



GIRA

Smart Home.
Smart Building.
Smart Life.

Does long-
term climate
protection not
need short-
term goals?

Gira / Sustainability 2024

There is no alternative to sustainable development.



Here at Gira, we are outspoken about the importance of the sustainable development of our society, no ifs, no buts. Sustainable development is the key to overcoming the significant challenges we are faced with nowadays and to creating a future worth living in. It is on this basis that we have committed ourselves to acting as sustainably as possible along our entire value chain and assuming responsibility as a “good citizen”, even beyond the factory gates. After all, Gira products and services are intended to make an active contribution to the positive development of society. In this respect, we are guided by the Gira sustainability mission statement, which was adopted in 2013, and our resulting sustainability strategy.

These form the basis for an ongoing improvement process with clearly defined and measurable goals, which is designed to gradually bring us closer to the ideal of a consistently sustainable company. We offer transparency with regard to the actions we are taking with a view to managing the economic, environmental and social integration challenge, the specific objectives that we are pursuing in this regard and the results that we are achieving, by means of the “Gira sustainability report”. We will be publishing this on an annual basis with reference to the previous year with immediate effect – and with effect from 2026, it will be published in accordance with the provisions of the European Union Corporate Sustainability Reporting

Directive (CSRD). Our reporting in this regard serves to inform interested members of the public on the one hand, but also acts as an important tool that we can use to identify areas in which we have made progress and areas that we still need to work on, on the other hand.

With this in mind, we are not only inviting you to read our report, but also to send us your feedback and discuss the report with us by emailing nachhaltighandeln@gira.de.

Radevormwald, December 2024

Christian Feltgen
Dominik Marte
Sebastian Marz



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When publishing non-financial performance indicators, Gira is guided by the 20 criteria set out in the German Sustainability Code (Deutscher Nachhaltigkeitskodex – DNK).



We are Gira.
We are the ones
with the switches
But we're so
much more.

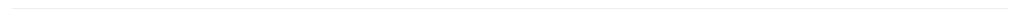
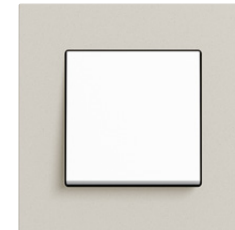




We are the ones with the switches ...

Gira is one of the world's leading full-range suppliers of intelligent system solutions for electromechanical and networked digital building control, both in private residential construction and in public and commercial projects ranging from office complexes and museums to shopping centres and hotels, and even healthcare facilities and sports stadiums. With our many inventions and more than 700 patents, we have been shaping and influencing the world of electrical installations and intelligent building automation for almost 120 years.

Take the Gira F100, for example, which introduced a completely new switch concept to the market when it was launched in 1966 with the operating unit covering almost the entire surface, but has long since become a standard feature of buildings in countless countries across the globe. Or the Gira System 55, which currently incorporates seven different design lines offering countless colour and surface variants for flush or surface-mounted installation in indoor and outdoor areas and more than 300 state-of-the-art building technology functions in one place, thereby offering maximum flexibility.

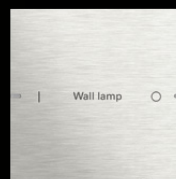
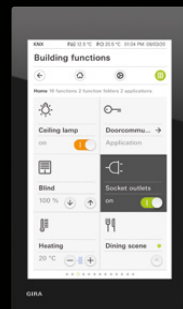




... but we're so much more.

Since the late 1980s, Gira has also been a leading player in the development of the intelligently networked Smart Home and the digitalisation of buildings. As one of the founders of the global KNX digital standard, we are among the pioneers and frontrunners of building automation.

A diverse range of innovations also feeds into this, such as the Gira HomeServer, which was the first in the world to connect building technology to the internet at the turn of the millennium, or the remote access module Gira S1, which provides fully encrypted data transfer, thereby ensuring maximum data security, even if you are accessing the system while out and about.





Gira's repeated success on the market with pioneering achievements, innovative solutions and interesting applications is due in part to the extraordinary technological know-how and keen inventive spirit of our employees. 226 engineers and technicians covering a range of disciplines, from software specialists to mechanical engineers, ensure a high level of innovation in product development and manufacturing. Together, they have a true appetite for innovation and a passion for making good things a little bit better, again and again.

In addition, our willingness and ability to question and fundamentally rethink existing conventions, which we have been repeatedly demonstrating since 1905, are an ideal basis from which to continue developing products with tangible added value for our customers and bringing them to market maturity.



Established
culture of
innovation.



226 engineers
and technicians

ensure a high
level of innovation.



Far more than
on and off.

When developing new solutions, here at Gira we are never solely concerned with engineering skills and technology.

Instead, we aim to provide people with future-oriented, reliable and long-lasting solutions that make their lives that little bit easier, safer, more convenient and more pleasant – in short, we want to provide our users with added value in terms of both their quality of life and their emotional well-being. For that reason, we always place people and their needs at the heart of our development approach. With Gira products, we aim to install solutions that not only provide intelligent technology and “Made in Germany” quality, but also peace of mind, a sense of well-being, safety, creativity and freedom – feelings of life that go far beyond simply turning our products on and off.

“Made in Germany” quality promise.

The vast majority of Gira products are manufactured at our two company locations in Radevormwald and at companies belonging to the Gira Group in Germany.



Unlike the majority of our competitors, Gira has had its own versatile plastics production facility at its headquarters in the Bergisches Land since the early 1960s, meaning that we manufacture the majority of the tools we need ourselves. This goes a long way towards ensuring that our products embody “Made in Germany” quality and superior workmanship. This goes hand-in-hand with our claim that our solutions will win you over with their high manufacturing quality, reliability, safety and durability. The Gira “Made in Germany” quality promise also means that all products are largely

produced in an environmentally friendly manner and measured against sustainability criteria. Comprehensive life cycle assessments conducted in accordance with ISO 14040 provide detailed information regarding the environmental impact of Gira products throughout their entire life cycle. Our sustainability and climate strategy aims to reduce our environmental footprint. Our quality assurance and management system, which is certified to ISO 9001 and regularly audited by independent institutions, and the fact that we are constantly striving to optimise our

production and logistics processes ensure that our exacting quality standards are upheld. Regular supply chain audits and a comprehensive assessment of our direct suppliers carried out in accordance with the provisions of the German Supply Chain Act (Lieferkettensorgfaltspflichtgesetz – LkSG) ensure that our stringent quality requirements are met.

Markets, business areas, holdings.

Elbphilharmonie concert hall
Germany



Olympic Stadium
Ukraine



House in Ancede
Portugal



It's no coincidence that Gira's design lines, door communication systems and Smart Home and smart building systems are now in use in 40 countries, including in numerous prestigious modern architecture landmarks, such as the Elbphilharmonie concert hall in Hamburg (Herzog & de Meuron), the Olympic Stadium in Kyiv (gmp Architekten), the Messner Mountain Museum Corones at the top of Mount Kronplatz in South Tyrol (Zaha Hadid Architects), the new National Gallery in Berlin (Mies van der Rohe/David Chipperfield), the Axel Springer Media Campus in Berlin (Rem Koolhaas, Office for Metropolitan Architecture) and St. Stephen's Cathedral in Vienna. Beyond Germany's borders, independent companies market and distribute Gira products and systems in Great Britain, Italy¹, the Netherlands, Austria, Switzerland¹ and Spain. In a further 33 countries, predominantly in Europe and Asia, market cultivation and sales are handled by importers.

In addition to the switch and socket outlet, door communication system and building automation business areas, we are also active in the plastics technology sector thanks to our comprehensive expertise. Our plastics centre produces complex and sophisticated system products from plastic, such as trocars, blood outlet connectors and components for infusion pumps for the medical technology industry.

However, we do not rely exclusively on our own skills. After all, strong expertise demands a broad foundation. For that reason, the Gira Group includes Stettler Kunststofftechnik GmbH in Burgwindheim and Wandsworth, a British company based in Woking, as well as holdings in Insta GmbH in Lüdenscheid and ise Individuelle Software und Elektronik GmbH in Oldenburg. This allows the Gira group of companies to gather first-class expertise and skills in the areas of electronics, software, plastics processing and metalworking.

The Gira Group.

GIRA  wandsworth *stettler.de*  **INSTA**

¹ Since 2024.



Courageously
shaping tomorrow's
world today.



“At Gira, we live and breathe responsibility. We are conscious of our role in society. That is why our commitment to designing a future worth living in does not end at our factory gates”.

Alexandra Ptock
Head of Human Resources

From the very beginning, the actions of the Giersiepen family and Gira management have followed a vision that focuses on our company's responsibility as a "good citizen" and as part of society. This willingness to take responsibility is nourished by a company culture and value landscape that has evolved over more than eleven decades.

When dealing with market partners and employees, we draw upon our ability to cooperate and the strength of the team, as well as on mutual respect and openness, courtesy and reliability, willingness to embrace change and courage to break new ground and actively shape the future. The Gira sustainability strategy also ties in with this.

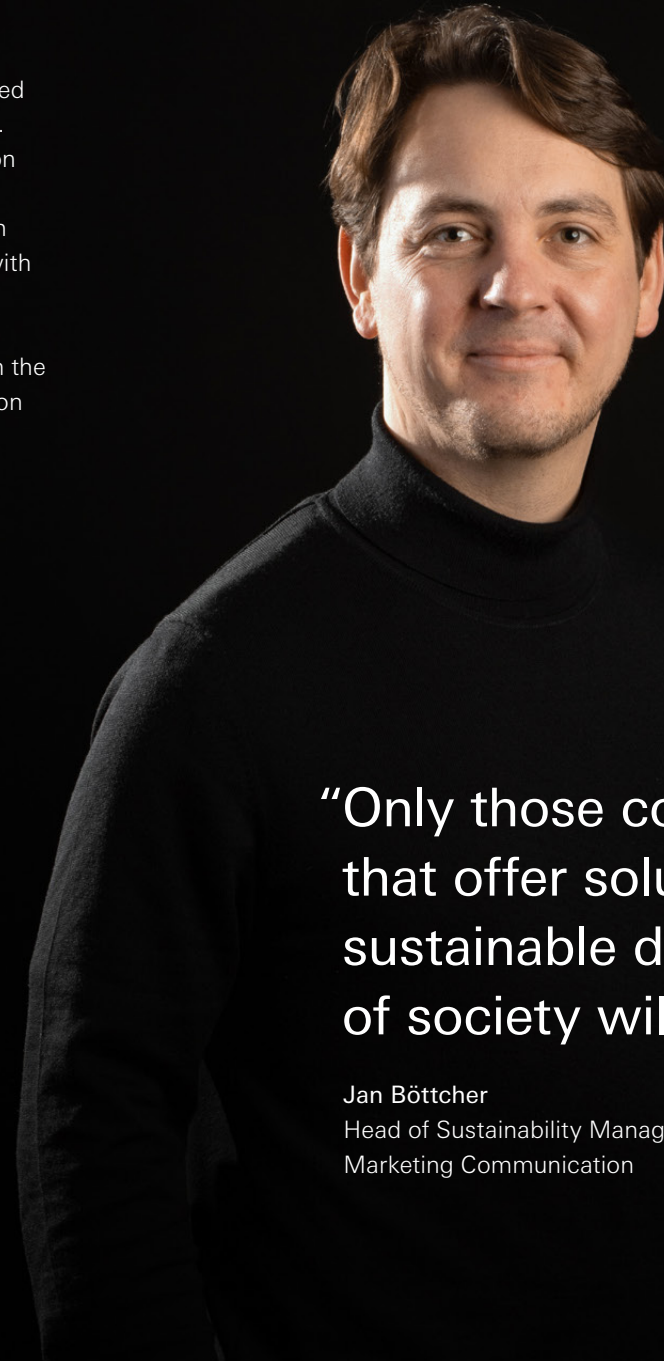


“Do we just adapt
ourselves or society
as a whole?”

Gira is not sustainable. For us, sustainability is not a goal to be met at some point in the future, but a continuous development and improvement process.

As part of this, we take account of the internal and external impact of all business decisions on economic, ecological and social resources with the aim – as stated in our sustainability mission statement – of striking “a permanent balance between economic, ecological and social responsibilities”. For us, sustainable action means using these resources in a manner that protects them from permanent damage and ensures that they remain available for future generations. In this respect, we see our company as a “good citizen” and as part of society and therefore take responsibility for actively safeguarding and improving quality of life, not just in the present, but also in the future. Our aspiration to act sustainably presents us with significant challenges in many different areas of activity.

In order to overcome these, Gira adopted a systematic approach from the outset. On the one hand, this involves a mission statement and an overarching strategy established on the basis of that mission statement that focuses on key topics with measurable goals and corresponding target agreements. On the other hand, appropriate organisational anchoring in the company ensures that sustainable action is understood and implemented as a responsibility shared across the entire organisation.



“Only those companies that offer solutions for the sustainable development of society will survive”.

Jan Böttcher
Head of Sustainability Management and
Marketing Communication

Our culture and strategy.

This is reflected, on the one hand, in our own “sustainability” mission statement, which has been helping us to align our actions and processes to sustainability criteria since 2013. On the other hand, the mission statement forms the basis for our sustainability strategy that is an integral part of strategic corporate planning as a whole. It focuses on the sustainability challenges that are of relevance for business activities, in particular those resulting from the scarcity of resources, climate change and political and legal demands.



Environment

Fresh air, green meadows, clean water – we don't just want to preserve the idyllic Bergisches Land region for future generations. As a manufacturing company, we pay particular attention to the needs of the environment: we want to further reduce the consumption of resources and the generation of emissions that are harmful to the environment and to prevent environmental pollution as much as possible. The use of renewable energies and resource-saving solutions is also a key concern for Gira. By offering more and more smart products, we are also giving people the opportunity to make their own personal contribution to climate protection.



People

Our employees are our strength. As a family-run company, we are aware of this and treat them with respect and appreciation. As an integral part of the Gira corporate culture, social responsibility is more than just a buzzword. It is a core value that we embody daily. Equal opportunities, freedom and support for personal development, work-life balance, healthy working conditions, promotion of good cooperation and fair pay – we don't just take responsibility for our employees on paper. Human beings are also at the centre of product development: Gira is synonymous with intelligent building technology with functional design and tangible added value that makes life safer and more comfortable. Despite our international alignment, we remain true to our roots: social and cultural involvement in our region is simply a part of who we are here at Gira.



Economy

Quality, innovation leadership and design requirements are the cornerstones of Gira's continuous growth. As a family-run company, we have been proving, since 1905, that “Made in Germany” is a success story with a future. To ensure that this remains the case, we constantly invest in development and production, as well as in training and further education. We are convinced that lasting success can only be achieved through the intelligent use of resources, environmental protection and social responsibility.



Changing market and customer requirements are also incorporated into the strategic orientation, together with social requirements, which are identified by means of regular materiality analyses conducted among all relevant stakeholder groups.

The most recent analysis of this nature dates back to 2019 with the next expected to take place in 2025.

Internal



Partners



**Management
Department
managers**



Employees

External



Customers

Skilled tradespeople
Representatives
End customers
Planners
Architects
Property developers
Specialist wholesalers
Property managers



**Suppliers
Business partners
Investors**

Cooperative partnerships
Partner companies
Market consultants
Service providers
OEM



**Regional
surroundings**

City of Radevormwald
Associations



**Policy
Company
Public**

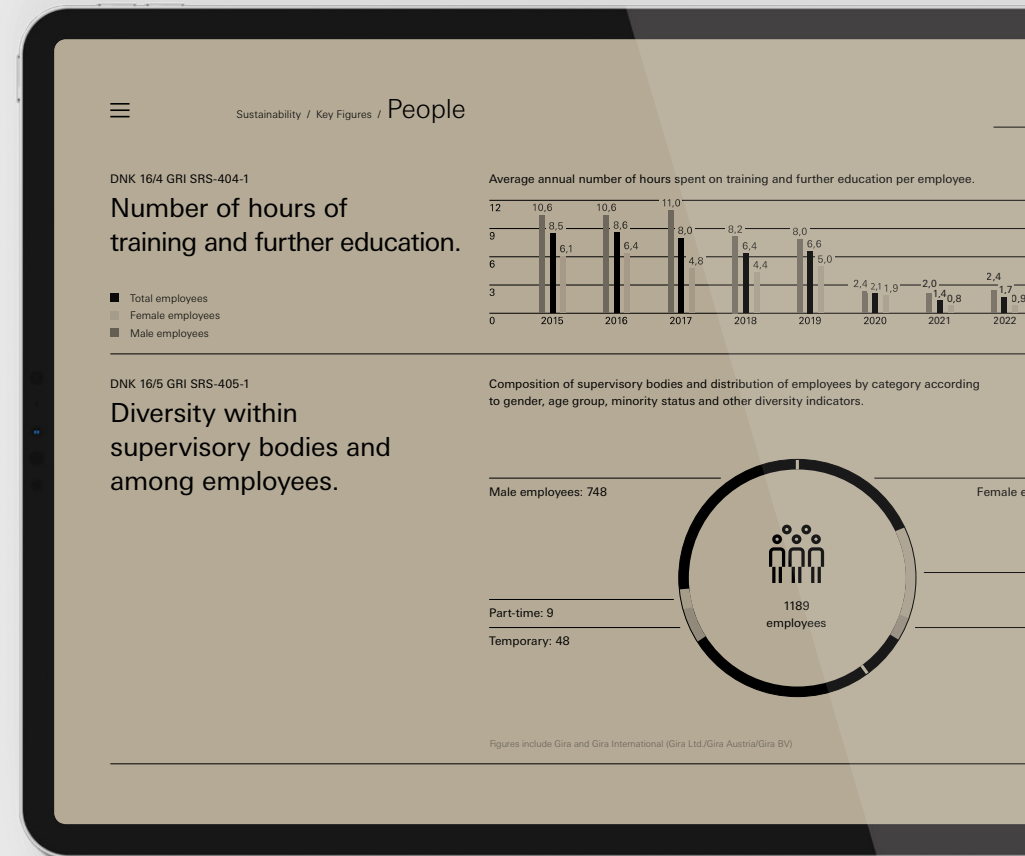
Associations
Authorities
Trade unions
Media



**NGOs
Sustainability experts
Scientific
organisations**

The implementation of strategic objectives and the extent to which objectives are met are monitored and documented by means of key figures.

