

SEAL ABLE

pioneers in profiles



SEALABLE SUSTAINABILITY REPORT

Status March 2023



REPORTING STRUCTURE

The aim of this sustainability report of SEALABLE Solutions GmbH is to inform our stakeholders, such as customers, suppliers, employees, business partners, about the sustainability performance of the company. The aim of the report is to create transparency, especially in the area of our sustainability performance and objectives.

This sustainability report from SEALABLE Solutions GmbH refers to the calendar year 2022 (1 January to 31. December 2022).

In the interest of legibility, the report does not use gender related duplications and uses the male form. However, all genders are always meant.

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**Ladies and Gentlemen,
Dear readers,**

Two years of the pandemic were followed by new challenges for 2022. The Ukraine war brought about a temporary shortage of resources and extremely rising costs in the raw materials, logistics and energy sectors. All the more reason to focus on investments in more modern and resource-saving technology. Since 2009, a solid energy management system has been established in the company and is being successively advanced to ensure continuous optimisation.

The issue of sustainability continues to be an important part of our value-based corporate philosophy. By taking responsibility for the environment and society and reducing negative impacts of our operations as much as possible, we minimise the risks to our business. We know that the success of the company lies in the hands of our employees. This also means that we deal with our employees in a trusting and fair manner and want to offer them a long-term perspective in the company as a reliable employer.

We wish you much pleasure with reading the second sustainability report of SEALABLE Solutions GmbH.

A handwritten signature in black ink, appearing to be 'Matthias Orth & Matthias Klug'.

Matthias Orth & Matthias Klug
Managing Directors SEALABLE Solutions GmbH



01 | FOUNDATIONS

- 1.1 Vision
- 1.2 Values
- 1.3 Quality Guidelines
- 1.4 Code of Conduct
- 1.5 Dialog with our stakeholder

1.1 VISION

Our stated goal is to develop, successfully sell and produce the best and most innovative sealing and damping elements in global product niches at competitive costs.

With high-quality high-tech products, we offer innovative, customer-specific solutions that contribute to the successful market presence of our customers. Taking into account the quality, environmental and safety standards, the aim is to continuously increase competitiveness through innovation in all areas. By fulfilling our customer requirements, we want to ensure profitable growth with our core competencies.

Our customer relationships are based on respect and trust. The aim is to support and bind customers through the quality of the products and services, competitive prices and professional logistics, but also by competent advice and fast, entrepreneurial action.

Our strength is based on an internationally networked teamwork, excellent internal and external communication as well as decentralised decision making processes. The delegation of decision making to the lowest possible level will promote entrepreneurship and dynamism in the group.

Our employees are actively involved in the responsibility for quality, occupational safety and the environment. Thus, everyone contributes their part to the sustainable success of the enterprise. Employees' motivation and responsibility are supported by a timely, open information policy, clear, decentralised management processes and needs-based training and further training of employees. Employees are being developed so that they can successfully implement their tasks within the framework of the applicable regulations and the Code of Conduct of SEALABLE Solutions GmbH.

The safety, health and well being of employees are a key concern of SEALABLE. This is supported by appropriate work organisations, sustainable management policy, active participation, periodic information, as well as through professional and personnel oriented education and training.

Furthermore, we also care about the safety and health protection of customers, suppliers, visitors and third party companies who are in the company.

As part of our corporate strategy, we assume our environmental responsibility and meet the legal and operational requirements. We use natural resources sparingly, reduce our environmental impact, improve our environmental efficiency and increase sustainable environmental protection. We involve employees and partners, work closely with the authorities and with companies specialised in environmental protection and communicate actively and openly.

Whether in production, transport or administration - we consume energy in the course of our business. We are working to continuously reduce our energy consumption and the associated CO₂ emissions per kg of sealing profile. The basis for targeted efficiency measures is an energy management system according to DIN EN ISO 50001:2018, which has been implemented since 2009.

1.2 VALUES

Our growth strategy is based on strong roots. The history of SEALABLE shows that there are a few typical values that make a company successful. It is entrepreneurship, customer focus, top performance and respectful handling. Our managing directors live these values out of conviction.

To ensure that these key success factors are not lost, SEALABLE has defined these as official company values and made them known to the employees. Together with the Code of Conduct, they shape culture and leadership at the Waltershausen location and around the world.



WE QUEST FOR MAXIMUM PERFORMANCE

- ✓ We continuously improve our processes, products and services
- ✓ We keep our promises
- ✓ We eliminate waste in all our processes
- ✓ We use natural resources on sustainable Manner

- ✓ We run instead of managing
- ✓ We prefer quick decisions and minimise bureaucracy
- ✓ We are responsible for our results and are happy to deliver performance
- ✓ We like to measure and want to win
- ✓ We are aware of our personal contribution to the success of the company
- ✓ We reward success



WE ARE ENTREPRENEURS

WE CREATE VALUES FOR OUR CUSTOMERS

- ✓ Customers always have priority
- ✓ Customers should drive our innovation
- ✓ We exceed their expectations in terms of quality, timely delivery and value
- ✓ We focus exclusively on what creates value for our customers

- ✓ We have high integrity and respect our code of conduct
- ✓ We want to attract the best talents as well as bind and develop our efficient employees
- ✓ We make our contribution to the team and challenge each other
- ✓ We strive for fact-based and cause-based solutions and avoid accusations of guilt
- ✓ We want to develop further and are open to constructive criticism

WE CULTIVATE A RESPECTFUL ASSOCIATION



1.3 QUALITY GUIDELINE

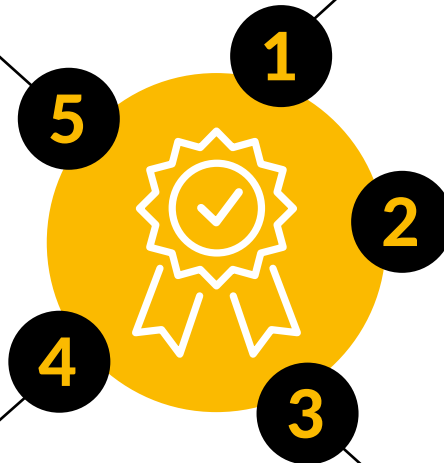
Firmly committed to the following principles, each SEALABLE employee is dedicated to achieving the highest quality. This applies to all products and services offered worldwide.

PRO-ACTIVE BEHAVIOR

We want to know possible risks so that we can prevent the occurrence of quality incidents. Our proactive action has the aim of always being able to fulfil the requirements placed on us.

STANDARDISATION

We continuously standardise our processes to ensure and increase their efficiency. We meet the regulations and standards within our defined processes. We always look for the possible "best practice".



CUSTOMER-ORIENTED CULTURE

Our customers have top priority. We exceed customers' expectations in order to generate the highest benefit for both sides.

