



**STIEGELMEYERGROUP**



CORPORATE  
RESPONSIBILITY



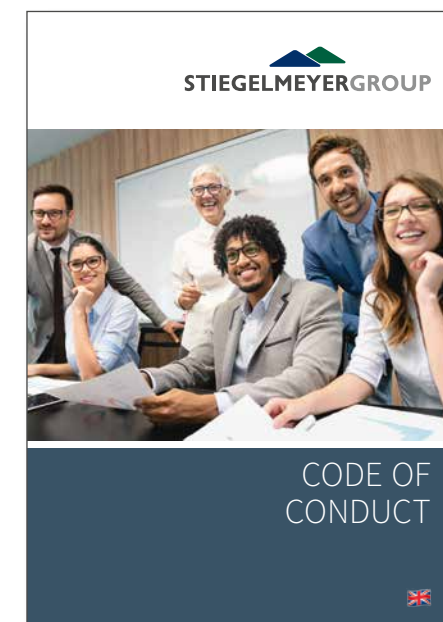


# Working for the common good

*The work we do enhances the health and safety of many people and improves their quality of life.*

The Stieglmeyer Group has been promoting the well-being of its customers since it was founded in the year 1900. Our strong sense of responsibility for those who work in the health and care sector also extends to many other spheres of public life. We strive to ensure the best possible working conditions for our staff, and focus on sustainable production, while committing ourselves to the protection of natural resources.

We have laid down our principles and convictions in two different guidelines: our **Code of Conduct** and our **Principles of Leadership and Working Together**. These show us how to act in a responsible and ethical way.







# Corporate Code

Our day-to-day work at the Stieglmeyer Group is marked by a respectful and appreciative approach to working together. Everybody knows the work they have to do and performs their job conscientiously. Talents and skills are fostered and can develop freely.

- We accept our responsibility for customers, staff and for public life.
- We respect people's individual rights and cultivate a culture of respect in our dealings with all people.
- We do not tolerate discrimination on the basis of ethnic origin, age, gender, sexual identity, religion or disability. We see diversity as an enrichment for our company and for the wider society.
- Our external and in-house communication is open and transparent.
- We strengthen the common good by acting in a lawful, responsible and considerate way at all times.







# Conformity

As a leading manufacturer of medical products we know precisely how important it is to comply with the relevant standards. The products we make as well as our daily interactions and our contacts with customers all benefit from reliability, open-mindedness and humanity in all our dealings.

- We are committed to respecting the law at all times.
- We give top priority to occupational safety. All standards and regulations are rigorously implemented.
- Our products meet all regulatory requirements and are tested far beyond the standard required by the regulations.
- We are committed to the principles of transparent business procedures, keeping up the fight against corruption and ensuring fair competition.
- We protect our customers' data and the data of our own company. We implement the General Data Protection Regulation (GDPR) for this purpose.
- In the case of grievances, we have procedures in place to resolve cases. Employees are also given the opportunity to voice concerns anonymously. We apply the relevant whistleblower protection law.
- We have compliance audits conducted by external bodies.





