we believe it is the right thing to do.

HOW DO YOU INVOLVE EMPLOYEES, CUSTOMERS AND VENDORS?

Udo Schlüter: At its core, sustainability means longevity and future viability. In my understanding, that's where family-operated businesses stand out. Those who have roots in a location feel responsible for the entire region. That's why we emphasise the need for resource-efficient materials and processes and treat employees, customers and vendors as valued partners.

Marc Schlüter: Sustainability only works when everyone is on board. We don't just want our employees to understand the associated objectives and interaction with other companies provides valuable outside perspectives.



LOOKING BACK, WHICH SUCCESSES ARE YOU ESPECIALLY PROUD OF?

Udo Schlüter: Our participation in the German "ÖKOPROFIT" project, which has long been established in our home region, was a special milestone. The project aims to give companies a sustainable ecological and economic boost. 15 years ago, the participation of Schlüter-Systems prompted us to switch to green utilities.

Marc Schlüter: Our training centre, Schlüter-WorkBox, is a particular point of pride. It received the platinum certification level of the German Sustainable Building Council (DGNB), the organisation's highest award. The concept evaluation takes the holistic project design, from planning to subsequent use, into consideration. Our WorkBox is a landmark in the typical Schlüter architectural style that invites identification and emphasises our long-term commitment to Iserlohn, our main business seat.

A LOOK INTO THE FUTURE: WHAT WOULD YOU LIKE TO SEE?

Udo Schlüter: As a family-operated business, we think in terms of generations. My biggest wish for Schlüter-Systems is that we stay successful in the third and fourth generation.

Marc Schlüter: At the same time, we want to remain a company that takes responsibility for its employees, partners and society. To us, sustainability primarily means creating a livable future for upcoming generations.



From initial vision to final effect. Responsibility with a systematic approach.

Climate change, finite resources and social inequalities represent key challenges of our time and demand a corresponding reorientation. The question is no longer whether we should take action – but rather, which action to take. It is the shared responsibility of politicians, society as a whole and businesses to make these decisions. The Sustainable Development Goals (SDG) of the United Nations were established in 2016 to provide a global framework. They define 17 specific goals. Above all, they emphasise the key role played by businesses when it comes to securing a future worth living.



© SDG Action Campaign



Six focus areas, one mission: actions instead of words.

At Schlüter-Systems, we perceive sustainable business management as a comprehensive strategic task. Our goal is to make decisions and carry them out to achieve meaningful effects. That's why we consciously focus on six SDG focus areas that are essential for us as a company and for our partners, customers and employees:

- > Responsible consumption and production
- > Industry, innovation and infrastructure
- > Climate action
- > Affordable and clean energy
- > Quality education
- > Good health and well-being

This commitment helps us create a solid foundation for responsible growth and economic success:

- > **Our business activities** balance efficiency with environmental protection and climate action.
- > **To protect the environment**, we give preference to resource-saving processes and reduce our carbon footprint.
- > **As an employer**, we create an environment that prioritises the needs of our employees.
- > **In society** we take responsibility and engage actively.

Environmentally conscious processes. At every level.

Schlüter-Systems takes responsibility – consistently and at every level. We implement targeted measures along the entire supply chain to guarantee the highest quality and service life of our products and systems. At the same time, we continuously optimise our processes and integrate solutions for long-term environmental and resource protection. Here are a few examples.



Chrome-free coating: better protection and reduced environmental burden.

The colour-coating process of our profiles uses a state-of-the-art coating technology that is free of chrome and harmful solvents, which helps us minimise the environmental impact. In 2017, we switched to different pretreatment chemicals for corrosion protection in accordance with the European REACH Regulation (Registration, Evaluation, Authorisation and Restriction of Chemicals). Instead of chrome, we now use a titanium polymer compound. Our process also includes steps for recycling and reuse of excess powder. This not only reduces material consumption, but also minimises the environmental impact.

A new approach to water treatment. With smart technology.

