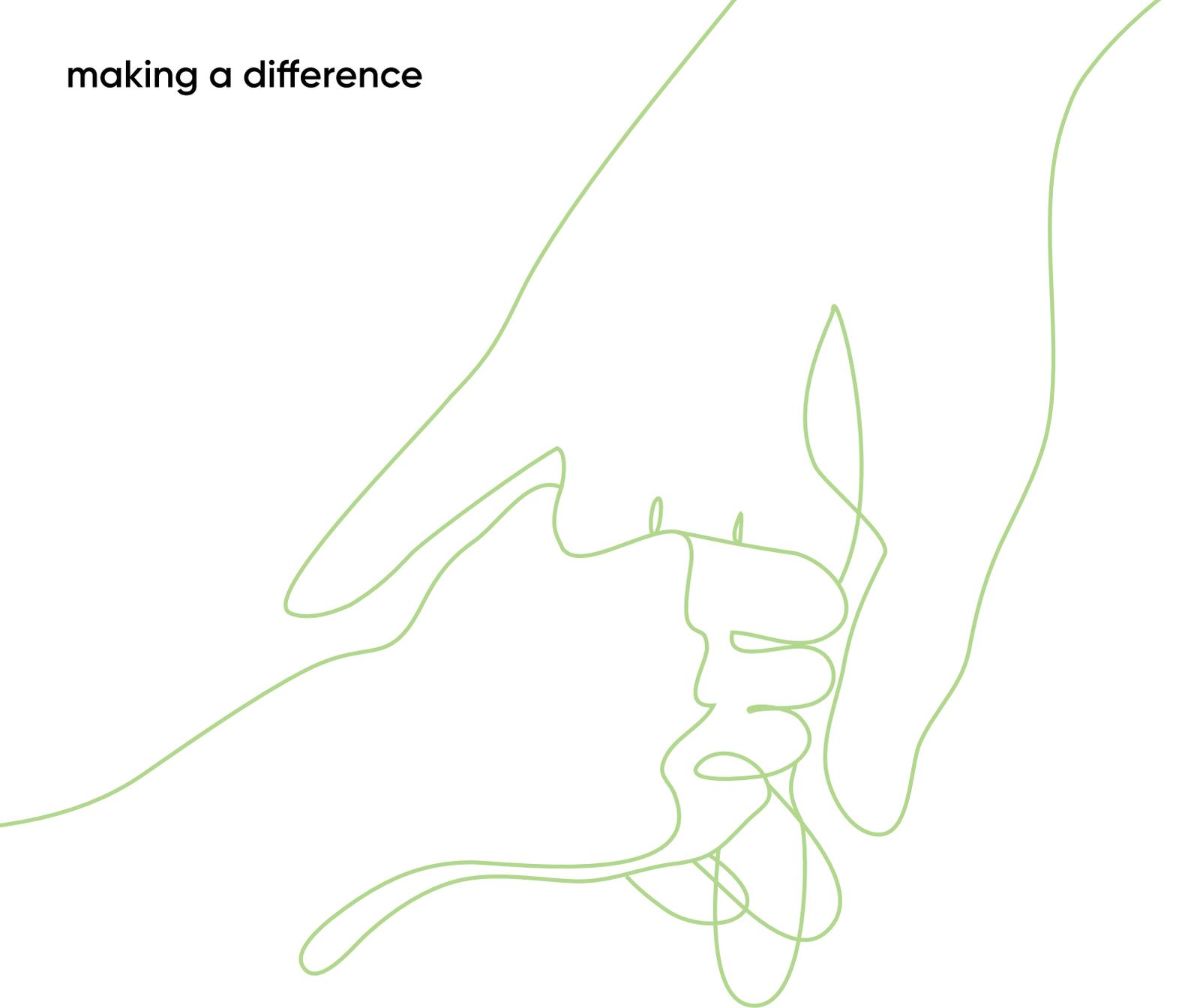


making a difference



**SUSTAINABILITY  
THAT BINDS US  
TOGETHER.**

  
**greiner**  
BIO-ONE



It is our goal to give equal consideration to ecological, economic and social aspects.

