



Thinking sustainably.
Acting responsibly.
Step by step.



#theschneiderway

 www.schneiderpen.com/sustainability

We started on our way a long time ago to protect our environment in its uniqueness and beauty for ourselves and future generations. For our goal to achieve a sustainable future, we face new challenges and opportunities every day. We progress continuously, step by step, and achieve successes that encourage us in our direction. Join us on our **#theschneiderway!**

Sustainability in practice

EMAS - Environmental protection since 1998

We stand for quality "Made in Germany" – production takes place at two locations in the Black Forest and the Harz Mountains. Perhaps this closeness to nature is the reason why we are particularly committed to it. Saving resources, climate protection, avoiding waste, energy efficiency, e-mobility, reduction of land consumption and the exclusive use of renewable energy are just a few of the many examples of how we practice sustainability throughout the company. Schneider is the only writing instrument manufacturer to be certified at all production sites in accordance with the world's most demanding environmental management system EMAS (<https://ec.europa.eu>.) of the European Union.



The production site in Wernigerode/Harz.

Schneider's headquarters in Schramberg-Tennenbronn in the Black Forest.



#theschneiderway



describes our commitment to a sustainable development and the sustainable use of natural resources. Throughout our way, we have been highlighting what it means to act responsibly and to work towards a socially just society. A long time ago, we embarked on this journey. Our journey began with the first and to date uninterrupted certification according to the world's strictest environmental management system, EMAS, in 1998. Does that mean we have already reached our target? Of course not! Because sustainability is like writing. No target, but a way.

Find out more about our way:



Reach more together

Solidarity and cooperation make a society strong. As a company, we also want to make our contribution to this. We invest in our existing sites and reduce our impact on the environment and society as much as possible. We are also not slackening in our efforts to gradually make our

product range even more environmentally friendly. We celebrate successes along the way that are based on good teamwork.

Christian Schneider



Christian Schneider
CEO



Environmental protection since 1998

We didn't just jump on the eco bandwagon, but have been pro-actively protecting the environment for a very long time. The early EMAS certification in 1998 according to the world's strictest environmental management system – as the first company in the industry – is proof of this environmentally oriented attitude. This also includes the certification of the environmental management system according to the international standard ISO 14001 – but goes far beyond that. EMAS requires recurring environmental audits by an independent state-approved environmental auditor and the publication of a sustainability report with an integrated environmental statement.



CERTIFICATE



Schneider Schreibgeräte GmbH

with the business premises

Schwarzenbach 9
78144 Schramberg

and

Schneider GmbH & Co. Produktions-
und Vertriebs KG
Martin-Heinrich-Klaproth-Straße 28 | 38855
Wernigerode

Register-No. DE-169-00015

Date of first registration
13th february 1998

This certificate is valid until
24th march 2024

This organisation has established an environmental management system according to Regulation (EC) No 1221/2009 and EN ISO 14001:2015 sections 4 to 10 to promote the continual improvement of environmental performance, regularly publishes an environmental statement, has let the environmental management system be verified and the environmental statement be validated by an independent and accredited verifier, is registered under EMAS (www.emas-register.de/) and therefore entitled to use the EMAS-Logo.



Schwarzwald
Baar
Heuberg

Villingen-Schwenningen, 26th May 2021

Industrie- und Handelskammer
Schwarzwald-Baar-Heuberg

Birgit Hakenjos-Boyd
President

Thomas Althier
General Manager

Open and transparent

We are the only writing instrument manufacturer to be certified at all our production sites according to the world's most demanding environmental management system EMAS (<https://ec.europa.eu/>) of the European Union. Environmental protection and quality go hand in hand for us, which is why we are also certified according to the ISO 9001 quality management standard.

Download:

schneiderpen.com/sustainability-report



Awarded!

Quality made in Germany

We develop and produce in Germany. Due to this fact, we can guarantee compliance with the demanding German ecological and social standards. In the past, we have repeatedly received awards for our commitment in this area – also internationally. As early as 2011, we were awarded the European Office Product Award „Corporate Social Responsibility“ as an exemplary company. In 2020 we were nominated as finalists for the German Sustainability Award and in 2022 for the Baden-Württemberg Sustainability Award.