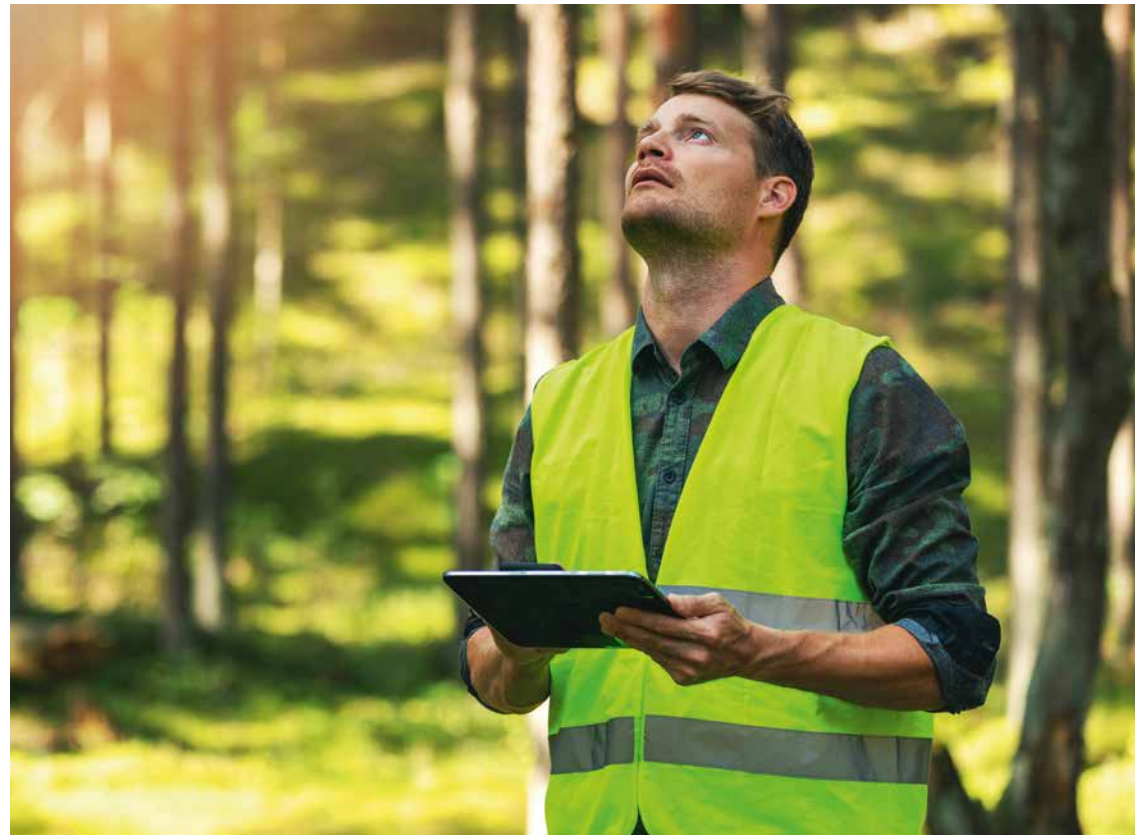
# Working conditions

The staff at all of our locations are our greatest asset. Their well-being is of key importance to the company. This is reflected in many details of our everyday work.

- At all of its locations, the Stieglmeyer Group ensures standard-compliant, safe and barrier-free working in a pleasant working environment in its production facilities and offices. This is shown, for example, but the ergonomic height-adjustable desks from our furniture production in Nordhausen.
- We actively promote employees' health in the workplace.
- We organise our work so it permits family-friendly working.
- Modern break areas and canteens allow our employees to relax and enjoy social interaction.
- Our staff can benefit from discounts at a gym.
- We provide regular further training for our employees.