PROCESS THINKING AND CONTINUOUS IMPROVEMENTS

We always improve our processes. For this purpose, we use the information of our stakeholders.

ONE VOICE TO THE CUSTOMER

We strive for a long term partnership and build on mutual trust. Our communication is transparent, uniform and reliable.

1.4 CODE OF CONDUCT

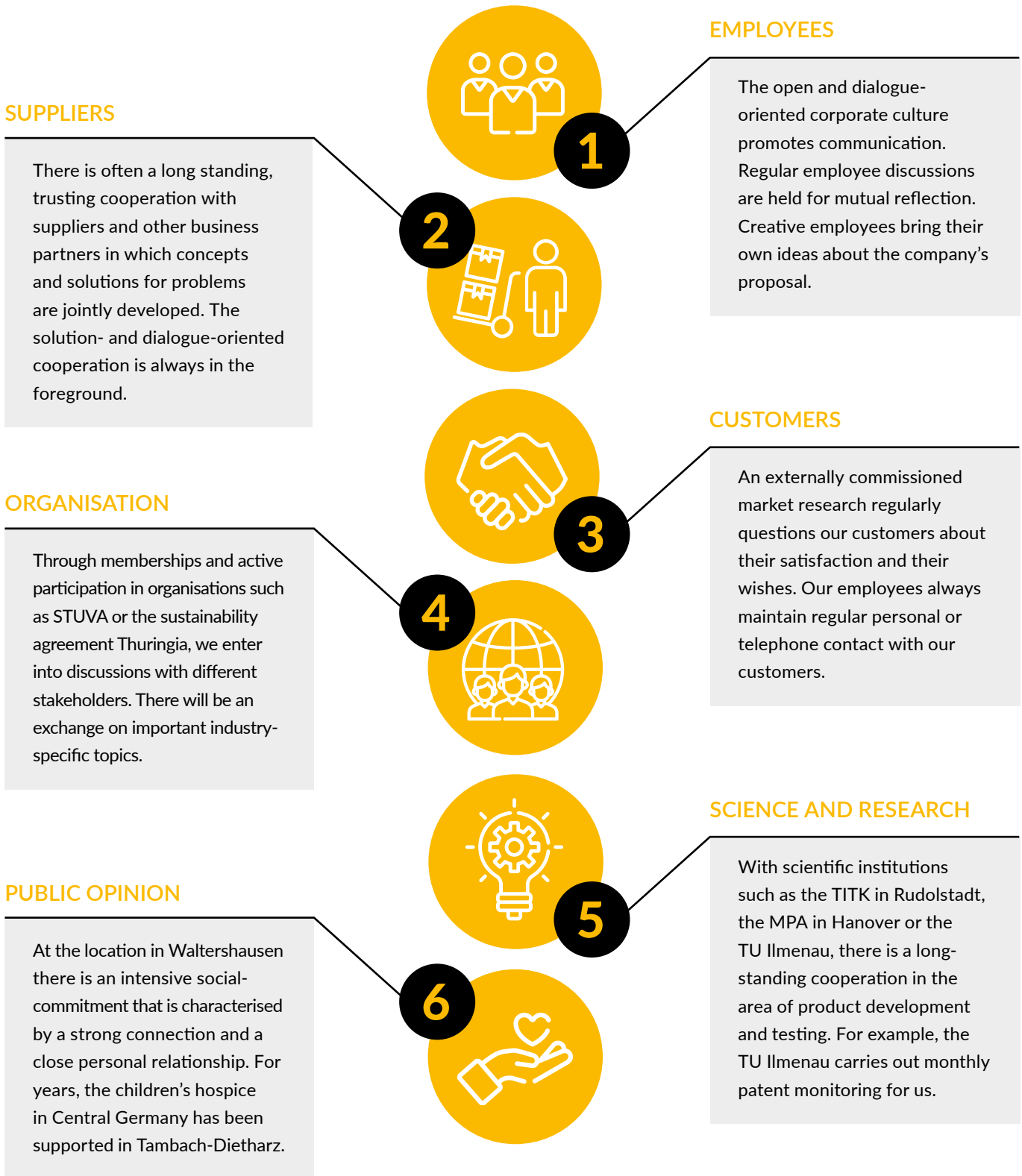
The strengths of SEALABLE Solutions GmbH are to be maintained, even if the social and economic conditions change ever faster. Therefore, it is important that we summarise our continuously growing standards into clear guidelines. To this end, SEALABLE has drawn up a code of conduct that describes the principles of conduct that employees have always used with common sense.


We are convinced that the traditional fundamental values, such as trust and respect, will regain importance in an increasingly global world and will be an additional competitive advantage. Based on this conviction, SEALABLE Solutions GmbH commits-itself to the ten principles on human rights, labour practices, environmental protection and abide by the fight against corruption and to assume their social responsibility.

As part of an internationally operating company, it is important that the expected principles of conduct are binding and that violations are sanctioned accordingly. We continue to trust that all employees will be guided by the highest ethical-standards in their behaviour.

1.5 DIALOGUE WITH OUR STAKEHOLDER

As a global company, we work on people and institutions in many areas. It is therefore natural to have a dialogue with them, to exchange information and opinions. This promotes sustainability in companies and society.





The stakeholder dialogue helps us to identify trends and new developments as well as risks and opportunities at an early stage and to achieve sustainability goals together. Only in this way can the needs of the different stakeholders, especially those of the customers, be taken into account. The dialogue with our customers, employees, suppliers, organisations, scientists and business representatives creates trust on both sides. Therefore, we are in a continuous, reciprocal exchange with our stakeholders. At the same time, dialogue with stakeholders will be used to provide information and accountability about the impact of one's actions on people and the environment.



02 | CUSTOMER AND SUPPLIERS

- 2.1 Customer requirements
- 2.2 Supplier

2.1 CUSTOMER REQUIREMENTS

Whether construction, civil engineering, industrial applications, track superstructure or tunnel construction – with our 5 segments, we offer a versatile product range that is geared to the needs of our customers – to meet their requirements

and to do justice. We meet challenges such as global change, new regulations and new customer requirements with the help of:

- ✓ Customer surveys
- ✓ Talks with suppliers, competitors and own employees
- ✓ Cooperation with universities and research institutions
- ✓ Internal and external workshops to find ideas/ exchange with international network of agents
- ✓ Regular participation in conferences, fairs and exhibitions
- ✓ Cross-company communication platforms
- ✓ Publications in scientific journals
- ✓ Memberships in professional and professional associations
- ✓ Cooperation with external development partners



