



**STIEGELMEYERGROUP**



CORPORATE  
RESPONSIBILITY





# Working for the common good

*The work we do enhances the health and safety of many people and improves their quality of life.*

The Stieglmeyer Group has been promoting the well-being of its customers since it was founded in the year 1900. Our strong sense of responsibility for those who work in the health and care sector also extends to many other spheres of public life. We strive to ensure the best possible working conditions for our staff, and focus on sustainable production, while committing ourselves to the protection of natural resources. We follow international guidelines to reach sustainable development goals and to foster high legal and ethical standards within our supply chain.

We have laid down our principles and convictions in two different guidelines: our **Code of Conduct** and our **Principles of Leadership and Working Together**. These show us how to act in a responsible and ethical way.





# Sustainable development goals



As a manufacturer of medical products, the Stieglmeyer Group contributes globally to improving people's health, care and the quality of life. We have been pursuing this mission for many decades now with state-of-the-art products and services which are tailored to the needs of the various international markets. At the same time, we ensure that ideal conditions for working and manufacturing are maintained at our locations in Europe, Africa and Asia and that we comply with all statutory requirements.

Sustainability, for us, is an important key to success. The United Nations' goals for sustainable development (SDGs) form the bedrock on which our understanding of sustain-

ability is based. We examined the 17 sustainable development goals and their 169 targets closely during the years 2023 and 2024. On the basis of our findings, we identified 13 SDGs that are of relevance for the Stieglmeyer Group and prioritised seven of these on which we have the most impact.

We held a multi-stage workshop at which our team compared our sustainability goals and key action areas with the global requirements of sustainable development. This ensured that the SDGs that are relevant for us are firmly anchored in our sustainability strategy and our target system.



## Good health and well-being

Our beds, furniture and assistance systems for the health-care and nursing sector support successful recovery and humane care. They help to overcome specific challenges that are encountered in the different regions of the world.

In industrial countries, our products and solutions are adopted to help provide good healthcare for an ageing population. Used in nursing homes and for caring for people at home, as well as in new forms of healthcare, they help people to age in dignity and safety, while enjoying a high quality of life. At the same time, they provide relief for nurses, caregivers and relatives thanks to the technical innovations they offer.

In emerging markets, our cost-effective products help to further expand their healthcare systems. These products offer a state-of-the-art technical standard for a fair price and are good value for money.

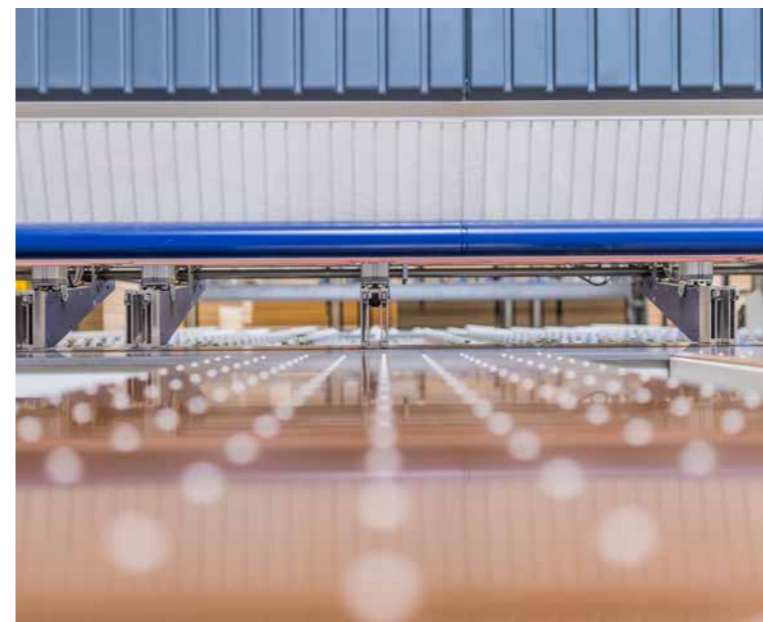
In developing countries, we provide affordable products to ensure good healthcare. This helps to develop the necessary infrastructure for the healthcare system.



## Responsible consumption and production

The Stieglmeyer Group designs its production and supply chains to ensure sustainability. A key example can be seen from its procurement of the raw material timber from certified forests, in order to protect the natural resources and biodiversity in the areas concerned. New manufacturing methods also aim to use resources more effectively and minimise waste, in order to reduce the ecological footprint of our products. Our wood manufacturing facility in Thuringia, for example, was equipped with new machinery to meet the highest technical standards.

