



Sustainability Report 2024

THIS ENGLISH TRANSLATION IS A SHORTENED VERSION OF THE GERMAN SUSTAINABILITY REPORT WITH INTEGRATED EMAS ENVIRONMENT STATEMENT 2024 – 2027 AND REFERS MAINLY TO THE COMPANIES SALUS AND SCHOENENBERGER

Salus
Group



Preface.

As the challenges of climate change and environmental protection become increasingly present, it is indispensable for companies to assume a leading role. We, as Salus Group, are convinced that economic growth and environmental protection can and must go hand in hand. For many years, we have been combining our knowledge to learn from each other and become more and more sustainable together. In our first common sustainability report, Salus, Schoenenberger and Herbaria describe the successes and challenges in a transparent way.

The standard of our report is the 'European Management Audit Scheme' – in short EMAS. This relatively technical term describes no less than the most sophisticated environmental management system in Europe, which we have been respecting since 1996. Four years ago, we made a further step: As one of the first companies, we did the EMASplus certification. 'Plus' stands for the people considered in all sustainability aspects, starting at the employees via the farmers through to the customers. We are proud to be the first company in Germany certified by We Impact – the successor of EMASplus supported by the German Federal environment ministry.

Our engagement for sustainability covers all areas of our companies, from the purchase of our raw materials to the dispatch of our products. For this reason, we are building our own biomass heating plant at the site in Bruckmühl. Thanks to this second largest investment in the company's history, we aim to be able to produce regenerative process heat that is necessary for the manufacture of our liquids. Additionally, it will be possible to heat our buildings. Please see pages 34 - 37 for further details concerning this flagship project.

As Salus Group, we courageously move into the future marked by sustainability and responsibility. We hope that this report reflects more than our efforts. We also want it to be an inspiration for other companies and organisations to strive for a sustainable world.

We want to thank all our employees, partners and customers who accompany and support us on this path. Their trust and support represent the driving force behind our commitment to create a positive change.

Erwin Winkler
Managing Director Herbaria

Alona Blach
Managing Director Salus
and Schoenenberger

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“Anything that is **against nature**,
will **not last** in the long run.”

– Charles Darwin –



Kingfisher in the alluvial biotope, site Bruckmühl

Milestones.



Historical photograph of Walther Schoenenberger

1996/1997

SALUS

- 1996 INITIAL REGISTRATION AS PER EU ECO-MANAGEMENT AND AUDIT SCHEME (EMAS)

SCHOENENBERGER | HERBARIA

- 1997 INITIAL REGISTRATION AS PER EU ECO-MANAGEMENT AND AUDIT SCHEME (EMAS)



1919
FOUNDATION
HERBARIA

1916
FOUNDATION
SALUS HAUS

1927
FOUNDATION
SCHOENENBERGER

2003

SALUS | SCHOENENBERGER | HERBARIA

- OTTO GREITHER NAMED ECO-MANAGER OF THE YEAR BY WWF GERMANY AND THE BUSINESS MAGAZINE CAPITAL

More than 25 years ago, precisely on 29th September 1995, the European Union introduced EMAS – a tool for companies to implement environmental protection on a voluntary basis in their business model and to improve their environmental performance continuously and with transparency. We are proud to participate almost from the beginning: The initial registration of Salus was in 1996, Schoenenberger and Herbaria followed in 1997. Since that time, we have been achieving many successes in environmental protection.

2012

SCHOENENBERGER

- COOPERATION LOCAL AGENDA 21

HERBARIA

- MEMBER OF BIOLAND ORGANIC FARMING ASSOCIATION



2014

SALUS

- ADMISSION AT THE CLIMATE PROTECTION COMPANIES

2019

SALUS | SCHOENENBERGER | HERBARIA

- INTRODUCTION EMASPLUS

SALUS

- ENERGY FUTURE AWARD OF THE CITY OF ROSENHEIM

SALUS | HERBARIA

- FLOWERING COMPANY AWARD

2016

SCHOENENBERGER

- ENVIRONMENTAL PRIZE OF THE LAND BADEN-WÜRTTEMBERG



2021

SCHOENENBERGER

- COOPERATION LOCAL AGENDA 2030
- ACTIVE MEMBER OF THE PILOT GROUP COMPANY NATURE

SALUS | SCHOENENBERGER | HERBARIA

- INTRODUCTION OF THE COMPANY HEALTH MANAGEMENT



2020

SCHOENENBERGER

- AWARD AS FIRST SIGNEE OF THE CLIMATE ALLIANCE BADEN-WÜRTTEMBERG

SALUS | SCHOENENBERGER

- SEAL 'CLIMATE NEUTRAL SITE'