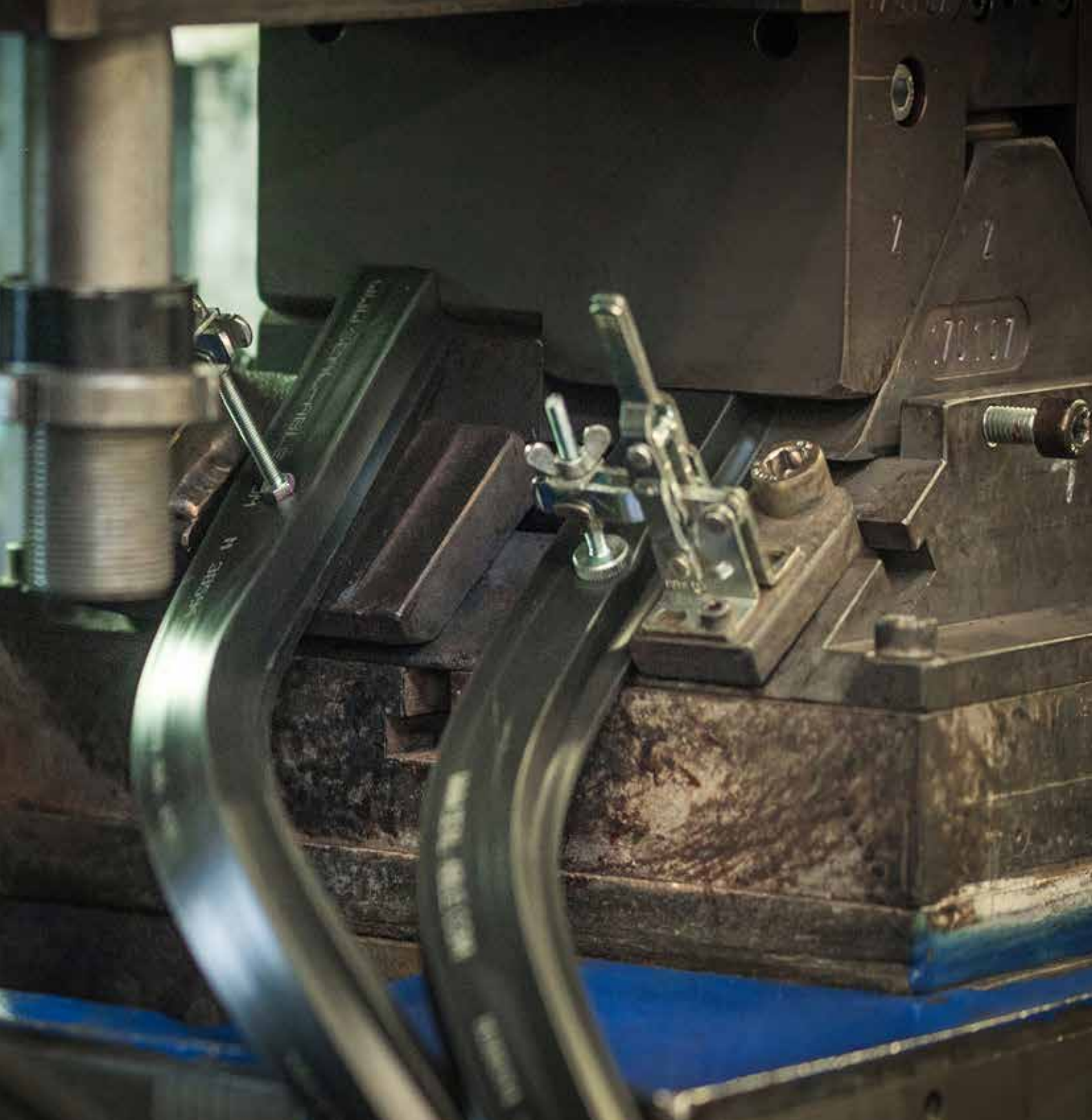
2.2 SUPPLIERS

We provide our suppliers with fair contractual conditions and reasonable consideration. In return, we expect them to behave fairly and correctly towards their employees and suppliers. Our specific requirements for our suppliers are set out in a separate code of conduct for suppliers. The content of the Supplier Code of Conduct is essentially based on the following principles:

- ✓ Compliance with laws and regulations
- ✓ Prohibition of corruption and bribery
- ✓ Respect for the fundamental rights of employees
Prohibition of child
- ✓ Labour Health and safety of employees
- ✓ Environmental protection
- ✓ Supply chain

We want to integrate the entire value chain into sustainability activities more and more:

Starting with raw materials, through production, storage and transport to the final consumer. Only through cooperation with our suppliers, customers and partners can set sustainability goals be achieved. By strictly complying with the principles and requirements of this Code of Conduct for Suppliers, we jointly create added value for all parties involved.



03 | OUR PRODUCTS

- 3.1 Origin and use of resources and materials
- 3.2 Product development

3.1 ORIGIN AND USE OF OUR RESOURCES AND MATERIALS

For us, as raw materials, the over 150 different rubber mixtures based on EPDM, SBR and chloroprene synthesis rubbers as well as natural rubber are of particular importance. The annual throughput of rubber mixtures is between 6000 and 7000 tonnes. 90 % are purchased by Phoenix Compounding Technologies (PCT) directly at the site. Over the past 5 years, we have strategically increased this share in order to reduce complex transport routes from Switzerland and response times to a minimum. We source the remaining 10 % of special blends from smaller mix suppliers within Germany and Switzerland.

For all of our more than 1500 different products, we strive to offer our customers the optimal material composition in terms of purpose and price. We therefore have a portfolio of over 150 different rubber blends. Here are some examples:

- ✓ For profiles designed to guarantee the tightness of the concrete segments in tunnels, we use specially developed mixtures for which we can provide a guarantee of 100 years.
- ✓ In the window-/ facade area, we can offer our customers mixtures with special fire protection properties.
- ✓ In the field of construction sealing, we use mixtures that are able to absorb up to 400 % through contact with water and thus realize additional sealing effects.

We are always striving to use existing resources of material, energy and raw materials as efficiently as possible. We have succeeded in reducing the cost of waste and mismanufactured products in the field of extrusion and frame manufacturing to less than 3% (2022) in recent years. When using raw materials and packaging, care is taken to ensure that all specified environmental requirements and occupational safety guidelines are complied with. We strive to meet new requirements before entering into force. Our mixtures are subject to constant tests, the ingredients are permanently checked for conformity in accordance with the applicable REACH standards.



In order to ensure our security of supply, long-term contracts exist with our mixing suppliers, who, among other things, would prefer sufficient raw materials for our needs. In the event that a particular raw material is not available, we usually already have an alternative formulation with the raw material of another supplier (e.g. other type of soot or other rubber supplier). Due to the supply from Switzerland and Waltershausen, it is also possible to be supplied from the other location at short notice in the event of an accident. For packaging, we follow a second source principle and have established two suppliers for each type of packaging.

