



Sustainable
thinking.
Effective action.

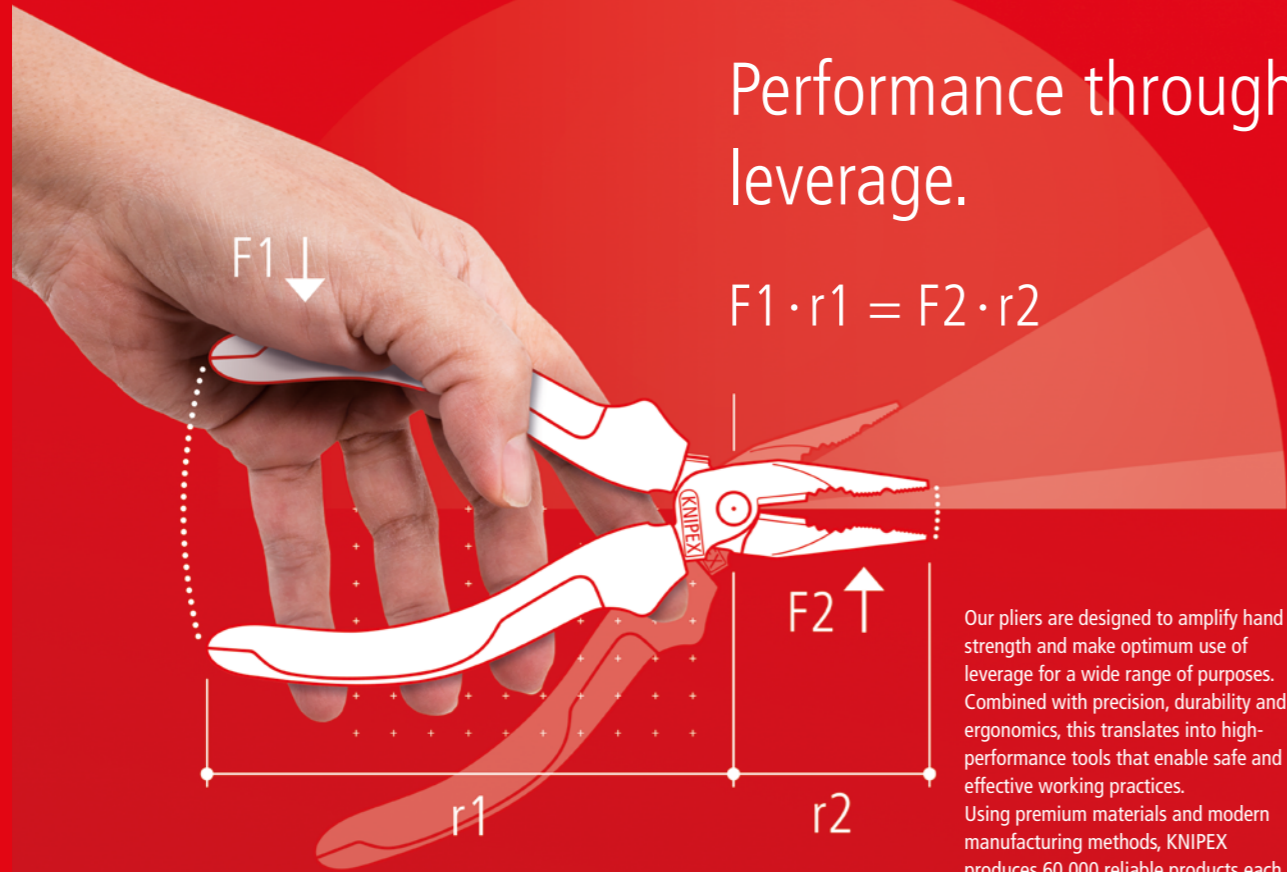
We take our responsibility seriously.