2022

SALUS

- SUSTAINABILITY AWARD OF THE GERMAN FEDERAL ASSOCIATION OF PHARMACEUTICAL MANUFACTURERS

SALUS | SCHOENENBERGER

- FINALIST GERMAN SUSTAINABILITY AWARD
- ENTRY SCIENCE BASED TARGETS INITIATIVE WITH THE 1.5° TARGET

2023

SALUS

- NOMINATION FOR THE GERMAN ENVIRONMENTAL MANAGEMENT AWARD 2023
- GOLD AWARD IN THE BAVARIAN CLIMATE AND ENVIRONMENTAL PACT
- COMPANY AWARD OF THE BDS TRADE ASSOCIATION MANGFALLTAL CATEGORY 'TRAINING'

HERBARIA

- FINALIST GERMAN SUSTAINABILITY AWARD CATEGORY 'TRANSFORMATION PIONEER' CATEGORY 'COFFEE, TEA AND SPICES'
- GOLD AWARD IN THE BAVARIAN CLIMATE AND ENVIRONMENTAL PACT

2024

SALUS

- CONSTRUCTION OF A BIOMASS HEATING PLANT

SCHOENENBERGER

- MEMBER KLIMAWIN


HERBARIA

- NATURLAND AND NATURLAND FAIR CERTIFICATION

SALUS | SCHOENENBERGER | HERBARIA

- COMMON CERTIFICATION AND SUSTAINABILITY REPORT
- FIRST CERTIFICATION ACCORDING TO THE SUSTAINABILITY STANDARD WE IMPACT





“If we all look **together** ahead,
success will come by itself.”

- Henry Ford -

MORE THAN

100 years

OF HERBAL
KNOWLEDGE

THE SALUS GROUP

The company group comprises Salus, Schoenenberger and Herbaria. Three companies of different size, at different sites, with different product focus. Anyway, what unites us in the Salus Group is the love of people and nature in the holistic sense. Among this, we count our meaning of quality and the importance of environmental protection as well as our more than centenary herbal knowledge that can be found in new innovative formulas – in our liquids, teas, fresh plant juices, spices, coffees or cosmetics. Every single of our hundreds of products gets the same diligence, as they all must meet the highest requirements.

For the first time in history, we, as Salus Group, publish a common sustainability report. A cross-company sustainability team pushes the topics in all areas at Salus, Schoenenberger and Herbaria. We do not only benefit from the strengths one another have regarding the topic of sustainability but we also learn together how to become even more sustainable.

Salus

Salus Haus GmbH & Co. KG is located in Bruckmühl, in the commercial area with adjoining residential buildings. When leaving Munich in 1968, the choice fell to an area where we could self-sufficiently generate electricity thanks to hydropower. Today, we still use the water to efficiently cool down our production plants and to produce electricity. With solar energy and the new biomass heating plant at this site, we are one of the leaders regarding energy revolution. A special highlight for our employees in Bruckmühl is the organic canteen 'Salusteria' with its inspiring room concept flooded with light and designed with natural materials.



Photovoltaic plant with roof greening at the site Bruckmühl



“Strength from nature”

- Salus -





Quality control on
an Echinacea field

Schoenenberger

The Salus subsidiary Schoenenberger is located in Baden-Württemberg, almost 20 km west of Stuttgart in an industrial area. It is only possible to make plant juices of fresh plants thanks to the close proximity of our farmers and without long transport routes. Consequently, most of our plants grow at the borders of the community of Magstadt. Later, we can find them as fresh plant juice in the shelves of pharmacies, health food stores and organic shops. The press residues are spread on the fields as fertiliser and thus complete the regional cycle of resources.



