



Sustainability Guidelines

of Franz Mensch GmbH

1. Introduction

Franz Mensch GmbH is certainly aware of its responsibility as a company and is committed to sustainable and socially responsible corporate governance. Our goal is to combine economic success with ecological and social responsibility. This guideline serves as the basis for our commitment to environmental protection, occupational safety, human rights and sustainable procurement.





2. Environmental and climate protection

We are actively committed to protecting the environment and reducing our ecological footprint. Our measures are aligned with national and international environmental standards as well as our own ambitious sustainability goals.

2.1. Energy and resource efficiency

- Implementation of renewable energies at our operating sites to reduce CO₂ emissions
- Expansion of the photovoltaic system (PV) by 2026 to increase self-generated electricity
- Continuous optimization of operational processes to reduce energy consumption
- Efficient use of water and raw materials to minimize waste

2.2. Sustainable packaging and waste management

- Elimination of secondary packaging since 2024, saving 75 % of packaging
- Reduction of packaging film by 75 % through new technologies
- Optimization of the waste process, saving 40 plastic waste bags daily
- Separation and recycling of waste in all areas of the company

2.3. Sustainable logistics

- Optimization of transport routes to reduce CO₂ emissions
- Use of low-emission and zero-emission vehicles and outsourcing to certified service providers
- Conversion of the vehicle fleet to electric and hybrid vehicles
- Promoting e-mobility through free charging for employees
- Affordable e-bike leasing for employees to reduce their CO₂ footprint



3. Social responsibility and work safety

Franz Mensch GmbH is committed to ensuring fair working conditions and a safe working environment for all employees.

3.1. Occupational safety and health protection

- Conducting annual external safety audits by the employers' liability insurance association
- Monthly internal inspections to identify and eliminate sources of danger
- Annual health checks for employees with physically demanding jobs
- Regular occupational safety training for all employees
- Provision of ergonomic workplaces and subsidies for PC glasses
- Annual subsidy for safety shoes and provision of protective clothing

3.2. Human rights and fair working conditions

- Strict compliance with ILO core labor standards throughout the supply chain
- Regular supplier audits to verify human rights standards
- Zero-tolerance policy towards discrimination in the workplace
- Introduction of an anonymous reporting system for labor rights incidents
- Fair wages above the legal minimum and transparent working time regulations



4. Sustainable procurement

We focus on sustainable supply chains and prefer partners who share our values.

- Promotion of environmentally friendly production methods and materials
- Collaboration with FSC®-certified suppliers
- Improving transparency in our supply chains and regularly reviewing our standards



The mark of
responsible forestry



5. Monitoring and further development

- Preparation of an annual sustainability report to document our progress
- Regular review and adaptation of our measures to new legal requirements and scientific findings
- Continuous awareness-raising and training of our employees by the Franz Mensch Climate Foundation





6. Closing words

Sustainability is a central component of Franz Mensch GmbH's corporate strategy. We are convinced that long-term economic success is only possible with social responsibility and ecological commitment. Through the continuous improvement of our processes and close cooperation with our partners, we actively contribute to a sustainable future.

Buchloe, den 02. Januar 2025

Achim Theiler

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