An innovative filter system ensures the resource efficiency of our water use. Regular freshening maintains the high quality of our process baths in pretreatment. This involves the controlled discarding of baths, which are pumped into a storage tank for interim holding.

The discarded water is then efficiently recycled with a bespoke evaporator system that evaporates the liquid in the boiling chamber, while capturing and returning the condensate. The remaining concentrate is properly disposed of by an external partner. This process not only optimises the entire work sequence, but also reduces water consumption and conserves valuable resources.





Intelligent loop control: perfectly in sync.

The intelligent loop control optimises the interaction of the roll forming system and the press in terms of the conductance function. It only activates the coupler for targeted intervention when it is truly necessary. This avoids unneeded switching processes. As a result, the press runs steadily and continuously without any unscheduled interruptions. The reduced overload also contributes to smooth operation. Less wear and tear, less maintenance and a longer service life of the machine translates into greater efficiency and reliability in production.

Better for the environment: new packaging for cold rolled strips.

In the past, our cold rolled strips were wrapped in film, which had to be discarded after processing. This practice was not only wasteful, but also caused additional work steps. Nowadays we rely on reusable plastic covers instead. They protect the cold rolled strips as dependably as the film, but can be collected and returned to the vendor after use. This helps us cut down on plastic waste, while optimising our packaging process. Of course, quality and safety remain unchanged. A smart step toward greater resource efficiency in production!

”

Responsible action offers new opportunities – including or especially in production. Choosing the right approach creates opportunities for the future.

Thomas Klawitter, Production Manager



Our progress sets standards.

We have been driven by innovation since the establishment of the company. We know that modern products not only save resources, but also increase efficiency and comfort. Accordingly, today's construction projects go beyond conventional standards. The challenge is to optimise processes, develop advanced technologies and create sustainable values. Our products and systems offer viable solutions for functional, long-term living and working environments.



Schlüter-SCHIENE: 50 years of excellence.

Very few of the countless ideas that are generated every day ever become an industry standard. Schlüter-SCHIENE is one of those exceptional products. It has continuously evolved further since its invention in 1975, and remains as innovative as on the first day. For example, the joint spacer introduced in 2001 enables accurate joint patterns and more precise installation – a true added value for tile installers!

But that is not all: over the course of our company history, we have continuously expanded our assortment with smart solutions that are enthusiastically received by installers and end customers alike. Whether Schlüter-LIPROTEC for evocative light accents, individually customisable vanity units, convenient Schlüter-SHELF storage or elegant drainage systems – we keep inventing products and systems for architects and tradespeople.



Efficiency meets comfort: intelligent heating systems.

Our company also raises the bar when it comes to cost and energy efficiency. Our floor heating systems Schlüter-BEKOTEC-THERM and Schlüter-DITRA-HEAT-E stand for sustainable heating technology. A scientific study carried out by the renowned Institute for Building Systems Engineering Research and Application (ITG) in Dresden confirmed that BEKOTEC-THERM can save up to 9.5 percent energy annually compared to conventional floor heating systems. Likewise, the electric floor heating system DITRA-HEAT-E is designed for maximum energy efficiency and can be operated with an environmentally friendly combination of green electricity or individually generated power from solar panels.

In combination with the excellent heat conductivity and thermal storage capacity of ceramic tiles or natural stone, the thin assembly of BEKOTEC-THERM is quick to evenly distribute the mild radiated heat from the floor surface into interior spaces. The floor heating system can be operated with low supply temperatures of about 30 °C, which saves both energy and money. Both BEKOTEC-THERM and DITRA-HEAT-E are smart and efficient solutions for modern heating, whether in newly built or remodelled homes.





Certified quality. Signed and sealed.

Environmentally friendly construction keeps gaining significance. Established certification systems such as those of the German Sustainable Building Council (DGNB), the Quality Seal for Sustainable Buildings (QNG) and the Rating System for Sustainable Construction (BNB) play an important role. They not only help with the environmentally friendly planning of construction projects, but also assist with their efficient implementation. At the same time, they provide developers, architects and users with clear guidance and build trust by creating transparency.