We produce our fresh plant juices with a
pressure of up to 270 bar.



Salus Group international.

We commercialise our products not only in Germany but also in over 60 countries. In addition to our production sites in Bruckmühl and Magstadt, we work with distribution partners in many regions. In six countries, we have own subsidiaries. The biggest one is China with 22 employees.

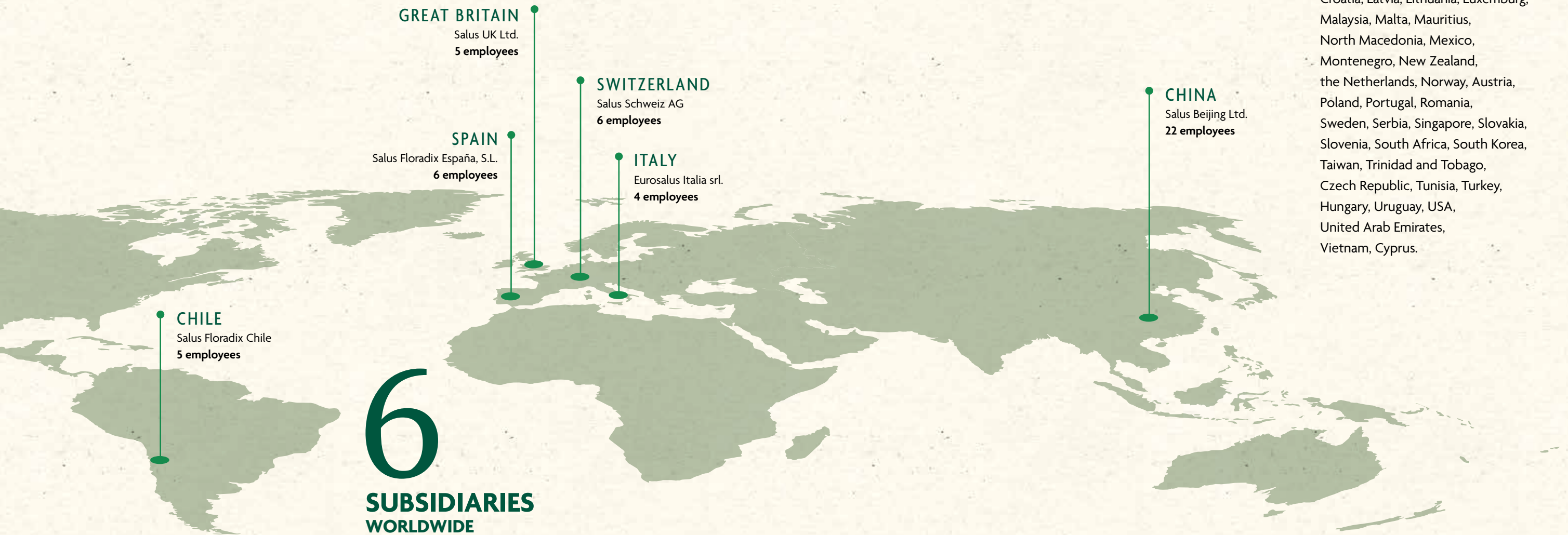
PRODUCTS IN

60

COUNTRIES

EXPORT PARTNERS

Albania, Andorra, Australia, Belgium, Bosnia and Herzegovina, Bulgaria, Costa Rica, Denmark, Estonia, Finland, France, Ghana, Greece, Hong Kong, Ireland, Iceland, Israel, Japan, Canada, Kenya, Kosovo, Croatia, Latvia, Lithuania, Luxemburg, Malaysia, Malta, Mauritius, North Macedonia, Mexico, Montenegro, New Zealand, the Netherlands, Norway, Austria, Poland, Portugal, Romania, Sweden, Serbia, Singapore, Slovakia, Slovenia, South Africa, South Korea, Taiwan, Trinidad and Tobago, Czech Republic, Tunisia, Turkey, Hungary, Uruguay, USA, United Arab Emirates, Vietnam, Cyprus.