UMWELTPREIS
FÜR UNTERNEHMEN
BADEN-WÜRTTEMBERG
2022

Nominierung



Natural energy regenerative and climate-neutral

Since 2010, we have been using exclusively renewable energies. We obtain 100% of our electrical energy from hydropower and our own electricity is generated from combined heat and power and photovoltaic systems at both production sites. With our photovoltaic systems at our sites in Wernigerode and Tennenbronn, we capture over 2,000 hours of sunshine to generate our own electricity p.a.

Did you know?

On the roof of our new Automated Warehouse Building (AKL), which is currently under construction at the Tennenbronn site, we will install a photovoltaic system with a peak output of 100 kWh.





Energy efficiency

Clever ongoing measures:

Constant investment in modern machinery guarantees the maximum energy efficiency. Cutting oils for metalworking can be used several times thanks to modern filtration and treatment processes. Waste heat from the injection moulding machines is used to heat warehouses and domestic water. Cold river water may be used for cooling machines (via insulated cooling circuits).

Did you know?

By investing in a new central compressed air control system, we can save around 386,000 kWh of heating power for our company buildings p.a. (as of 2022) through the recovery and use of waste heat. This corresponds to the heating requirements of approx. 17 single-family homes in one year.



Refill

Simple, quick and clean

Our products

Sustainability and quality combined

At the product level, we place particularly high attention on product quality and durability, because avoiding waste is still the best form of environmental protection! The solid workmanship guarantees full use over a long period of time. Special ink formulations and housing materials enable a long shelf life, so that the products can also survive longer logistics routes without any problems. Many products can be easily and cleanly refilled or have maximum possible writing lengths. Our flexible refill systems as well as universal formats for ink cartridges and compliance to standardised, commercially available formats help to ensure that the pens are actually refilled.

Products made from bio-based plastics

Quite sophisticated!

Starch obtained from corn, sugar from sugar cane and sugar beet, vegetable oils such as castor oil, cellulose from cotton or wood can serve as the raw material for plastic. The advantage of this? These are renewable raw materials from which bio-based plastics can be obtained. Processing these materials conserves limited petroleum resources and at the same time reduces CO₂-emissions in an average comparison with conventional petroleum-based raw materials.

Fineliner
Line-Up



Genuine natural talents

The granulate from which bio-based plastic is produced is not obtained from crude oil as is the case with conventional plastic. Only renewable raw materials are used. This is just as innovative as it is resource-friendly. The same high quality requirements apply to writing instruments made of bio-based plastic as to all other Schneider products. Only when we can guarantee beyond doubt that the quality is right do we convert established products into series production. This is how we make our model series even more sustainable, step by step.

Did you know?

We have been working and researching technical solutions with bio-based substitutes for a long time. With the Line-Up, we were also the world's first manufacturer of a fineliner with a housing made of 88% bio-based plastic!





Products made from recycled plastics

Sustainability through recycling

We also focus on the use of recycled plastic. This means that in their first life, our recycled products were already products or packaging which, after their use, are fed into the waste cycle and purchased and reprocessed as recycled raw materials. Our recycled plastics come from suitable sources (post-industrial or post-consumer) so that they can in turn be used to manufacture high-quality products. According to the DIN EN ISO 14021 standard, they may also be advertised as genuine recycled products.



Always one step further

Many housing parts of our products are made of recycled plastic and labelled for the environmentally conscious consumer. Our statements are always transparent and certified by independent auditors. As of this year, the internal ink reservoirs of our best-selling markers Maxx 130 / 133 and the popular Job highlighter model are made entirely from recycled fibres. But our thoughts go beyond our products: More and more product packaging is being converted to single-material solutions made of cardboard, and plastic components are being manufactured step by step from recycled material. Our transparent sight pack blister covers are made of at least 85 % recycled plastic.

Setting an example

First licensee of the “Blue Angel”

The “Blue Angel” has been the environmental label of the German Federal Government for more than 40 years and is one of the oldest and best-known labels used by environmentally conscious consumers. In 2018, our Breeze roll-ball pen was the first writing instrument ever to be awarded this label. The eco-label is not only highly trusted by consumers, but also underlines our commitment to the environment.

More information on the Blue Angel



Did you know?