3.2 PRODUCT DEVELOPMENT

Our profiles meet the highest standards of quality, service life, function and sustainability. In order to achieve this, we focus on the entire product life cycle for the benefit of our customers, as well as in the interest of environmental and resource conservation. In concrete terms, the following sustainability aspects are taken into account in the development of new products:

- ✓ Minimal material use
- ✓ Energy-saving production processes and plant parameters
- ✓ Cost-optimised production
- ✓ Replace substances which are of concern from the point of view of the environment and health. (REACH)
- ✓ Compliance with occupational health and safety in the development of products and production processes
- ✓ Ensuring technological leadership through continuous innovation process involving internal and external competencies
- ✓ Securing innovations through patent applications
- ✓ Involving customer vision in product development in order to be successful on the market

Our stated goal is to develop efficient and durable products that reduce the environmental impact on production, use and disposal.



04 | PRODUCTION AND VALUE CREATION

- 4.1 Energy management system
- 4.2 Energy consumption
- 4.3 Waste
- 4.4 Disposal and circular management
- 4.5 Water

4.1 ENERGY MANAGEMENT SYSTEM

We strive to use materials, energy and water as efficiently as possible and to minimise our waste volumes in order to make an active contribution to the protection of the environment and the preservation of biodiversity. In order to measure and reduce the impact of our business activities on the environment, there is a management system that is supervised by regular management reviews. SEALABLE Solutions GmbH is certified according to the environmental management standard DIN EN ISO 14001 and the energy management standard DIN EN ISO 50001 in addition to DIN ISO 9001 and 45001. In June 2022, all existing standards were confirmed by the certification company BSI as part of a re-certification audit. In addition, a digital energy data acquisition system was put into operation in 2015 and is constantly being further developed. Departmental managers can already obtain energy information on the respective divisions on a web-based interface using individually created dashboards.

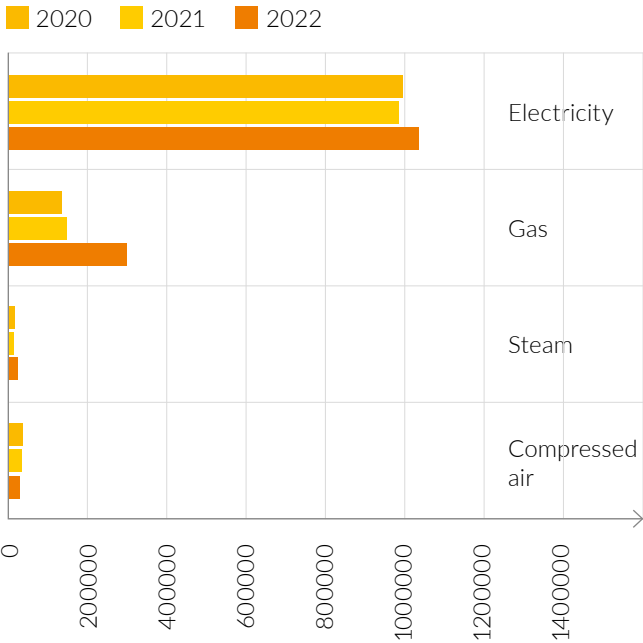
We commit ourselves to reducing energy consumption in the long term and to increase energy efficiency in a continuous improvement process. The implementation of all requirements of DIN EN ISO 50001 is carried out continuously and the processes in the energy management system are continuously overhauled and improved. These include:

- ✓ continuously increasing energy efficiency by analysing consumption and energy flows in order to improve energy performance
- ✓ Increasing staff awareness of energy management; Communication of the energy management system to all employees
- ✓ Provision of information and resources for the realisation of strategic and operational objectives
- ✓ Compliance with all legal requirements relating to energy aspects
- ✓ Purchase of energy-efficient products and services in the context of financial opportunities
- ✓ Annual review of energy policy and adaptation to changing framework conditions



4.2 ENERGY CONSUMPTION

ENERGY MEDIA DISTRIBUTION IN EUR



Compared to 2021, the processed production volume has decreased by approx. 3 %. Due to the energy crisis, the cost rates of the main energy sources electricity (+ 160 %), gas (+ 323 %) and steam (+ 223 %) have increased drastically. By implementing organisational and technical measures, we have succeeded in significantly reducing energy consumption and keeping the cost increase at an economically acceptable level. The reduction in consumption of 1,190 MWh (12.5 % compared to 2021) is nevertheless offset by additional costs of € 525,000 (48 % compared to 2021).

The reasons for this are:

- ✓ Investment in modern technology
- ✓ Increasing the efficiency of the heating and ventilation system
- ✓ Automation of vulcanisation process controls
- ✓ Installation of an efficient lighting system for a production hall
- ✓ Employee sensitisation
- ✓ Checklists for handling energy media on the production lines