Performance through leverage.

$$F1 \cdot r1 = F2 \cdot r2$$



Our pliers are designed to amplify hand strength and make optimum use of leverage for a wide range of purposes. Combined with precision, durability and ergonomics, this translates into high-performance tools that enable safe and effective working practices. Using premium materials and modern manufacturing methods, KNIPEX produces 60,000 reliable products each day.

KNIPEX develops and produces about 800 models of pliers enabling discerning professionals to work effectively, easily and safely.



Success is important to us – but not at any cost.

When it comes to gripping, cutting and bending, KNIPEX is a true leader in its field. Due to their superior performance and quality, our pliers are used by satisfied customers in more than 140 countries worldwide. We want to build on our success – but not at all costs. We are guided by values and the goal of sustainable development across ecological, social and economic dimensions. Here, too, we rely on effective leverage.

Responsible action has been at the heart of everything we do for more than 140 years. As a part of society and the natural environment, we are committed to making a positive contribution to both. Only by treating people and nature with care can we help to create a sustainable future for all.

Despite our high standards, we continuously strive to take our sustainability efforts to the next level in our four main focus areas: environment, employees, society and economy.

Some sustainability measures, such as our employees' 'spare cents' initiative, do not take long to start bearing fruit. This system rounds down employees' net pay to the nearest full euro, and the deducted cents are pooled to make substantial donations to initiatives in the German city of Wuppertal, where our company is based. Other goals, such as our target to become climate-neutral by 2045, call for a little more effort and perseverance. Achieving this objective requires us to continuously focus on the right levers.



ENVIRONMENT
EMPLOYEES
SOCIETY
ECONOMY

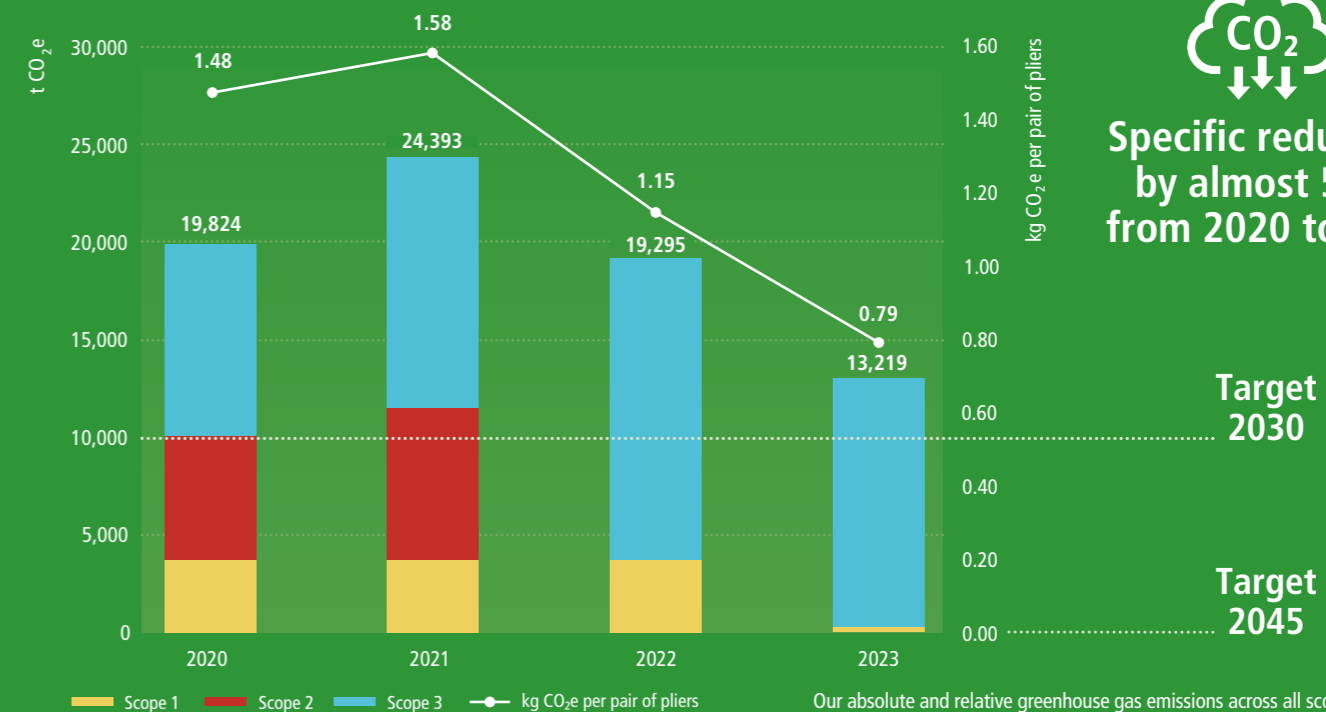
Clear focus: Our four pillars of sustainability.