## WHY SUSTAINABILITY IS IMPORTANT TO US

The desire for health and a future worth living connects people. Sustainable action is the foundation for this. As a global, plastic-processing medical technology company, we bear a broad range of responsibility whilst helping to shape our future.

Greiner Bio-One can look back on 60 years of history. Through management based on long-term durability, we are paving the way for sustainable development and the continued existence of our company. This allows us to support the medical care of patients worldwide, con-

tribute to progress in medicine and safeguard our employees' jobs.

Both the legal requirements and society's expectations are constantly increasing and spur us on to find sustainable solutions to the global challenges of our time. Sustainable development requires responsible action from several perspectives. It is our goal to give equal consideration to ecological, economic and social aspects.

Our commitment is therefore very broadly based. An excellent supply of high-quality products is just one of our particular values; it is also important to us as a manufacturer of plastics, that we are energy-efficient, sustainable, and protect natural resources.

showing foresight

We believe that sustainability and plastic can go hand-in-hand. As a responsible employer, we are also responsive to the needs and demands of our employees, whose commitment and passion make the difference.

On the following pages, we will give you an insight into the activities we are implementing here at Greiner Bio-One in line with our responsibility to help create to a sustainable environment. We are proud of what we have achieved so far. However, we still have a lot to do. We will continue to look for new ways to make our future a little more worth living.

**RAINER PERNEKER**  
CEO Greiner Bio-One  
International GmbH

# VALUES THAT GREINER BIO-ONE STANDS FOR.

Greiner Bio-One develops, manufactures and sells plastic product solutions for medical and laboratory use in the following three business segments: Preanalytics, BioScience and Mediscan. The company is part of the Greiner AG group and is fully family-owned.

Greiner Bio-One key data:

- / 2,540 employees at 28 sites in 22 countries (2021)
- / Seven production sites on four continents
- / Active in over 100 countries worldwide
- / Headquarters in Austria

## OUR MISSION

To us, health is the highest personal priority. This inspires our daily mission of serving life sciences and healthcare professionals with advanced and sustainable products and solutions.

It is the passion and dedication of our people that make the difference. With a straightforward approach our global team continuously strives for excellence and closely collaborates with our customers.

*We empower people to make a difference in health.*

## SUSTAINABILITY IS EMBEDDED IN OUR VALUE PROPOSITIONS

True Trust, Quality, Global Presence, State-of-the-Art Technology, Customer Focus, Expertise, Efficiency, Sustainability. These are the values that we at Greiner Bio-One stand for and that our customers can trust. We are helping our customers on their way to a sustainable future because it really is important to us.

*We are committed to creating a sustainable global future.*

That's our promise based on Greiner's overarching sustainability strategy.

We are committed to creating a sustainable global future.



Our promise

# BLUE PLAN, FOR A LIVEABLE PLANET.

## BLUE PLAN: OUR STRATEGY FOR A BETTER TOMORROW

Blue Plan has been the Greiner group's sustainability strategy since 2020 and establishes the strategic framework for our activities and efforts for a sustainable future. The Blue Plan focuses on three core areas: climate protection, circular economy and people.



You can find more information on the Blue Plan as well as the detailed targets and key figures here.

## OVERARCHING OBJECTIVES:

**Fight climate change:** We want to be climate neutral by 2030.\*



**Create a circular business:** We want to be a fully circular business by 2030.



**Empower people:** We want all our employees to be prepared for the challenges of the future by 2030.



## PLASTIC IN MEDICINE AND THE LABORATORY: OPPORTUNITIES AND CHALLENGES

Due to its properties and range of uses, plastic is often the material of choice in medicine and the laboratory. However, environmental aspects and requirements as well as our ambitious targets present us with new tasks. The issue of the circular economy in particular presents challenges in a medical context.