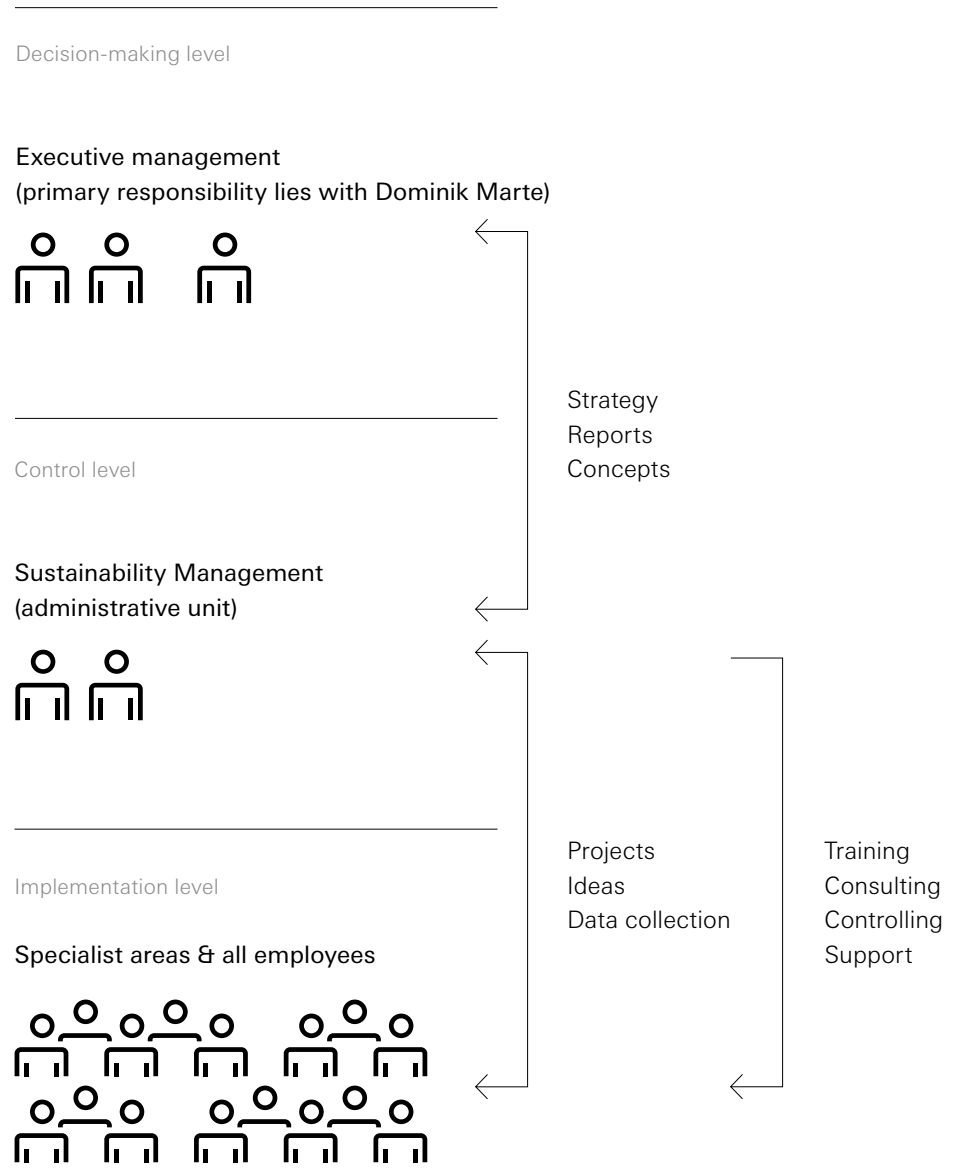
These key figures are based on the indicators set out in the German Sustainability Code (DNK); they are also partially aligned with the Global Reporting Initiative (GRI). The DNK and GRI are widely recognised reporting standards that provide transparency for sustainability performance. They have therefore also formed the basis of our voluntary sustainability reporting, authorised by management, ever since the first report was published in 2016. From 2026, we will, on our own initiative, start producing reports in line with the European Sustainability Reporting Standards (ESRS) in accordance with Directive (EU) 2022/2464, the Corporate Sustainability Reporting Directive (CSRD) and the EU Taxonomy.



How we organise sustainability.

The strategic orientation is organisationally anchored in a "Sustainability Management" administrative unit, which was established in 2013 and reports directly to management. It is currently composed of the Head of Sustainability Management and the Human Rights Officer at Gira. A manager takes responsibility for drawing up and implementing the sustainability strategy. An important tool in this regard is an internationally recognised integrated management system, such as ISO 9001 (quality management) and ISO 50001 (energy management), for which we seek regular certification by independent institutions.

The sustainability strategy must be successfully operationally integrated at all levels of the company. For that reason, Gira takes a project-oriented approach to sustainable action: project overviews and recommendations for action are derived on the basis of strategic objective setting, market requirements and ideas put forward by all employees and the decision to implement them is made by management. They are handled by multi-disciplinary teams composed of employees from different specialist areas. This allows us to bring thematic expertise to the table in order to find optimal solutions for genuinely sustainable development.



Fundamentals of our development.

Our sustainability strategy and sustainable actions are based on various United Nations agreements and contracts, such as the Universal Declaration of Human Rights of 10 December 1948, the Ten Principles of the UN Global Compact dated 31 January 1999 and the Paris Agreement of 12 December 2015, among others. We have declared our willingness to actively participate in the implementation of these and other agreements.

With the Gira climate strategy, we are expressly committed to proactively contributing to meeting the 1.5°C target set out in the Paris Agreement, which was concluded at the 21st United Nations Climate Change Conference (COP21) and to measuring our environmental performance against that target.



In the future, Gira will also align itself with the 17 Sustainable Development Goals (SDGs), which the United Nations is aiming to achieve by 2030. The main focus in this regard is on the SDGs that are closely linked to our business activities, namely:



At Gira, we also take responsibility for ensuring that human, labour and environmental rights are upheld along our supply chain by working closely with suppliers.



Send information to the
Gira Human Rights Officer:
humanrights@gira.de

This includes our unreserved willingness to help anyone affected by human rights violations or breaches of environmental law in the course of our operations to pursue an effective resolution. We provide details of how we ensure this in the [Gira Human Rights Policy](#), published by us.

In addition, a [Gira Code of Conduct \(CoC\)](#) and a [Gira Code of Conduct for Suppliers \(CoCfS\)](#), introduced in 2016, establish mandatory conduct-related guidelines, which are intended to ensure that employees and suppliers alike are aware of fundamental human and labour rights and able to help to uphold them. Both of these codes of conduct set out the legal requirements that are of particular relevance to our actions and which of the voluntary commitments we must also comply with. Our compliance steering committee regularly analyses potential weak points and liability risks in all areas of the company, evaluates these based on their potential for harm and probability of occurrence and prioritises the need for action based on the outcome of that evaluation. We provide all employees with repeated training covering the Code of Conduct and types and areas of risk.

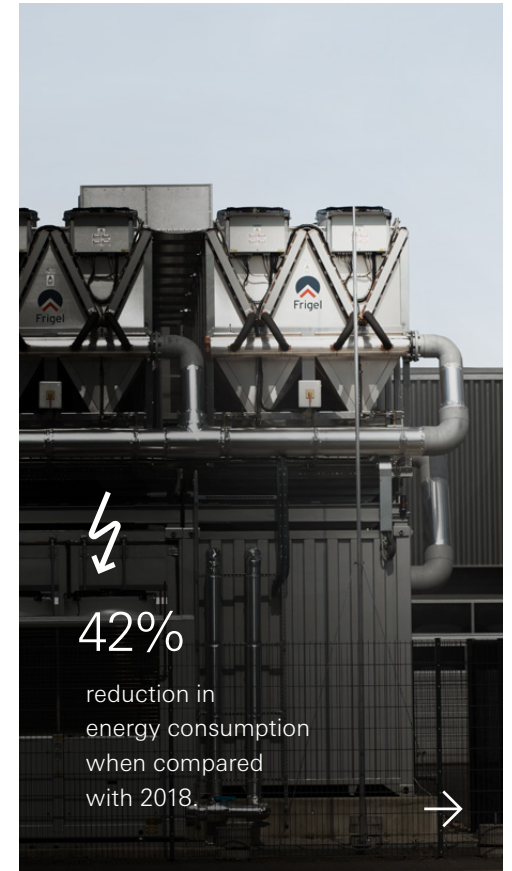
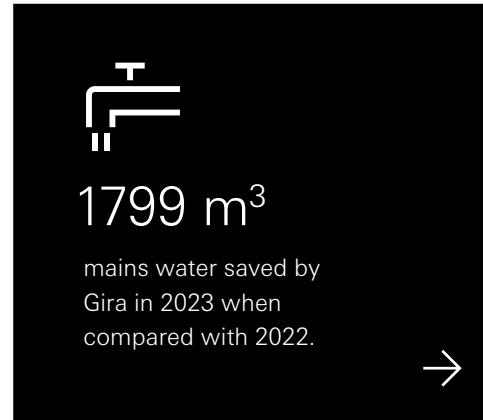
In order to minimise the associated risks and to counteract potential infringements, we provide both internal employees and external third parties with a secure channel for communication. It can be used to email the Gira Human Rights Officer, anonymously if necessary, to report potential breaches of human rights-related or environmental due diligence obligations or other legal violations or associated risks along the value creation and supply chain. Justified complaints are immediately reviewed, evaluated and prioritised as part of the Gira risk management process in order to allow suitable corrective measures to be taken if necessary.



Does long-term climate protection not need short-term goals?

Climate change and the mitigation of its consequences are among the greatest global challenges of the 21st century. Here at Gira, we feel duty-bound to help to avert the impending climate crisis. Our company is therefore expressly committed to meeting the 1.5°C target as agreed by the United Nations at its 21st Climate Change Conference (COP21) in Paris in 2015 ("Paris Climate Agreement"). This commitment includes a self-imposed obligation to actively contribute to achieving this target.

The Gira Climate Strategy.

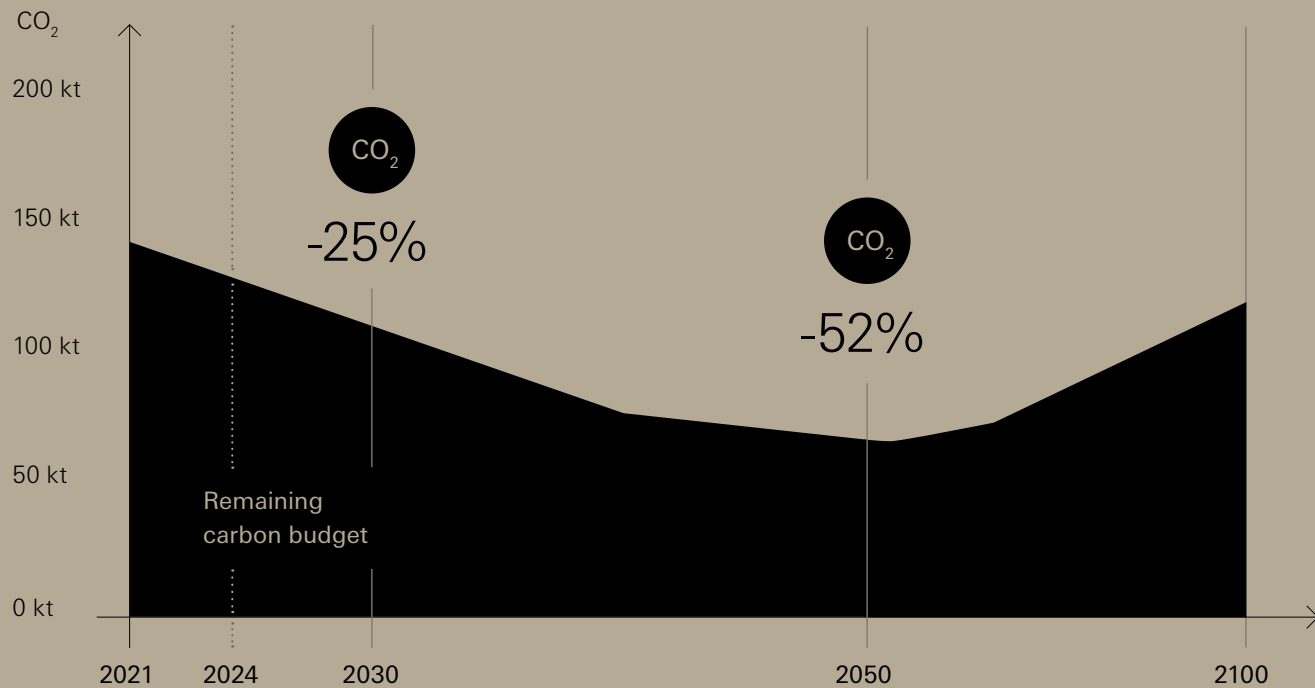


The 1.5°C target as a criterion.

Since spring 2023, the framework for this has been set by our own climate strategy, which forms an integral part of our overarching corporate strategy “Gira 2030+”.

It deliberately steers clear of compensation models. Instead, it looks at the carbon footprint of the company (CCF) and of our products (PCF) with a view to gradually reducing them. Corresponding greenhouse gas emissions targets are set each year: having started at 112,000 metric tons in 2019, the aim is to reduce this figure to 73,000 metric tons by 2030 and then to halve that figure to 36,000 metric tons by 2050.

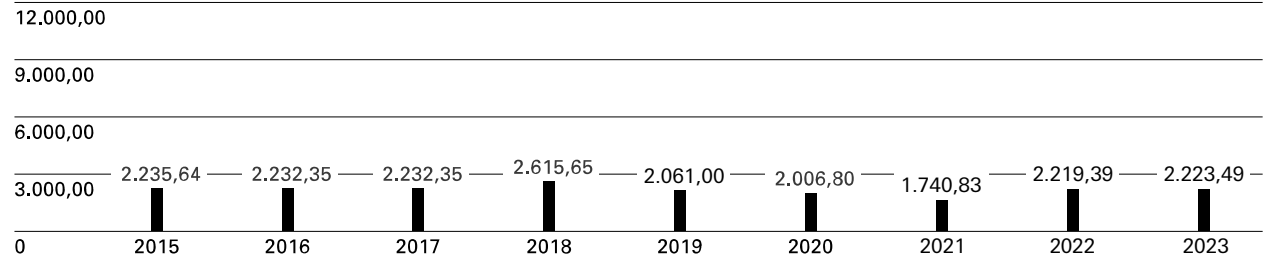
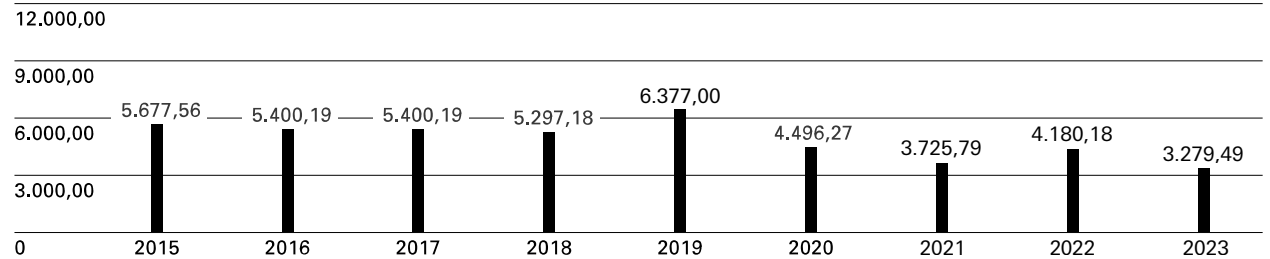
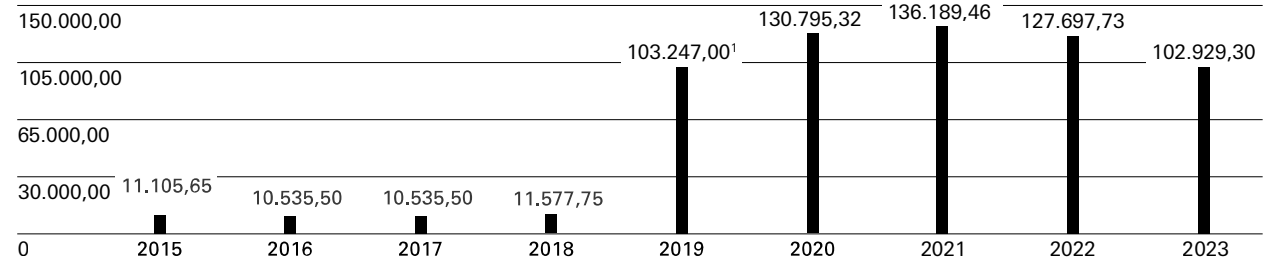
This not only includes the direct and indirect emissions generated by our company’s value creation (scope 1 and 2), but also the emissions associated with the operation and disposal of Gira products (scope 3). We are aiming to reduce our greenhouse gas emissions at our Radevormwald site by at least 87% by 2050 (scope 1 and 2). We are also striving to reduce the carbon footprint of our products (scope 3). In order to achieve this, we need the support of our suppliers. In the future, we therefore want to further motivate them to reduce their greenhouse gas emissions to a minimum and to themselves target carbon neutrality.