*We act responsibly  
and sustainably.*



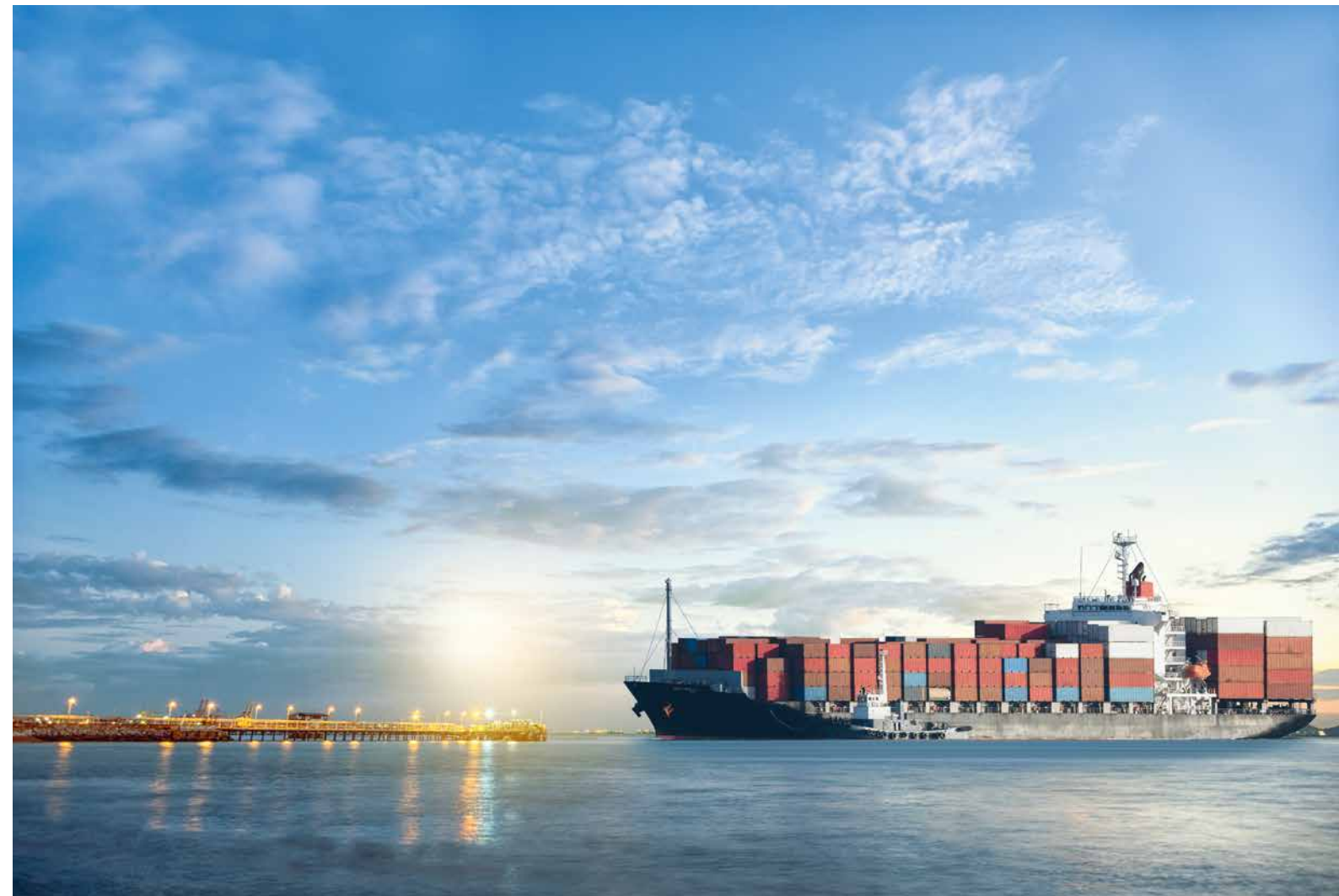
## Use of raw materials

Raw materials are precious – not only because we want to conserve the environment and its resources but also in view of the increasingly difficult economic and political conditions we are facing on a global scale. Responsible use of raw materials is standard practice for us.

- Our medical products consist predominantly of bio-compatible materials.
- In our wood production facility in Nordhausen, 95% of the wood and wood-based materials we use come from sustainable forestry and are certified according to FSC® or PEFC™. This means that for every tree felled, a new tree is planted.
- The forests used are located in Westphalia, Southern Germany and the Baltic states.
- Our chipboard is made from 45% recycled wood.
- Our wood-based materials comply with the low formaldehyde limits prescribed by emission class E1.







# Transport and supply chain

Our logistics concept pursues the objectives of safety, punctuality and the lowest possible emissions. Our international competence helps us to achieve our goals.

***We optimise our route planning and make the best possible use of cargo space.***

- We optimise our route planning to avoid empty runs.
- Regular driver training is provided to promote economical fuel consumption.
- Double deck holds allow optimal use of cargo space.
- We look for low CO2 emissions when purchasing new vehicles.
- We use sea transport for intercontinental deliveries.



## We take our due diligence obligations seriously

Respect for human rights and conservation of the environment is not restricted to the direct action of any company. The new German "Act on Corporate Due Diligence Obligations in Supply Chains" (LkSG) obligates companies to ensure that their partners within international supply chains also comply with high standards.

For the Stiegelmeier Group, the LkSG will come into effect in 2024. Being a globally networked medical technology company, we take our due diligence obligations very seriously and implement the requirements of the LkSG conscientiously together with our renowned partners.





## Standard DIN EN ISO 50001

ISO 50001 is a global standard for improving energy management in companies and organisations. It has been in force in Germany since 2012.

This voluntary standard supports companies in strategically planning their energy use and continually reducing it through ongoing improvements.