Due to the areas of application as well as country-specific legal requirements, a large proportion of our products are thermally recycled after use. These products include, for example, medical devices contaminated with potentially infectious material. The safety of the user and preventing the transmission of diseases are of paramount importance when disposing of them.



You can find more information on plastic in medicine here.

Plastic has several properties that are essential for the functionality, safety and performance of the products: shatterproof, lightweight, versatile, visually transparent or non-transparent, and many more. The use of recycled raw materials is difficult because recycled plastics often do not have these properties or meet the purity requirements to the extent required and would, for example, have a negative effect on the reliability of research results.

Despite some challenges, we see opportunities and possibilities that will help us protect our resources. Our intention is to implement activities to work towards a circular economy and, wherever possible, in cooperation with our customers. You can find out more about this in the Environment section.

Ambitious targets

\* In terms of Scope 1 and Scope 2 emissions

# 3 SUSTAINABILITY ACTION AREAS AT GREINER BIO-ONE.

At Greiner Bio-One, we see sustainability as an overarching goal to be achieved through activities in three action areas: environment, people and ethics. The boundaries between these action areas are inherently fluid. What is important is the holistic view of all our company's areas of influence, so that we can move closer to our goal, a sustainable future for us all, with each individual step.

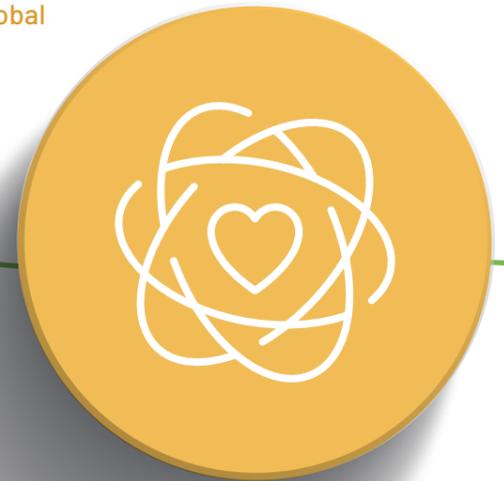
Environment

How we conserve resources and use energy efficiently



How we align our actions with global responsibility

Ethics



How we promote the health and well-being of everyone

People



Find out more about sustainability at Greiner Bio-One here.

In flow: managing our valuable resources in a circular economy is our generation's biggest challenge.

Conserve resources



## AN ENVIRONMENT THAT MAKES LIFE WORTH LIVING.

Climate change is one of the biggest challenges of our time. As a global company, it is very important to us that we minimize our impact on the environment and habitats as far as possible by implementing measures for the efficient and conscious use of energy and resources.

### REDUCE, REUSE AND RECYCLE RESOURCES

We know that a large amount of plastic waste is generated in medical settings. Although creating a fully circular economy in medical technology presents challenges, there are ways in which we can responsibly use and reduce the use of resources along the value chain and sometimes keep them in circulation.

#### Reduction of material use in the development of innovative product solutions and further development of production technologies

In September 2021, Greiner Bio-One launched a new generation of Sapphire pipette tips. In addition to user-friendliness, particular attention was paid to sustainability during product development.

The new product design uses 20% less material compared to the previous version. The tips are not only available in the rack, but also in bags or as refills – versions that use much less packaging. The refill unit's rack inserts are packed in cardboard packaging, which saves a significant amount of plastic compared to the full racks and ultimately also saves space and transport emissions. In addition, the inserts themselves are made of approx. 70% recycled material.

#### Use of recycled materials in packaging

Greiner Bio-One uses recycled materials wherever standards allow. This applies in particular to packaging materials. The cardboard boxes used contain an average of 82% recycled material (2021). Around 60% of the cardboard comes from sustainable forestry and is FSC-certified. Packaging is considered in the product development process and is also continually further developed.