6

SUBSIDIARIES
WORLDWIDE

3 questions to



SONJA EPP

Product manager at Salus

What are sustainable products for you?

Sonja Epp: Organic products that harm neither people nor nature. Products that are thought-out from the beginning to the end, that are reasonable and of premium quality.

Does sustainability influence the buying behaviour of our customers?

Sonja Epp: The consciousness for sustainability absolutely influences the buying behaviour. Who wants to buy products that harm people or nature? For me, it is a very important part of lived sustainability to question products before the buying decision and in my opinion, a must for every customer.

What is your favourite product regarding sustainability?

Sonja Epp: The strengthening Hawthorn fresh plant juice of Schoenenberger. It is an organic and regionally cultivated product or collected in its natural habitat. The plants are harvested by hand, proceeded in the region and filled in recyclable glass bottles. A top-notch affair that I can finally drink and use for my personal strengthening!

Products

OF THE
SALUS GROUP

More than 1,000 different products of the Salus Group are sold all over the world. About 500 products hereof are offered in German pharmacies, health food stores, organic shops and some of them even in food retail. With 37 new products in 2023 alone, the innovation performance is extraordinary and covers all product ranges.



TONICS

- MORE THAN 25 DIFFERENT FORMULAS
- FOR THE IMMUNE AND CARDIO-VASCULAR SYSTEM, NERVES & PSYCHE, THE GASTRO-INTESTINAL SYSTEM, JOINTS...
- FASTER BIOAVAILABILITY OF THE LIQUID PRESENTATION COMPARED WITH SOLID PREPARATIONS



MORE THAN

25

DIFFERENT
LIQUID
FORMULAS

100%

**FROM THE
FRESH PLANT**



FRESH PLANT JUICES

- 33 VARIETIES
- 'FROM THE FIELD INTO THE BOTTLE' – FRESH PLANTS ARE PRESSED AND BOTTLED
- 2/3 ARE MEDICINAL PRODUCTS IN GERMANY