TOTAL ENERGY CONSUMPTION

per production volume in kWh/kg

1.315

2022

1.436

2021

1.645

2020

CO2-EMISSIONS

per production volume in kg/kg

0.124

2022

0.139

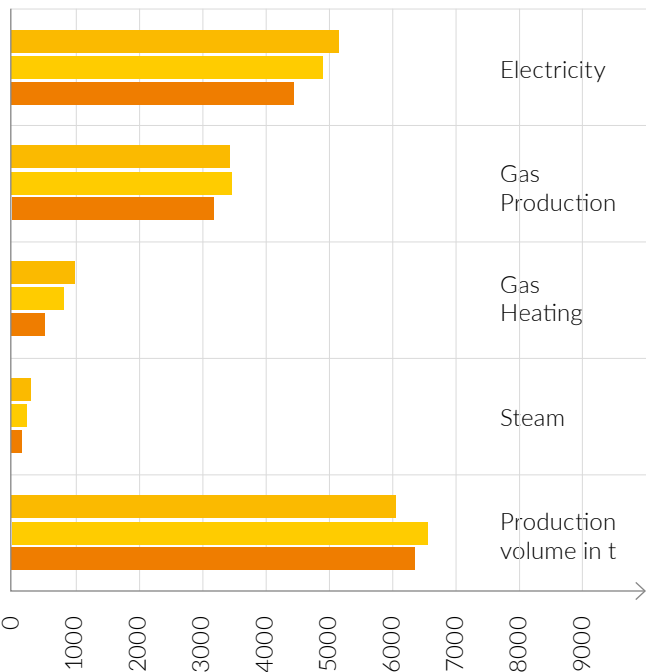
2021

0.162

2020

FINAL ENERGY CONSUMPTION IN MWH

2020 2021 2022

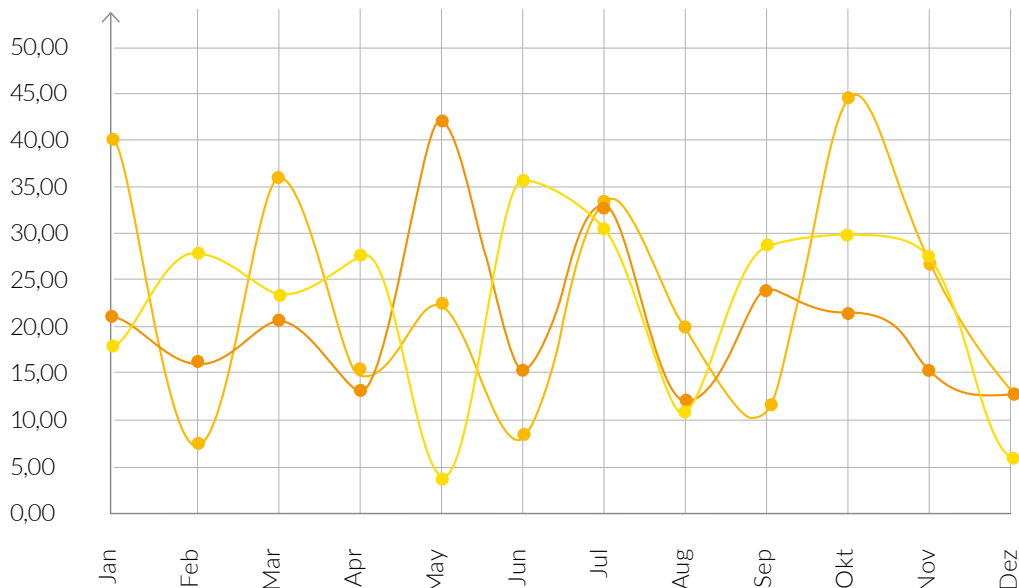


In 2022, the Energy Performance Index of our company has been continuously improved since 2020. Compared to the previous year, energy consumption per processed production volume was reduced by 9 %. CO2 emissions were also reduced by 11 %. Key factors are the optimised building heating and the automation of gas-fired vulcanisation processes.

4.3 WASTE

QUANTITY OF WASTE IN TONNES

■ 2020 ■ 2021 ■ 2022

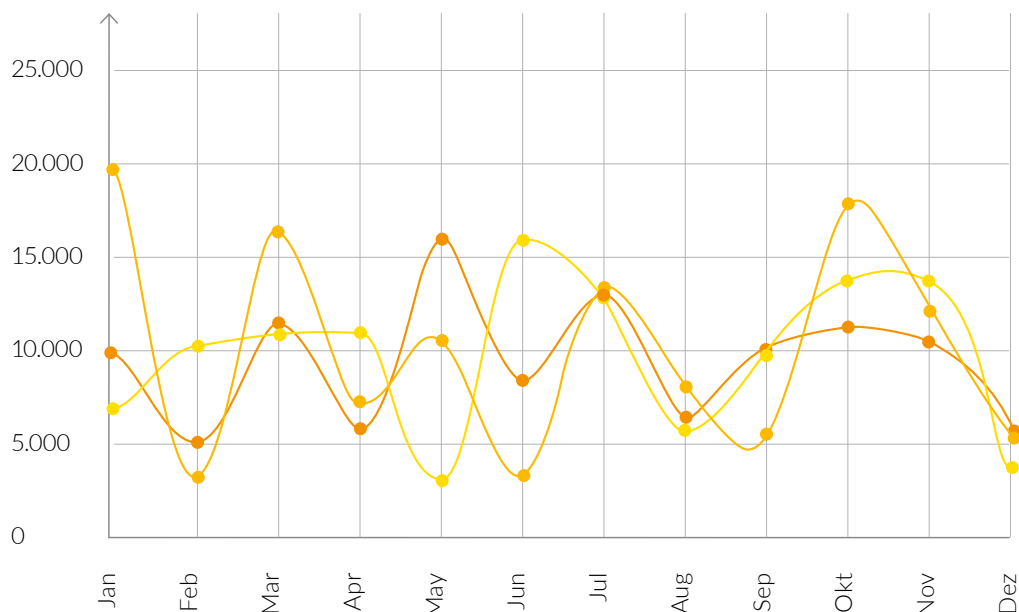


Reducing the volumes and associated costs of production waste for disposal is naturally a focus of our sustainability efforts. We have managed to reduce the total amount of waste by 10 % from 2021 to 2022. One reason for this is the overall organisational planning of orders. For example, customer orders with the same compound

were combined at our plants, which led to the minimisation of cleaning cycles at the extrusion lines and reduced compound consumption in total. Another explanation is the grouping of rubber compounds.

WASTE COSTS IN €

■ 2020 ■ 2021 ■ 2022



COLLECTION OF WASTE ACCORDING TO THE GEWABFVO IN TONNES PER YEAR

■ PPK ■ Metal
■ Plastics ■ Old rubber
■ Wood ■ Domestic waste



Picture:
vulcanized Waste



Picture:
non-vulcanized
Waste



4.4 DISPOSAL AND CIRCULAR ECONOMY

For us, sustainable waste management means conserving natural resources and thus reducing emissions. After products and materials have experienced their final use, they inevitably become waste. For the disposal of our waste we have commissioned the company „Umweltservice Wartburg“.

All waste generated in production as vulcanised black rubber is passed on via our disposal company to companies that recycle (ground) the mixture waste. Ultimately, the ground rubber wastes are used to produce building protection plates or serve as a surcharge for road ceilings.

All non-vulcanised waste is incinerated and used to produce energy. As a result, a clear separation of all wastes in operation (vulcanised and non-vulcanised waste, paper, lubricants, hazardous substances, plastics and films) is essential. Paper waste is fed to the recycling process.

The cooling water used is reused in an internal system by Contitech, located at the site in Waltershausen. Used and heated-cooling water is returned in a ring system, cooled over cascades and is then available again.



RUNNING WATER

Annual consumption in m³

160.173

2022

239.828 **245.462**

2021

2020

WASTE WATER

Annual consumption in m³

5.195

2022

7.073

2021

5.614

2020

DRINKING WATER

Annual consumption in m³

1.953

2022

2.443

2021

2.243

2020

4.5 WATER

Pneumatic components are an important part of our production lines. Compressed air is electricity-based and is one of the most expensive energy media. Therefore, we strive to continuously increase efficiency and minimise leakage and related losses. The trend shows that 36% less compressed air was consumed in 2022 compared to 2020.

By establishing suitable sensor technology and controls for cooling processes, we have succeeded in significantly reducing cooling water consumption. While 240,000 m³ of cooling water was still consumed in 2021, the annual requirement in 2022 was 160,000 m³, which corresponds to a reduction of 33%.

Wastewater consists of the drinking water consumed and cooling water that cannot be returned to the cooling cycle. Despite unchanged utilisation of the wastewater-producing salt bath facilities, consumption was reduced by 26%, which was primarily achieved through employee sensitisation.

Drinking water is only used to a small extent and for special quality criteria in production.