We draw up an annual climate balance sheet to review our progress towards the carbon reduction targets we have set and the impact of our business on global warming. On that basis, the climate journey mapped out for 2100 will be adjusted where necessary. The basis for this is, on the one hand, data concerning the carbon emissions generated during value creation – from the extraction and generation of the necessary raw materials and products to production and shipping. On the other hand, this data has been available since 2019, thanks to corresponding life cycle analyses of reference products, in the form of a projection for Gira product categories throughout their entire life cycle (“cradle to grave”). This is also especially important since the use phase, including the disposal of Gira products, represents the largest share of our total carbon footprint. This means that Gira has information regarding its complete Corporate Carbon Footprint (CCF) dating back to the 2019 reporting year. That year therefore represents the base year for the Gira climate balance sheet. A second climate balance sheet was introduced in 2021 to serve as a point of reference for further development and target setting.

A quick glance at the figures reveals that we have, above all, achieved a significant reduction in our indirect energy-related greenhouse gas emissions (-42%) since 2015. In contrast, the direct GHG emissions figure for 2023 is only slightly lower than the figure from eight years previous. The complete Corporate Carbon Footprint is a good 2.9% lower than in the base year.

Direct GHG emissions (scope 1) - in CO₂e(t)Indirect energy-related GHG emissions (scope 2) - in CO₂e(t)Other indirect GHG emissions (scope 3) - in CO₂e(t)

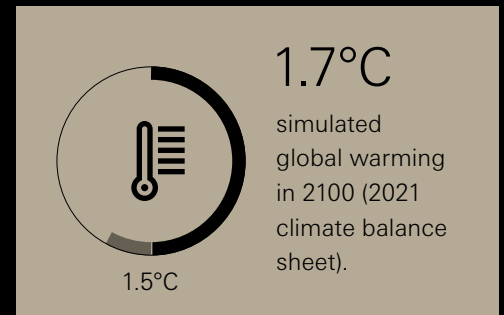
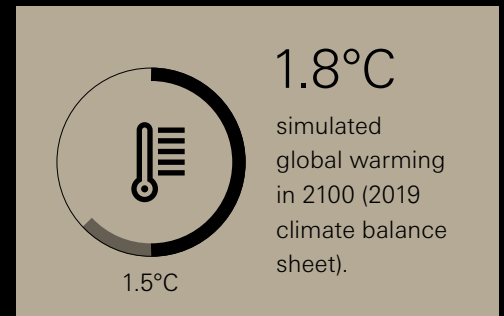
¹ The figures required in order to take account of product-related greenhouse gas emissions (scope 3) first became available in 2019. The 2019 climate balance sheet is therefore used as the base year for the Gira climate strategy.

“Above all, we see active climate protection as an opportunity to position Gira as a sustainable brand that fulfils its social responsibility, thereby ensuring our future viability”.

Dominik Marte
Managing Director



This data transparency not only forms the basis for identifying the adjustments that Gira needs to make to further reduce our carbon emissions; the data is also fed into model calculations based on scientific scenarios, which determine the number of degrees by which the planet would warm up on average by 2100 if all companies in the same industrial sector were to behave in the same manner and operate in the same way as Gira. The first two climate balance sheets indicated the following simulated average global warming:



Managing and transforming energy.

The fall in energy-related carbon emissions is primarily the result of an energy management system (EnMS) compliant with ISO 50001:2018, which we established back in 2015. It aims, firstly, to bring about continuous improvement in the energy performance of our company, in other words to reduce consumption to a minimum and to optimise energy efficiency. Secondly, the EnMS aims to significantly reduce the greenhouse gas emissions and other negative environmental impacts that are inextricably linked to the use of fossil fuels such as gas, oil and coal. To this end, we are striving to increase our use of renewable energies.

“We consider the conservation of resources to be a basic economic principle and the sustainable optimisation of our energy consumption to be a means of supporting this”.

Gira Energy Policy





Coming soon: the Gira Solar Park.

Track the progress of the Gira Solar Park project.

[Find out more.](#)



CO₂

50%

minimum forecast reduction in our electricity-related carbon emissions.

A proprietary, 70,000 square metre Gira Solar Park, work on which began in the autumn of 2024 following an extensive approval process, is expected to provide the company with completely emission-free power from the summer of 2025. In the medium-term, we aim to use up to 70% of the almost ten million kilowatt hours of “green” energy that the photovoltaic power plant will produce each year for our own needs. According to the projection, this will permanently reduce our direct electricity-related greenhouse gas emissions by more than half. Not only is this a significant step towards our goal of achieving climate neutral production, it will also give us independence from the volatile energy markets – with cost benefits that will increase our competitiveness.



In addition, our energy management focuses on the energy and carbon balance sheets of buildings and systems, but not just heavy consumers such as injection moulding machines, air compressors and cooling water systems, but all consumers. In order to identify potential savings and improvements, all consumers are continuously measured and analysed on the basis of weighted power and heat indicators for individual consumers in order to correlate consumption with production volumes. The measured data provide us with information regarding areas in which optimisation measures need to be implemented. In addition, they indicate where problems may have arisen, such as leaks in compressed air systems. In order to avert such risks, Gira energy management has launched its own project with the intention of reducing our annual power consumption by 27,000 kilowatt hours.

Of course, the key figures also reveal where measures implemented have been successful. For example, the use of new technologies to provide cooling during Gira plastics production resulted in a more than 17% reduction in power consumption between 2019 and 2022, with that same period seeing a 25% increase in production volumes.

Overall, our energy consumption has been falling steadily since 2018: from almost 24.4 million kilowatt hours in 2018 to a little over 14 million kilowatt hours in the 2023 reporting year. This corresponds to a reduction of more than 42%. This drop of more than ten million kilowatt hours is also due to the particularly energy-efficient buildings that make up the new production, development and logistics centre constructed in late 2018 at the Gira Campus on Röntgenstraße in Radevormwald. Features such as systematic heat recovery, the use of the sprinkler tanks as cold and heat storage, the thermally activated floor and the use of LED lighting throughout have helped to reduce the energy needed to 45% below the requirements for comparable buildings set out in the German Energy Saving Ordinance (Energieeinsparverordnung – EnEV).

Energy monitoring for greater internal transparency.



42%

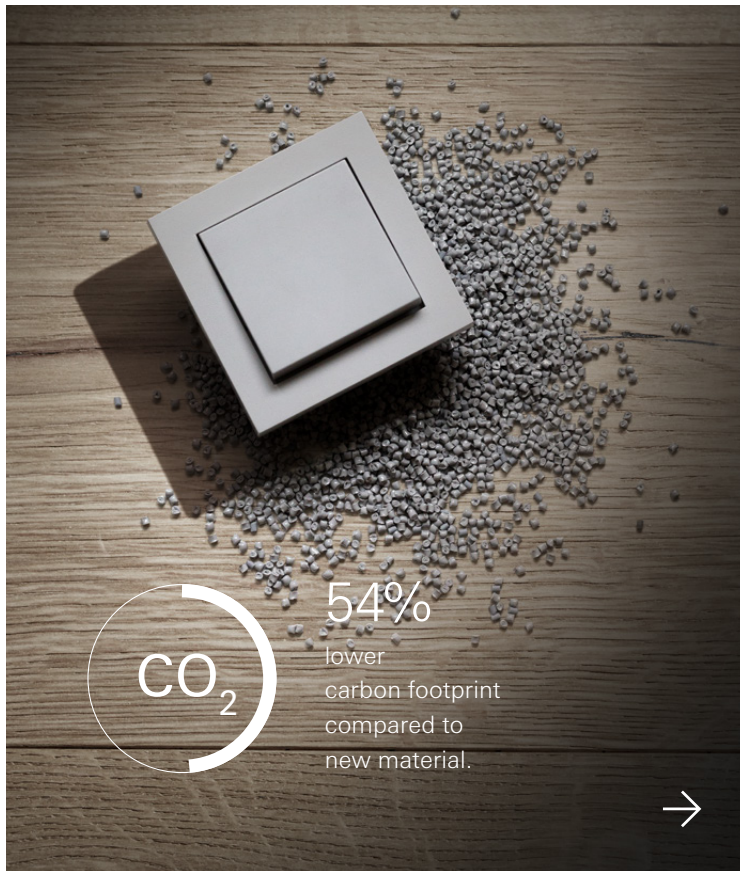
lower energy consumption when compared with 2018.



Is recycling the only way to think in circles?

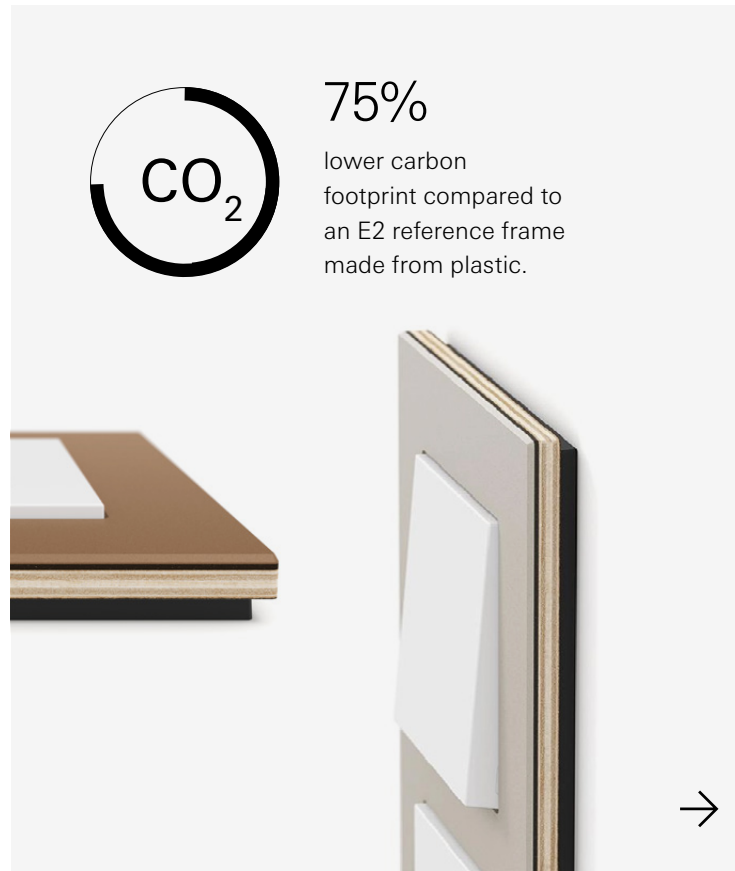

It is not just in connection with energy consumption that the responsible use of resources is a central concern for us. We also recognise that, as a producer of products for electromechanical and networked digital building management, we are harming the environment by extracting raw materials and processing them. We are therefore endeavouring to reduce the environmental impact of this to a minimum and to continuously improve the efficiency with which we use resources. As part of this, we design our products to be as recyclable and durable as possible in order to increase their circularity.

Conservation of resources at Gira.




CO₂

54%
lower
carbon footprint
compared to
new material.



CO₂

75%
lower carbon
footprint compared to
an E2 reference frame
made from plastic.



CERTIFIED

cradle to cradle

BRONZE





Recyclable plastics.

Gira switches and socket outlets are primarily manufactured from plastics produced using fossil raw materials. With the introduction of the new generations of socket outlets and switches in the spring of 2023 and the summer of 2024, our plastics production process uses only thermoplastics. Unlike the alternative thermoset plastics, thermoplastics can be melted, which means that they can be recycled with relatively little energy consumption. At the same time, we use thermoplastics with robust material properties that guarantee their dimensional stability and durability. In our test laboratories, mechanical products made from these materials have successfully undergone testing indicating a service life of at least 20 years.

As thermoplastics recycling has not yet been implemented across the board and the process is therefore not yet fully circular, our technology management team is continually testing the extent to which alternative materials, such as bio-based plastics made from renewable raw materials, meet the strict requirements for electrotechnical products, meaning that they can be used to produce Gira switches and socket outlets.



Switches made from recycled materials.

Another approach we are taking in order to enter the circular economy is the use of recycled plastic granulate from our own production.



01 Waste from our own production

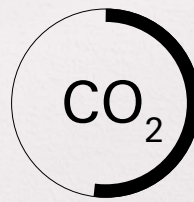
02 Shredded waste

03 Finished recycled material

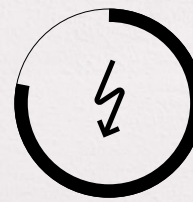
These versions made from recycled materials are available for the best-selling Gira E2 range in the colours light grey, grey matt and aluminium. On average, their plastic parts consist of more than 90% recycled material – some parts are even made from 100% recycled material. This has been made possible by systematic material recycling during Gira plastics production, which sees 100% of rejected plastic parts being gently melted in an extruder in order to produce new regranulate from the molten material without the need to add primary granulate, as is the case for other processes. This allows us to recycle as much as 40 metric tons of plastic material over the course of a year.

Not only does this save material resources, more importantly, it is also good for the climate.

Based on a comprehensive life cycle assessment concerning the “switches” product category in accordance with EN ISO 14040, it is possible to calculate the protective effect that using recycled plastic granulate to produce plastic switch components has on the climate. As a result, the primary energy consumption for the manufacture of the visible plastic components of the E2 light grey in recycled material range is reduced by 80%. This reduces its carbon footprint by 54% when compared with components made entirely from new materials.



54%
lower
carbon footprint¹



80%
lower
primary energy
consumption¹



55%
lower
fresh water
consumption¹

- 01 Gira E2 light grey in recycled material
- 02 Gira E2 grey matt
- 03 Gira E2 colour aluminium

¹When compared with new materials

Design frames made from natural materials.

01



02



03



04



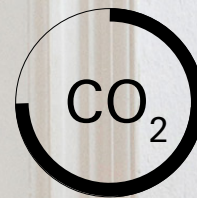
05



- 01 Linseed oil
- 02 Sawdust
- 03 Limestone
- 04 Resin
- 05 Birch



Our Gira Esprit linoleum-plywood design line performs even better in terms of its carbon footprint, as its frame is made from organic materials obtained from renewable raw materials. Linoleum is primarily composed of linseed oil, sawdust, limestone, jute and resin. The birch wood used for production comes from sustainable, PEFC-certified forests. This reduces the carbon emissions associated with the production of the design frame by around 75%* when compared with a Gira E2 1-gang pure white glossy reference frame.

**75%**

lower carbon footprint when compared with an E2 reference frame made from plastic.

¹ Results of the Life Cycle Assessment in accordance with ISO 14040

Cradle to Cradle. A circular approach.

Just how serious we are about our entry into the circular economy can be seen from the fact that, during the reporting year, we sought certification of all white Gira socket outlets and the particularly sought after E2, Standard 55 and Gira F100 design ranges belonging to our electromechanical range in accordance with the Cradle to Cradle Certified® Standard 4.0. The certification process involved not only checking the circularity of the products in question, but also their material health and the impact of their production on air pollution, the climate and water and soil quality.

The certification also examined the extent to which the products are manufactured in a socially responsible manner. We were awarded the Bronze certification.