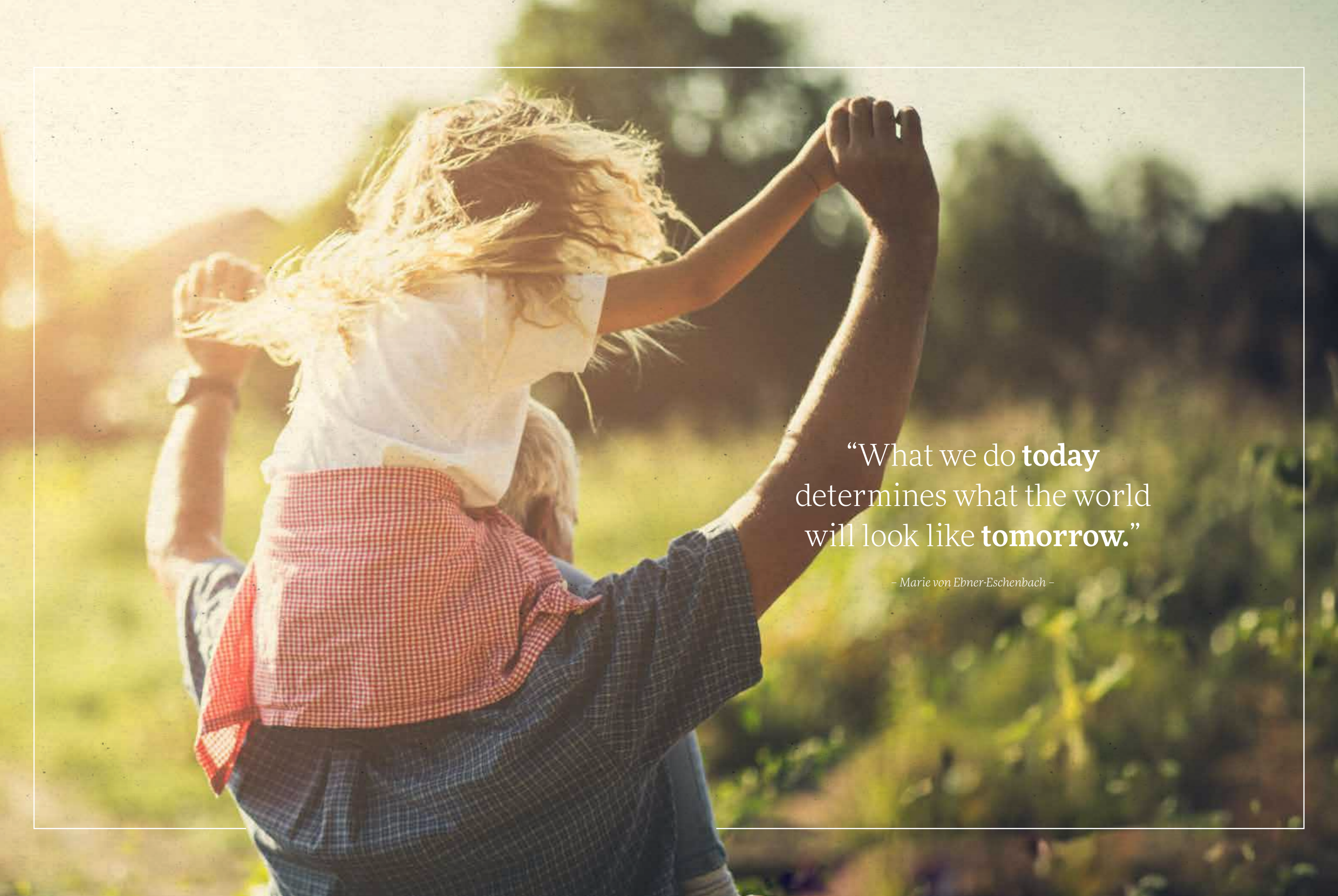


MORE THAN
240
DIFFERENT
FORMULAS



MEDICINAL TEAS AND OTHER

- FROM THE DELICIOUS TEA TO EFFECTIVE MEDICINAL TEAS
- GREATEST RANGE OF ORGANIC MEDICINAL TEAS
- APPROX. 70 OF THE 240 DIFFERENT TEA FORMULAS ARE MEDICINAL TEAS IN GERMANY



“What we do **today**
determines what the world
will look like **tomorrow.**”

– Marie von Ebner-Eschenbach –

Focusing regenerative energy supply.

No later than in January 2022, we signed up to the 1.5 degree target according to the Paris Convention. In the first run, the production sites Salus and Schoenenberger became members of the SBTi as our shareholder is aware of her social responsibility.

Within the context of the CO₂ balance for the SBTi*, all CO₂ emissions were registered. Most emissions of scopes** 1 and 2 at the site Bruckmühl have already been radically reduced: Two own hydropower plants, PV installations, electricity purchase from renewable energies, the efficient and award-winning cooling system, and the heat recovery at many places at the site and the constant

optimisation of the production regarding sustainable criteria as well as trainings and the engagement of our employees have already shown significant effects.

Heat supply was the last considerable aspect of our emissions detected in the main scopes. That is why a project was born to get heat from renewable energy sources in future.

What means...?

* SBTi: SCIENCE BASED TARGETS INITIATIVE

- Offers a science based method to stipulate company CO₂ targets
- Confirms that the company's reduction goals comply with the 1.5° target
- For small and medium sized companies: reduction of the CO₂ emissions by 42% in scope 1 and 2 by 2030

** SCOPE (= EXTENT) OF THE CO₂ BALANCE

- **Scope 1:**
Emissions from company-owned sources
- **Scope 2:**
Emissions from the use of bought energy
- **Scope 3:**
Emissions that are not directly caused by the company but resulting from activities along the value chain