Award-winning sustainability: KNIPEX has once again won the German Sustainability Award and is second-time recipient of the highest distinction from rating agency EcoVadis in recognition of its sustainable business practices.



Specific reduction by almost 50% from 2020 to 2023



Our absolute and relative greenhouse gas emissions across all scopes. To better assess our progress, we not only consider the absolute CO₂e emissions but also the specific emissions per pair of pliers that leaves or production (shown by the white line at the top).

On the right track: We are reducing our footprint.

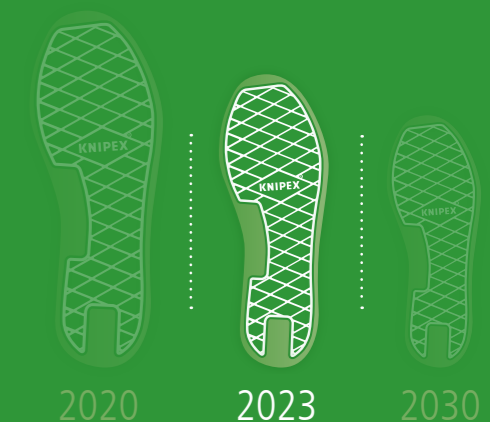
As a company, we share a responsibility for ensuring the quality and sustainability of the resources and the environment we rely on. To fulfil this responsibility, we have set clear objectives we aim to achieve through systematic measures.

Our goals are to halve our greenhouse gas emissions by 2030 compared to 2020, to become climate-neutral by 2045, to systematically reduce our specific energy consumption and production-related waste, to foster resource-efficient production and to increase ecological stability.

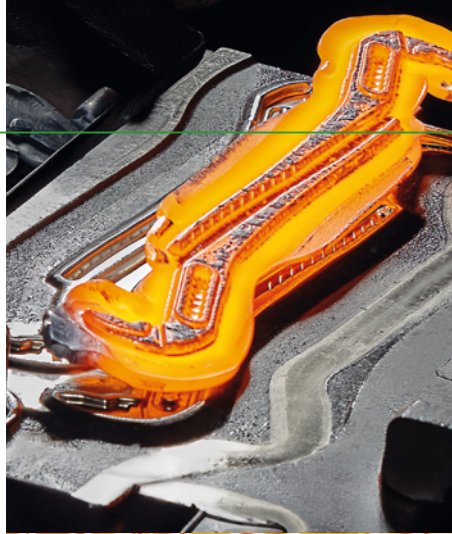
Effective climate protection

Our carbon footprint proves it: We are pushing the right levers! We have already reduced our emissions by a third since 2020! A significant portion of this reduction has been achieved by switching to 100% green electricity and 100% biogas. Interdisciplinary teams identify and leverage potentials to reduce our specific energy and resource consumption. Through a climate protection project in the Libyan Desert, we have planted over 50,000 trees since 2016.

Another important lever in our sustainability efforts is the full transition to climate-friendly green steel production, which we initiated two years ago and which is due for completion in 2025.



Learn more about our goals, actions and outcomes in our annual sustainability report.