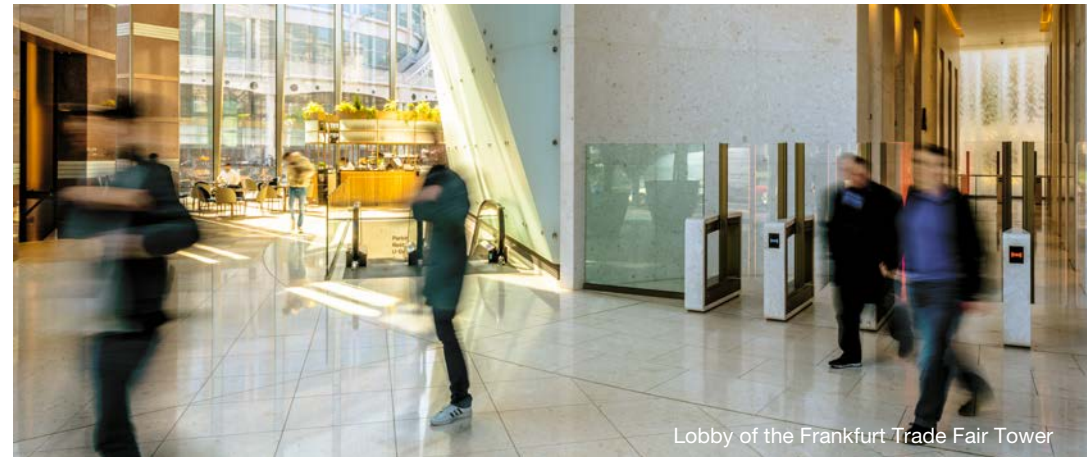
The product assortment of Schlüter-Systems is perfectly aligned with these requirements. Many of our solutions meet the high standards of such certificates and can be searched via the DGNB Navigator and the SHI database of the Sentinel Holding Institute. Our contributions thus make sustainable construction simpler as well as measurable, transparent and comparable.



Innovation meets design. Award-winning.

Schlüter-Systems regularly enters into competitions with other companies and industries. Here are a few of our recent awards: In the “Architects’ Darling” competition, the company won the Gold Brand Award in the “tiles/slabs” category in 2024. In the same year, our stair nosing profile Schlüter-TREP-V was recognised with the “Plus X Award” in the categories “Innovation”, “High Quality”, “Ease of Use” and “Functionality”. On top of that, it was honoured with the “iF Design Award” in the “Product” discipline for “Building Technology”.

In 2023, the German Design Council recognised MyDesign by Schlüter-Systems with its “ICONIC AWARD”, while the Federal Association for Surface Heating and Cooling named the restoration of the lobby in the Frankfurt Trade Fair Tower with Schlüter-BEKOTEC-THERM as its “project of the year” to win its BVF-Award.



Lobby of the Frankfurt Trade Fair Tower



Transparency is a key requirement in sustainable building. Our certificates assure architects, designers and homeowners that they can rely on a certified, efficient solution.

