Our sustainability policy

We see sustainability as our duty to the generations of today and tomorrow and have made the idea of sustainability an integral part of our corporate strategy. We associate financial success with an awareness of economic, environmental and social responsibility. We also adhere to the sustainability guidelines of the chemical industry in Germany and follow the Responsible Care guidelines of the German Chemical Industry Association (VCI).

Within our company, we employ an integrated management system according to the relevant ISO standards to ensure we comply with the laws, official regulations and requirements for plant and product safety. We set ourselves binding targets as part of a continuous improvement process. We check on an annual basis whether we are on course to meet these targets and make adjustments where necessary. We supply the information and resources needed to achieve these targets. It is the duty of each and every member of staff to do his utmost in his area and role to help us implement our sustainability policy.

Economics
As a family-owned SME, the Group pursues a long-term corporate strategy on which all involved can rely. Two fundamental elements of our strategy are to maintain and improve competitiveness and to safeguard jobs. We are a reliable partner to our customers and suppliers. We invest heavily in research and development, and this creates added value for the economy and society. We promote a long-term approach to success. We are not under any obligation to optimise returns in the short-term.

Environment
Environmental protection is a high priority in our company. Our goal is to improve our in-house environmental protection activities constantly in the interests of achieving environmentally responsible corporate development. We operate a comprehensive in-house environmental management system, which is certified to ISO 14001.

Energy
We use energy responsibly and are increasing our energy efficiency through a process of continuous improvement, with the aid of an energy management system subject to the ISO standard 50001. We invest in modern and energy-efficient technologies.

Products
Our products help our customers and users to achieve their sustainability targets as well. When developing products, we take into consideration aspects such as resource-conservation, energy-saving and the reduction of environmental pollution during manufacture and throughout the entire product life cycle. We are as sparing as possible with raw materials, water and other resources.
Safety
The health and safety of our staff are very important to us. Thus occupational safety forms an integral part of our management system and we place emphasis on a high level of safety in the operation of our plants. To avoid incidents with a detrimental effect on the environment, we have put in place preventive measures at organisational, personnel and technical levels as part of our internal alarm and hazard prevention plan. Their purpose is to reduce or prevent risks and, in the event of an incident, to effectively limit the impact on humans and the environment. We set the highest standards for the safety of our products and support our customers and users in the safe and environmentally friendly use of our products. We also inform customers of the risks associated with their use.

Communication
We engender trust in our business activities by communicating openly and respectfully with our customers, staff, shareholders and suppliers as well as with the authorities, our neighbours and the wider public. We inform all of our staff about sustainability measures and energy-related matters; we motivate them to be responsible at work and we nurture an awareness for the environment, energy and safety. We publish a sustainability report each year, informing staff, customers, authorities and the general public on the various topics related to the matter.

Social commitment
We value diversity within our staff, and our HR decisions are free from bias or prejudice regarding background, religion, gender, age or disability. We offer young people a wide variety of training opportunities, with an appropriate scope, to help them take their first step on the career ladder. We offer our employees development opportunities in the form of general and specific training courses. We provide various models of working hours where possible in operational terms, and this supports the family commitments of our staff. Our Code of Conduct is a comprehensive, binding rulebook governing the behaviour of our employees both inside and outside the company. We see ourselves as part of society and assume the associated responsibilities and obligations. As a medium-sized family business, we focus our social commitment on education and sports in our region. We support kindergartens, schools, the university of applied sciences and training centres through personal commitment, financial resources and other activities.