05 | EMPLOYEES AND SOCIETY

- 5.1 Personnel policy
- 5.2 Personnel structure
- 5.3 Personnel development and further training
- 5.4 Training
- 5.5 Compensation Management
- 5.6 Diversity and equal opportunities
- 5.7 Work-life balance
- 5.8 Occupational safety and health protection
- 5.9 Role of the Works Council
- 5.10 On-site commitment
- 5.11 Sustainability agreement

5.1 PERSONNAL POLICY

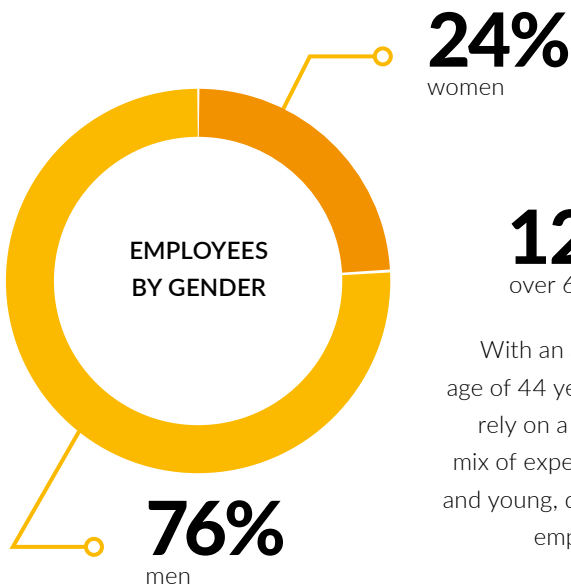
Our employees are actively involved in the responsibility for quality, occupational safety and the environment. Thus, everyone contributes their part to the sustainable success of the enterprise. Employee motivation and responsibility are supported by a timely open information policy, clear decentralised management processes and needs-based training and further training. Employees are being developed so that they can successfully implement their tasks within the framework of the applicable regulations and the Code of Conduct of SEALABLE Solutions GmbH.

The human resources mission statement consists of three parts. The first part covers the competence profile, which is

standardised for all Managers are valid and reviewed annually by the personnel assessment process. The second part contains the management principles and in the third part the expectations of the management in relation to employees and managers as well as general values and objectives of human resources policy are outlined.

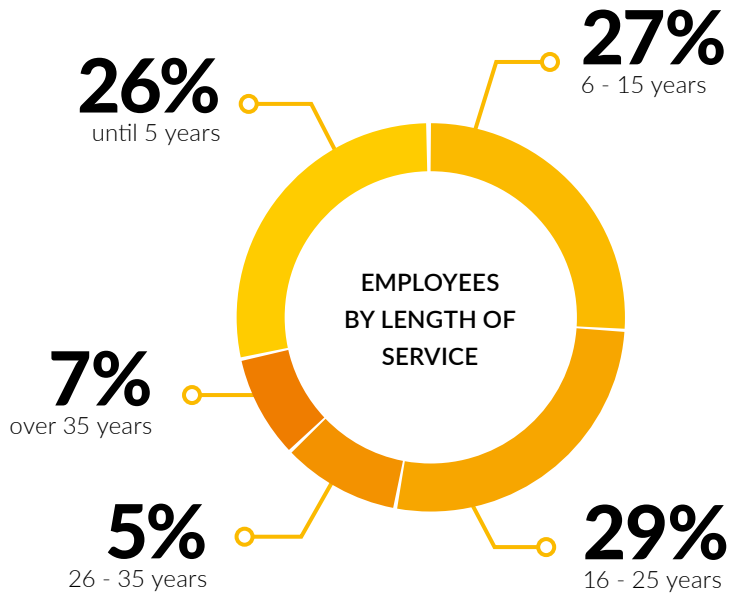
5.2 PERSONNAL STRUCTURE

At the end of 2022, we employ a total of 178 employees (7 of them temporary workers) as SEALABLE Solutions GmbH. Compared to the previous year, the number increased by 4.7 %. A total of 24 % of the employees are women and 76 % are men.



The share of commercial staff is 76 % and the proportion of employees is 24 %.

136
(76 %) Commercial staff

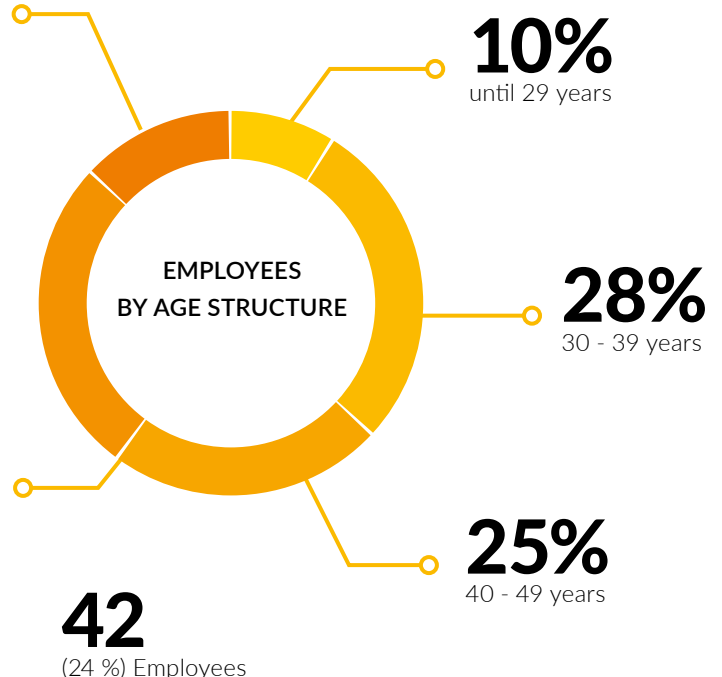


The fact that we as an employer rely on continuity proves that 92.4 % of all employees (without apprentices) are recruited indefinitely. As a result, the average seniority of the company is 134 years per employee.

12%
over 60 years

With an average age of 44 years, we rely on a healthy mix of experienced and young, dynamic employees.

26%
50 - 59 years



5.3 PERSONNEL DEVELOPMENT AND FURTHER TRAINING

Skills acquired at the beginning of the career are often no longer sufficient for a whole working life, as the demands of the world of work are becoming increasingly complex. The willingness of our employees to learn for life is therefore an important building block for the success of our company. In order to do justice to this, there is the SEALABLE Solution "Talent Flow", which applies to all employees up to the management team.

In the coaching program, the mentors support and demand young colleagues with little work experience. This is done through regular coaching interviews to promote personal development. As a result, a foundation stone is laid at an early stage on the path of personal development. These interviews include site regulations, needs and development proposals from the employee. The interview also includes development opportunities on the part of the employer, as well as an assessment of the individual training programme.