# Energy efficiency

Using energy sparingly relieves the burden on the environment while enabling us to work more economically. That's why this issue is the focus of our attention every single day.

- Our company operates a certified energy management system in compliance with DIN EN ISO 50001.
- Regular audits by external auditors are conducted to monitor compliance with legal regulations.
- All processes relating to products and services are designed to be energy-efficient and are improved on an ongoing basis. This continuous improvement process (CIP) is anchored in our guidelines.
- A monitoring system records the company's energy consumption and helps to optimise its energy use.
- Modern technology, including presence detectors for turning on room lights, helps to save energy.
- Training sessions for managers and other staff serve as reminders to retain awareness of this issue in people's minds.





# Disposable and reusable items

The longevity of Stieglmeyer Group products is legendary. This not only reduces the impact on the environment but enables our customers to work particularly cost-effectively.

- Beds from Stieglmeyer and Burmeier generally have a life cycle that spans several decades. After a period of initial use, they are often resold or donated and put to a new use.
- We fulfil the separate collection rate set out in the Closed Substance Cycle and Waste Management Act and deliver at least 95% of our residual recyclable materials to the waste management company ready sorted according to type.
- Not a single component needs to be disposed of as hazardous waste.

**More than 90%  
of the components of our  
beds are  
recyclable**







## Resources

With the Vario Safe, Easy Switch and Easy Click systems, individual elements of the bed surround can be removed without tools and used interchangeably on different beds. Two care beds can share one safety side, for example. This enables valuable resources to be used more efficiently.



# Maintenance and ease of disassembly

Their easy maintainability and the excellent servicing by the Stieglmeyer Group contribute to the long life cycle of our products. Our beds are a safe investment in the future.

- Innovative systems such as Vario Safe, Easy Click or attachable bed extensions enable tool-free assembly and disassembly of large components of our beds. Individual parts are easy to reorder and replace.
- The drive systems on our beds are within easy reach for maintenance or replacement, such as under the backrest on modern hospital beds.
- We supply spare parts for a minimum of 15 years after purchase, thereby ensuring a long service life.
- Plastic used in our products can be separated by type.
- Technician control levels on many of our handsets and control boxes facilitate maintenance.





# Protecting the environment

It goes without saying that a company that promotes health and care naturally also respects the environment. Renewable energy, environmentally friendly materials and low emissions are our secret to achieving this.

- We feed energy from solar installations on our roofs into the electricity grid and thereby contribute to reducing CO2.
- Process water is purified in our own water treatment plants.
- Environmentally friendly electric vehicles are used for transportation on the company premises.
- We use a water-based varnish for the base coat for our wood products. We comply with the regulations of the Solvent Ordinance (31. BlmschV).





