



GELITA

SUSTAINABILITY REPORT 2021

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EDITORIAL

Dear readers,

2021 was once again both a successful and challenging year for GELITA. In multiple waves, at different times, COVID-19 swept across the countries where our company operates. The tense situation in supply chains and volatile raw material markets greatly challenged our business. However, thanks to the commitment of our management team and all employees, we succeeded in minimizing the impact on GELITA, moving our business forward and continuing to grow. The second year of the pandemic also proved that our values, culture of cohesion as ONE GELITA, and mindfulness in our dealings with one another form the solid foundation for overcoming the crisis and looking to the future with confidence.

In politics, business, the financial world and in society, the issue of sustainability continues to gain momentum, in part also due to the pandemic. The goals set by policymakers to save our planet can only be achieved if everyone acts in concert. We embrace our role in the effort. GELITA has imple-

mented significant improvements over the past year to reach our goal of net-zero greenhouse gas emissions by 2050. Our sustainability report provides information on our activities and documents the progress we have made.

We have laid important foundations for a successful future. With our growth strategy GELITA TOMorrow, we have initiated a process that aligns our organization more closely than before to the market's needs. We are boldly driving forward our own transformation to ensure we remain a competent partner for our customers. This process is also bringing sustainability more into focus – in the development of innovations, the optimization of processes, the use of resources, and making investment decisions.

2021 was my first year as CEO at GELITA. Sustainability is a top priority for me and high on my agenda. My goal is to present our environmental, social and governance (ESG) performance measurably and transparently. We will further intensify our commit-

ment to this area. At GELITA, however, sustainability is more than an initiative of the Executive Board. Our sustainability agenda is implemented every day by our team around the globe. We still have a long, tough road ahead of us to accomplish all of our goals. But every step we take together is worth it!

Yours,

Dr. Sven Abend, CEO GELITA AG



GELITA has its roots and head-
quarters in Germany. As one
of the world's leading manu-
facturers of collagen proteins
for food, dietary supplements
and pharmaceutical products in
addition to numerous techni-
cal applications, we are active
in the world's major markets.
GELITA has more than 22 pro-
duction sites and sales offices
on all continents.