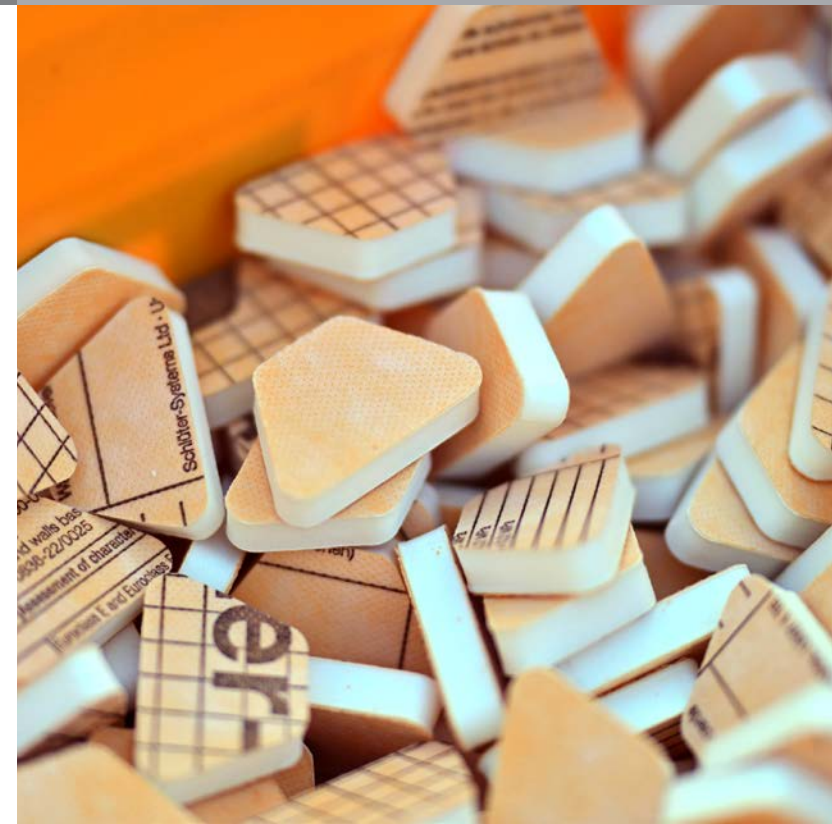
Björn Spiegel, International Technical Network





Thinking ahead. Taking a leadership role. Being a role model.

Sustainability is not a trend, climate protection is not just a promise – both mean responsibility and obligation. That's why we prefer action to mere words. From innovative technologies to resource-efficient production processes and sophisticated mobility and recycling concepts, we take a comprehensive approach to climate protection. That involves the continuous optimisation of our processes, reducing emissions and developing concepts for preventing waste. True responsibility is demonstrated by actions.



Climate protection is not an extra expenditure, but an investment in innovation and competitiveness.



Karin Dzicher, Health, Safety, Environment

Knowing where we stand. Taking action where it counts.

To effectively reduce emissions, they must first be accurately recorded. That is precisely the reason why we analyse our CO₂ footprint systematically. We identify our largest emission sources, evaluate savings potentials and deliberately address the most effective levers. From production to energy consumption, logistics and mobility – our focus is on taking action in the areas where we can make the biggest difference.

State-of-the-art technologies as well as heating and cooling systems, energy-efficient production processes and structured energy management help us to further reduce our ecological footprint. In addition, we create the necessary awareness that effective climate protection is a community effort that requires everyone's individual contributions.



Reducing waste. Conserving resources.

Sustainability calls for deliberate resource use. That's why we have been using materials with a large recycled content in our production of stainless steel and aluminium profiles for over 40 years. Metals from other profile types are reused as well. Our suppliers completely recycle the punching waste and return it into the production cycle.

Our products stand out for their durability. In most cases, they can still be recycled, for example as metal scrap, at the end of their lifecycle.



Short paths. Strong partnerships.

We collaborate closely with our partners to ensure that our principles are consistently followed for resource-efficient supply chains. Many of our key suppliers are located in the vicinity of our business site in Iserlohn. This helps us minimise transport routes and emissions for efficient processes. The precursor material for our profiles is shipped in reusable transport cassettes, while semi-finished products arrive in reusable packaging or on pallets.





Energy meets efficiency.

How do we save resources? How do we reduce energy needs? How can we make our electricity and heat supply as CO₂ neutral as possible? Questions such as these drive us to keep reducing the ecological footprint of Schlüter-Systems and to increase our energy efficiency.

Our response? A clear strategy consisting of Identify, Avoid, Reduce and Compensate. Every watt counts in the energy transition.





Producing power. Benefiting from heat.

Our cogeneration plant became operational in 2018. It uses the principle of combined heat and power to generate both with a high level of efficiency. The electricity is completely fed into our company network for variable use, while the resulting usable heat creates pleasant indoor temperatures and warms up the utility water in common rooms. We also use the process heat from our compressed air generation for heating. These technologies therefore make an essential contribution to our total energy consumption – for perfect efficiency.

100% green electricity. 100% future.