Talent management actively promotes personnel development at all levels. We know that success depends on the skills, competences and quality of employees. In order to ensure the long-term success of the company, we focus on talent management through constant acquisitions and the retention of service providers. This also involves gearing talent management to the company's goals and supporting employees, increasing and improving their opportunities. This includes helping them to apply their capabilities to changing market conditions. The talent management process enables the identification of talented employees throughout the company. In addition, talents are specifically promoted through the occupation with demanding positions. These potentials could become our future experts or managers.

5.4 APPRENTICESHIP TRAINING

We are convinced that well-qualified young people will ensure the long-term success of the company. With our training system, we want to contribute to a successful start into working life and assume social responsibility. In the 2022 financial year, we employed a BA student in cooperation with the DHGE (Duale Hochschule Gera-Eisenach) at the Eisenach site on the engineering course for plastics technology, as well as two trainees in the commercial area.

In the coming years, SEALABLE wants to continue to assume its social responsibility, train young professionals and integrate them into the company. The following training occupations are offered for this purpose:

- ✓ Process mechanic for plastics and rubber
- ✓ Industrial clerk
- ✓ Industrial mechanic
- ✓ Electrical technician
- ✓ Dual studies in the field of engineering (for production engineering or plastics technology)



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**SEAL
ABLE**
pioneers in profiles.

5.5 COMPENSATION MANAGEMENT

Our compensation systems are performance- and result-oriented. In addition to fixed salaries, our employees also receive variable remuneration components, which depend on individual performance and on the company's success. They also receive an annual performance-premium (13. Salary or Christmas allowance) and holiday allowance.

The occupational pension scheme complements the benefits of statutory social security and makes an important contribution to the sustainable and secure pension provision of our employees. So we pay a surcharge of 14 % on the amount of the remuneration conversion of our employees. The capital benefits paid can also be paid into the occupational pension scheme. On top of this, there has been a company health insurance scheme since June 2021, which is financed entirely by the employer.

In addition, there are premiums for suggestions to improve occupational health and safety, energy and environmental protection, and other creative and profitable suggestions for improvement from our employees as part of the company's proposal. Motivation, ideas and thinking with us are always advocated and rewarded.

PROPOSALS

Submitted by the end of the year

45
2022

78
2021

72
2020

QUOTA

Proposals submitted

76%
2022

49%
2021

68%
2020

5.6 DIVERSITY AND EQUAL OPPORTUNITIES

We respect the human rights, the personal dignity, the privacy and the personal rights of each individual. We work together with women and men of different backgrounds, nationality, culture, region and skin color. In doing so, we live

a culture of mutual appreciation and trust. No one is allowed to whom be discriminated against by its origin, its race, its sexual orientation, its religion or belief, disability or age. We do not tolerate discrimination, humiliation, oppression or insult.



Foto: #340509733 | rawpixel.com | AdobeStock

5.7 WORK-LIFE BALANCE

Harmonising work and private life is at the top of the wish list of workers. Already many years ago, SEALABLE started to find solutions to a balance between work and private life. Family friendliness has become part of the corporate culture.

We support our employees in finding a balanced balance between family and work. Through various working time models, such as flexitime, part-time, part-time and mini-jobs, we offer flexibility, not only for employed mothers. The aim is to bring the needs of the employees in line with the work tasks in the best possible way.

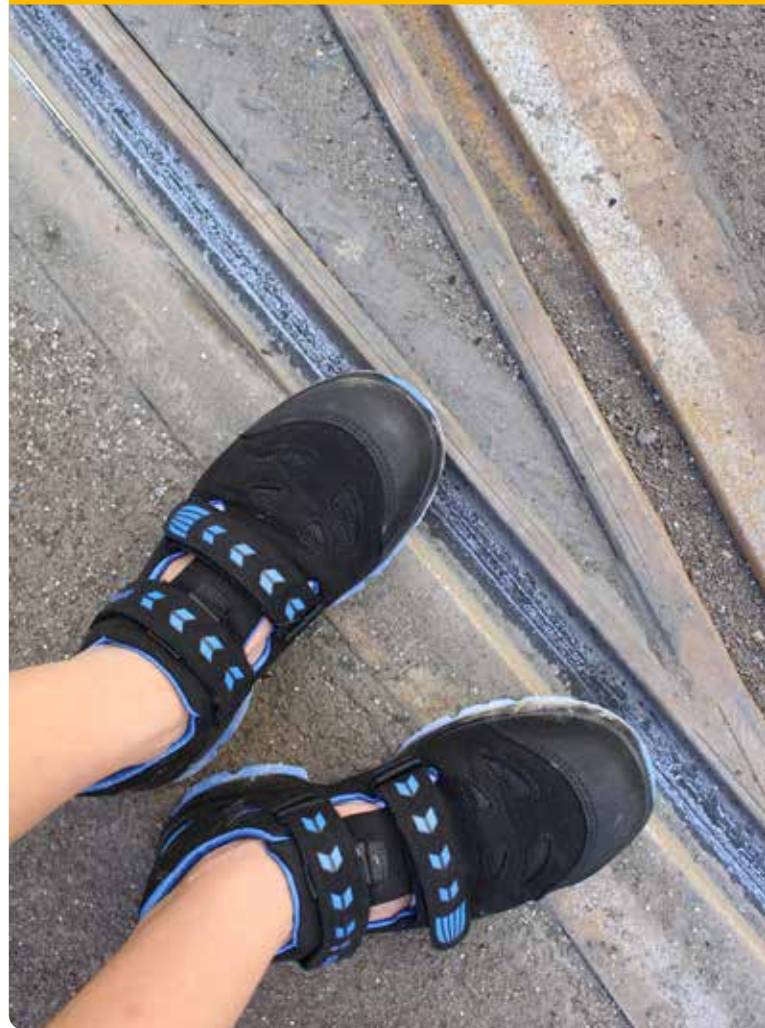
5.8 OCCUPATIONAL SAFETY AND HEALTH

The safety, health and well-being of our employees are a central concern for us. We promote this through appropriate work organisations, sustainable management policy, active cooperation, periodic information as well as through professional and personnel-oriented training and further training and meet the legal and regulatory requirements.

The effectiveness of our occupational safety systems is demonstrated by certifications in accordance with the ISO 45001 standards. We carry out audits at all levels, both internally and externally, in order to continuously review and improve our occupational safety measures.

MEASURES TO ACHIEVE THIS ARE:

- ✓ BEM (Business Energy Management)
- ✓ Safety First Culture
- ✓ Risk assessment/accident analysis
- ✓ Regular commissioning
- ✓ Measurement at work
- ✓ Occupational safety committee meetings
- ✓ Occupational health precautions



5.9 ROLE OF THE WORKS COUNCIL

Respecting the rights of workers and giving them a say is a matter of course for us. In all parts of the company, care is taken to guarantee employee participation rights. SEALABLE has committed itself to ensuring the freedom of association of its employees worldwide and to be fair with employees. Respect and open communication are the basis for a trusting cooperation. Therefore, there is a gap between an intensive

and regular dialogue between management and employee representatives. Our works council is therefore involved in personnel decisions, collective agreements made with them are valid for all employees. Their specific tasks must generally be ensured that existing laws, regulations, collective agreements, company agreements and accident prevention rules are complied with.