2,810
EMPLOYEES



APPROX.
23 %
MARKET SHARE



839
MILLION EUROS TURNOVER

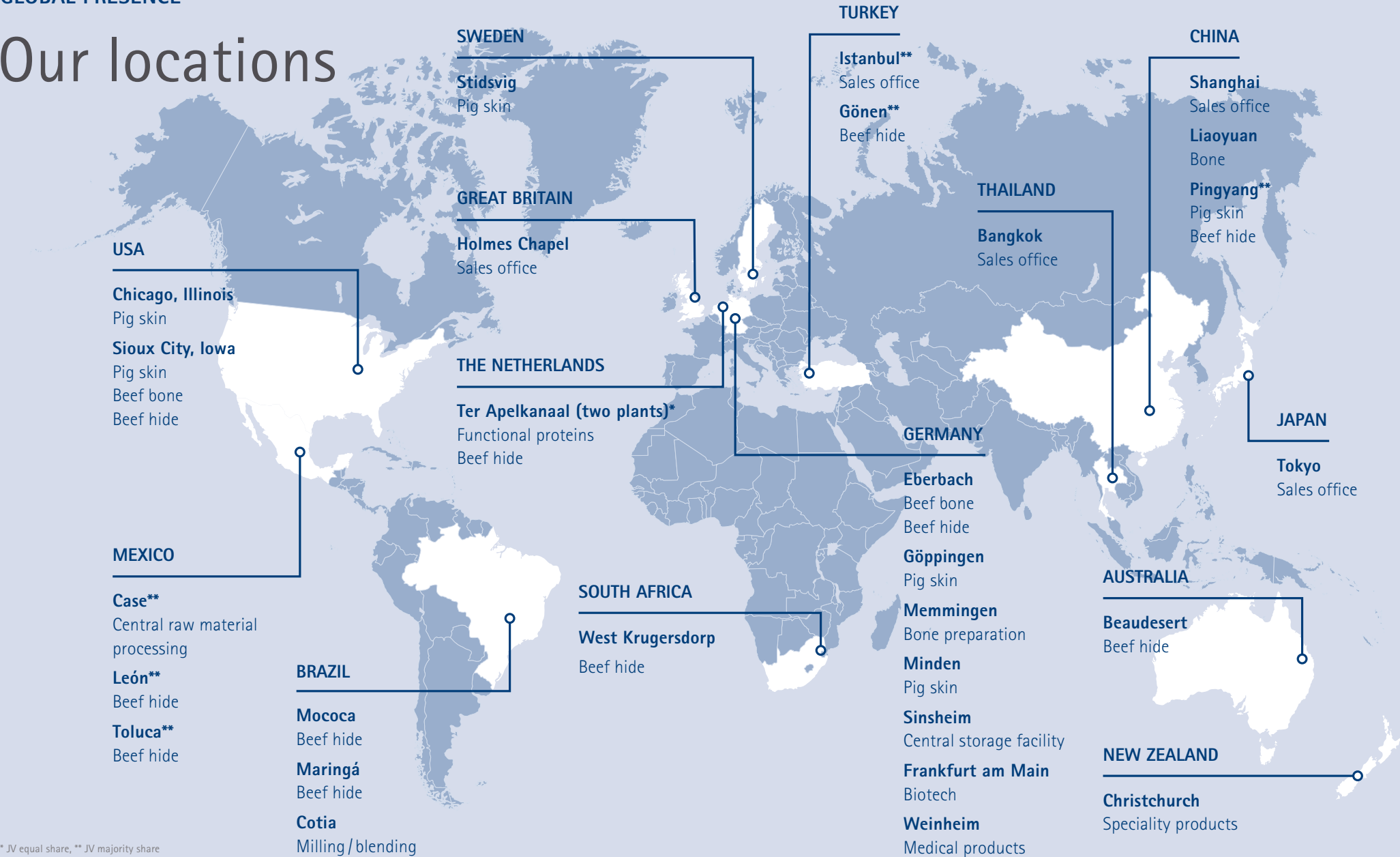


1875
YEAR FOUNDED



GLOBAL PRESENCE

Our locations



Acting for a better tomorrow



Michael Van Elsacker is a member of the Executive Board of GELITA AG and is responsible for Operations as COO.

"Improving Quality of Life" – we make a big promise with our corporate motto and assume a great deal of responsibility at the same time. As a globally operating company and one of the world's leading suppliers of gelatin, collagen and collagen peptides, we are particularly committed to sustainable corporate management, the environment, our employees and society. We strive to create added value with our innovative products. At the same time, we are continuously working to develop measures and implement technologies that will enable us to produce as safely and resource-efficiently as possible, both now and in the future.

Climate-neutral by 2050

Our goal is to achieve net-zero greenhouse gas emissions by 2050. Getting there will require a huge transformation, particularly in production. We have set the interim goal of halving CO₂ emissions by 2030 compared with 2020. Investments in modern technical infrastructure, innovative processes, an efficient energy supply, and renewable energies will help us achieve our goals.





Investing sustainably

In addition to numerous smaller activities, we initiated and successfully completed several largescale projects to improve our eco-balance in 2021 – the latter include the solar park at our Chicago plant, USA (see p. 11), and biomass-based steam generation at our Mococa plant, Brazil (see p. 13). Water scarcity is an increasing threat. We are developing production processes that make more careful use of this vital resource (see p. 12) and investing in wastewater treatment facilities at our plants.

Digitization is helping us conserve resources – for example, through digital sensor technology, control systems and analysis tools, and the production of spare parts from 3D printers.

As part of the ISO 50001 energy management system, further measures were implemented to increase energy efficiency and reduce CO₂ emissions. In 2021, all certifications achieved to date were confirmed at the usual high level. In addition to ISO 50001, ISO 9001 (quality management),

FSSC 22000 (product safety), GMP+ (product safety for feed, Memmingen only), and SEDEX registration (ethics), nearly all our sites worldwide are ISO 14001 (environmental management) certified.

Healthy and safe at work

In the difficult conditions of the pandemic, the health and safety of our employees were at the heart of our activities in 2021 (see p. 16). With our excellence program GELITA GO-SAFE, we are working ceaselessly to develop and implement measures that promote the safety of our workforce. Together with an increasing safety culture in the company, these contribute to continuously reducing the number of occupational accidents.

Linked to our social responsibility, we aspire to sustainable development beyond legal requirements. All employees are subject to the internal Code of Conduct, adapted and communicated in 2021 in line with the current value definitions and requirements of the "Ethical Trading Initiative" Basic Code (ETI). GELITA is also committed to the standards of the International Labor Organization (ILO).

As a processor of natural ingredients of animal origin, GELITA is committed to animal welfare. We have supported the German Animal Welfare

Initiative ("Initiative Tierwohl") since 2018, with which the agricultural and meat industries as well as the food trade, are committed to livestock-friendly, sustainable meat production. At the European level, we support animal welfare through the Gelatine Association GME.

Setting standards

When it comes to complying with laws and regulations, we strive to set the highest possible standard. In 2021, GELITA reorganized its compliance department (see p. 7f.). We promote sustainable supply chains and welcome the introduction of the Act on Corporate Due Diligence Obligations for the Prevention of Human Rights Violations in Supply Chains (short: "German Supply Chain Act"), which will come into force in 2023. We are successively implementing the necessary adjustments in compliance, purchasing and contract design.

The urgent need to act on climate protection and the associated restructuring of production pose a challenge to us all. Our goal remains to drive sustainability as part of our business model and make visible and tangible progress in the three areas of responsibility: environment, social affairs and corporate governance.

INTERVIEW

"Compliance and sustainability are firmly anchored in our company's principles"

Interview with Dr. Lars Kogel,
Global Vice President Compliance &
Legal at GELITA AG.



What does compliance mean for GELITA?

Compliance is an integral part of everyday life at GELITA and, for us, means observing applicable laws and internal company rules. We aspire not only to run our business successfully and maintain our position as industry leader in the relevant markets, but also to do so in compliance with applicable laws.

Why do compliance and sustainability belong together?

Both factors – compliance and sustainability – are firmly anchored in our company's principles. Values such as trust, fairness and responsibility are laid down in the GELITA Code of Conduct and are actively lived and practiced by all managers and employees. We strongly believe that by adhering to the rules on the one hand and acting responsibly towards the environment, employees, customers, suppliers and society on the other, we create added

value as a company. The newly introduced Act on Corporate Due Diligence Obligations for the Prevention of Human Rights Violations in Supply Chains*, which focuses on protecting human rights and the environment in global supply chains, also highlights the close links between sustainability and compliance. This has transferred the key sustainability aspects into a separate compliance law.