Our Iserlohn site consumes some 5.5 million kilowatt hours of electricity per year. Conscious of the special responsibility such demand brings, we have been using a large portion of green electricity for the past ten years. In 2024, this share became 100%. The radiant panel heating system with the Schlüter-BEKOTEC-THERM ceramic thermal comfort floor as well as the hybrid ceiling systems in our administrative building, logistics centre and the Schlüter-WorkBox are operated exclusively with geothermal energy. This renewable source of energy also cools one of our computing centres – completely without power-intensive compressors and environmentally harmful coolants.



Electromobility: Schlüter-Systems goes E.

Naturally, our commitment to sustainability does not end at the boundaries of the Schlüter campus. We also put effort into the further development of our mobility. The addition of electric vehicles to our fleet has resulted in a significant reduction of emissions and fuel expenses. Clean driving, made possible by clean charging? Schlüter-WorkBox and the company-owned parking garage offer electric charging stations for visitors and employees.



In addition to performing mandatory external energy audits, we regularly examine our overall energy efficiency. The internal energy management uses a clearly structured visualisation programme to help us control our energy flows.



Björn Wellbrink, Head of Facility Management

More light. Lower consumption.

Small measures with a big effect! The conversion to modern LED technology in our production areas has reduced both energy consumption and CO₂ emissions. The service life of LEDs far exceeds that of conventional bulbs, even though replacement and maintenance are simpler. As a further benefit that is not to be underestimated, the lighting design is good for our employees. The LED lights offer targeted illumination and achieve an optimum lux number that creates a pleasant and productive working environment.





Forward thinker. Opener of possibilities. Opportunity giver.

As a family-run business, taking a stance on social responsibility is indispensable in many regards for Schlüter-Systems. It is an obligation we take seriously, including and especially for our employees, our “Team Orange”. We foster a work culture that is designed for generations. We want this culture to combine appreciation and an environment of partnership that is characterised by give and take, challenge and support. A company environment we continuously improve.





Welcome aboard. Ready to start.

Our new hires can expect to be a full part of the team – from the first day. To make that a reality, new team members receive a well-structured and personal welcome. Our onboarding process includes a detailed individual familiarisation concept and support from personal contacts. Building company-specific technical knowledge about products, processes and structures is just one aspect. We find it equally important that new members of the Schlüter family get to know their work environment, start setting up new networks and learn about the departments and contacts that are relevant for their position. In short, we want them to experience what sets our company apart. Above all, team spirit, passion, respect and appreciation.

One start. Many possibilities.

Schlüter-Systems gives young people a solid career start. As a family-run company with extensive regional ties, we take responsibility for our junior employees and make every effort to give them a solid career start – both in the commercial and technical-industrial sector. Apprentices and students in integrated programmes are immediately part of the team. They get to know the entire company and are directly involved in everyday business and project work.

We currently offer apprenticeships in 15 vocations and regularly receive rave reviews from our graduates for the excellent quality of our training. In 2024, we received the quality rating “Outstanding Training Company” for the tenth year in a row.



Staying up to date. For a lifetime.

To meet tomorrow's challenges, you can't live yesterday's values today. That's why Schlüter-Systems is committed to continuously develop further – including internally of course. Our “Schlüter U” learning management system includes extensive qualification offers for our employees. The available E-learning courses, complete with product-specific news and updates, classroom and online training cover a wide knowledge range and make sure that every employee stays up to date on topics as varied as technical issues, methodology or leadership skills. The professional development catalogue is rounded off by soft skill and language training.

Existing expertise, special skills and long-term professional experience are additional sources of internal knowledge transfer. Learning from colleagues and training on the job are therefore important strategies for professional development at Schlüter-Systems.

SCHLÜTER



Standing still? Not with us.
We strive to continuously
improve our work every day.

Sandra Fontein, Head of Human Resources



Open. Authentic. Together.