A further key aspect can be seen from the ongoing development of our logistics processes. By changing over from two-stack to four-stack delivery of our beds and optimally planning routes, better use can be made of truck space, and routes can be shortened to save emissions.







### Climate action

The Stieglmeyer Group strives to achieve a steady reduction in carbon emissions within its manufacture and administration, as well as in logistics and long-term customer support for its products. Measures aimed at supporting this goal include photovoltaic systems at our company locations, optimised heating and water usage, reduced use of paper in our offices, waste separation to promote sustainable waste management, and regular staff training on the subject of energy management.

Our products are designed for a long service life. This longevity is additionally supported by the 15-year availability of spare parts following purchase. Frequent new procurement, and the use of resources and energy this entails, is therefore no longer necessary. Stieglmeyer beds are frequently used in hospitals and nursing homes for periods spanning several decades. After the beds are taken out of use, over 90% of their components are recyclable. Decommissioned beds are often donated to facilities in disaster areas, where they contribute once again to achieving multiple sustainability targets.



### Quality education

The Stieglmeyer Group offers apprenticeships every year for commercial and technical vocations. A theoretical and practical dual study programme is also available. In this way, the company helps to address the human resource crisis and enables young people to successfully gain entry into working life at its corporate locations.

Our staff keep their skills and knowledge updated through regular in-house and external training sessions. In addition, our service personnel and product managers train customers, dealers and technicians from other service companies in the handling of our beds. This helps to promote a modern medical technology infrastructure in the regions and countries concerned.



### Decent work and economic growth

The Stieglmeyer Group fosters decent working conditions and the eradication of abuse and exploitation in the workplace. We depend on clear guidelines and action to ensure that our teams work in a respectful and fair environment.

The great responsibility we bear for our workforce is an essential component of our corporate philosophy, which is set out in our Code of Conduct. Our occupational health and safety measures contribute to minimising risks and maintaining the long-term health of our workforce. Legal and normative requirements are regularly examined by external auditors.



### Sustainable cities and communities

Our aim is to supply products and solutions that enable hospitals and nursing homes to work economically and satisfy the needs of patients, nurses, residents and caregivers. In cities and communities, we contribute to promoting safe and inclusive places that play an important role in the well-being of the local population.

In the context of urban development, we help to design and furnish age-appropriate housing, structure the arrangement of care in the home and shape alternative forms of care and support. In doing so, we strengthen social interaction between a variety of age groups.

At the company's locations in many countries, the Stieglmeyer Group cooperates with regional suppliers. By doing so, we also support the local economy.



### Life on land

The "Life on land" goal deals with the protection of terrestrial ecosystems. The Stieglmeyer Group is committed to clean, eco-friendly manufacturing methods and the careful use of raw materials and energy. Our plant in Nordhausen, for example, uses wood chips – a waste product from our production processes – to generate heat. They are used for drying purposes during surface treatment as well as for room heating, if required. The rated heat output of this wood heater is some 900 kW.

A further example is the recycling of cardboard transport packaging and waste paper. In Herford, this is collected by a partner company and processed into reusable dust-proof paper cushioning. This is used as padding in logistics to protect our products from damage.

We use an electric vehicle for internal plant traffic in Herford to reduce not only emissions but also noise pollution.

In addition to these main goals, the targets shown on the right also inform our actions. The following pages provide many examples.



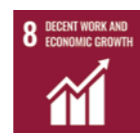




# Corporate Code

Our day-to-day work at the Stieglmeyer Group is marked by a respectful and appreciative approach to working together. Everybody knows the work they have to do and performs their job conscientiously. Talents and skills are fostered and can develop freely.

- We accept our responsibility for customers, staff and for public life.
- We respect people's individual rights and cultivate a culture of respect in our dealings with all people.
- We do not tolerate discrimination on the basis of ethnic origin, age, gender, sexual identity, religion or disability. We see diversity as an enrichment for our company and for the wider society.
- Our external and in-house communication is open and transparent.
- We strengthen the common good by acting in a lawful, responsible and considerate way at all times.