How does GELITA ensure all its employees consistently act in accordance with laws, rules, voluntary commitments and values?

With our Code of Conduct and compliance guidelines on antitrust law, prevention of corruption and money laundering, and data protection, we have created

the framework for compliance-conforming conduct at GELITA. However, the rules and regulations alone are not enough. Our Executive Board is particularly committed to strengthening our employees' own sense of responsibility in this matter. My department has a special responsibility here. In training measures, we inform our colleagues about key legal requirements and raise awareness of compliance with them. In 2021, for example, we instructed some 900 participants on antitrust law, anti-corruption and anti-money laundering, and data protection.

What is GELITA doing specifically to reduce compliance risks and avoid violations of laws and regulations?



We conduct regular risk analyses. In the course of doing so, we identify critical issues for GELITA in key compliance areas. We then agree on suitable measures with the relevant areas to reduce any risks identified and verify their implementation. One focus of our work is on prevention: By providing appropriate advice, I aim to prevent any potential compliance violations from occurring in the first place.

What requirements does GELITA place on its suppliers and business partners?

All our business partners are obliged to act in a compliant manner. Corresponding guidelines apply to suppliers, distributors and sales representatives, which must be signed at the beginning of a business relationship and when a contract is renewed. Furthermore, in line with the new German Supply Chain Act, we will audit our suppliers for supply chain compliance.

You joined GELITA as the first Global Vice President of Compliance at the end of 2020.

What priorities did you set in the past year?

I concentrated on developing a compliance management system and setting up and establishing a global compliance organization at GELITA. I also sought to create an understanding that every division and company within the Group is responsible for acting in

accordance with the law and regulations. At the same time, it was and is important to me to convey that the areas are not alone in shouldering this responsibility, but are supported centrally by Compliance and locally by designated Compliance Managers. Through my newly created position, compliance has gained a far greater significance in the organization. Numerous advisory sessions and training courses have also significantly raised awareness of this issue among employees. Compliance is not just an issue for management but also a cultural issue. For such a system to work, it needs the trust of all employees.

However, the impact of compliance is not only internal. It is crucial that we also communicate our compliance culture to the outside world. Business partners and job applicants increasingly opt for companies with which they can identify. In this way, compliance can provide a competitive advantage and contribute to the success of the company as a whole.

Dr. Kogel, thank you very much for the interview.

* The German Lieferkettensorgfaltspflichtengesetz ("Act on Corporate Due Diligence Obligations in Supply Chains" or short: "German Supply Chain Act") was passed in mid-2021. The law will come into force on 1 January 2023.



Dr. Kogel has headed the Compliance division since September 2020 and held the extended Compliance & Legal function since January 2022. As the first Global Vice President for Compliance at GELITA AG, he established and continues to develop the compliance management system. The legal scholar and business economist specializes in antitrust and white-collar criminal law, data protection, mergers & acquisitions, and corporate law.



OUR PRODUCT AREAS



GELATIN

- Food
- Pharma
- Photo
- Technical



COLLAGEN PEPTIDES

- Health & Nutrition
- Medical



FAT, PROTEINS & MINERALS

- Food
- Pet Food
- Technical

INNOVATION LEADER IN PHARMACEUTICAL GELATIN

In the right place at the right time

Gelatin is versatile. As a natural ingredient, it can be found in sweets, baked goods, sausage products and cosmetics, for example. Since gelatin dissolves in the human body at normal body temperature, it is also ideal as a capsule ingredient. The gelatin shell protects the active ingredients from oxygen, light, moisture and dust and makes them easier to take. Soft capsules, in particular, are popular with consumers as a form of administration for medicines and nutritional supplements.

Pioneers in development

Manufacturers place particular emphasis on the optimal release of the active ingredient and shelf life of capsules. The product should release the substance at the right time, in the right place and at the right concentration. Furthermore, it should be just as powerful after two years as it was on the first day. GELITA has conducted extensive development work on the controlled release profile of pharmaceutical gelatin and is a pioneer in this field with its portfolio.