Every individual counts – regardless of origin, gender, age, disability or worldview. The cooperation between Schlüter-Systems and Iserlohner Werkstätten GmbH (ISWE), an enterprise of Diakonie Mark-Ruhr, which has existed for over 30 years, further highlights this self-understanding. The external group has now grown to two teams with a total of 30 people each. They come directly to the Schlüter campus to assemble and package some 400 products – from sample chains to complete floor drain systems.

” The inclusion of disabled people is a high priority for us. Our ISWE colleagues are equal members of the Schlüter family, who are truly integrated in everyday business.

Frank Stöhr, Operations Manager

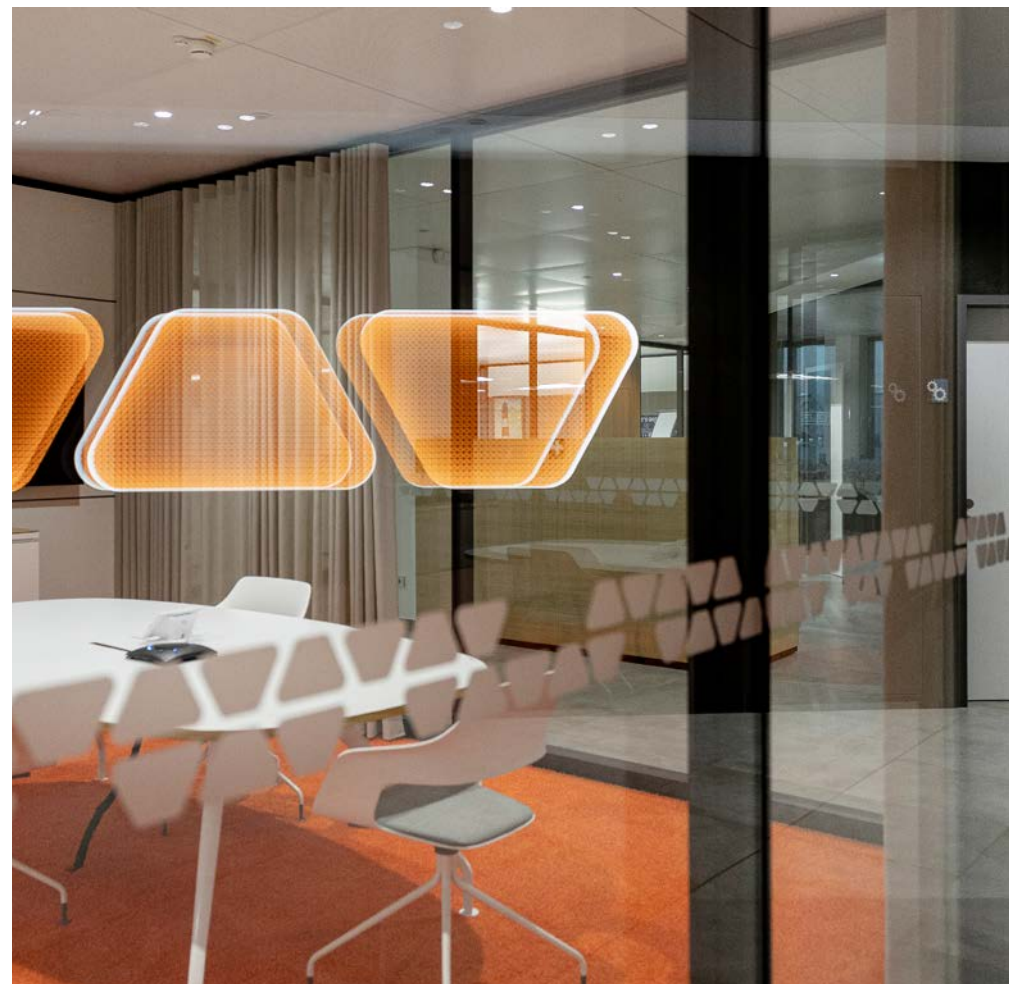




Human. Family-oriented. Value-based.

We love challenges and want to advance our products, services and projects. In addition to creative ideas and passion, that requires good health. At Schlüter-Systems, we find it vital to support our employees in their effort to stay balanced. We believe that only a content and healthy team can drive visions, work together successfully and achieve optimum results.