5.10 ONE-SITE COMMITMENT

Entrepreneurial success and social responsibility belong together for us. As a company, we want to design, help and promote. Together with our employees, we contribute to meeting societal challenges in many common good projects. The code of conduct defines the framework for the company's social commitment. It prohibits donations to political parties and their representatives, as well as to organisations where conflicts of interest may arise. Donations to individuals and payments to private accounts are also prohibited. In principle, donations must not harm the reputation of the company and must be transparent and comprehensible.

YOUTH

In order to promote today's youth, we support various projects, such as the Arnoldipreis, which is handed over to the graduates every year.



CHILDREN'S CANCER FOUNDATION

For years we have been supporting the Children's Cancer Foundation together with our employees. It is a good custom for employees to donate to this institution at the annual company Christmas party. The mission of the Children's Cancer Foundation is to support affected families and young adults who were diagnosed with cancer as children. It does this by providing information, advice and help in financial emergencies. It is successfully committed to constantly improving the chances of healing, treatment methods and quality of life of children with cancer.



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SPORTS

For many years, we have also been supporting the ambitious district premier league team FSV Waltershausen. In the future, SEALABLE would like to become more involved in the 150-member local club in order to also show a presence in Waltershausen and give something back to society. In addition, we also sponsor the youth of the ZSG Waltershausen since 2021. In 2015, we also appeared as a sponsor at the International Thuringia Tour for Women. Here, one stage led directly along the SEALABLE plant, so we decided to be the name giver of the sprint classification there.

MUNICIPALITY

The annual Waltershäuser Christmas Market or „HeimatShoppen“ were also supported with financial donations.

5.11 SUSTAINABILITY AGREEMENTS

We have been a member of the Thuringian Sustainability Agreement (NAT) since 2012. The NAT is a voluntary agreement between the Thuringian state government and the Thuringian economy. Within the framework of the agreement, sustainable companies from Thuringia network. The aim of this agreement is to achieve a high level of resource conservation and energy efficiency, as well as environmental protection and contributions to climate protection by the economy, there by improving the framework conditions for further economic development.



Since 2010, we have been participating in the sustainability agreement Thuringia due to our voluntary service for sustainable development, in particular with the application of an environmental management system according to DIN EN ISO 14001, an energy management system according to DIN EN ISO 50001 and an occupational safety management system according to OHSAS 18001.



06 | COMPANY

- 6.1 Ownership and legal form
- 6.2 Product segments
- 6.3 Number of employees
- 6.4 Turnover

6.1 OWNERSHIP AND LEGAL FORM

Through various stations and ownership, starting with PHOENIX AG, ContiTech AG, later PHOENIX Dichtungstechnik GmbH and finally DÄTWYLER Sealing Technologies Deutschland GmbH, our organisation developed into an internationally active company. With the management buy-out in May 2020, SEALABLE Solutions GmbH is now operating as a Thuringian company with a global network.

We are a focused industrial supplier with leading positions in global and regional market segments. Thanks to technology leadership and tailor-made solutions,

SEALABLE offers added value to customers in the processed markets. The company focuses on markets that enable an increase in added value and sustainable profitable growth. With over 6,800 tonnes of sealing profiles annually, sales in over 30 countries and 170 employees, SEALABLE Solutions GmbH is a well-positioned medium-sized commercial enterprise.

Based in Waltershausen, Thuringia, we appear as a limited liability company. Since 2020, Matthias Orth and Matthias Klug have served as managing partners of SEALABLE Solutions GmbH.

6.2 PRODUCT SEGMENTS



TUNNELLING

Safety and risk minimisation in terms of tightness are based on more than 750 references with different requirements and the project-specific coordination of profile geometry and material expertise. Our product groups in the field of Tunnelling include:

- ✓ Anchored segment seals
- ✓ Bonded segment seals
- ✓ Segment seals with hydrophilic swelling rubber
- ✓ Coex segment seals
- ✓ Blackswell hydrophilic swelling rubber
- ✓ TBM starter seals
- ✓ Joint repair profiles



TRACK SUPERSTRUCTURE

A maximum of body sound insulation, scattered current insulation and safety combine our products with sustainability, simplest handling and cost efficiency. Our product range in the area of Track Superstructure includes:

- ✓ RCS®-Rail Comfort System
- ✓ Track bed mats
- ✓ VeloGleis
- ✓ Railrestore
- ✓ Track groove sealing profiles
- ✓ Stop edges
- ✓ Safety profiles
- ✓ Rail pads



INDUSTRIAL SOLUTIONS

The combination of material expertise, engineering know-how and personal cooperation with you enable us to develop application-related sealing solutions. In the Industrial Solutions sector, we offer elastomer products for:

- ✓ Gate and door seals
- ✓ Glazing and damping systems for railway vehicles
- ✓ Absorber mats
- ✓ Household appliance industry
- ✓ Renewable energies
- ✓ Joint & Swelling seals
- ✓ Pipe seals
- ✓ Window & Facade seals



EMPLOYEES

Number at the end of the year

178
2022

170
2021

172
2020

SALES

Company result in Mio. €

38.000
2022

33.000
2021

31.200
2020

6.3 NUMBER OF EMPLOYEES

We are a member of the local alliance for families in the district of Gotha and focus on the topics of reconciliation of family and work as well as health and occupational safety management in the company. The right employees are crucial for our success.

We are a team of unique people with different strengths and qualifications who work together on tomorrow's solutions and strive to create a long-term relationship.

6.4 TURNOVER

Last year, we achieved a turnover of € 38 million as SEALABLE Solutions GmbH. The 2022 business year was dedicated to various projects to modernise the machine fleet and new working time models in order to react flexibly to current market developments and remain adaptable.

In line with our strategic orientation to grow successfully with high-tech sealing solutions within a competitive niche market, we were able to realise a 15 % increase in turnover in 2022 compared to the previous year.

SEALABLE Solutions GmbH thus remains competitive in the long term and secures the existing jobs.

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Anika Bessing-Schmidt, Franziska Kachel,
Gabriela Nendzynski, Judith Trübenbach,
Matthias Orth, Rene Jaksch, Thomas Völker
(all SEALABLE Solutions GmbH)

Design and conception:

Franziska Kachel (SEALABLE Solutions GmbH)

Contact person:

Franziska Kachel
Marketing Manager
Telefon +49 (0) 3622 2076 102
E-Mail: franziska.kachel@seal-able.com

SEALABLE Solutions GmbH
Eisenacher Landstraße 70
99880 Waltershausen
Germany

Phone +49 3622 2076 100
info@seal-able.com
www.seal-able.com



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