New standard in capsule dissolution

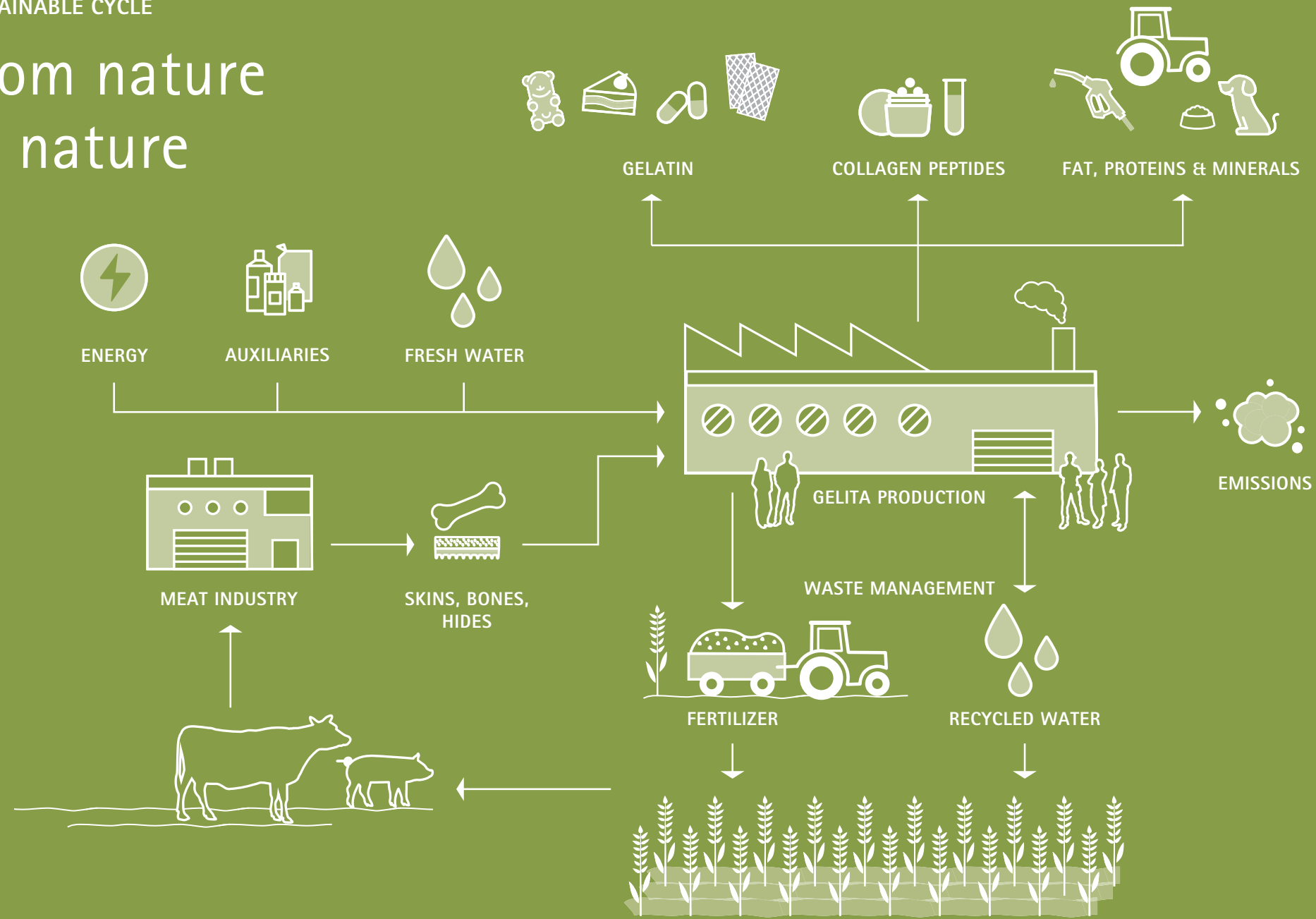
Our latest innovation is GELITA® EC. This allows the production of soft capsules that dissolve only in the intestinal tract. The acidic pH of gastric juice can destroy some active ingredients. Therefore, they must pass safely through the stomach before being released specifically in the intestine. Moreover, the unpleasant aftertaste when taking nutritional supplements like the popular fish oil can be avoided. GELITA® EC is, however, not only the first gelatin product of its kind, it also enables the production of clear capsules in just one production step. No additional or new capsule processing equipment is required, and the traditional two-step enteric coating process is eliminated. This new standard in dissolving and manufacturing soft capsules benefits our partners in industry as well as consumers.

Find out more about our innovative products, brands and applications on our website:
www.gelita.com




SUSTAINABLE CYCLE

From nature to nature



Gelatin, collagen and collagen peptides are natural products. In order to produce our natural, high-quality products, we need healthy animals, clean air, clear water and unpolluted flora.

GELITA produces new products from by-products of the meat industry, which are in turn further processed by our customers. Our modern manufacturing processes make it possible to almost entirely recycle the raw materials used. In the interests of sustainable recycling management, we are constantly on the lookout for new applications for our by-products. The minerals produced in gelatin production, for example, serve as phosphate suppliers for fertilizers. These can then be used to grow animal feed.

 Move your mouse over the graphic for more information.



ENERGY CONSUMPTION

We are constantly optimizing our processes to ensure efficient energy use, and renewing our facilities with the latest energy-saving technologies to minimize the negative impact of our production.

The fluctuating availability of energy sources due to global crises and the shift in the portfolio towards more energy-intensive products were developments in 2021 that ran counter to our goal of energy reduction.

ENERGY (MWh per ton of product)

2017	2018	2019	2020	2021	
4.4	4.2	4.2	4.2	4.2	→

IN-HOUSE SOLAR PARK IN CHICAGO

Electricity from the power of the sun

The solar park that has supplied the GELITA plant in Chicago, USA, with green electricity since May 2021 has an area of some 3.5 hectares – equivalent to roughly five soccer fields. 6,721 solar modules produce approximately four million kilowatt-hours of electricity on half of the company-owned land, which is enough to supply electricity to around 360 households in the USA. However, the site uses the solar power exclusively for its own requirements: The plant can meet about 40 % of its needs with this green energy while reducing the site's carbon footprint at the same time. As a result, the site emits more than 3,000 tons less climate-damaging carbon dioxide per year. Another plus: Thanks to green energy, GELITA also saves on energy costs.

Financial support from the state

Planning for the project began in the second half of 2019, followed by the building permit

six months later. Part of the investment was subsidized with state and federal grants; the remainder was financed by GELITA. An outside partner company assembled the solar panels and feed-in equipment. The Chicago plant's technical management team oversaw the construction and installation of the system. They also handled coordination with the local utility to connect the system to the power grid.