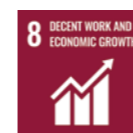




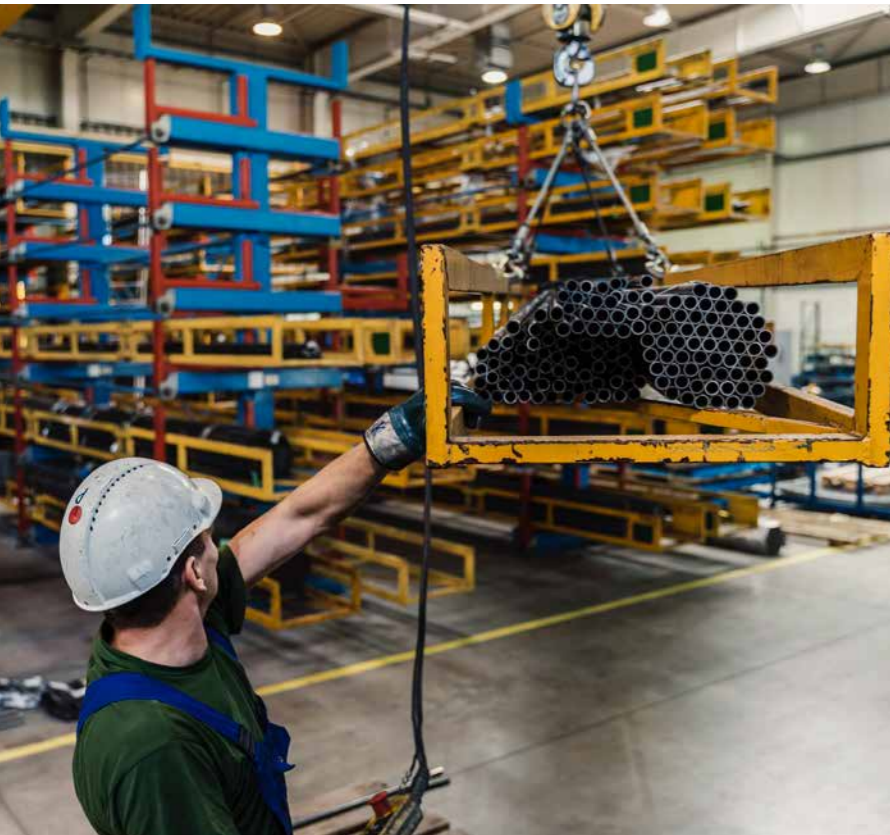
# Conformity

As a leading manufacturer of medical products we know precisely how important it is to comply with the relevant standards. The products we make as well as our daily interactions and our contacts with customers all benefit from reliability, open-mindedness and humanity in all our dealings.

- We are committed to respecting the law at all times.
- We give top priority to occupational safety. All standards and regulations are rigorously implemented.
- Our products meet all regulatory requirements and are tested far beyond the standard required by the regulations.
- We are committed to the principles of transparent business procedures, keeping up the fight against corruption and ensuring fair competition.
- We protect our customers' data and the data of our own company. We implement the General Data Protection Regulation (GDPR) for this purpose.
- In the case of grievances, we have procedures in place to resolve cases. Employees are also given the opportunity to voice concerns anonymously. We apply the relevant whistleblower protection law.
- We have compliance audits conducted by external bodies.