#### Initiatives for the reuse of packaging components

In March 2022, the Mosonmagyaróvár (HU) site launched a rack-back initiative to encourage the reuse and recycling of pipette tip racks. In the lab, racks are often only used once and then disposed of out of habit together with hazardous waste, meaning valuable polypropylene is lost. With the new initiative, Greiner Bio-One Hungary is taking back empty, clean racks and rack inserts. They are collected during regular deliveries to our customers. Greiner Bio-One will supply the collected racks to its customers for re-use free of charge as long as stocks last. If materials are to be recycled, this is done by an external partner. The income generated is donated to charitable causes and local waste collection campaigns.

## Renewable energy

### Recycling plastic waste generated during production

During the injection moulding process, some product components, such as VACUETTE® caps, generate leftover plastic pieces. These are re-milled and fed back into the production process. Other waste from manufacturing at all sites, such as production rejects, is handed over to external partners for recycling.

The Hungarian site has been operating a regranulation plant since 2017. At the plant, clean rejects and polystyrene production waste from two sites are regranulated and fed back into the production process. The material is collected separately and comes directly from production, which ensures a high degree of purity. The system technology used and extensive test procedures ensure that the regranulated polystyrene has the same quality and identical material properties as the original granulate. The recycled material is used for the production of Petri dishes, for example. Greiner Bio-One strives to continuously increase its recycling rate while also minimizing production waste even further.

### OPTIMIZATION AND REDUCTION OF ENERGY USE

The operation of our infrastructure as well as our transport routes for raw materials and products account for a significant proportion of our energy consumption. That is why we are constantly striving to optimize our energy use along the entire value chain through a range of actions.

### Increasing the share of renewable energy

All Austrian and German sites use 100% certified green electricity and therefore produce their products with clean and renewable energy. In total, green electricity accounts for 53% of electricity across all sites (2021). We are making efforts to increase the share of green electricity further wherever the supply allows.

Greiner Bio-One has been producing its own electricity from renewable energy sources since 2021. In September 2021, Mediscan put its first photovoltaic plant into operation at its Kremsmünster site (AT). The energy generated by the plant covers around one fifth of the high energy requirements for the sterilization process. The second plant was installed in Frickenhausen (DE) in July 2022. The systems cover the equivalent of the electricity needs of around 125 four-person households. Further photovoltaic plants will follow at our sites in Europe and South America.



### Energy efficiency initiatives

Through a series of energy efficiency projects in 2021, the Americana (BR) site managed to save 1% of its total electricity consumption. The remaining areas of the building have been converted to LED lighting, which means that the entire site is now equipped with this technology. In addition, parts of the air conditioning system were renovated and two pumps in the cooling circuit were replaced with one more efficient pump.

Replacing a cooling system at the Kremsmünster (AT) site in 2020 saved 384 tonnes of CO<sub>2</sub> emissions and the equivalent of the energy consumption of around 334 four-person households annually. This system is required for cooling in the injection moulding process and therefore for the manufacture of most products. The new cooling system works on a technologically advanced system that can use outside air for energy-efficient cooling. In addition, the waste heat generated at the plant is sufficient to cover all current natural gas requirements.

Heat recovery systems are in operation at the sites in Austria, Germany and Hungary, which means that the waste heat from the production facilities is used to heat the other buildings, such as the offices and warehouses. As a result, there is largely no need for fossil fuels.

### Reduction of CO<sub>2</sub> emissions

We are trying to optimize the transport routes of our raw and auxiliary materials as well as those of our goods as much as possible in order to avoid long journeys and thus save CO<sub>2</sub> emissions. To achieve this, we make sure to select local and regional suppliers, for example for granulate and packaging material. We produce some of our core products at various sites around the world, which optimizes the regional fulfilment of demand and shortens transport routes.