The Chicago solar park is just the beginning: In feasibility studies, we are examining other geographically suitable locations to see whether solar power generation projects can also be implemented there.

- ▶ Generate approximately four million kWh of solar power per year
- ▶ Cover 40% of energy needs with green energy
- ▶ Save around 3,000 t CO₂ annually





WATER MANAGEMENT

Water is a precious commodity and a critical resource:

2.2 billion people have no regular access to clean water.

For GELITA, water is indispensable in production, so reducing consumption and treating wastewater is a high priority.

FRESH WATER INPUT

(l per kg of product)

2017	2018	2019	2020	2021
54.6	53.4	53.0	54.2	55.6



LOWER CONSUMPTION IN KRUGERSDORP

Recycling and recovering water

To reduce its water consumption, GELITA's site in Krugersdorp, South Africa, launched two projects – to great success. As of last year, recycled water has been used in addition to fresh water in processing the raw materials. These are washed in two steps. The water from the second wash is now treated and partly reused for the first wash. A buffer tank stores excess water for use at a later stage.

Condensate for the hot water system

Several production steps are required before gelatin can be obtained from the carefully purified raw materials. During the extraction process, the prepared raw materials are mixed with warm water. The gelatin is then extracted in several stages. To concentrate the gelatin solution obtained, water is removed in two evaporation steps – the so-called product condensate. A recovery system enables the

condensate to be reused. Since it contains lukewarm water, it is fed into the plant's hot water system. Excess water flows into a buffer tank. Treatment with UV light ensures the tank contents remain free of bacteria. Pumps transport the excess water to wherever it is needed in the plant.

Target exceeded

The site set itself the goal of saving 10 % fresh water with both projects. This figure can rise to more than 20 %, depending on production volumes. For the Krugersdorp team, this means: Target exceeded.

- ▶ Water consumption reduced by 10 % to more than 20 %
- ▶ Fresh water is replaced by recycled water
- ▶ Buffer tanks store excess water





WASTE MANAGEMENT

Avoiding waste wherever feasible or recycling it as far as possible is part of sustainable business. By developing new production methods and optimizing existing processes, for example, GELITA is helping to reduce waste successively and thus lower its environmental impact.

Furthermore, we are always looking for ways to recycle waste materially or energetically. Between 2017 and 2021, GELITA succeeded in significantly reducing its quantity of waste in relation to the production volume.

WASTE

(kg per ton produced)

2017	2018	2019	2020	2021
17.7	15.9	15.4	12.5	11.3

ECO-FRIENDLY ENERGY PRODUCED IN MOCOCA

Steam from sustainable fuels

Steam is required for the production of gelatin and collagen peptides. At GELITA's Brazilian plant in Mococa, this is now generated from renewable biomass. The new biomass boiler has replaced a boiler operated with fossil fuels. By switching to biomass as a low-carbon alternative and improving efficiency, the site conserves resources while reducing its operating costs.

Efficient use of water, fewer chemicals

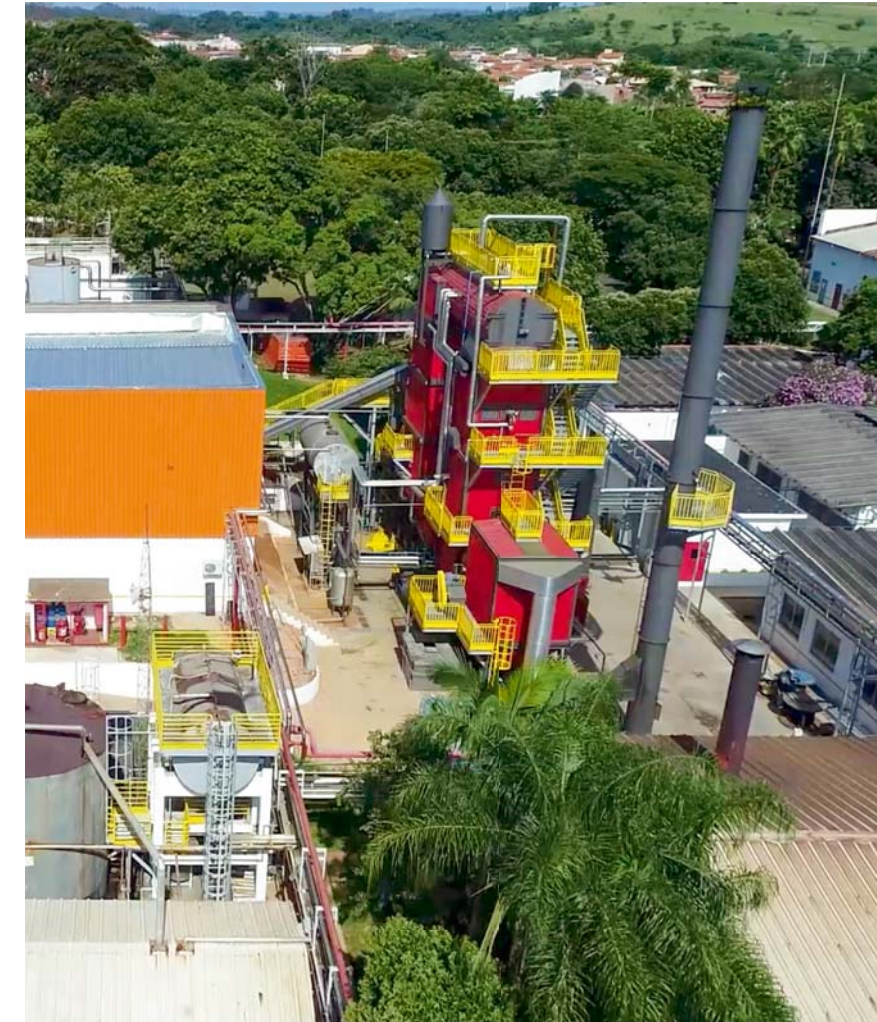
Water vapor counts as one of the most efficient and flexible energy sources for process heat. With a steam output of around 12 tons per hour and a pressure of 12 bar, the biomass plant reliably supplies the plant with cleanly generated process steam. This is used at various points in the production process. By making simple adjustments to the plant, the team has also succeeded in increasing water