The new, resource-friendly Gira packaging standard.

We are also striving to save resources in other areas. The new Gira packaging standard therefore stipulates that packaging must be made exclusively from recycled, FSC-certified cardboard and paper, and no bleaching agents are to be used during their production. We are making a conscious effort to reduce the use of plastic packaging materials with a view to avoiding them completely in the future. When it comes to shipping bags, of which we require around 100,000 per year, and filling materials, we have fully switched over to using paper-based alternatives. We are searching for plastic-free alternatives to polyester bags and adhesive labels. At the same time, we are constantly working on optimising packaging sizes and volumes. Not only does this reduce the amount of filling material required, it also allows us to fit more products into a shipping box and onto a pallet.



100%

recyclable
FSC-certified
recycled paper.



30%

less space
required.¹



60%

less
packaging
material.¹

¹ Compared with previous packaging.



Quality and durability that exceed standards.

All of our products should be seen as investments and not as consumer goods. All products in our electromechanical range therefore offer a service life of at least 20 years. This has been tested in our test laboratory – in many cases beyond the requirements of the standards set by the VDE e.V. (Verband der Elektrotechnik Elektronik Informationstechnik). A timelessly elegant design, such as that of the modular Gira System 55, that consciously steers clear of short-lived trends, also helps to ensure that our products remain in use for a long time.



However, if a product develops a fault or becomes damaged, it is possible to have it repaired by the Gira Service Centre, provided that this is economically viable. For this reason, we ensure that spare parts are available beyond the service life of our products.

⊕ All of the advantages at a glance:

A mechanical Gira product is developed to have a service life of at least 20 years.

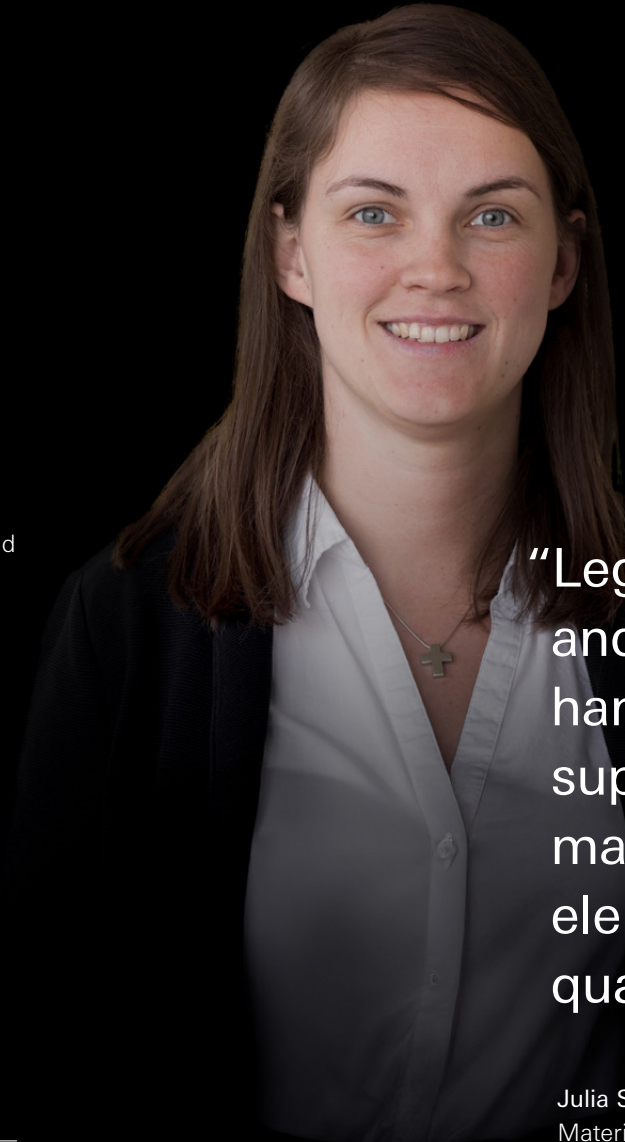
Technical quality inspection subject to our own requirements that go beyond VDE standards.

Repair service and extended availability of spare parts for Gira products.

Materials and material compliance.

As a rule, we use all materials, including raw materials, that we require for product manufacture, in accordance with legal provisions, such as the European chemicals regulation, REACH, or the European Conflict Minerals Regulation. (Raw) materials obtained or produced by means of forced or child labour are neither used nor purchased. In addition, we handle chemical and hazardous substances in accordance with the relevant legal provisions. We aim to avoid using substances deemed harmful to the environment and human health and to use harmless alternatives instead. For example, we have designed and developed electro-mechanical products that no longer need to be manufactured using the heavy metal lead, which has been used for years as an alloy element of brass and in the form of lead monoxide. We are able, at any time, to provide reliable information regarding the material compliance status of each and every one of our products, including the approximately

38,000 components of which they are comprised, with minimal research effort. In this respect, we have recorded all product components in our ERP system, regardless of whether we manufacture them ourselves or buy them in, together with their material composition, and have subjected them to a risk analysis. This means that we are also able to respond quickly in the event that materials or substances that are currently considered "material compliant" are subsequently classified as harmful in the light of new findings. Furthermore, an integral part of our product development process and product change management involves ensuring that we only use (raw) materials, the use of which is considered to be non-critical according to the current legal situation.



“Legally compliant and responsible handling of supplies and raw materials is a key element of Gira’s quality promise”.

Julia Schallbruch
Material Compliance Officer

Disposal of products.

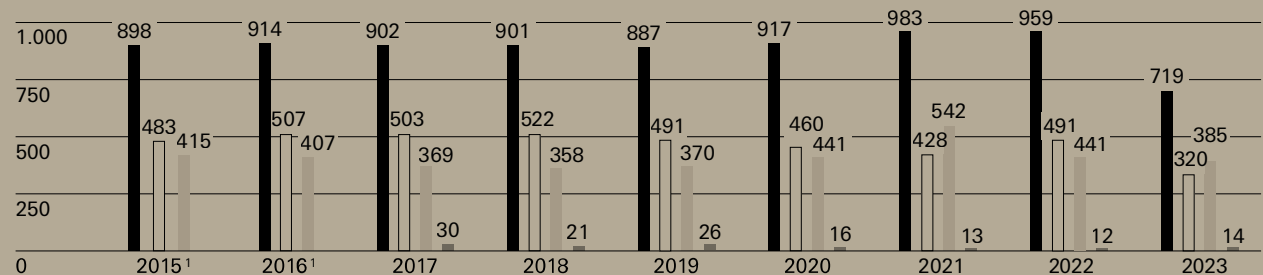
At Gira, we are pursuing the goal of systematically reducing the amount of waste generated by the company.

This applies in particular to waste that is considered to be hazardous. To this end, we record and analyse all waste flows, not only to ensure that they are separated and disposed of correctly, but also with a view to optimising them. The use of recycled and recyclable materials and substances during manufacture and for the packaging of products should also help to reduce the amount of waste that we produce. The absolute figures clearly reflect the development of demand. This explains why, in the boom years of 2021/22 when Gira achieved record sales,

the volume of waste increased, contrary to the target. However, the 25% reduction in total waste documented for 2023 is not solely attributable to the decline in demand during that year, but also reflects a slight improvement in waste efficiency when compared with 2022. The fact that the proportion of recyclable waste fell significantly below the 50% mark in 2023 – as was also the case in 2021 – and now accounts for just under 45% (compared with 58% in 2018) is disappointing.

Nevertheless, we are encouraged by the fact that the volume of hazardous waste has been on a general downward trend in both absolute and relative terms since we began recording it in 2017. However, there is one small fly in the ointment here, in spite of the marked reduction in total waste in 2023, the proportion of hazardous waste increased in both absolute and relative terms. It is important to investigate what has caused this.

- Total waste
- Recyclable waste
- Residual waste for incineration
- Hazardous waste



¹The quantity of hazardous waste was not reported separately for this year.



Do we want to build on sustainability – or should we also build sustainably?



The products installed in buildings also determine the degree to which those buildings are sustainable. Requirements for sustainability quality in architecture are defined by "green building" certifications, among others. The best-known certification systems in Germany include the seal of approval of the German Sustainable Building Council (Deutsche Gesellschaft für nachhaltiges Bauen – DGNB), a private-sector association, and the certifiable state quality label for sustainable buildings (Qualitätssiegel Nachhaltiges Gebäude – QNG) issued by the Federal Ministry for Housing, Urban Development and Building (Bundesministerium für Wohnen, Stadtentwicklung und Bauwesen – BMWSB). In an international context, the most relevant certifications are the LEED system (Leadership in Energy and Environmental Design) developed by the US Green Building Council and the BREEAM (Building Research Establishment Environmental Assessment Methodology) assessment system developed in Great Britain.



Member of
DGNB

BREEAM® DE

What all of the above approaches to certification have in common is that they assess the sustainability of buildings based on various weightings on the basis in particular of economic, environmental and socio-cultural criteria.



In this regard, the impact of the buildings on the environment, climate, resources and health across their entire life cycle, from the planning process to their recyclability, plays a pivotal role. The installation of products, which are known to contribute to climate and health protection, preserve natural resources or minimise the amount of space required, or which are recyclable or able to optimise quality of life, improves the sustainability quality and therefore the prospects for their successful certification as “green buildings”.



“The Oval”, an office building in Düsseldorf, impresses with its sustainable energy balance sheet. Sensor-based heating and cooling control allows for intelligent resource management. A “smart” building that has been awarded the Gold LEED certification for its green architecture.

Our contribution to sustainable buildings.

CO₂

6%

improvement in certification results in accordance with the DGNB standard thanks to Gira products and services.¹

→

TESTED HEALTHIER PRODUCTS

**QNG
READY**

SENTINEL HAUS
INSTITUT

**9 products
and systems**

are QNG-ready certified.

→

Nominated for the German Sustainability Award 2023.

¹DGNB auditor, HOINKA, on behalf of Gira in 2024

Life cycle assessments and product certifications.

We strive to develop our products in such a way that they have a positive influence on the certification of a building.



For example, in the “Health Care – Health and Care” business area, we offer application solutions that improve the socio-cultural quality of buildings by enabling comfortable, independent living for the elderly and for persons living with certain limitations. These include presence detectors that ensure adequate basic lighting at night, but that can also take care of fall detection and well-being checks.

In addition, we focus primarily on the impact of our products and systems on the environment, climate and resources. We use life cycle assessments that we had created for eight specific reference products in accordance with the standards

ISO 14020, 14040/44 and EN 15804, to provide information regarding their environmental performance. In this respect, these products are tested and evaluated throughout their entire life cycle, from the extraction of raw materials to their disposal (“cradle to grave”). Key aspects of the analysis include the energy consumption of the products and their carbon footprint, both key criteria when determining the degree of sustainability of a product and therefore the building in which said product is being used.



The fact that Gira's solutions enhance the sustainability quality of a building is also confirmed by the "QNG Ready" certification, which has so far been awarded to nine best-selling products from our range, certifying that they are free from harmful substances. This means that these products also qualify for the "Klimafreundliches Wohngebäude/Nichtwohngebäude" (climate-friendly residential/non-residential

building) grant issued by the Kreditanstalt für Wiederaufbau (Credit Institute for Reconstruction). Lastly, such solutions that contribute to the environmental quality of buildings, such as our intelligently networked building automation systems, are also well-suited to improving the energy and climate balance sheet.



9 products
and systems

are QNG-ready certified.

Energy efficiency and climate protection with smart building technology.

Around one third of final energy consumption in Germany, our largest single market, is linked to the generation of heat and hot water in buildings. For that reason, the buildings sector in Germany is one of the biggest culprits in the generation of harmful greenhouse gas emissions. During the reporting period, this sector produced around 62 million metric tons of CO₂ equivalent through its greenhouse gas emissions. It therefore failed to meet the reduction target imposed on it by the German Federal Climate Change Act (Klimaschutzgesetz). The share of the carbon footprint of buildings that can be attributed to Gira products is relatively small. Nevertheless, it is important to us that we not only provide transparency with regard to the environmental performance of our products in use, but also that we strive to actively contribute to improving the energy and climate balance sheets of buildings with future-oriented solutions.

Current studies assume in particular that accelerated building automation in Smart Homes and smart buildings will help to improve the carbon footprint of the buildings sector. The industry association, Bitkom, published a study in late February 2024 entitled “Climate Effects of Digitalisation” in which it calculated the net savings potential at up to 18.3 million metric tons of CO₂ equivalent by 2030 – almost 10 million of those metric tons are attributable to the effects of forced digitalisation of the residential sector.² When developing solutions for the digitalisation of buildings, we therefore focus on the “Smart Energy” sector. Our Smart Home and smart building systems are already opening up a wealth of opportunities for intelligent energy management and, with it, a tangible improvement in energy efficiency within our own four walls.



6%

improvement in certification results in accordance with the DGNB standard thanks to Gira products and services.¹

¹DGNB auditor, HOINKA, on behalf of Gira in 2024

² The figures shown are based on the average projection of the study into probable carbon emissions. Details can be found at: <https://www.bitkom.org/sites/main/files/2024-02/bitkom-studie-klimaeffekte-der-digitalisierung-2.pdf>



From presence detectors to energy monitoring.



We have long been relying on the open KNX standard, which we have been instrumental in developing from the very start. Today, more than 8000 different devices from more than 600 manufacturers from a range of industries around the world can be connected within a KNX system where they can communicate with one another, allowing far more than just lighting, shading and heating to be automatically controlled in the Smart Home. For example, our Gira Eco module can seamlessly connect up to five wall boxes from any manufacturer within a KNX Smart Home system, prioritise which electric vehicle should be charged first where necessary, and protect the home connection from overload thanks to its dynamic load management.



“The need for future-proof products to be sustainable and suitable for recycling at the end of their life cycle is a challenge that we face with a great deal of passion and intensity when designing our solutions”.

Christian Feltgen
Managing Director



Thanks to innovative radio frequency technology, existing buildings can now also be easily retrofitted with a Gira KNX system. KNX solutions can be updated, ensuring that they provide a long-term solution. In addition, the KNX Secure security standard and the remote access module Gira S1 ensure fully encrypted data transfer, thereby ensuring maximum data security, even if you are accessing the system while out and about. Lastly, our KNX-based Smart Home systems offer real-time transparency with regard to energy consumption in the home, as well as other energy data, such as data concerning charging stations, the photovoltaic system, battery storage or heat pumps thanks to corresponding logic and visualisation modules – a key factor in intelligently controlling and optimising energy consumption.





However, even more basic functions, such as presence detectors or time switches, can increase energy efficiency in apartments and houses. The Bluetooth-based Gira System 3000 offers easily retrofittable switching inserts for light, blind and heating automation. These solutions can also help to increase the energy efficiency classification of buildings and help to meet the requirements of the German Buildings Energy Act (Gebäudeenergiegesetz (GEG) Section 71a, DIN V 18599).



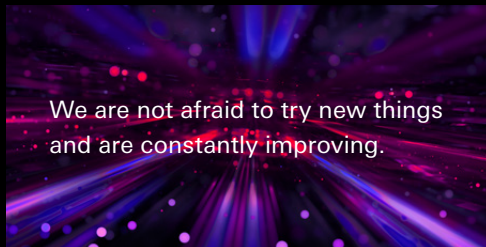
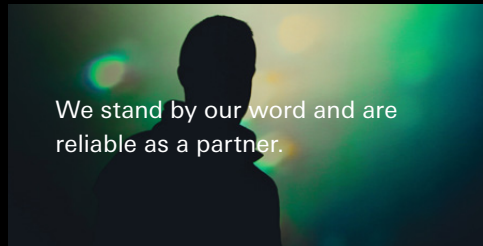
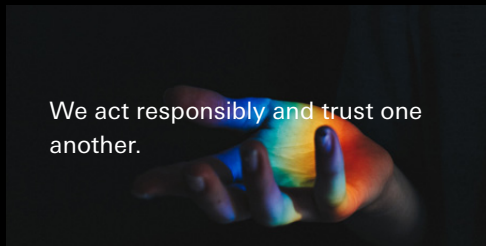
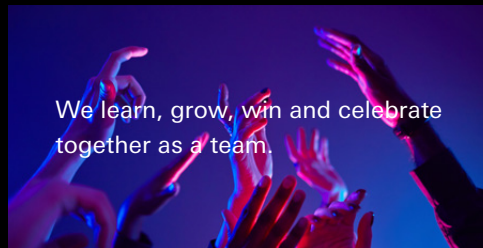
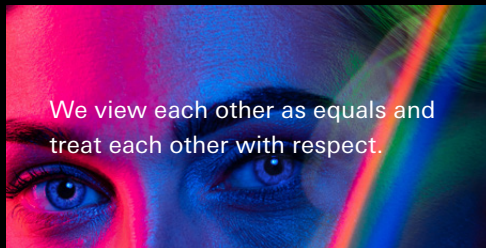


When it comes to social responsibility, is the first step not responsibility towards others?