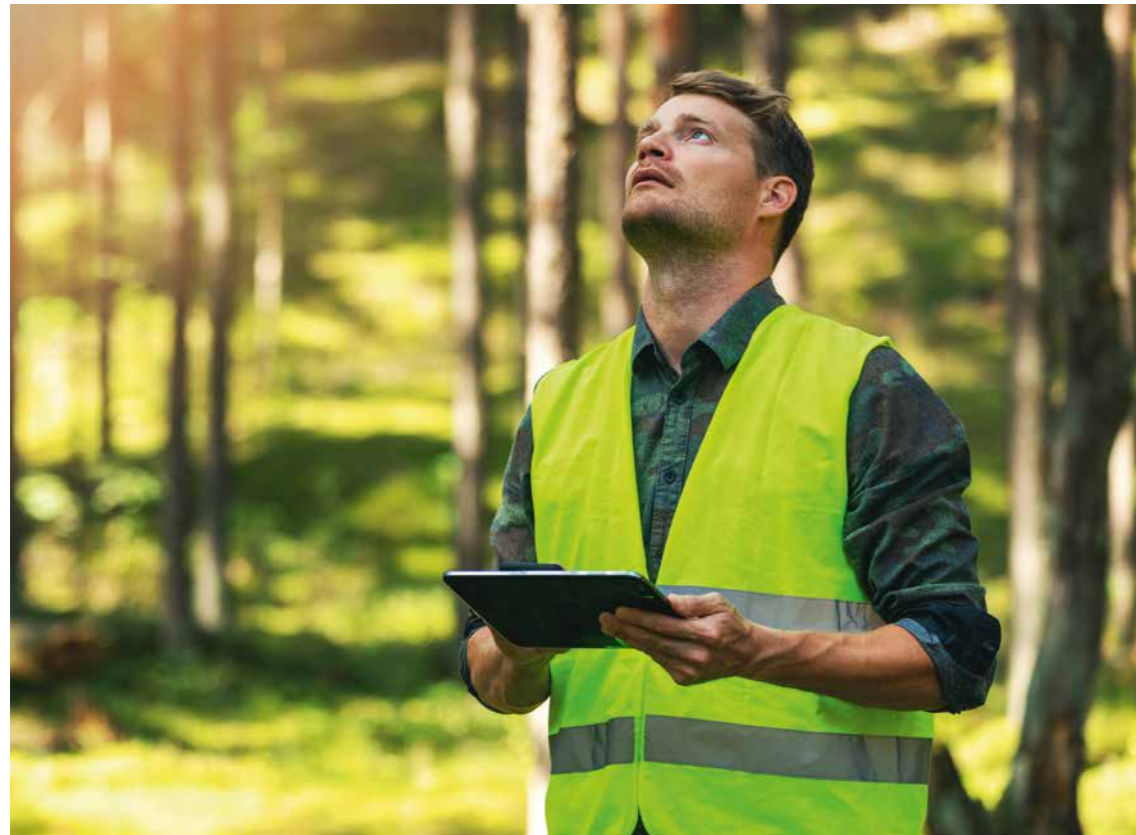
# Working conditions

The staff at all of our locations are our greatest asset. Their well-being is of key importance to the company. This is reflected in many details of our everyday work.

- At all of its locations, the Stieglmeyer Group ensures standard-compliant, safe and barrier-free working in a pleasant working environment in its production facilities and offices. This is shown, for example, but the ergonomic height-adjustable desks from our furniture production in Nordhausen.
- We provide regular further training for our employees.
- We actively promote employees' health in the workplace.
- We organise our work so it permits family-friendly working.
- Modern break areas and canteens allow our employees to relax and enjoy social interaction. Water dispensers provide welcome refreshment during work at our manufacturing plant in Stolno, particularly in summer.
- Our staff can benefit from discounts at a gym. The Nordhausen plant has its own fitness area.







*We act responsibly and sustainably.*



# Use of raw materials

Raw materials are precious – not only because we want to conserve the environment and its resources but also in view of the increasingly difficult economic and political conditions we are facing on a global scale. Responsible use of raw materials is standard practice for us.

- Our medical products consist predominantly of bio-compatible materials.
- In our wood production facility in Nordhausen, 95% of the wood and wood-based materials we use come from sustainable forestry and are certified according to FSC® or PEFC™. This means that for every tree felled, a new tree is planted.
- The forests used are located in Westphalia, Southern Germany and the Baltic states.
- Our chipboard is made from 45% recycled wood.
- Our wood-based materials comply with the low formaldehyde limits prescribed by emission class E1.







# Transport and supply chain

Our logistics concept pursues the objectives of safety, punctuality and the lowest possible emissions. Our international competence helps us to achieve our goals.

***We optimise our route planning and make the best possible use of cargo space.***

- We optimise our route planning to avoid empty runs.
- Regular driver training is provided to promote economical fuel consumption.
- Double deck holds allow optimal use of cargo space.
- We look for low CO2 emissions when purchasing new vehicles.
- We use sea transport for intercontinental deliveries.



## We take our due diligence obligations seriously

Respect for human rights and conservation of the environment are of key importance for the Stiegelmeier Group and apply not just to our own actions but also to those of our international partners. The new German “Act on Corporate Due Diligence Obligations in Supply Chains” (LkSG) and its counterparts in numerous countries obligate companies to ensure that their partners within international supply chains also comply with high standards.

Although the LkSG Act does not strictly apply to our size of enterprise, in view of the fact that our workforce in Germany is made up of fewer than one thousand employees, we nevertheless implement its requirements on a voluntary basis. We feel morally obliged to comply with the targets of the Act and bear responsibility vis-à-vis our customers in our capacity as a medical product supplier. Companies and establishments that do business with us can rest assured that we and our partners work to, and comply with, stringent legal, ethical and ecological standards.







## Standard DIN EN ISO 50001

ISO 50001 is a global standard for improving energy management in companies and organisations. It has been in force in Germany since 2012.

This voluntary standard supports companies in strategically planning their energy use and continually reducing it through ongoing improvements.



# Energy efficiency

Using energy sparingly relieves the burden on the environment while enabling us to work more economically. That's why this issue is the focus of our attention every single day.