efficiency in steam generation and reducing the consumption of chemicals, for example, for water treatment in the boiler.

Oil consumption and costs reduced

After a one-year construction period, the biomass-fired plant was taken into operation in February 2022. Chips made from local eucalyptus wood serve as fuel. The use of the biogenic raw material has reduced oil consumption by more than 90 % and the cost of steam generation by 40 %.

- ▶ Steam generation from biomass
- ▶ Greater water efficiency, fewer chemicals
- ▶ Resources saved, costs reduced





EMISSIONS

GELITA faces major challenges in further cutting energy consumption and addressing the transformation in climate policy.

Achieving neutrality in our CO₂ emissions by 2050 refers to our own power generation and the purchase of energy for production and administration. These are areas where we can have a direct influence. GELITA has achieved a great deal in recent years and has already significantly reduced CO₂ emissions in relation to production volume.

CO₂
(kg per ton of product)

2017	2018	2019	2020	2021
647	605	602	602	591

LESS DIESEL IN THE VEHICLE FLEET

Fleet emissions reduced

GELITA is also targeting its vehicle fleet as a means of reducing CO₂ emissions. The ROHLOG logistics company in Memmingen in southern Germany is focusing on the digitization of its entire fleet. The wholly-owned GELITA subsidiary uses telematics software that records key truck data. As well as fuel consumption and emission values, this includes other data such as distances traveled, mileage, and information on overrun and idling. By regularly monitoring the data collected, the company has succeeded in reducing fuel consumption and thus the fleet's CO₂ emissions by 17 % over the past ten years.

Driving ecologically and economically

Driver behavior plays a decisive role in fleet fuel economy. Therefore, drivers are regularly trained in eco-friendly and economical vehicle operation based on a driving style analysis performed by the software. For example, an anticipatory and careful driving style not only cuts fuel consumption but also reduces wear and tear on tires and brakes. This, in turn, saves costs. The

training also leaves drivers feeling safer and more relaxed. In Memmingen, the combination of telematics, driver training and modern trucks has contributed to excellent CO₂ savings and efficient fleet management.

Fully electric mobility

The so-called dumpers at the Eberbach plant are 100 % emission-free. The vehicles with tiltable hoppers are proving their effectiveness for off-road and warehouse use. Some diesel-powered vehicles have already been replaced by electric dumpers, with more to follow. Diesel consumption has consequently dropped by 30 % over the past two years.

- ▶ Lower diesel consumption
- ▶ Reduced CO₂ emissions
- ▶ Eco-friendly, safe and relaxed driving



Environmental performance



Our environmental performance indicators, collected throughout the Group, help us continuously monitor our sustainability performance. They also help us identify potential for improvement, implement appropriate measures, and monitor the achievement of our goals. We have been collecting this data regularly at all sites since 2017, collating and assessing it on an annual basis. They give interested members of the public a compact and transparent overview of our development.

Where there are goals, success must be measurable

In the context of our goal to achieve net-zero greenhouse gas emissions by 2050, our focus is on reducing CO₂ emissions. We have made significant progress in this area over the past five years based on the GRI Scope 1 standard. However, the decline in greenhouse gas emissions did not necessarily lead to a reduction in our energy consumption compared with the previous year. The focus was and still is on switching to eco-friendly energy sources. Unstable energy supply chains in the production process

meant that fuel sources had to be changed more frequently. Both came at the expense of efficiency.

We are still working hard to reduce our environmental footprint. Measures include reducing water consumption and the volume of waste. Investments in energy-efficient plants and processes – particularly in the area of wastewater treatment –, our global innovation management, and our employees' growing awareness of environmental and safety issues are helping us achieve our targets and increase our success.

KEY PERFORMANCE INDICATOR	2017	2018	2019	2020	2021	
Energy input* (MWh/t product)	4.4	4.2	4.2	4.2	4.2	→
Fresh water input** (l/kg product)	54.6	53.4	53.4	54.2	55.6	↗
Wastewater treated (l/kg product)	50.1	49.3	51.1	54.1	55.2	↗
Water balance (l/kg product)	4.5	4.0	1.9	0.1	0.4	↗
Waste for disposal (kg/t product)	17.7	15.9	15.4	12.5	11.3	↘
Hazardous waste (kg/t product)	0.2	0.3	0.3	0.2	0.3	→
Air emissions CO ₂ *** (kg/t product)	647	605	602	602	591	↘
Total production**** (t)	335,880	345,685	354,823	345,999	347,327	→

* Plant configuration as in 2020.
** Value does not include rainwater.
*** Emission values based on the GRI Scope 1 standard. The values stated do not include emissions generated by biogenic energy sources (e. g. biogas, wood), and were calculated using emission factors of the German Federal Environment Agency (UBA), in particular the ProBas database.
**** Not all plants reported in 2017.