Energy-intensive production

► **Use of renewable energies:** We use 100% green electricity and biogas.



Recycled materials are used in plastic handles



Energy management according to ISO 50001

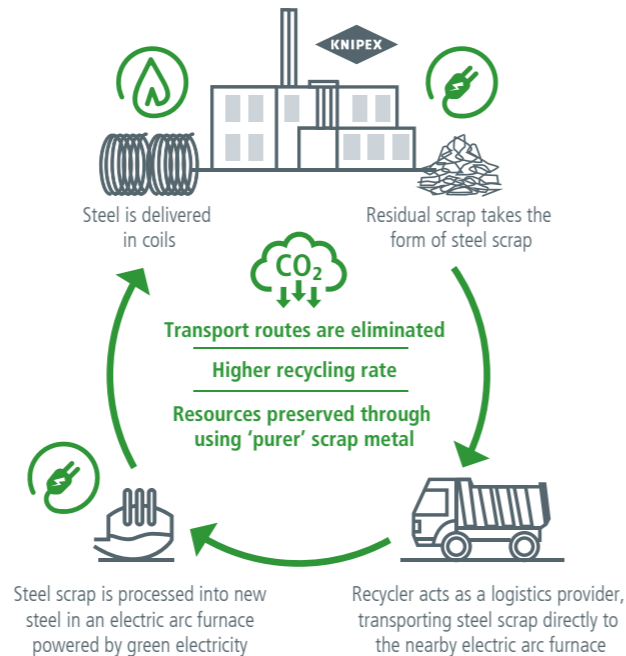
Systematically saving energy

A well-established network of energy partners ensures systematic investments in measures such as heat recovery, plant modernisation, intelligent lighting technology or smart plant control. Since 2011, we have been generating our own solar power and continuously increasing the capacity. We have also converted our first large power units for future use with hydrogen.

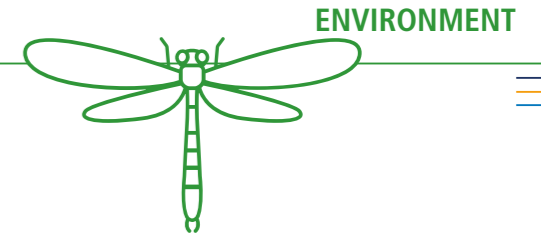


Environmental management according to ISO 14001

Waste not, want not – the circular economy in action



Nature-inspired, green company grounds

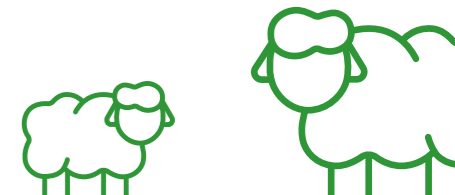


Space for diversity

Ten years ago, we developed a concept to promote biodiversity. Since then, many new habitats for native animal and plant species have been created on our company premises. In 2023, NABU awarded our company grounds the 'Butterfly-Friendly Garden' label in recognition of their biodiversity.

► Systematic materials management:

Through targeted measures, we reduce material consumption, enhance material efficiency and minimise specific waste generation. We assess and evaluate our material cycles along the entire materials supply chain. All residual materials that we generate, such as steel, paper, cardboard, wood or construction debris, are fully recycled. We have worked closely with our steel supplier and scrap metal recycler to change the linear, one-way process of handling steel and scrap into a circular system. Another important lever is the use of secondary materials. Over 83% of our pliers now come in boxes made of fully recycled material.



Further examples of sustainable practices



Sustainable mobility: Over 15% of our employees take advantage of our bike leasing offer.