The Greiner group joined the SBTi (Science Based Targets Initiative). In this way, we are implementing and pursuing targets for the reduction of greenhouse gas emissions that are guided by the 1.5°C target of the Paris Agreement and are science-based.

All Austrian  
and German  
sites use 100%  
certified green  
electricity.

# PEOPLE, WHO CAN COUNT ON US.

As a global leader in medical technology, Greiner Bio-One is committed to improving people's health. At the same time, the company is taking important steps towards creating an attractive and safe working environment. Therefore, the activities focus on employees, users and patients as well as the well-being of society.



## OCCUPATIONAL HEALTH AND SAFETY

Health is the motivation for our daily work in all areas. That is why, Greiner Bio-One is taking extensive measures to support the physical and mental health of its employees and to create a safe working environment.

**People responsible for health and occupational safety**

**Support for sport and fitness activities**

**Provision of first aid courses**

Promoting health



### Various activities to promote health

The aim of the 'MotivateMe' initiative at the Monroe site (USA) is to motivate employees to lead a healthy lifestyle and to contribute to the early detection of illnesses. The programme includes a wide range of activities, such as health checks, preventive medical check-ups, health advice, healthy eating, sport and vaccinations. The participating employees collect points when they achieve their chosen goals and receive a bonus at the end of the year. Thus the initiative also strengthens the employees' health awareness.

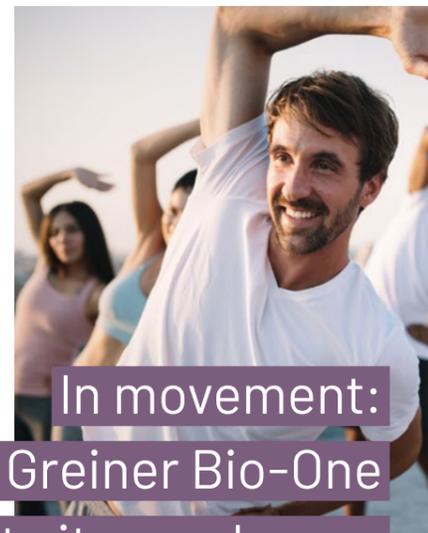
### Shift fit training for shift workers

Shift work is particularly demanding for employees in the production environment. With shift fit programmes at our Austrian site, the company provides shift workers with the personal skills required to stay healthy and minimize the burden of this working model as much as possible. In the training sessions, employees gain important knowledge about sleep quality, social and mental health, nutrition, exercise and mindfulness for shift work.

### Promoting safe and ergonomic workplace design

Together with physiotherapists and employees in the production environment, in Austria we are working on identifying and correcting potential problems that could lead to physical strain in the workplace.

Since 2011, a seven-strong safety committee has been carrying out monthly inspections to ensure that there are no potential hazards on the premises and has been tracking safety measures at the Chonburi (TH) site. Clearly visible display boards also show work accidents and accident-free times to all employees and encourage safety awareness.



**In movement:  
Greiner Bio-One  
supports its employees  
in a wide range of  
sporting activities.**



## EMPLOYEE DEVELOPMENT AND WORKING ENVIRONMENT

Our dedicated employees' knowledge and skills have made Greiner Bio-One an internationally successful company and, at the same time, they form the basis for our future survival. It is therefore even more important that we offer our employees an attractive working environment, are responsive to their needs and help them reach their potential. At the same time, our incentive is enabling further development and enabling our employees to develop both their professional and personal skills.

### Diverse and regionally different social benefits

#### Flexible working models in terms of hours and location, such as working from home

#### Language courses to encourage international cooperation

#### Training of apprentices in six out of seven production plants

Greiner Bio-One trains young people who want to learn a technical profession in Austria, Germany, USA, Brazil and Thailand. Depending on the location, the roles trained include plastics technicians, machine and system operators, tool mechanics and chemical laboratory technicians.