EMPLOYEES

Good ideas are the key to improving every day and ensuring sustainable success. This is the conviction behind GELITA's idea management.

In the 2021 Idea Challenge, all employees worldwide were asked to propose a total of 1,000 ideas. With more than 2,900 suggestions received, this target was exceeded by almost 300%.

GLOBAL COVID-19 PANDEMIC

The soul also needs protection

The COVID-19 pandemic has drastically changed our lives and continues to pose new challenges to global work and health safety. In addition to the rules in place, 2021 saw, among other things, stronger protective measures in workplaces, a massive expansion of working from home, and the implementation of testing and vaccination campaigns. Intensive internal communication supported global crisis management. GELITA continued to cope well with the challenges posed by the Corona crisis. We are proud to say that both administration and production were 100 % available throughout the world.

Alleviating psychological stress

In the past year, it became apparent that the worries and stress factors associated with Corona enormously increase psychological pressure at work and in the working from home environment. In addition to measures for physical health, GELITA provided offers to alleviate psychological stress. These varied from

location to location and were adapted to the specific on-site situations. They ranged from counseling to special leave arrangements for employees having to care for infected relatives. Virtual meetings at the end of the day and tips on healthy eating added variety to Corona's daily routine and helped combat pandemic fatigue.

Outstanding team spirit

Managing directors and plant managers used a campaign on the Intranet to thank employees for their commitment, willingness to cooperate and perseverance during the crisis. "The entire team stuck together very well and acted entirely in line with our culture as ONE GELITA," was how one plant manager summed it up.

- ▶ 100 % availability of administration and production
- ▶ Psychological health measures
- ▶ Global in-house testing and vaccinations





EMPLOYEES

In 2021, GELITA employed an average of 2,823 people world-wide. As of 31 December 2021, there were 2,810 employees.*

The increase in headcount over the previous year is largely due to the inclusion of the plant in Turkey and the addition of personnel as a result of increased requirements in the areas of compliance, risk management, IT, and engineering and human resources at our Eberbach headquarters in Germany. In addition, GELITA opened a new biotechnology laboratory with additional staff in Frankfurt am Main, Germany, in 2021. At our sites in Brazil and China, there was a reverse trend.

EMPLOYEES

Headcount development





	2017	2018	2019	2020	2021
AVERAGE HEADCOUNT*	2,497	2,492	2,527	2,572	2,823
Europe	1,048	1,062	1,085	1,116	1,356
Brazil	352	352	343	349	341
North America	556	564	580	606	628**
Oceania & Africa	211	177	180	187	190
China	330	337	339	314	308
EMPLOYEES ON THIRD-PARTY CONTRACTS	69	64	64	84	73
Europe	33	33	40	35	34
Brazil	4	8	11	20	10
North America	0	17	6	10	11
Oceania & Africa	6	6	7	9	8
China	26	–	–	10	10
TOTAL NUMBER OF NEW HIRES					
Europe	51	75	69	108	119
Brazil	21	39	43	38	38
North America	63	55	55	60	85
Oceania & Africa	26	25	29	25	24
China	72	42	25	16	25
NEW EMPLOYEE HIRE RATE (IN %)					
Europe	4.9	7.1	6.4	9.7	8.8
Brazil	6.0	11.1	12.5	10.9	11.1
North America	11.3	9.8	9.5	9.9	13.5
Oceania & Africa	12.3	14.1	16.1	13.4	12.7
China	21.8	12.5	7.4	5.1	8.1
TOTAL NUMBER OF EMPLOYEES LEAVING					
Europe	44	43	52	66	120
Brazil	26	39	40	41	45
North America	57	46	55	53	72
Oceania & Africa	34	55	25	16	17
China	83	46	46	34	42
TURNOVER RATE (IN %)					
Europe	4.2	4.0	4.8	5.9	8.8
Brazil	4.0	11.1	11.7	11.7	13.2
North America	9.4	8.2	9.5	8.7	11.5
Oceania & Africa	8.7	31.1	13.9	8.6	9.0
China	–	13.6	13.6	10.8	13.6



* The average headcount represents the average number of employees (excluding trainees, board members and managing directors) in the period from 1 January to 31 December 2021. The reporting date headcount states the number of employees on 31 December 2021.

** This figure includes the sublocation Case, Mexico.

Occupational and plant safety

KEY PERFORMANCE INDICATOR	2017	2018	2019	2020	2021	Improvement since 2017
Lost Time Injury Frequency Rate (LTIFR)* <small>Number of lost time cases x 1,000,000 hours worked / total hours worked</small>	12.5	9.2	7.0	6.8	7.3	42 % 
Lost Time Case Rate (LTCR)** <small>Number of lost time cases x 200,000 hours worked / total hours worked</small>	2.5	1.8	1.4	1.4	1.5	42 % 
Recordable Incident Rate (RIR)** <small>Number of incidents x 200,000 hours worked / total hours worked</small>	2.7	2.6	2.7	2.5	3.1	-15 % 
Severity Rate (SR)** <small>Number of days lost / number of recordable injuries</small>	12.1	12.7	10.9	5.4	9.7	20 % 
Process Safety Incident Rate*** <small>Number of process safety events x 200,000 hours worked / total hours worked</small>	n. a.	n. a.	n. a.	n. a.	0.34	-