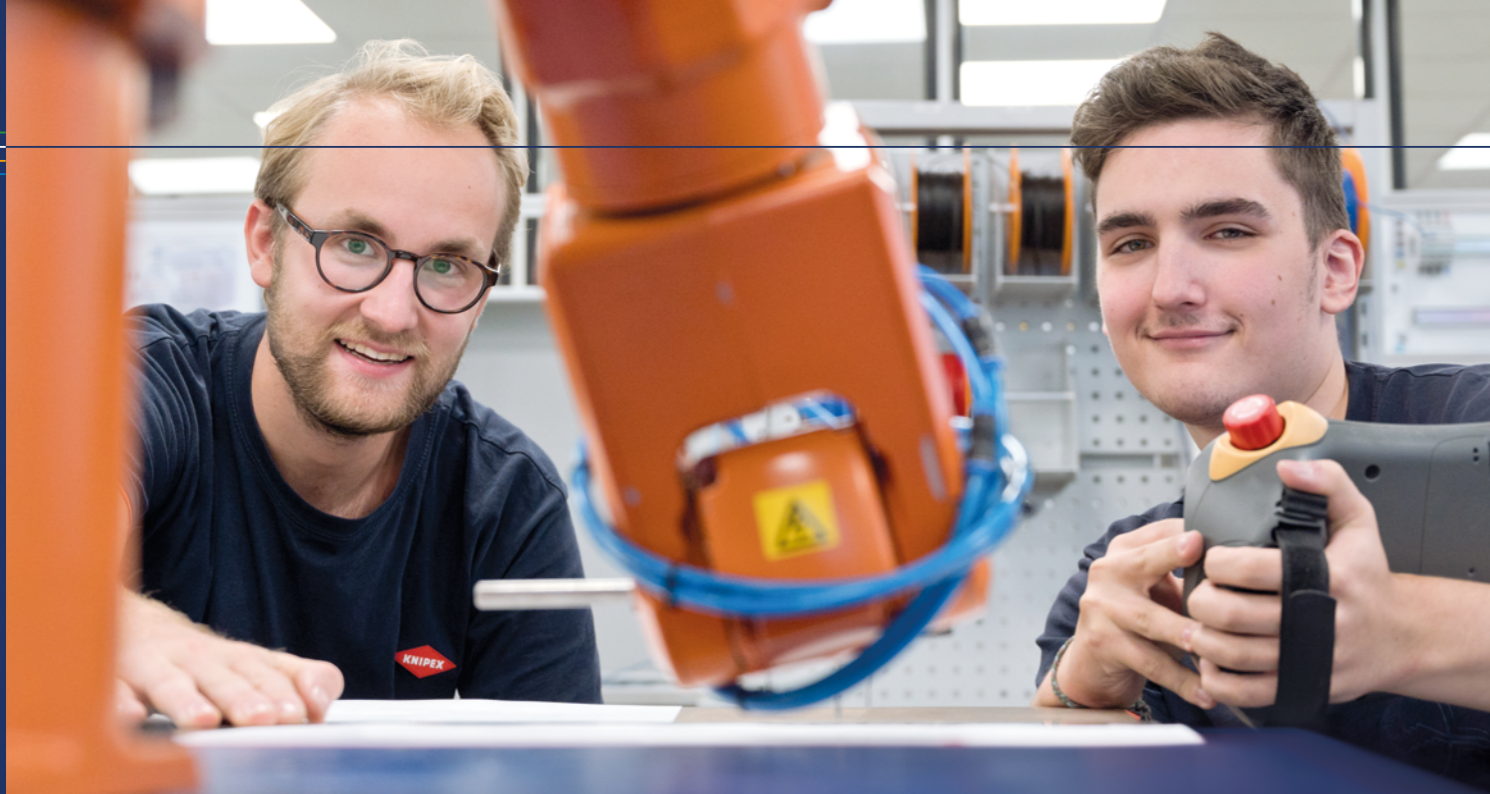
We operate 13 EV charging stations powered by self-generated solar energy. Our employees can use these to charge their own vehicles for free.



Bee colonies, bat colonies and families of ducks live on our premises, while sheep graze our orchard.