Our employees are key to the success of the company. As a family-run company, we therefore rely on a spirit of partnership and cooperation. After all, we can only meet our ambitious goals if we work together as a team – significant challenges are best overcome when people join forces to tackle them.



The basis for this is a culture of responsibility built up over 120 years and supported by five shared values.



These basic values create a motivating working environment, within which our employees can enjoy:

Equal opportunities

Freedom and support for personal development

Work-life balance

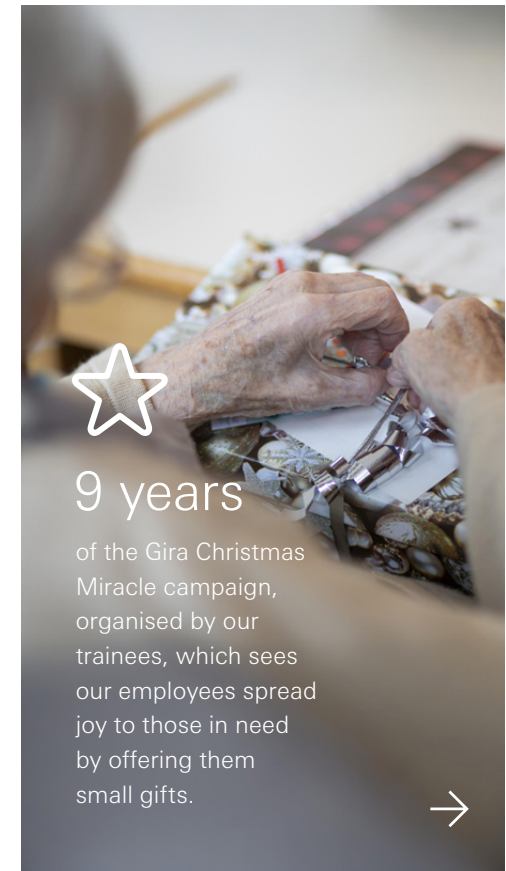
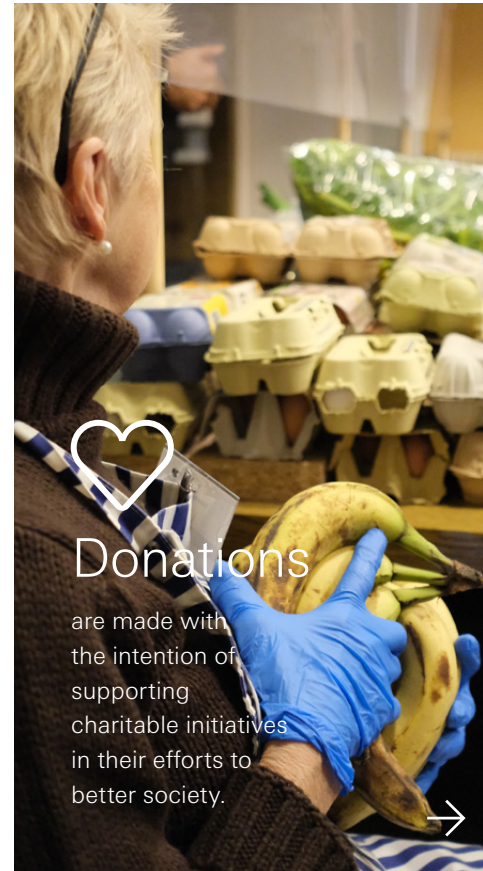
Healthy working conditions

Promotion of good cooperation

Fair pay – for the majority of employees in accordance with the collective agreement for the metal and electrical industry

Our employees also benefit from a wide range of company benefits and offers. For example, they are free to choose whether they work full-time or part-time, provided that this is compatible with the requirements of the respective role. In addition, the company has stipulated in its own works agreement drawn up together with the Works Council that, with the exception of Production and Logistics, the scope of mobile working can be agreed on an individual basis in consultation with the respective manager, thereby ensuring the highest possible degree of flexibility.

Our social responsibility.



Optimising work-life balance.

We support expectant and new parents in organising their parental leave, as well as by offering flexible working hours and our own childcare service to make the return to work as smooth as possible.



45 children

currently spend their day playing, singing, laughing, learning, eating and sleeping at our Gira daycare centre.

A dedicated member of the Human Resources department helps Gira employees to balance work and family life and to find appropriate solutions, whether they are in need of childcare or caring for a family member.

The company daycare centre, which opened in October 2014 at Gira's Dahlienstraße campus, plays a central role in this regard. Back then, twelve children, most of whom had parents working next door at what was then a mid-sized technology company, started attending the daycare centre, where they were cared for by three educational specialists from the Wuppertal-based Kita|Concept. Although the daycare centre was initially intended for children under three years of age, it also now accommodates boys and girls of preschool age. Due to the extremely positive response from the workforce, the number of childcare places at the Gira daycare centre was quickly increased to 30, and the number of educational specialists was increased accordingly to six. Childcare places are constantly in demand. We had to draw up waiting lists right from the very start. That is why we decided to further expand the daycare centre in 2022.



50%

more childcare places
at the Gira daycare
centre since 2023.

In June 2023, we inaugurated the extension of the daycare centre by holding a family festival. Thanks to the physical expansion of the space to 1000 square metres, not only did the number of childcare places increase by 50% last year to 45 and the number of care staff to nine, the Gira daycare centre now also offers additional development opportunities for little ones thanks to its new and exciting experience and educational spaces. For example, experimentation stations in the studio, a children's kitchen, a work room, a sports hall, a library and a "room of lights" invite children to occupy themselves in a number of different ways based on their own inclinations and possibilities, thereby uncovering their individual talents.

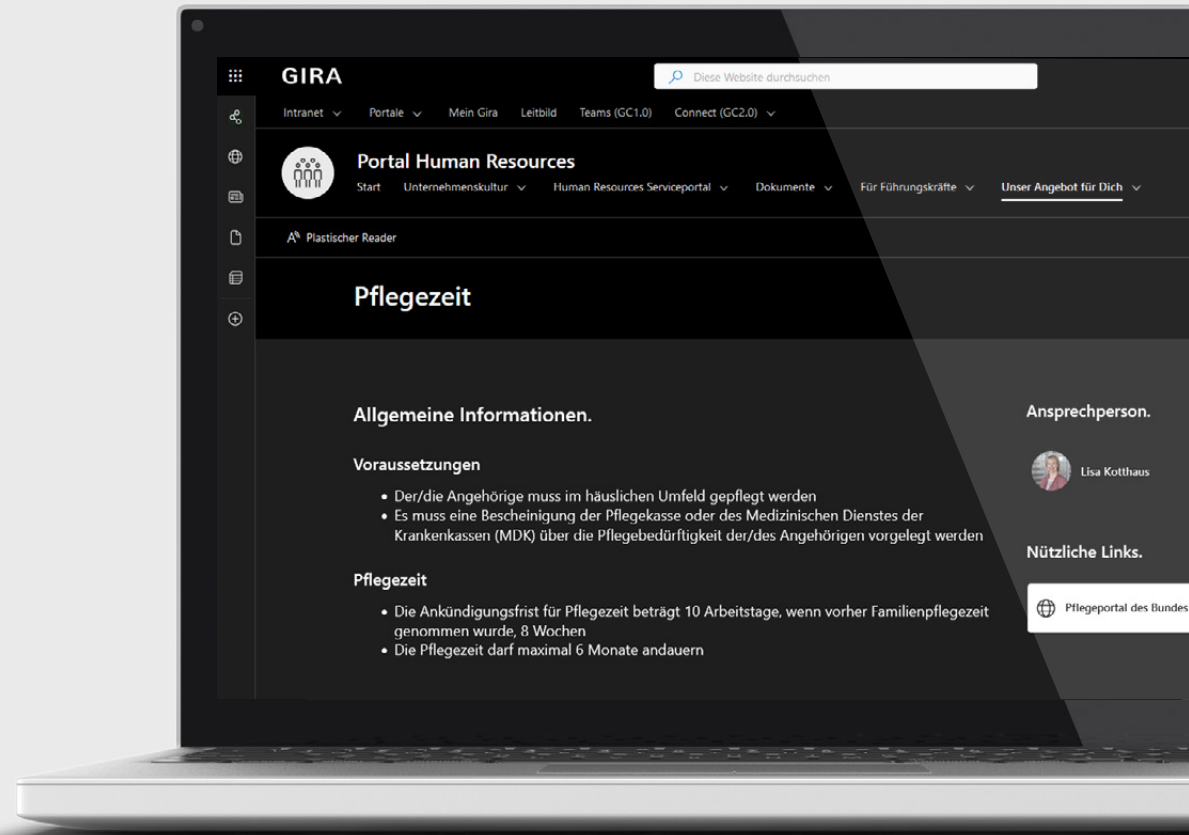


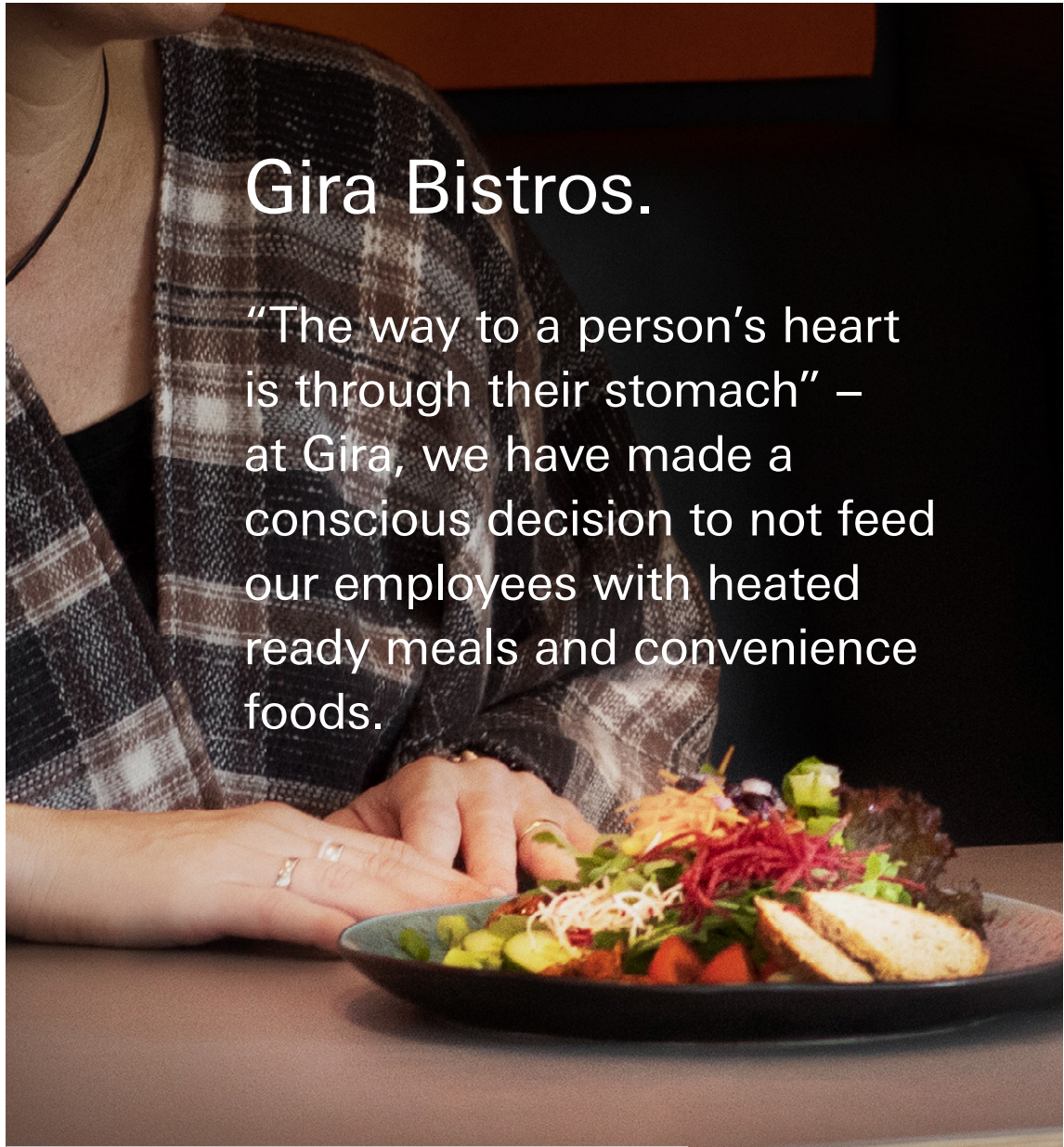
"We are very keen to increase the employment of parents, and in particular mothers, in a sustainable manner, thereby securing their expertise, talents and dedication. The statement that Gira is a family-run company can be taken quite literally in this respect".

Sebastian Marz
Managing Director

With a view to supporting employees with family members in need of care, our company care officer offers basic information regarding the options for leave of absence and the first steps that can be taken when a family member needs care.

They also offer personal consultations, during which the individual situation is considered in confidence. The aim is for everyone at our company to be aware of the opportunities and entitlements that will allow them to ensure the best possible work-life balance when needed.

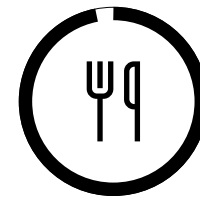




Gira Bistros.

“The way to a person’s heart is through their stomach” – at Gira, we have made a conscious decision to not feed our employees with heated ready meals and convenience foods.

Instead, our three chefs – one of whom has received specialist training as a vegan and vegetarian chef – whip up fresh meals, from breakfast to lunch and even evening meals for the late shift, every single day. In doing so, the team supplying our two Bistros focus on providing healthy, wholesome and varied meals made using high-quality and regional ingredients, which are either sourced from partners in our local area or grown in our own herb garden. At least one of the daily specials is vegetarian or vegan – and on our weekly “Veggie Tuesdays”, introduced in 2022, all meals are meat free. The success of the concept speaks for itself: demand has increased significantly since the opening of the Bistros and, with the exception of the COVID years, has been at a consistently high level: 95% of the food is sold by the end of the day.



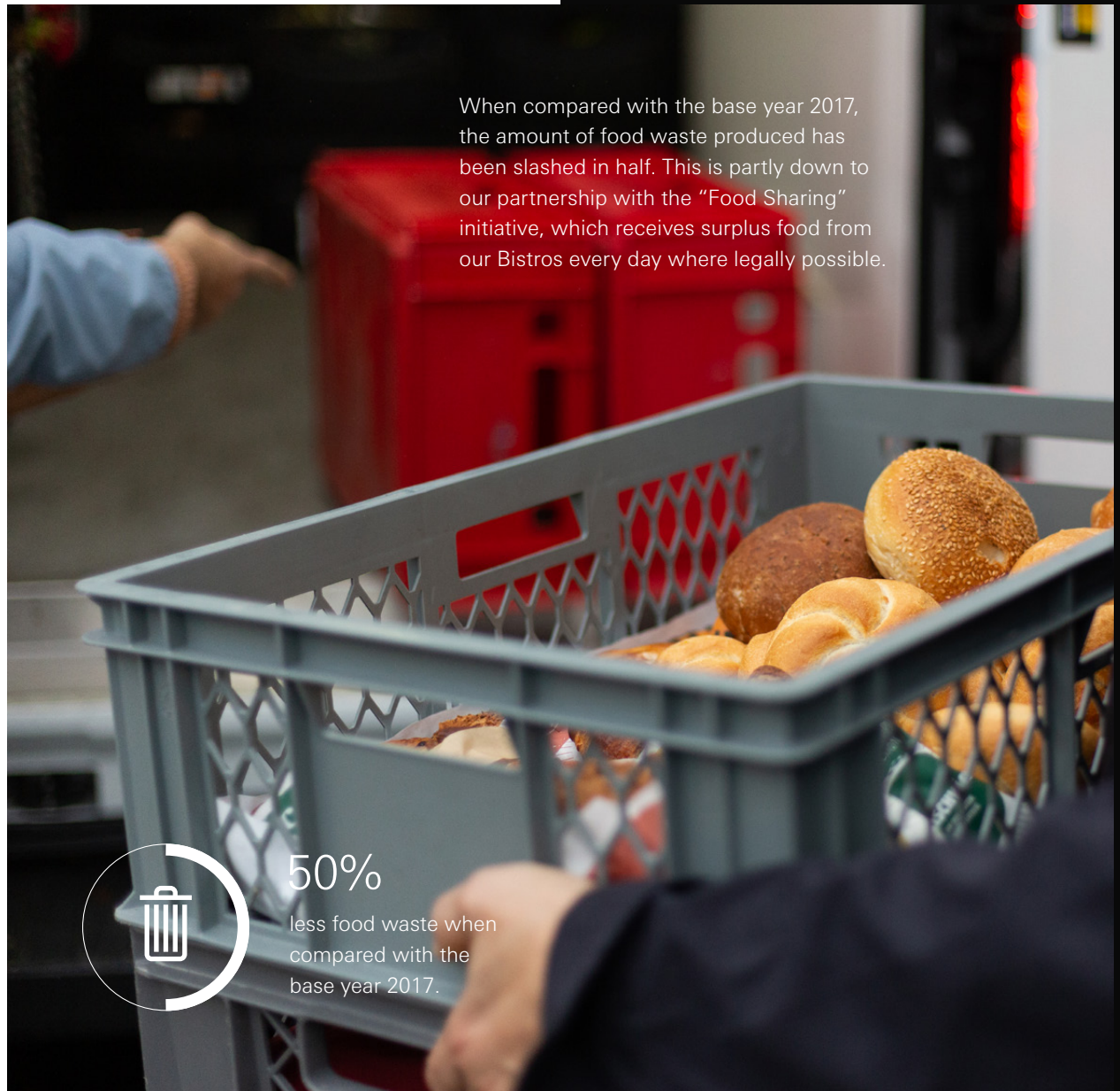
95%

of food is sold by the end of the day.