* Source: Verband der Chemischen Industrie e. V. (VCI), Deutsche Gesetzliche Unfallversicherung (DGUV)
** Source: Occupational Safety and Health Administration (OSHA)
*** Source: VCI, European Chemical Industry Council (Cefic), International Council of Chemical Associations (ICCA)

Operating sustainably also includes ensuring the safety of our employees and those living in the immediate vicinity of our plants. In 2020, GELITA had its most successful year to date in terms of occupational safety. The Lost Time Case Rate (LTCR) and Severity Rate (SR) were lower than ever



before. In comparison, last year fell slightly short of our expectations. Nevertheless, we achieved the second most successful year in the company's history. We continue to systematically pursue our "Zero Accidents Vision", and provide training to help our employees avoid human error and recognize technical faults before damage occurs. We also regularly inform and motivate staff members, particularly in daily shop-floor meetings at the plants and through other visualization channels. For example, monitors at plant entrances display our key safety figures on a daily basis.

Plant safety as a new value
GELITA regularly inspects its facilities and processes to protect people and the environment. In 2021, we launched an additional key performance indicator for plant safety – the Process Safety Incident Rate (PSIR). It records incidents involving substance leakage above defined quantity thresholds or fire/explosion, or injuries due to substance leakage, fire or explosion. The result achieved in 2021 is very impressive by international standards.

SOCIAL COMMITMENT

Achieving more together

As a conscientious company, we see it as our duty to accept responsibility beyond our core business. In the second year of Corona, our focus was again directed strongly inward toward our employees and their families. Nevertheless, GELITA again sponsored numerous social and community projects at its sites around the world in 2021, many of which the Group has been supporting for several years. Through the active involvement of our employees and strong local partners, for

example, we were able to help raise awareness of environmental protection. As a sponsor, we have supported recreational and professional sports, thus promoting the enjoyment of physical exercise. By donating money and goods to selected institutions, we also succeeded in improving the quality of life of children and adults a little. And finally, in a difficult year for all of us, we managed to give people a little joy.



◀ **Awakening the joy of running**

Low social status and lack of physical activity go hand in hand in many countries, including Brazil. The Paraná Walking and Street Racing Circuit aims to motivate socially less privileged people to take up sport. With distances of five and ten kilometers, the series of runs takes place in several cities in the southern Brazilian state of Paraná. GELITA in Brazil supports the mass sports event as a sponsor.



▲ **Helping hands**

Eating, writing, working – what most people take for granted is a major hurdle for hand amputees. Prosthetic hands help people in developing countries regain their quality of life. The initiative “The Hand Project” provides those affected with mechanical prostheses free of charge. These are partly produced in the context of company events. This idea also impressed the members of the GO-BEST team, the internal operational excellence program at GELITA. In a digital workshop, they jointly assembled the supplied parts into hand prostheses. They then painted the bags in which the assembled prostheses were returned to the organization. Following a delay due to the Corona pandemic, the “GELITA hands” arrived in Uganda at the turn of 2021/22, where they were distributed and fitted. As in many other developing countries, hand amputees have virtually no opportunity to obtain prostheses in the East African state.



Sharing the enthusiasm for running

In 2021 and for the ninth time in a row, hundreds of running enthusiasts took to the starting line for the GELITA Trail Marathon in Heidelberg. Professional and amateur athletes had the opportunity to face the challenging trails through the Odenwald. In addition to the classic marathon distance, they also had the option of an ultra-distance

of 50 kilometers and a 30-kilometer trail. As a supplier of collagen peptides that help keep bones and joints mobile and healthy, GELITA has a strong affinity for sports and has supported the GELITA Trail Marathon as title sponsor since 2016. The race takes place close to the company's headquarters in Eberbach, Germany.

Separating waste – but the right way! ▶

Separating waste is not only important at home but also at work. GELITA raises employees' awareness of waste separation through a variety of campaigns at all its sites. Recyclable materials are also collected separately at the GELITA plant in Pilsac-León, Mexico. The plastic waste is sent to the children's aid organization ALUCCA for recycling.



◀ Eating a healthy breakfast

A good breakfast is the best start to the day for children. However, many of them leave home in the morning without a meal. The "Healthy Breakfast" project is designed to teach kids about good nutrition while ensuring they get a regular supply of milk and cereal. With the support of GELITA, kindergarten children in Eberbach, Germany, can recharge their batteries for the day with a balanced meal.

Collecting trash as a team

Ridding your city of carelessly discarded litter – that's what employees at the GELITA plant in Sioux City, USA, did on foot and by kayak. Equipped with trash bags and gloves, they set out together as part of the annual Sioux City Litter Dash and the Bacon Creek Clean-up. In all, about 1,000 people pitched in for a cleaner environment at both events.



Celebrating a carefree Christmas

Employees at the GELITA plant in Pilsac-León, Mexico, collected almost 400 kilos of food and clothes, shoes and toys for a good cause. They handed over the material donations before Christmas to ALUCCA, a non-profit organization dedicated to the fight against cancer in children. Thanks to the food and gifts, numerous children celebrated a happy holiday with their families.

Published by:

GELITA AG

Uferstraße 7, 69412 Eberbach, Germany

www.gelita.com

Date of publication:

May 2022

Design and text by:

Publik. Agentur für Kommunikation GmbH

Rheinuferstraße 9, 67061 Ludwigshafen, Germany

www.agentur-publik.de

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