### Offering and promoting training opportunities

Greiner Bio-One offers its employees a wide range of training opportunities, for example through its internal Greiner Academy or through external training courses. These range from professional and individual training courses to company-wide further education programmes through to management training programmes.

In addition to the regular two-year vocational machine and system operator course, Greiner Bio-One Frickenhausen (DE), together with educational (GARP) and business (Chamber of Industry and Commerce, Employment Agency) institutions, launched a new further education programme for this profession starting in March 2022. Existing employees can complete a course that provides them with technical training and further education for their job in just five months and on full pay.

Unleashing potential

### Structured development and succession planning

As part of our group-wide GEMs program (Greiner Expert & Management Succession), critical key positions in the company are identified and succession regulations reviewed. The programme also facilitates the structured development of potential, which is assessed in regular staff appraisals.

Our incentive:  
Enabling further  
development and  
offering an  
attractive work  
environment.



## SAFETY FOR PATIENTS AND USERS

The products produced by the Preanalytics business division often come into contact with human sample material. As blood is a potentially infectious sample material, we have set ourselves the goal of making daily routine work as simple and safe as possible for medical staff. The BioScience division's products are, for example, used in research and thus contribute towards medical progress.

### Shatterproof VACUETTE® tubes for safe blood collection

### Safety products to prevent needlestick injuries

### Digitalization for increased patient safety with the Tracie software solution

### Products for diagnostics and research to manage pandemics

### 3D cell culture as pioneers of modern medicine

### Microplates for developing new drugs

Stem cell  
donation  
saves the lives  
of leukaemia  
patients.

## CORPORATE SOCIAL RESPONSIBILITY

Greiner Bio-One supports local and regional organizations that are committed to public well-being. These include educational and scientific training institutions, non-profit health institutions and associations, volunteer organizations and sports clubs. We also support scientific exchange in the healthcare and life science sectors through our participation in scientific congresses and networks.



Leukämiehilfe Österreich (Leukaemia Support Austria) counts on Greiner Bio-One

### "Geben für Leben" – the Austrian leukaemia support charity

Greiner Bio-One has been supporting the non-profit association "Geben für Leben – Leukemihilfe Österreich" [Give for Life – Leukaemia Support Austria] since 2021. When treatment or chemotherapy no longer help, a stem cell donation to people with leukaemia or other blood disorders is often the last hope for recovery. This is where the mission of "Geben für Leben" comes in, namely finding life-saving stem cell donors for these ill people. This is only possible if as many healthy people as possible are typed with a cheek swab or blood sample and made available as potential donors. For a stem cell donation, the patient's "genetic twin" – in other words a person whose tissue markers perfectly match the patient's body – has to be found. Since the start of the cooperation, Greiner Bio-One has financed 1,400 typing tests, donated blood collection products and organized typing campaigns with employees.

### Forest Green Rovers football club

Greiner Bio-One is delighted to have been partnering with Forest Green Rovers since 2022, described by FIFA as "The World's Greenest Football Club." Forest Green also became the first football club in the world to become 100% vegan – accredited by the vegan society – and to work with the United Nations to go carbon neutral. In 2018, it was recognized by the UN, receiving a "Momentum for Change" climate action award. The club play their home matches only a few miles from Greiner Bio-One's UK facility. The partnership will see us support their community schemes including tackling loneliness, community meals, girls' football, football camps, mental health talk club and more.



The greenest football club in the world – powered by Greiner Bio-One

### Scientific publications on the sterilization of medical devices

Absolute sterility is a basic requirement for a lot of medical devices. As a sterilization service provider, Mediscan not only ensures the treatment of the products, but also works on its further development. The company examines and develops science-based strategies and requirements for safe product sterilization. The results of the research activities are regularly published in articles in renowned scientific journals.

social partnerships





Responsible

# ETHICS, THAT GO MUCH FURTHER.

We take responsibility for people and the environment. In this way, we ensure responsible corporate governance, act in accordance with the applicable principles and legal regulations, and comply with applicable standards. External evaluations broaden the view of our activities and show us where we can potentially improve as well as where we have been successful.