Our Bistros have been implementing a deposit system since October 2021 to minimise the amount of single-use packaging used and reduce the associated waste. We stopped using single-use coffee cups in the summer of 2017 – instead, every employee was given a thermal mug with their name engraved on it.



In 2019, our Gira Bistros team launched the “Gira #SaveFood” project to counter food waste.



When compared with the base year 2017, the amount of food waste produced has been slashed in half. This is partly down to our partnership with the “Food Sharing” initiative, which receives surplus food from our Bistros every day where legally possible.



50%

less food waste when compared with the base year 2017.



Health protection and maintenance of employability.



One of the many benefits offered to employees is free local gym membership. In 2023, around 30% of employees made use of this. In addition, we have regular visits from health and fitness coaches who hold brief on-site training sessions for employees, perform various health checks or provide health-related information on various topics. In 2023, we held two days of action, during which mobility and body fat measurements were offered, together with tips on how to improve mobility and reduce body fat.

Since 2009, as part of occupational health management, we have been offering measures aimed at supporting the well-being and employability of our employees and protecting them from health risks.



Medical advice on a wide range of issues, such as the effects of working with VDUs on vision or measures aimed at sustainable reintegration into the workplace following a long period of illness, is provided to our employees by the company doctor. To this end, she offers regular personal consultations on-site at the company or at the company medical centre in the Bergisches Land. In addition, she carries out regular inspections of workstations at both of our sites in Radevormwald and makes suggestions as to how potential health risks can be prevented. This includes basic preventive services, such as influenza vaccinations.

In order to safeguard the health of our employees, as a rule, new workstations are designed with ergonomics in mind and are tailored to the specific needs of the respective staff members occupying those workstations. Existing workstations have been gradually ergonomically optimised.

Our occupational health and safety does not just focus on physical well-being, but also on mental stresses that our employees may experience. In 2016, a steering committee, composed of the company doctor and representatives from the Human Resources department, the Occupational Safety and Sustainability Management departments and the Works Council, joined forces with a specialist service provider to perform an initial assessment of mental stress in the workplace at our company in accordance with the BAAM procedure, which assesses mental stress on the basis of job content, work organisation and leadership. This gave rise to the gradual implementation of measures aimed at reducing the health risk to a minimum. Our employees also have access to a free hotline, where they can seek psychological support and advice.





Greater emphasis on occupational safety.

Our stated aim is to create a safe working environment where there is a general awareness of the great importance of occupational safety, which ensures the best possible health and safety for our employees.



Responsibility for this within the company lies with the “Safety and Environmental Protection” (SU) department, whose work is supported by 23 safety officers and the Occupational Safety Committee.

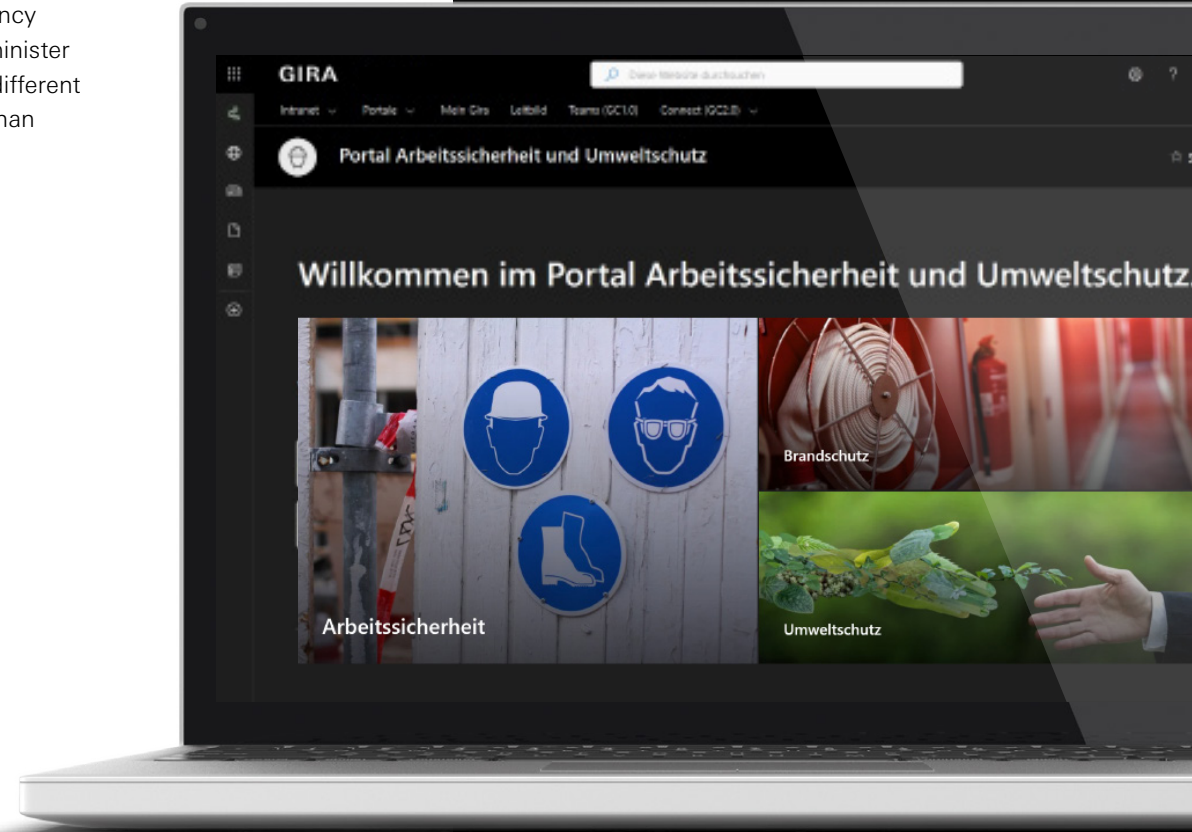
Working conditions and processes are inspected regularly to identify potential risks in terms of occupational health and safety and risk assessments drawn up. The department also provides training to employees on all safety-related topics and provides safety training for employees working for service providers. However, its main task involves implementing measures to eliminate identified safety risks and improve occupational safety. For that purpose, the department

documents and analyses all accidents that take place together with any associated injuries. It is gratifying that the number of days lost due to work-related injuries has fallen for the third year in a row in the reporting year – to 169 days in 2023. The only year in which this figure was lower was during the first year of the coronavirus pandemic, where it sat at 133 days.



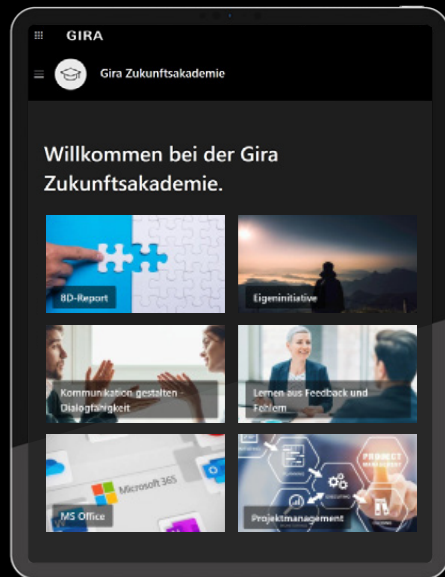
This can be attributed to the fact that the 2023 workforce has been regularly provided with safety-related information: by means of monthly notices, during staff meetings and through the department's own SU portal on the Gira intranet site. Since the summer of 2022, this portal has been providing our employees with all of the key data and information regarding safety and the environment at a glance. This ranges from various safety instructions to a list of first aiders and even includes digital accident report forms. The portal also includes links to the occupational safety software used by the company, the website of the German employer's liability insurance association for the energy, textile, electrical and media products sectors (Berufsgenossenschaft Energie Textil Elektro Medienerzeugnisse – ETEM), which covers Gira, and the relevant laws and provisions of the legal regulations included on [umwelt-online.de](https://www.umwelt-online.de). In addition, there are extensive collections of documents covering the three main topics of occupational safety, fire protection and environmental protection. Lastly, the digital platform provides up-to-date accident statistics and evaluations.

However, should an accident occur or a medical emergency arise, our company's 165 trained first aiders and two Emergency Response Officers (one more than is required by German Statutory Accident Insurance) will ensure that first aid or advanced first aid can be provided promptly. It is especially useful that both Emergency Response Officers are able, thanks to their many years of experience working for the emergency services, to intubate patients and administer oxygen if necessary. They also carry different and additional bandages and splints than are found in standard first aid kits.



Gira Future Academy.

“It is never too late to learn” – we take this everyday wisdom very seriously, providing a broad range of further training courses.



The aim is to equip our colleagues with the necessary expertise and tools to allow them to find the best solutions to current and future challenges. The possible options for further qualification range from discussions with colleagues who are highly experienced with a particular topic in the form of “on-the-job training” and internal seminars all the way through to multi-week courses at external education institutions. The options for further qualification also include the opportunity to gain practical insights into other functions and departments at Gira by means of internal work placements or job rotation. Individual training needs are identified in development meetings between managers and employees and followed up on as soon as appropriate measures and targets

have been defined with the support of the Human Resources department.

To this end, we have overhauled our employee development concept. In 2022, we realigned its content as part of the Gira Future Academy project. This saw us increasingly shift our focus to formats that combine in-person and online training. This has the advantage of shorter sessions that can take place more frequently, giving participants more opportunities to learn with and from one another. We have also expanded the range of available training topics.

During the reporting period, a slight increase in the number of further training hours was recorded for the first time since the drastic reduction in the amount of further training measures taken resulting from the coronavirus pandemic and the contact restrictions necessary to combat it. Nevertheless, the average of 2.7 hours per employee still falls significantly below the figures seen in the years prior to COVID.

In 2023, the Gira Future Academy offered training on the following topics:

- Personal initiative
- Feedback and culture of constructive criticism
- Communication and conflict management
- Systematic thinking
- Project management
- Micro training sessions on project management/efficiency
- Self-coaching
- Technical driving licence
- MS Office
- 8D report
- Experience digital marketing

Training excellence.

Gira has been providing training on and off since 1919. In doing so, we place a great deal of importance on ensuring that our trainees leave with skills for their everyday (working) lives in addition to technical qualifications. Our training concept therefore requires and promotes self-reliance, reliability, independent working and flexibility. Work placements at Gira's international subsidiaries lasting several weeks, targeted training in social skills and the independent implementation of overarching projects, from their design to the monitoring of their success following implementation, therefore form a natural part of everyday training. It is no coincidence that human resources specialists from the [ausbildung.de](#) talent platform and the "Capital" business magazine recognised Gira as one of "Germany's best trainers" in 2023 from among a pool of 567 companies. In this regard, we were awarded 23 out of a possible 25 points. Gira was described as having a "high level of commitment to professional training" and a "high level of satisfaction among trainees" by "Germany's largest independent and neutral certification for training companies". We were awarded the "trainee-approved" "excellent training company" seal of approval for the eleventh time in a row, which is awarded on the basis of a comprehensive anonymous survey of the trainees themselves.





We are committed to providing regular support to charitable initiatives and organisations. We would like to take this opportunity to thank them for their voluntary commitment and the many services they provide to society.



2000
cookies

baked by our trainees in 2023 for persons being supported by the Radevormwalder Mittagstisch social institution.

Gira helps.

It is especially important to us that we prioritise facilities in our local area to provide a form of neighbourhood assistance. A large share of the six-figure amount donated in 2023 therefore went to four food banks in the Bergisches Land. During the reporting period, we also supported Aktion Lichtblicke, which was set up in 1998 to take care of children, young people and their families across the whole of North Rhine-Westphalia who have found themselves in need after falling on hard times, and the international association "Doctors Without Borders".

In addition, as part of the "Gira Christmas Miracle" campaign, which was launched in 2015, our trainees once again spread a little joy to people unable to spend Christmas with their nearest and dearest. In 2023, the residents of two care homes for the elderly and two children's homes in the Bergisches Land were the focus of the campaign. With the help of many of our colleagues, many small wishes were granted and 226 colourfully wrapped presents were handed out. In 2023, our trainees also joined forces with the head of our Bistros to bake more than 2000 Christmas cookies and hand them out to persons being supported by the Radevormwalder Mittagstisch social institution.

During the reporting period, we stuck to our principle of not offering any support, tangible or otherwise, to any parties, politicians or candidates standing for political office.

Open culture of communication.

As a family-run company, we attach great importance to regular transparent discussions between management and the workforce. This was even more true than usual in 2023, as our company adopted a new mission statement during the reporting year.

Our management leads by example: everybody at the company has been using informal terms of address on a voluntary basis since late 2023.

It was brought to life through discussions with our employees – starting with a big launch event in April 2023, which was attended by more than 1000 people, followed by several cross-division sounding boards, in which employees, team leaders and managers discussed the values, mission and vision on an equal footing.

In addition, in 2023, our managers provided employees with information regarding business development, planned measures and current topics in three video messages, which are available on Gira's intranet and on YouTube. They also provided detailed answers to the many questions that employees had submitted anonymously in advance. Employees also had the opportunity to submit questions for the managers present at the staff meeting organised by the company's Works Council at the Radevormwald site.

No employee survey was conducted during the reporting period.



Gira employees and trainees.

As at 31 December 2023, our company employed a total of 1189 people – 451 women and 748 men. This includes both full-time (1030 including trainees) and part-time (159) employees. This is 69 fewer than on the same date of the previous year – this represents a reduction in headcount of 5.5%. The vast majority of our employees are based in Germany. During the reporting year, Gira created a total of 40 new full-time and part-time positions, 36 of which were in Germany. At the start of the training year, on 1 August 2023, nine young men and women began their training at our company in Germany. As was the case in previous years, during the 2023 reporting year, we offered all those who had successfully completed training with us a permanent position.

In spite of the difficult economic conditions in the wake of the Russian invasion of Ukraine and the decline in demand in the construction sector as a whole that continued in 2023, we have not had to resort to reducing working hours or making people redundant. On the one hand, appropriate working time models helped us to absorb any such fluctuations in incoming orders. On the other hand, we significantly reduced our reliance on support from temporary workers when compared with previous years, did not extend temporary contracts and did not replace every employee who left.

Hong Lien is boldly forging ahead with her team to develop electronic systems that are setting new standards in terms of their function and design.



1189

employees

working at our company as
at 31 December 2023.

Doesn't shared value creation also require shared values?

Respect for human rights and environmental protection are integral parts of our sustainability strategy. This not only applies to our own business actions across all of our national and international units, but also to all actions or omissions along our entire supply chain. In order to achieve this, we are constantly and systematically analysing risks relevant to human rights and the environment. Wherever we identify risks, we strive to effectively minimise them and ultimately eliminate them. In late 2023, we published

details of the procedure and its underlying process by means of a policy statement in accordance with the 2021 German Supply Chain Due Diligence Act (LkSG), which is relevant in this regard and by which we have been bound since 1 January 2024.




Gira and human rights.



71%
of suppliers analysed
completed the
self-assessment.

→



45 preventive
measures
triggered within the supply
chain since 2023.

→

Participation of employees in occupational health and safety.

- ✓ STOP accident analyses
- ✓ Report at the staff meeting
- ✓ Occupational Safety Committee
- ✓ Regular consultations with the company doctor
- ✓ Safety Officer meetings 4x per year
- ✓ Safety expert
- ✓ Days of action on the topic of health (mobility and body fat measurements)
- ✓ Internal portal for safety and environmental protection
- ✓ Monthly notices

→



Human rights strategy and principles.

“Here at Gira, we firmly believe that sustainable and responsible business practices are not only the right choice from an ethical perspective, but also help ensure our company’s long-term success – so make perfect business sense too. Respecting and protecting human rights is therefore an integral part of our corporate agenda”.