Tree planting initiatives, holiday activities and the annual Sustainability Day encourage everyone to get involved.



► A wide range of training and development formats for different needs.



Space for personal development

► KNIPEX Learning World: The world of work is changing rapidly. To ensure that all KNIPEX employees, trainees and student interns can adapt to the challenges this brings, our HR department offers a wide range of educational formats to support their professional and personal development. We assess their individual needs in annual feedback meetings.

We do not just train individuals – we build teams.

We offer our employees meaningful and secure jobs in a safe working environment, with a focus on continuous training and development, a good work-life balance, and the maintenance and improvement of occupational health. To us, these are the right levers for creating a strong team.

The skills, knowledge, dedication and ideas of the people at KNIPEX are key to our success. We believe in lifelong learning, which is why we support our employees with opportunities for personal and professional development and encourage them to broaden their horizons by constantly introducing new formats.

The TÜV Association also confirms that we are on the right track. KNIPEX was the first company in Germany to receive the 'Outstanding Employer' and 'Training Company' seals of approval in 2014 – and we have been awarded them annually ever since.



Read more about our goals, actions and outcomes in our annual sustainability report.

Holistic sustainability

Achieving a healthy work-life balance.

It is important to us that our employees have a healthy work-life balance. We help them achieve this with things such as our in-house childcare facilities 'KNIPSKISTE' and flexible working hours. These levers rely on our deeply held values as a family business and our sense of solidarity.

Promoting and maintaining health.

We promote the physical and mental well-being of our employees with numerous initiatives and services – both in terms of preventative health and high-quality healthcare services. As a pioneer in its industry, KNIPEX has formed a multi-year partnership with the University of Wuppertal for comprehensive and personalised health promotion.

Further examples of sustainable practices



Freshly prepared meals, vegetarian options, water dispensers and a cereal and salad bar promote healthy eating.



Sports and exercise activities such as running groups, back training and cycling events encourage an active lifestyle.



Short-notice doctor's appointments, MRI scans, psychosocial support and healthcare advice ensure swift treatment and support.



Medical appointments and physiotherapy are available in the company's own examination rooms.



A garden for short and long breaks provides a space to socialise and relax outdoors.

Supporting what upholds our society.

We feel a strong connection to our region and the people who live here. We aim to promote equal opportunities and actively contribute to the common good. To this end, we initiate and support various projects and initiatives focused on education, culture and social issues. As a company that operates globally, we have stepped up our international social commitment by collaborating with trusted partners.

An individual's opportunities in life should not depend on their social background or upbringing. That is why we are proud to support clubs, initiatives and organisations that are committed to equal opportunities for children and young people. Another one of our levers is our support of numerous projects in schools and educational institutions.

We believe that communities benefit from an active volunteering culture. That is why we encourage our employees to contribute to society through our KNIPEX^{engagiert} initiative.



As the main sponsor of SingPause Wuppertal, we enable over 3,300 primary school children to receive regular singing lessons each year. Read more about the projects we support in our sustainability report.



WUPPERTALER
WIRTSCHAFTSPREIS
2024

KNIPEX was named 'Company of the Year 2024' in the Wuppertal Business Award for its social commitment.



Keeping curiosity alive



Junior Uni Wuppertal

► Junior Uni is a privately funded university in Wuppertal for children and young people. The concept has gained recognition far beyond the city's borders. It allows children and young people to creatively explore a wide range of topics in small groups outside the normal school environment. KNIPEX has supported this project from the start with funding, co-operations and involvement on the advisory board.

Improving future opportunities



'Chance 8' at KNIPEX

► Children need a safe environment in which to experiment and reach their full potential. This space is provided by the 'Chance 8' initiative at the Alte Feuerwache youth centre in Wuppertal. KNIPEX is a proud supporter of this ambitious initiative, which gives children a crucial head start in life and opens up better opportunities for them in the future.

