



Our corporate responsibility

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Gerresheimer is a leading global partner for the pharma and healthcare industry. As a manufacturer of products made from glass and plastic for packaging and drug delivery, we make a practical and significant contribution to health and well-being. However, our corporate responsibility also extends far outside the product world. Gerresheimer is a global stock exchange listed company with development and plants in Europe, Asia, North and South America and around 10,000 employees.

In this age of progressive global networking and in light of the increasingly demanding social and ecological challenges we face, we are highly aware of our responsibilities as a corporate organization. We want to take a pro-active approach to meet these challenges comprehensively and sustainably, and to be measured in terms of our principles. Our actions are a reflection of the responsibility that we feel towards society, our employees, investors, customers, suppliers and the environment.

Compliance with the statutory requirements is a matter of course for us. Over and beyond this, we aim to set standards and bring about continuous improvements in our organization through dialogue with our stakeholders. The principles of corporate responsibility detailed in this document are intended to make a contribution to this.

The Management Board

Our responsibility to society



- Gerresheimer is an important pharmaceutical industry partner. Innovations in the application of pharmaceutical products are innovations that people benefit from and which improve their quality of life. Our products make a practical and significant contribution to health and well-being.
- We are convinced that, in the medium to long term, we can achieve better results if our actions are guided not merely by commercial considerations, but also by social and ecological ones.
- Environmental protection is one of the key criteria, alongside quality, that we apply in the process of continuous business process optimization.
- There is absolutely no question about our commitment to ensuring that our products and processes conform to the relevant requirements. These include all laws and other statutory provisions, the restrictions imposed by the competent authorities, customer requirements and our own rules.
- We are aware of our responsibilities as a company and an employer. We ensure that international human rights are upheld and applied.
- We establish transparency and seek dialogue with various groups and stakeholders because it is the only means of establishing and sustaining lasting trust outside the company's boundaries.

Our responsibility to employees



- Our employees are key determinants of our success.
- We respect our employees' dignity. Our relationships with employees are based on respect, appreciation and fairness. We make every effort to create a work environment which reflects these principles. No discrimination whatsoever is tolerated within our organization. We never disadvantage people on grounds of their race, ethnic origin, religion, political affiliation, disability, age or sexual identity.
- Diversity is an intrinsic aspect of our forward-looking corporate culture because it fosters different mindsets, respect and tolerance.
- We expect professional competence, exemplary management practices at all levels and effective team work, even outside the organizational, functional and national boundaries.
- We want our employees to be honest, responsible, trustworthy and motivated to adopt our principles of corporate responsibility, to set an example by applying them and to contribute to the company's success in every way possible.
- We are committed to promoting our employees' health. Our Health and Safety Program helps to prevent occupational diseases, accidents and injuries at work.

Our responsibility to investors



- It is our objective to provide our investors with consistent value enhancement and adequate interest yield.
- Promoting investor confidence and international capital market acceptance is one of our highest priorities.
- We aim to maximize the consistency, transparency and nearness-in-time of our reporting activities and we ensure equal treatment of all our investors.
- Our aim is to develop within the parameters of good management practice and in accordance with the statutory requirements, the German Corporate Governance Code and our own regulatory requirements.

Our responsibility to customers and suppliers



— Our products and processes are distinguished by their outstanding quality. We endeavor to be a leading and innovative company in our segment. We ensure that our technology always reflects the state of the art and we continuously work toward the advancement of our products and processes. Outstanding flexibility in satisfying customer requirements, reliability and a commitment to meeting delivery deadlines are typical characteristics of our work.

— Sustainable customer and supplier relationships can exist only on the basis of honesty and trust. We believe that this is an essential prerequisite for safeguarding and increasing our success and our suppliers' success. Our own compliance guidelines and responsible supply chain management principles help us to achieve this aim.

— We view our suppliers as partners who make an important contribution to our business success. For example, we perform regular audits to ensure that our suppliers' quality standards reflect our own and that they have adopted our responsible purchasing principles.

— We apply the principle of fair competition when selecting our suppliers. In addition to price, the criteria of quality, reliability and solvency are important aspects of sustainable business relationships with suppliers.

— Whenever we source for production minerals like tin, tungsten, coltan or gold (so called "conflict minerals") or their derivatives all the respective suppliers have to prove certified proper sourcing of these minerals.

Our responsibility to the environment



— We are convinced that we will improve our medium and long term performance if we act in a responsible and environmentally aware manner.

— Environmental protection concerns and threats associated with climate change motivate us to improve our energy, resource consumption and emission management. Our production facilities are already rank among the most modern in the world today. We are involved in various projects to safeguard our progress in the field of environmental protection. They benefit our customers, investors, suppliers and employees and as well as society as a whole.

— We use our raw materials and resources as efficiently as possible. We apply standardized methods and tools to ensure waste-optimized and low-emission processes along the entire value chain and to bring about continuous improvements.

— We avoid the production of materials which are harmful to health and the environment.

— We always ensure strict adherence to world-wide environmental regulations. The positive effects of the measures we implement often by far exceed national statutory requirements.

— We are actively involved in one of the world's biggest environmental initiatives, the Carbon Disclosure Project (CDP), a London-based non-profit organization which surveys corporate greenhouse-gas emissions worldwide and develops strategies for companies to react to climate change.

Further information / links

Electronic Whistleblowing System

In May 2014 Gerresheimer launched a global internet-based communication platform so that employees, customers and suppliers can provide information about economic crimes and acts which are detrimental to the company at any time of the day or night. The persons providing the information can choose whether to remain anonymous or state their name.

The whistleblowing system is available in twelve languages to ensure that people in all of the regions where Gerresheimer operates can use it. It can be accessed from any internet-capable PC and works like an electronic mailbox so that the person providing the information and the person processing it can communicate confidentially.

Every notification is thoroughly checked to ascertain whether it is substantiated or not. If reasonable suspicion exists that it is substantiated, further action will be taken.

Of course one can also voice his concerns and suspicions directly to a person whom he trusts in his immediate work environment.

Here you find the electronic whistleblowing system:

<https://www.bkms-system.net/gerresheimer>

Carbon Disclosure Project

Information on the achievements of Gerresheimer in the Carbon Disclosure Project is available online at:

<https://www.gerresheimer.com/en/sustainability/sustainability-strategy/external-assessments>

General information on the Carbon Disclosure Project is available here:

<https://www.cdp.net>

Gerresheimer Principles for Responsible Supply Chain Management

<https://www.gerresheimer.com/en/sustainability/downloads>

Further information in the Non-Financial Report

In the current Non-Financial Report, chapter "Non-financial Success Factors", you find more information on employees, environment, sustainability, compliance, procurement and much more

<https://www.gerresheimer.com/en/sustainability/downloads>