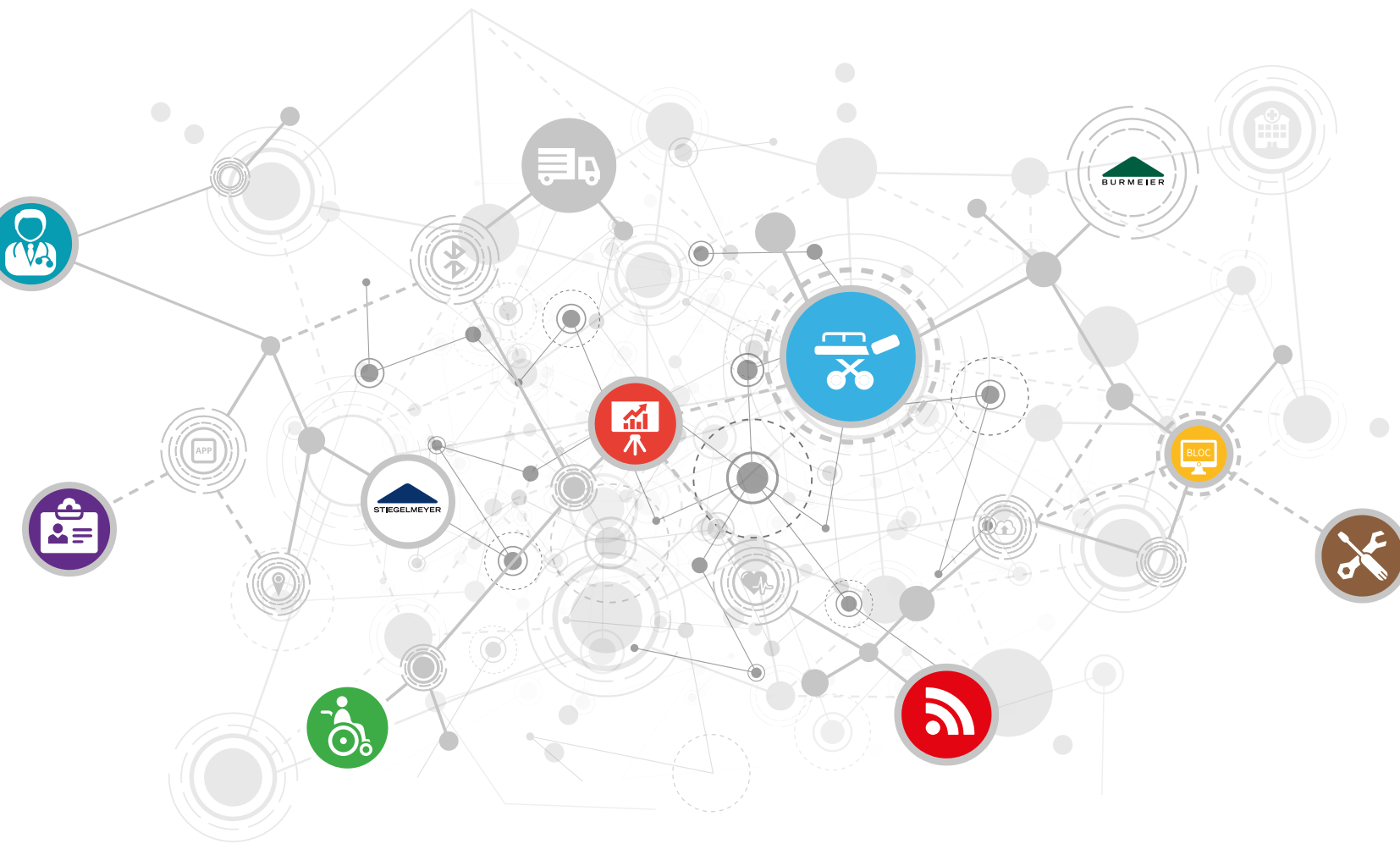


# Regionality

Anchored in the heart of Europe, at home throughout the world – the Stieglmeyer Group works together successfully with many international partners.

- Our international subsidiaries that range from Finland and the Netherlands to South Africa are firmly rooted in their different locations and work together with regional partners where possible.
- The Stieglmeyer Group produces in Central Europe. Our factories are located in Herford and Nordhausen in Germany and in Stolno and Kepno in Poland. Major suppliers are located within this radius.





# Digitalisation

Connectivity – this is the goal that defines our product development just as our work in offices and factories. For us, digitalisation means the way to more relief, efficiency and environmental protection.

- We use largely paperless procedures in our offices through efficient use of programs such as SAP, CRM, Teams and Office.
- We offer electronic invoicing in accordance with Directive 2014/55/EU to save paper.
- Travel to meetings is declining increasingly due to the use of video conferences and online presentations.
- The progressive digitalisation of our beds helps customers to save material resources.





# Certification

You can view and download all certifications here:



Dekra seal for our German locations:



## Stieglmeyer GmbH & Co. KG



Locations: Herford, Nordhausen

- EN ISO 9001:2015
- EN ISO 13485:2016
- Attachment to certificate no. 51516-14-00
- EN ISO 50001:2018
- Environmental and energy policy



Location: Stolno

- EN ISO 9001:2015
- EN ISO 13485:2016
- EN ISO 14001:2015
- Polityka zintegrowana
- Polityka zintegrowana

## Burmeier GmbH & Co. KG



Location: Hiddenhausen

- EN ISO 9001:2015
- EN ISO 13485:2016
- Attachment to certificate no. 51516-14-00
- EN ISO 50001:2018
- Environmental and energy policy





# STIEGELMEYERGROUP

Solutions for people who care



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