**Binding:**  
We require compliance with social, ecological and ethical policies and principles by our business partners.

## COMPANY-WIDE COMPLIANCE SYSTEM

Our aim is to ensure legally compliant conduct in all internal and external business activities. The Greiner group set up a comprehensive compliance system in 2012 to ensure compliance with legal regulations and to increase employees' awareness of legally and ethically correct conduct.

Our activities include a preventive risk management system, a compliance management system with appropriate organization, the Greiner Code of Conduct for employees, an extensive online training system and a whistleblowing platform for reporting violations and suspected violations. Our sites are also ISO 37301-certified.

## RESPONSIBILITY IN THE UPSTREAM SUPPLY CHAIN

From a holistic perspective, sustainability starts with the selection of our suppliers. That is why we have developed a Code of Conduct for suppliers and business partners that requires compliance with social, environmental and ethical policies and principles. Our aim is for our suppliers and business partners to act just as responsibly as we do. This includes, for example, compliance with human rights and legal regulations, safe working conditions, protecting the environment, and the efficient use of energy and resources. The Code of Conduct – or equivalent code – must be signed by all new suppliers and business partners and is also required from all existing ones.

Leadership



We also have a sustainable sourcing policy with the aim of ensuring that employees working in purchasing apply social, ethical and environmental principles when procuring goods and services. Our aim is to ensure compliance with the Code of Conduct and to motivate our suppliers and business partners to themselves act sustainably.

## CERTIFICATIONS AND TRANSPARENCY THROUGH EXTERNAL ASSESSMENTS

All Greiner Bio-One production sites are ISO 9001 and ISO 13485-certified. Mediscan is EN ISO 13485 and EN ISO 11137-1-certified at all its sites, has a GSG certificate at its Seibersdorf (AT) site and is authorized to sterilize medicinal products in accordance with the EU GMP Directive. The production site in Frickenhausen (DE) is also ISO 14001 and ISO 50001-certified. Greiner Bio-One aims to have other sites certified in the areas of environmental and energy management.

Greiner has its climate footprint assessed in the categories of climate, water and forest by the CDP (Carbon Disclosure Project). CDP reporting is performed annually by Greiner AG and covers the entire Greiner group.

Since 2022, Greiner Bio-One has been having its sustainability activities for the entire Greiner Bio-One group evaluated according to international sustainability standards using the EcoVadis evaluation platform. The evaluation is based on 21 indicators in the areas of environment, labour and human rights, ethics, and sustainable procurement. The resulting scorecard shows the results of our sustainability efforts.

# COLLABORATE AND HELP.

## WE NEED YOUR INITIATIVE!

We want this brochure to support social initiatives that benefit people and make their lives a little bit better. This requires your input!

In a short quiz, you will be asked 5 questions about the activities Greiner Bio-One is implementing to make our world more sustainable. As a thank you for your participation, you can select one of a range of initiatives for Greiner Bio-One to donate to.

With this action, we are supporting various sustainable initiatives. You can find more information about the initiatives supported and the donations we have already made on our website.



### A LITTLE TIP

All the answers can be found in this brochure.

Let's go

1.

Scan the QR code and click on the link



2.

Complete the quiz successfully

3.

Select an initiative for Greiner Bio-One to donate to

4.

Be happy about the support provided

making a difference

Time for change

[www.gbo.com](http://www.gbo.com)

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BECAUSE SUSTAINABILITY  
IS IMPORTANT TO US.  
FIND OUT MORE ABOUT GREINER BIO-ONE  
ON OUR WEBSITE.



The activities described by way of example relate primarily to Greiner Bio-One's production sites, as they are the largest sites and therefore have the biggest influence.

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**MEDI**  
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