Our ballpoint pen Reco is the first and only ballpoint pen that has been awarded the most famous eco-label “Blue Angel”. The pen body of ballpoint pen Reco is made of 92 % recycled plastic. This saves over 65 percent CO₂ emissions compared to the use of conventional plastic. For us transparent communication is most important: Our performance and statements are backed up by certificates from independent testing institutes. This pioneering spirit has been rewarded with several environmental awards, such as the PSI Sustainability Award, the German Design Award and the Promotional Gift Award.

With currently 7 certified product series, Schneider is clearly the largest licensee of the trustworthy “Blue Angel” eco-label in the category of writing instruments & stamps.





More information on our climate protection project
www.schneiderpen.com/co2neutral

Climate protection active against global warming



Climate protection actively counteracts global warming and is the prerequisite for preserving our livelihood. That is why we are doing everything we can to reduce CO₂ emissions wherever possible. However, there are limits to the influence. Production alone inevitably produces unavoidable emissions through the use of raw materials and energy.

One of our current climate protection projects for clean power generation through wind turbines promotes sustainable development in the southern Indian state of Karnataka / India (among other things through jobs and vocational training for young people).



Did you know?

In addition to many product series, our Line-Up, Slider and One series, our entire range of promotional writing instruments is produced climate-neutrally.



More information on our climate protection compensation for the promotional writing instrument range:

climatepartner.com/53739-2110-1001

In 2023, 1,697,315 kg of unavoidable CO₂-emissions were offset via the above-mentioned and other product series. This corresponds to the annual CO₂-absorption of 135,760 beech trees.

Product packaging

Save resources through recycling

The vast majority of our packaging is made of cardboard with a minimum of 80 per cent recycled or recovered paper content. The transparent sealing of our self-service packaging (blisters) are also made of a film that consists of at least 85 % recycled plastic. But that is not all: Investments in state-of-the-art packaging machines will further reduce the proportion of plastic in favour of single-material carton blisters in the future.



Did you know?

We were able to reduce the share of plastic packaging in Germany by approximately 33.5 % in 2022 compared to the previous year. The share of paper/cardboard packaging has thus increased by approx. 5.6 % over the same period ¹⁾



¹⁾ Statistical survey for our disposal notification to the disposal service provider Noventiz, scope DE



Our employees active in environmental protection

Our employees are an active part of our sustainability strategy and also play an important role in the area of environmental protection engagement. The level of commitment is high and we always find new opportunities to get actively involved in environmental protection and for the good of society. With campaigns such as Job bike leasing with subsidies, shuttle service during the winter months at the Tennenbronn site via its own company bus, the Schneider-Run running event – the profits of which are donated in full to a social institution – cake sales during the year, themed fundraising, collection of used mobile phones, rubbish walks as part of the "Clean-Up Days" or the trainees' project for wild bee hotels for more wildlife conservation.



Sustainable mobility

To remain competitive in our globalised world, mobility places high demands on companies, logistics and employees. We started a cycling promotion programme back in 2012. Today, 322 employees at the locations in Wernigerode and Tennenbronn already lease a Job Bike and are subsidised through an internal support programme. This saves around 300,000 kilometres of climate-damaging CO₂ per year. For business trips, – even between the two sites – whenever feasible, we travel domestically by Deutsche Bahn. Flights within Germany and to neighbouring countries are not permitted. Today, our vehicle fleet consists largely of electric and hybrid vehicles in order to keep the environmental impact of necessary business trips as low as possible.

Against corruption for fair competition

Schneider is a signatory of the PBS (paper, office and writing products) code of honour. This is an ethical initiative signed by the four major business associations for the stationery industry; it provides for transparency, equal opportunities and fair business practices among the market partners in the entire industry.

The honorary committee for commercial mediation in the stationery industry monitors the fundamental principles of fair conduct and consistently pursues any violations. Anybody may submit a complaint.



Fair purchasing the long term

We maintain a partnership-based cooperation with our suppliers; in this regard, performance and counter-performance, opportunities and risks are in a balanced relationship. It is important to us to secure social requirements: 90% of our purchasing volume is in EU countries - less than 1% comes from risk countries (according to BSCI list). We request a declaration guaranteeing the implementation of decent working conditions and, if possible, we also inspect the suppliers ourselves.

Around 70% of all external subcontracted work is outsourced to workshops for disabled people.





For more information on the #theschneiderway, see our website



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