Dario Hudr
Human Rights Officer

At Gira, we are unwaveringly committed to universal, indivisible and inalienable human rights as enshrined in the Universal Declaration of Human Rights (UDHR) adopted by the General Assembly of the United Nations (UN) on 10 December 1948. Our sustainability strategy is therefore designed to actively guarantee these rights both in our internal business division and throughout our supply chain. This commitment includes our unreserved willingness to help anyone affected by human rights violations or breaches of environmental law in the course of our operations to pursue an effective resolution. When it comes to implementation, we are guided by relevant international standards, such as those laid down by the UN, the International Labour Organization (ILO), the Organisation for Economic Co-operation and Development (OECD), the European Union (EU) and the Council of Europe.

It is our stated aim to detect human rights and environmental risks associated with our business activities and along our supply chain at an early stage and to permanently eliminate them by means of appropriate measures.

All of our suppliers, without exception, must sign to confirm that they agree to be bound by the provisions of our CoCfS.

We strive to ensure that every product, (raw) material and service we acquire is exclusively sourced from sustainable and fair supply chains. The fact that there are no cases of discrimination, human rights violations or breaches of environmental law is testament to our success. This is indicated by the fact that our company has not been ordered to pay any fines or penalties as a result of a failure to comply with the relevant legal requirements, neither in the reporting year, nor in the preceding years.

In our everyday corporate practices, our human rights strategy is tangibly reflected in our corporate policies, our Gira Code of Conduct (CoC) and our Code of Conduct for Suppliers (CoCfS), which have included the obligation to uphold fundamental human and labour rights since 2016. At Gira, we promise all of our employees that these principles will be fully complied with and that compliance will be checked on a regular basis. In return, we also expect our employees and suppliers to comply unconditionally with these fundamental rules.

This includes:

- Zero discrimination
- Prohibition of abuse and harassment
- Prohibition of child and forced labour
- Ensuring humane working conditions and equitable employment conditions in terms of remuneration, working hours and holidays
- Compliance with the ILO Core Labour Standards
- Freedom of association
- Guarantee of occupational health and safety

Risk management and safeguarding human rights.

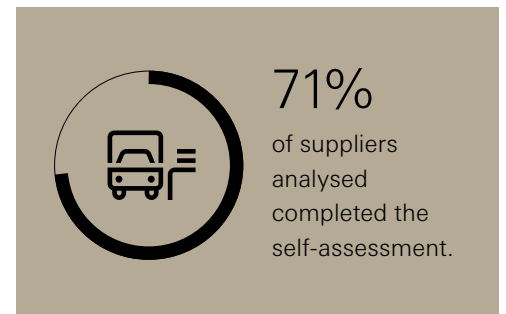
Managing risk effectively, both in our internal business division and throughout our supply chain, is essential if we are to fully honour our due diligence obligations relating to human rights, as stipulated by the LkSG.

Within this approach, we draw largely on existing risk analysis processes. During periodic audits of our most important suppliers, we therefore check the extent to which they are meeting their due diligence obligations to protect human rights and the environment. The same applies before we enter into business relationships with new suppliers. Furthermore, our CoCfS requires our suppliers to actively inform us if they are in breach of its principles, explain the reasons for this and set out how such breaches are to be prevented in the future. All agreements and contracts concluded in 2023 in connection with significant investments contain human rights clauses. During the reporting period, we also inspected our sites for human rights-related risks. We did not discover any shortcomings in this respect.

In addition, in 2023, we introduced a two-step process for our more than 2000 suppliers and service providers to determine, on the basis of weighted criteria, which human rights and environmental risks they may pose.

To this end, we have assembled a nine-person Task Force made up of employees from Purchasing, Supply Chain Management, Legal, IT, Quality and Sustainability Management. It started by assessing the risk potential using a special web-based platform based on the country in which the respective supplier is located and based on its industry – described by its NACE code. This initially took place in a more abstract manner, based on a number of criteria and a traffic light system. For companies with an amber or red traffic light rating,

a country or industry-related risk was present. In 2023, we were able to conduct an initial concrete investigation using a standardised questionnaire. This involved a total of 781 companies. For the 557 suppliers and service providers for which the results of this self-assessment also pointed to potential breaches of human rights or environmental obligations, the aforementioned Task Force performed a thorough check, on a case-by-case basis, of whether there actually was a breach or a risk of infringement and, if so, assessed the scale of the risk potential.





3%

of our suppliers were identified as presenting an increased risk.

We began these case-by-case checks at Gira in 2023. As at the time of compiling this report, we had identified relevant risks in a total of 49 companies that supply us directly with goods and materials or that provide services for us – this represents barely 3% of all of our direct suppliers. During the reporting period, we did not come by any information that would lead us to believe that an indirect supplier is failing to comply with its due diligence with regard to human rights and the environment or presents a risk in this regard.

In all cases, we have worked with the affected companies to immediately initiate measures aimed at preventing the risks identified from resulting in infringements in practice in the short-term, and to remedy the shortcomings identified in the medium-term. To this end, we worked together with the affected suppliers to draw up appropriate action plans, which also set out a time frame for implementation. We also ensured that these preventive measures were firmly anchored in the framework of our business relationship with the affected companies. We also carried out separate checks to determine whether such measures were being complied with and implemented effectively. All of the measures

implemented have been coordinated with our management. We also fully documented them. It was encouraging to see that the affected partner companies were very willing to adopt and implement preventive measures in response to the risks identified.

As a supplier, we provide information on the [IntegrityNext portal](#) for the assessment of potential human rights and environmental risks in our internal business division by some of our customers. During the 2023 reporting year, these third-party assessments did not reveal any cause for concern.

Find information in the IntegrityNext portal now.

[Visit the IntegrityNext portal](#)



Organisation and responsibilities.



Responsibility at the company for complying with the due diligence requirements set out in the LkSG lies with our Gira Task Force assigned to management.

It includes representatives from every division that shapes our supplier relationships and is under the operational leadership of our Human Rights Officer, a position that we created and filled in 2023. Our Human Rights Officer is responsible for ensuring that we meet the requirements of the LkSG. The Human Rights Officer is also responsible for the entire risk management process in connection with our human rights and environmental due diligence obligations. To this end, they work together with the Task Force to assess and prioritise any breaches or risks identified in our internal business division or along the procurement channels. In the event of breaches of human rights or environmental due diligence obligations or risks of such breaches, they work together on this basis to develop appropriate corrective or preventive measures. At the same time, they work together to ensure the effective implementation of the measures in question and their risk-based monitoring.

Communication and conveying knowledge.

To allow all of our employees and suppliers to effectively comply with their due diligence obligations in connection with the safeguarding of human rights and environmental protection, in 2023, we drew up and adopted a policy statement in which we set out the requirements that we impose on ourselves and third parties in this regard and how they can best be met. This policy statement has been published in the sustainability portal on our intranet, as well as on our [company website](#) and in our [supplier portal](#). New hires and trainees are briefed on the policy statement during their induction and made aware of the importance of familiarising themselves with its content.

At Gira, it is also vital that we possess knowledge and expertise in all the right places so that we can consistently comply with the legal requirements of the LkSG, meet our resulting due diligence obligations and effectively implement every measure necessary in this regard. To this end, since 2023, we have been providing all of our supplier-oriented employees with the appropriate expertise by means of regular training sessions. During the reporting year, we held two of these training sessions for around 50 participants. In addition, we have begun to supplement existing employee training with modules that cover human rights-related and environmental due diligence obligations within our internal business division and throughout our supply chain, wherever this appears logical.



Download the Gira policy statement now.

[Gira policy statement](#)

Complaints procedure.

Since the 2023 reporting year, we have been providing both internal employees and external third parties with a secure channel for communications, through which they can send (anonymous) emails to report potential breaches of human rights-related or environmental due diligence obligations or risks of such breaches that exist within our internal business division or the business activities conducted by one of our direct

or indirect suppliers. Furthermore, all Gira employees can also directly contact their managers, Gira Management, the Gira Human Rights Officer and the Gira Works Council to share any information they may have about possible breaches of obligations either in our internal business division or on the part of our suppliers.

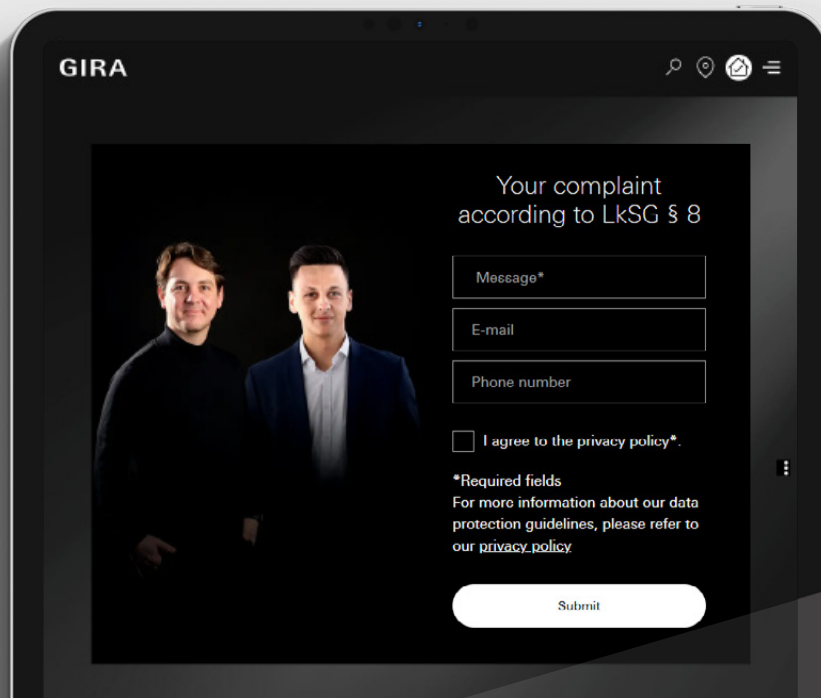
All of these messages go directly to Gira's Human Rights Officer for further processing. Justified complaints are immediately forwarded to the aforementioned Task Force, which examines, assesses and prioritises them in accordance with our risk management process so that suitable corrective measures can be taken, if necessary.

All complaints – whether justified or not – are treated confidentially and fully documented. They, together with all data transmitted in this context are, without exception, stored on protected servers in Germany

Should you wish to report breaches of our due diligence obligations or risks of such breaches, either within our internal business division or along our supply chain, please send an (anonymous if you so wish) email to:

humanrights@gira.de

in compliance with the applicable data protection legislation; they are used and processed solely for the purpose of this complaints procedure. During the reporting period, we did not receive any complaints by email or by any other means. We will test the effectiveness of this complaints procedure for the first time in 2025.





Key figures.

When publishing non-financial performance indicators, Gira is guided by the 20 criteria set out in the German Sustainability Code (DNK).



DNK 1

Strategic analysis and measures.

[Mission statement](#)

[Strategy and objectives](#)

[Sustainability management and organisation](#)

[Materiality analyses and stakeholders](#)

DNK 2

Materiality.

[Materiality analyses and stakeholders](#)

DNK 3

Objectives.

[Sustainability management and organisation](#)

[Strategy and objectives](#)

DNK 4

Depth of the value chain.

[Human rights](#)

[Code of Conduct](#)

DNK 5 GRI 102-16

Responsibility.

[Sustainability management and organisation](#)

DNK 6

Rules and processes.

[Sustainability management and organisation](#)

DNK 7

Monitoring.

[Gira climate strategy](#)

[Description of data collection](#)

DNK 8 GRI SRS-102-35

Incentive schemes.

IG Metall tariff and efforts to provide a living wage in all countries.

[Human Rights Policy Statement](#)



DNK 8 GRI SRS-102-38

Incentive schemes.

This indicator is not monitored.
Gira pays remuneration on the basis of the collective agreement and corporate agreements.

DNK 9 GRI SRS-102-44

Participation of stakeholders.

Contact

Culture and strategy

Materiality analyses and stakeholders

DNK 10 G4-FS11

Innovation and product management.

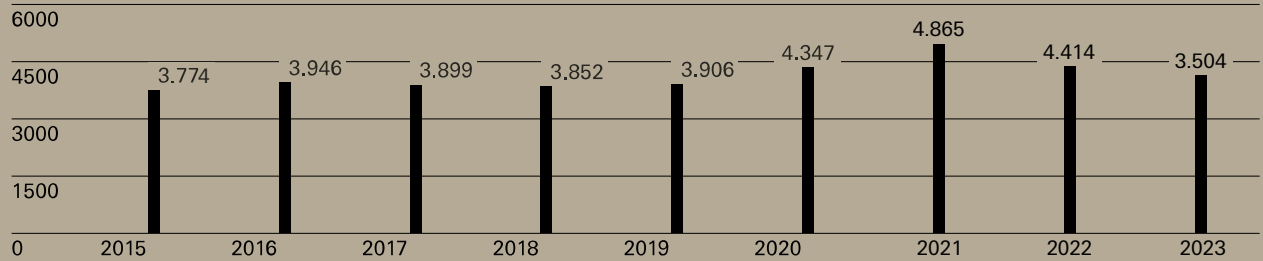
Not reported on for 2023.



DNK 11/1 GRI SRS-301-1

Materials used by weight or volume.

Material weight of products sold in metric tons (t).

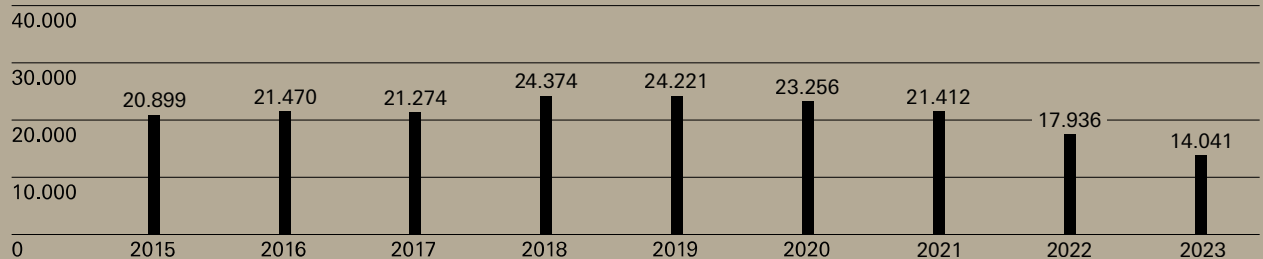


DNK 11/2 GRI 302-1

Energy consumption within the organisation.

Energy management

Energy consumption in MWh.

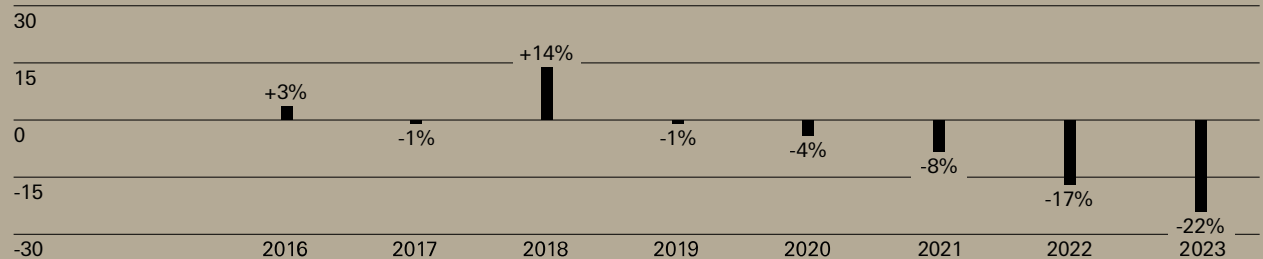


DNK 12/1 SRS-302-4

Reduction of energy consumption.

Energy management

Change in energy consumption when compared with the previous year as a percentage.

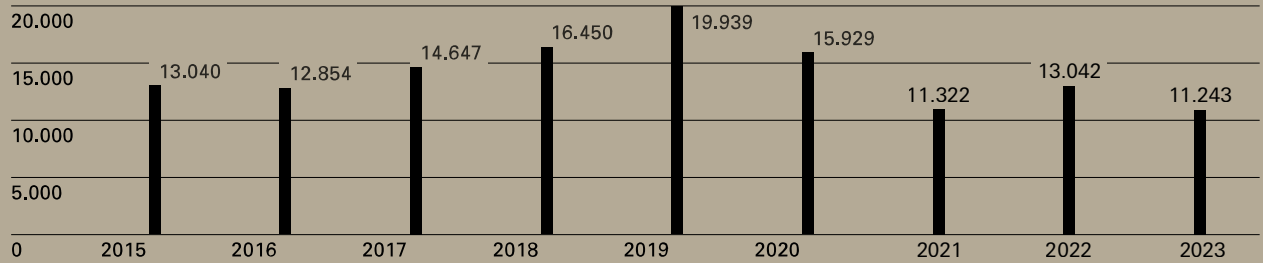




DNK 12/2 GRI SRS-303-3 (2018)

Water use.

Mains water use in cubic metres.