Building structures for education

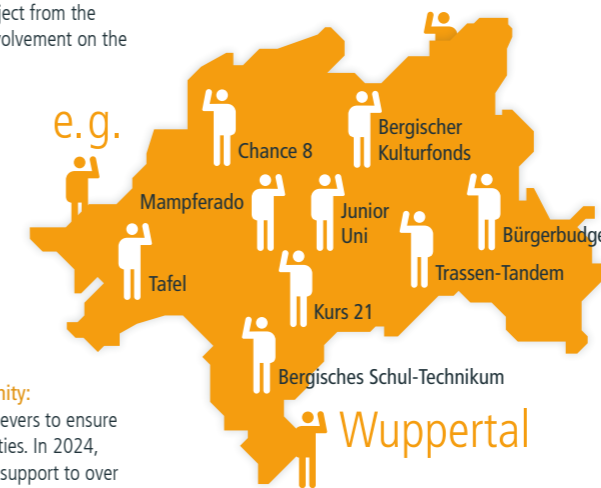


New school in Wogdi, Ethiopia

► We also strive to improve living conditions and educational opportunities in other countries.

Together with local associations, initiatives and partners, we support projects dedicated to building educational structures.

Through a sponsorship programme, KNIPEX employees – either individually or as departments – can cover the cost of education for one child for a year. Forty-eight children are currently being supported in this way.



Active in the community: We look for the right levers to ensure more equal opportunities. In 2024, we provided financial support to over 300 organisations and associations.

Further examples of sustainable practices



Support for 18 talented and committed students, regardless of their social background, through the German scholarship programme 'Deutschlandstipendium'.



Support for 16 projects in the independent cultural youth scene as the main sponsor of the 'Bergischer Kulturfonds' support fund.



The 'spare cent' donation programme – two decimal places make all the difference.



Economic sustainability as a driving force

We strive for long-term economic success, but not at all costs. We are guided by values and the three pillars of sustainable development: environmental, social and economic. We nurture strong, long-term relationships with our customers and suppliers. In our interactions, we follow the principles of ethical business conduct.

Our sustainability goals under the heading of 'economy' are to maintain our financial independence, establish and nurture strong business relationships and practise responsible sourcing. To achieve this, we seek proximity to suppliers and service providers, as shorter distances make it easier to work together and also reduce transport-related emissions. To ensure our long-term economic success, we continuously invest in the expansion of our site, as well as in modern production facilities and buildings, our digital infrastructure and cutting-edge technologies.



The levers we push to achieve our economic sustainability goals are outlined in our latest sustainability report.



Innovation: New solutions for even better work

Another important lever of our success is our innovative strength. We are constantly developing new products and improvements that enable people to work more effectively and safely. This also involves being in close dialogue with our users. After all, we can only protect our leading market position by offering products that are a cut above the rest.

► **For a better future:** Firmly rooted in our region and the natural environment, we aim to be a good neighbour to our fellow human beings and nature. Significant investments in our site, in modern and sustainable production and, above all, in the training and development of our employees are key levers for safeguarding our company's future.



Surrounded by nature

ECONOMY



KNIPEX StepCut® XL Cable Shears with comfort handles

Customers in over 140 countries



► **Maintaining relationships worldwide:** To foster strong bonds with our international customers, we are continuously expanding our global sales and logistics structures. Advice and comprehensive support are just as important to us as reliability and fairness. Our strong brand recognition is reflected by millions of followers on our social media platforms.

Further examples of sustainable practices



Where possible, we use carbon-neutral shipping and expect the same from our partners.



We use digital tools, AI software and cloud technologies to streamline our processes and increase efficiency.



KNIPEX maintains partnerships with workshops for people with disabilities. These have led to 38 individuals with disabilities being employed full-time by our company.



United Nations
Global Compact



We are committed to the ten principles of the UN Global Compact and aim to make an active, measurable contribution towards achieving the 17 Sustainable Development Goals (SDGs).



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