That's why we strive to create a work environment in which employees feel like a part of our family and still have enough flexibility to take care of their own.



Modern office world.

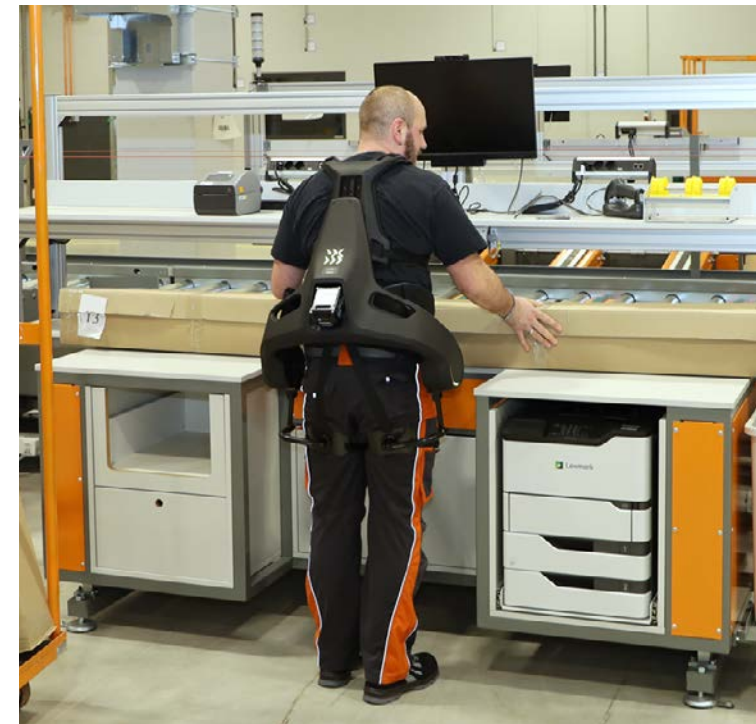
Bright and modern workstations with height-adjustable desks and ergonomic office chairs, open, air-conditioned spaces as well as versatile project and communication areas create an inviting atmosphere. Our Coffee Points are designed to take a creative break from computer screens, discuss projects with colleagues or simply chat about the weekend. The large roof terrace is another place to take a well-earned break.



Safe is safe.

Our principle: Every accident and occupational impairment is preventable! That's why we do everything in our power to minimise risks for employees, partners and customers – and to consistently improve our high-level occupational safety and health offers. Our modern safety culture is based on a team of experts for occupational safety as well as health, fire and environmental protection.

Our production and logistics units feature well-developed measures such as anti-fatigue mats for ergonomics and support for those working in a standing position, tailor-made otoplastics hearing protection for optimum noise cancellation, pneumatic vacuum lifts and exoskeletons to reduce physical strain. We even offer individual foot measurements for perfectly fitting safety shoes.





Prevention and re-integration.

Our broad range of occupational health offers primarily covers the following aspects: prevention and screening options such as hearing and vision tests, psychological counselling as well as reintegration management after an illness, accident or rehabilitation. Employees can take advantage of annual flu shots offered on site every autumn. Our works physician is the perfect contact for prescribing spectacles that make computer work easier.

More time for family and hobbies.

As a family-operated company, we place great emphasis on helping our employees find a balance between job and family, work and free time. A work-from-home option and flexible working hour models allow for a work-life balance in suitable departments. Our company pension plans provide additional social security.



The concepts combined under the term sustainability have always been key values of the Schlüter DNA, which we strive to optimise further.

Kevin Schuba, Head of Health, Safety, Environment



Staying in motion.

Whether in the company gym or at inhouse courses on back health, strength training, coping with stress or yoga – we offer something for everyone. Our offers for fitness fun and team spirit also include corporate and charity runs or dragon boat races. Last but not least: a program introduced in 2019 gives all employees the option to lease a bicycle or e-bike. These not only contribute to personal fitness, but also make a contribution to climate-friendly mobility.