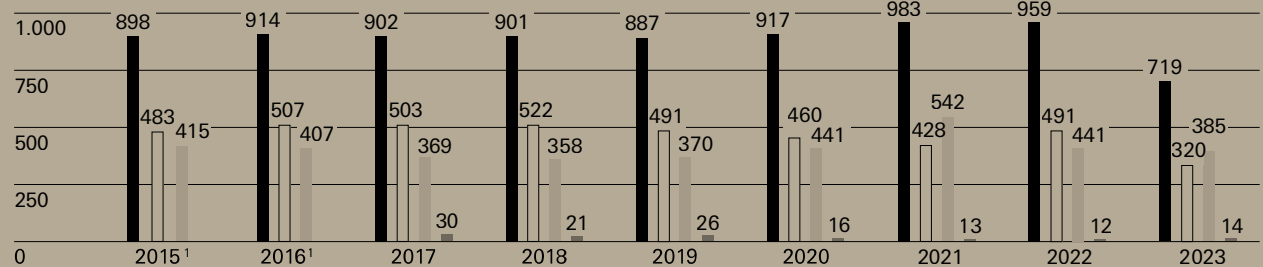


DNK 12/3 GRI SRS-306-3 (2020)

Waste generated.

- Total waste
- Recyclable waste
- Residual waste for incineration
- Hazardous waste

Waste generated in metric tons.



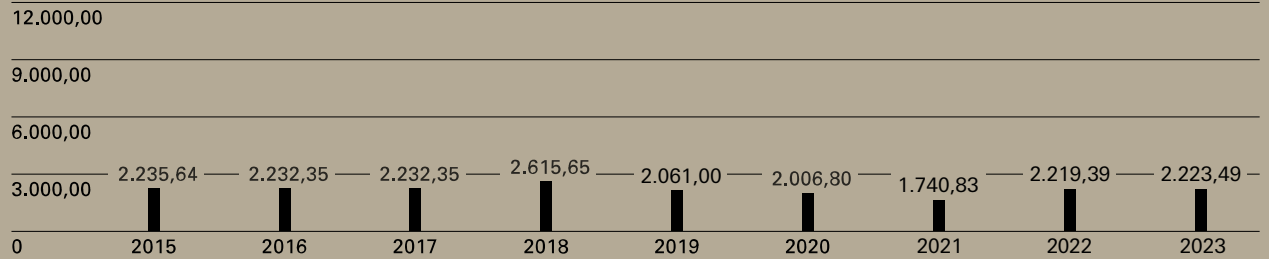
¹The quantity of hazardous waste was not reported separately for this year.



DNK 13/1 GRI SRS-305-1

Direct GHG emissions (scope 1).

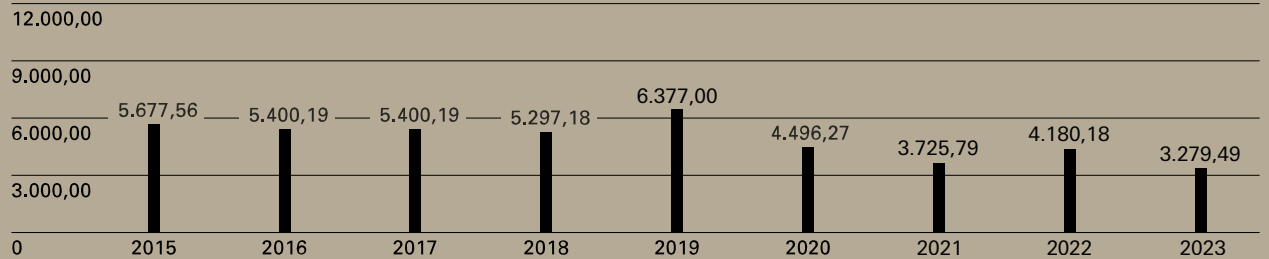
Direct GHG emissions in metric tons of CO₂.



DNK 13/2 GRI SRS-305-2

Indirect energy-related GHG emissions (scope 2).

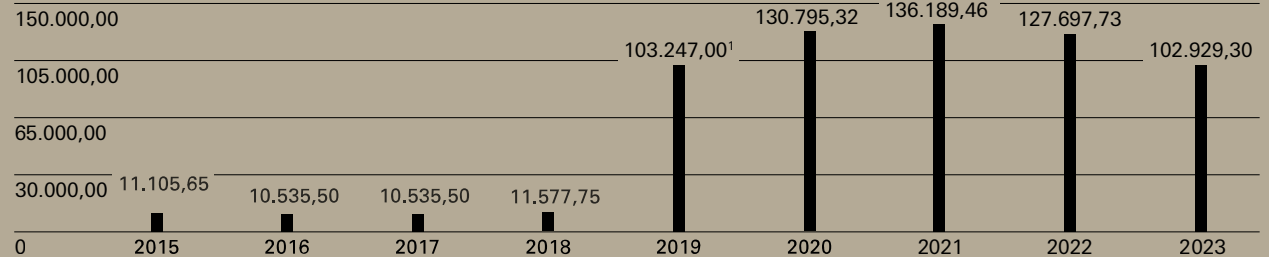
Indirect energy-related GHG emissions in metric tons of CO₂.



DNK 13/3 GRI SRS-305-3

Other indirect GHG emissions (scope 3).

Other indirect GHG emissions in metric tons of CO₂.



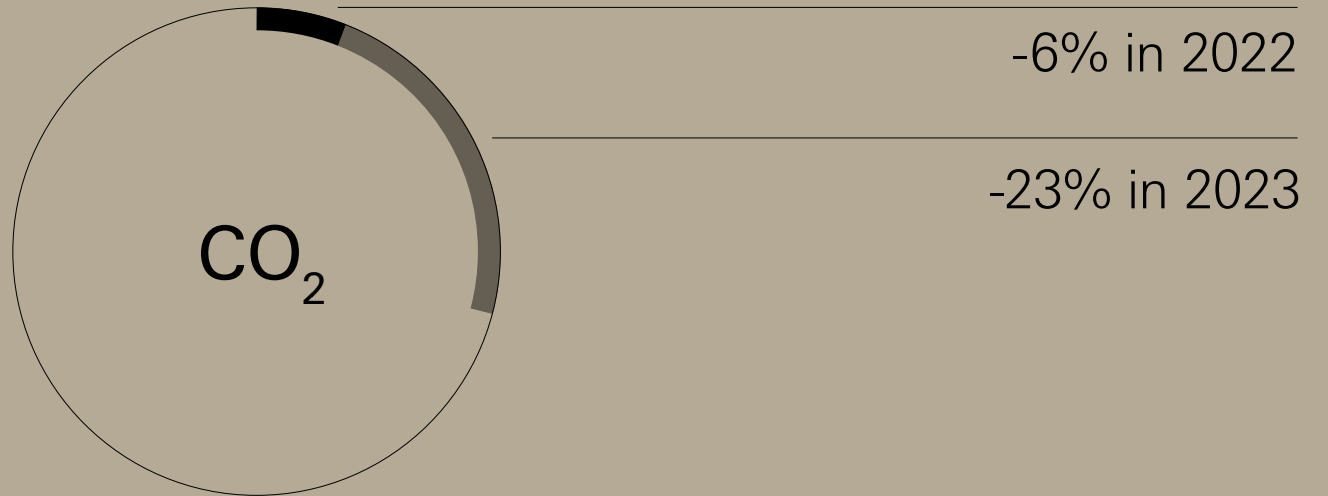
¹ The figures required in order to take account of product-related greenhouse gas emissions (scope 3) first became available in 2019. The 2019 climate balance sheet is therefore used as the base year for the Gira climate strategy.



DNK 13/4 GRI 305-5

Reduction of GHG emissions.

Measures to reduce GHG emissions as a percentage.



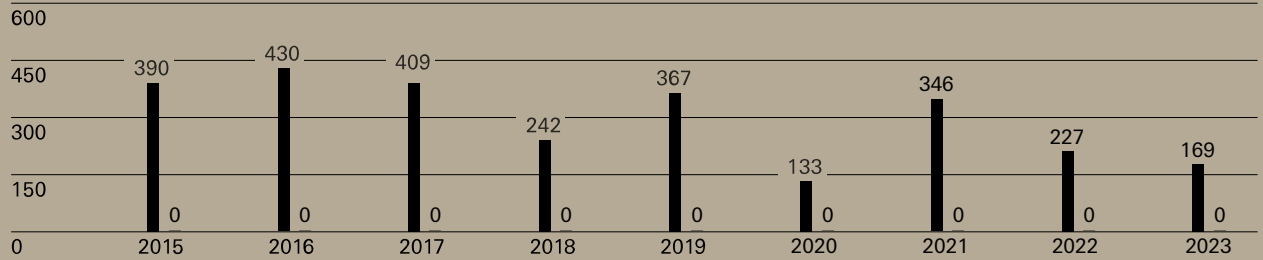
Reduction compared with the 2021 Gira climate balance sheet.



DNK 16/1 GRI SRS-403-9 (a+b) (2018)

Work-related injuries.

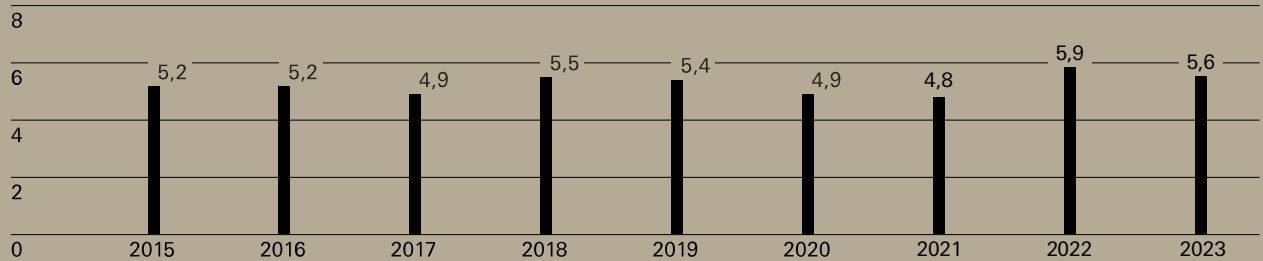
Days lost due to accidents at work and number of deaths.



DNK 16/2 GRI SRS-403-10 (a+b) (2018)

Work-related illnesses.

Absence rate.



DNK 16/3 GRI SRS-403-4 (2018)

Participation of employees in occupational health and safety.

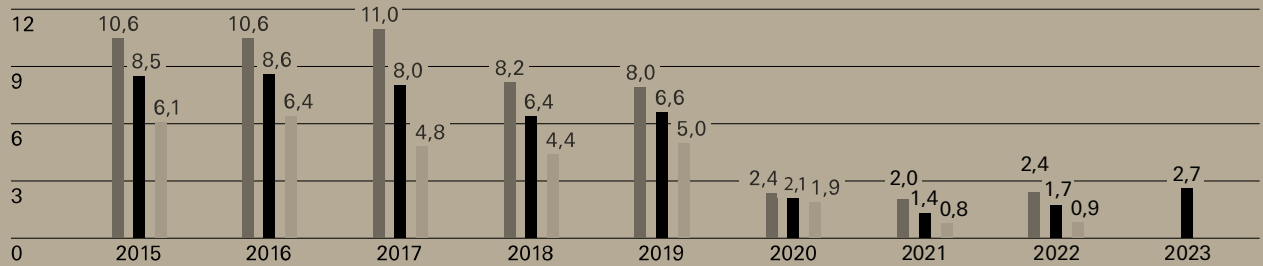
- ✓ STOP accident analyses
- ✓ Report at the staff meeting
- ✓ Occupational Safety Committee
- ✓ Regular consultations with the company doctor
- ✓ Safety Officer meetings 4x per year
- ✓ Safety expert
- ✓ Days of action on the topic of health (mobility and body fat measurements)
- ✓ SU portal
- ✓ Monthly notices

DNK 16/4 GRI SRS-404-1

Number of hours of training and further education.

- Total employees
- Female employees
- Male employees

Average annual number of hours spent on training and further education per employee.



DNK 16/5 GRI SRS-405-1

Diversity within supervisory bodies and among employees.

Composition of supervisory bodies and distribution of employees by category according to gender, age group, minority status and other diversity indicators.

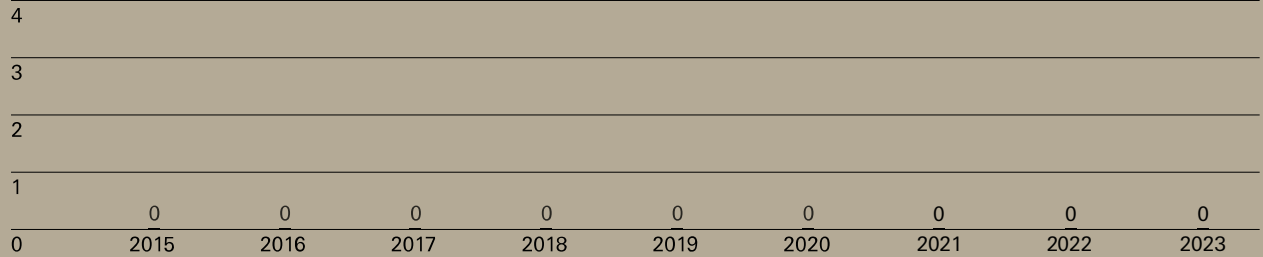


Figures include Gira and Gira International (Gira Ltd./Gira Austria/Gira BV)

DNK 16/6 GRI SRS-406-1

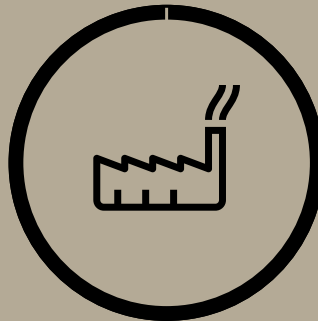
Cases of discrimination and remedial measures taken.

Total cases of discrimination and remedial measures taken.



DNK 17/1 GRI SRS-412-1

Business locations.



100%

of business locations were assessed with regard to human rights or human rights implications.

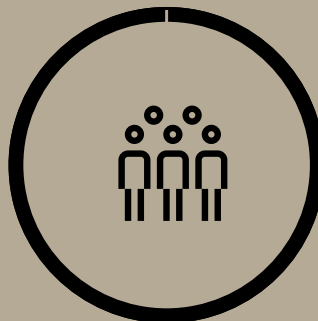
First reported on in 2024.

Gira's production site is in Radevormwald (Germany). It is bound by the Gira Code of Conduct.

[View the Code of Conduct](#)

DNK 17/2 GRI SRS-412-3

Human rights.



100%

of agreements and contracts involving significant investments contain human rights clauses or were reviewed from the perspective of human rights.

First reported on in 2024.

DNK 17/3 GRI SRS-414-1

Suppliers.



100%

of new suppliers assessed using human rights criteria.

First reported on in 2023.

All suppliers must sign and comply with the Gira Code of Conduct for Suppliers. In the event of breaches, we will work with the affected supplier to find a solution to ensure that they meet the requirements of our CoCfS.

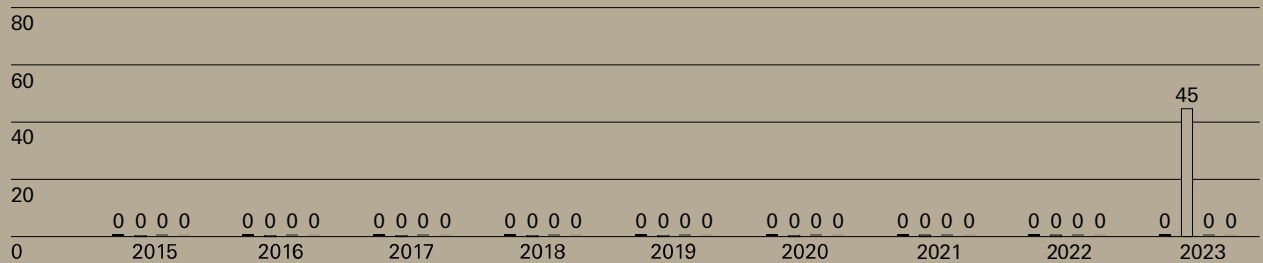
[View the Code of Conduct](#)

DNK 17/4 GRI SRS-414-2

Human rights implications.

- Implications
- Preventive measures taken
- Remedial measures taken
- Control measures taken

Negative human rights implications in the supply chain and measures taken.



DNK 18 GRI SRS-201-1

Directly generated and distributed economic value.

The Gira Christmas donation is an example of how our social responsibility extends beyond the factory gates. In this way, we support various local, national and international initiatives and charitable organisations that offer a valuable service to our community through their respective work. In 2023, these included four food banks in the Bergisches Land, Aktion Lichtblicke in North Rhine-Westphalia, Kindernothilfe and Doctors Without Borders.

Your contact persons for sustainable action at Gira.

Contact us with your suggestions and questions concerning Gira and sustainability.



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