- Our company operates a certified energy management system in compliance with DIN EN ISO 50001.
- Regular audits by external auditors are conducted to monitor compliance with legal regulations.
- All processes relating to products and services are designed to be energy-efficient and are improved on an ongoing basis. This continuous improvement process (CIP) is anchored in our guidelines.
- A monitoring system records the company's energy consumption and helps to optimise its energy use.
- Modern technology, including presence detectors for turning on room lights, helps to save energy.
- Training sessions for managers and other staff serve as reminders to retain awareness of this issue in people's minds.





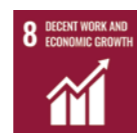


# Disposable and reusable items

The longevity of Stieglmeyer Group products is legendary. This not only reduces the impact on the environment but enables our customers to work particularly cost-effectively.

- Beds from Stieglmeyer and Burmeier generally have a life cycle that spans several decades. After a period of initial use, they are often resold or donated and put to a new use.
- We fulfil the separate collection rate set out in the Closed Substance Cycle and Waste Management Act and deliver at least 95% of our residual recyclable materials to the waste management company ready sorted according to type.
- Not a single component needs to be disposed of as hazardous waste.

**More than 90% of the components of our beds are recyclable**







## Resources

With the Vario Safe, Easy Switch and Easy Click systems, individual elements of the bed surround can be removed without tools and used interchangeably on different beds. Two care beds can share one safety side, for example. This enables valuable resources to be used more efficiently.



# Maintenance and ease of disassembly

Their easy maintainability and the excellent servicing by the Stieglmeyer Group contribute to the long life cycle of our products. Our beds are a safe investment in the future.

- Innovative systems such as Vario Safe, Easy Click or attachable bed extensions enable tool-free assembly and disassembly of large components of our beds. Individual parts are easy to reorder and replace.
- The drive systems on our beds are within easy reach for maintenance or replacement, such as under the backrest on modern hospital beds.
- We supply spare parts for up to 15 years after purchase, thereby ensuring a long service life.
- Plastic used in our products can be separated by type.
- Technician control levels on many of our handsets and control boxes facilitate maintenance.







# Protecting the environment

It goes without saying that a company that promotes health and care naturally also respects the environment. Renewable energy, environmentally friendly materials and low emissions are our secret to achieving this.

- We feed energy from solar installations on our roofs into the electricity grid and thereby contribute to reducing CO2.
- Process water is purified in our own water treatment plants.
- Environmentally friendly electric vehicles are used for transportation on the company premises.
- We use a water-based varnish for the base coat for our wood products. We comply with the regulations of the Solvent Ordinance (31. BlmschV).
- We help our staff to travel any necessary routes by environmentally-friendly means – such as by providing offers of job bikes or shuttle services.







# Regionality

Anchored in the heart of Europe, at home throughout the world – the Stieglmeyer Group works together successfully with many international partners.

- Our international subsidiaries that range from Finland and the Netherlands to South Africa are firmly rooted in their different locations and work together with regional partners where possible.
- The Stieglmeyer Group produces in Central Europe. Our factories are located in Herford and Nordhausen in Germany and in Stolno and Kepno in Poland. Major suppliers are located within this radius.
- Stieglmeyer China conducts its manufacturing operations in China for the Chinese market, and successfully cooperates with local companies.







# Digitalisation

Connectivity – this is the goal that defines our product development just as our work in offices and factories. For us, digitalisation means the way to more relief, efficiency and environmental protection.

- We use largely paperless procedures in our offices through efficient use of programs such as SAP, CRM, Teams and Office.
- We offer electronic invoicing in accordance with Directive 2014/55/EU to save paper.
- Travel to meetings is declining increasingly due to the use of video conferences and online presentations.
- The progressive digitalisation of our beds helps customers to save material resources.







# Certification

You can view and download all certifications here:



Dekra seal for our German locations:



## Stieglmeyer GmbH & Co. KG

- EN ISO 9001:2015
- EN ISO 13485:2016 + AC:2018 + A11:2021
- EN ISO 50001:2018
- Environmental and energy policy

## Stieglmeyer Sp. z o.o.

- EN ISO 9001:2015
- EN ISO 13485:2016
- EN ISO 14001:2015
- Polityka zintegrowana
- Firma przyjazna naturze

## Burmeier GmbH & Co. KG

- EN ISO 9001:2015
- EN ISO 13485:2016 + AC:2018 + A11:2021
- EN ISO 50001:2018
- Environmental and energy policy





# STIEGELMEYERGROUP

Solutions for people who care



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