



# Corporate Social Responsibility Report Abstract

Raith GmbH, 2017

Your challenge is our mission.

## Strategy

For Raith GmbH, entrepreneurship involves responsibility. We are responsible for our employees, our customers and suppliers, but also for our fellow human beings and for the natural world in general. This responsibility results in a perception of success that envisages both financial profit and non-economic goals.

We fulfill this aim by anchoring responsible entrepreneurship in our corporate strategy. By doing so, we define a basic approach for internal and external operations and provide our employees with guidelines for their actions. In our annual CSR reporting we determine our strengths and weaknesses in environmental, social, and process-related areas and translate them into a continuous improvement process involving our stakeholders—particularly our employees, shareholders, customers, and suppliers.

## Process Management

Our Corporate Social Responsibility and Compliance Manager has been responsible for all of the Raith Group's CSR and compliance-related activities since 2017. She works with our specialist areas to develop measures and standards and supports stakeholder dialog, focusing on gradual establishment of a compliance management system and development of codes of conduct for employees and suppliers.

## Environment

Our modern production processes result in only limited amounts of emissions and waste. We are addressing our potential for optimization in energy consumption by calling in an energy consultant. In addition, we strive for continuous improvement, e.g. by introducing lean production methods, with positive impacts on our resource consumption and environmental footprint.

## People

Our corporate culture is shaped by flat hierarchies, loyalty and respect in our dealings with each other, internationality, space for creativity, and innovation. Dialog, healthcare, family-friendly considerations, qualifications, and diversity form the foundations of a sustainable relationship with our employees, enhancing their satisfaction and motivation.

Good, safe and secure working conditions are our concern, also for our supply chain. To achieve them, we engage in close dialog with our suppliers, and will require them to sign a Code of Conduct in the future.

## Reporting Standard

Our CSR Report is based on the German Sustainability Code (<http://www.deutscher-nachhaltigkeitskodex.de/en/home.html>) issued by the German Sustainability Council and in turn based on GRI and EFFAS reporting standards.