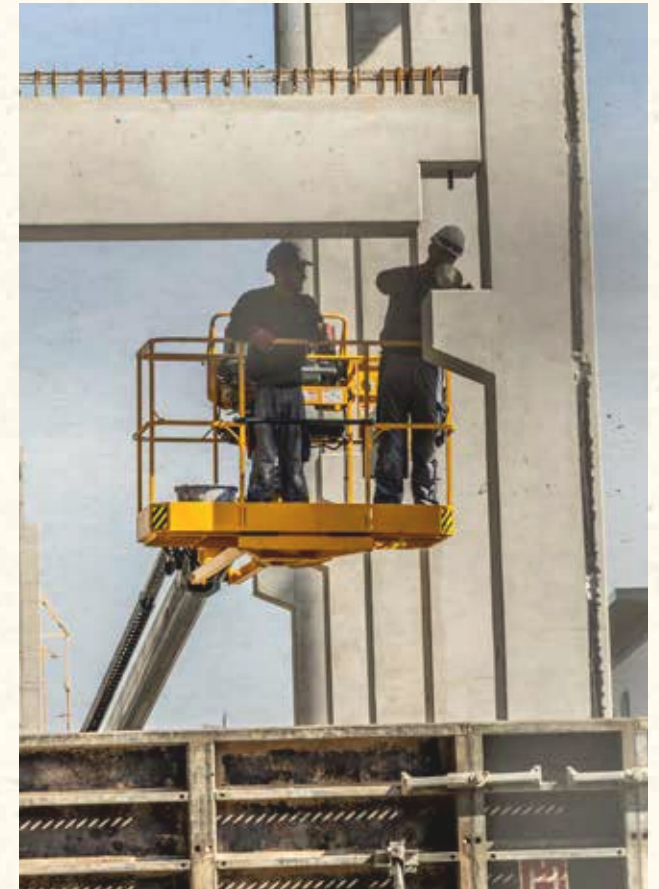


A mile- stone

**THE CONSTRUCTION OF OUR
BIOMASS HEATING PLANT**

In February 2023, after intense planning and close coordination with the authorities, we celebrated the ground-breaking building project for our new biomass heating plant. This is where we produce heat from 'old forest' waste. All over the year, we can supply the entire production area and keep all buildings warm in winter.

As soon as the biomass heating plant will start working in summer 2024, our project manager will be happy and the climate, too. Compared with the current provision of imported gas, we will economise approx. 1,500 t of CO₂ equivalents per year.



Characteristics biomass heating plant.

PROBLEM	Avoid heat production from fossil energy (natural gas).
GOALS	Heat generation by renewable energy sources. Coverage of the entire load curve, not only of the basic load. Independency of imported gas.
SOLUTION	Construction of a biomass heating plant with combustible deposit and firing in high quality industrial version for continuous and full-load activity.
COMBUSTIBLE DEPOSIT	Four separate containers, moving floor system.
BOILER AND FIRING	Furnace thermal capacity 3,200 kW, LCR firebox: counter-current – firing with water-cooled grate and lateral finned tube heat exchangers. Especially developed for dry combustibles with a water content of 5 - 30%.
LOADING	Ground floor: trough chain conveyor, first floor: hydraulic stoker – continuous and homogenous combustible supply of the firing.
RESIDUAL HEAT USE	Economiser
BURN-BACK PROTECTION	Mechanical protection device. Redundancy: flooding of the loading by fire-extinguishing device.
WASTE GAS CLEANING	Coarse separator: multicyclone. Fine separator: tissue filter with additive dosage. Discharge via freestanding stack.
HEAT PRODUCTION	Two-compartment saturated steam boiler absorbs stack gases from firebox.
DEDUSTING OF OUTLETS	Pneumatic and fully automatic by compressed air impulse cannons.
USE	Saturated steam: partly directly in production area. Partly steam-water heat exchanger for heating. Buffer for hot water.
COMBUSTIBLE	Old forest of categories I and II
INVESTMENT	Second largest in company history

3 questions to



THOMAS REISS

Project manager at Salus

What was the best moment in the current project?

Thomas Reiss: We had several beautiful moments during this project but the ground-breaking and also the roofing ceremonies were particularly memorable. I also appreciate the good cooperation in-house and externally; this is always very nice.

What was the most critical moment?

Thomas Reiss: We did not yet have the one critical moment. During the course of the project, we had several situations that seemed very difficult to solve at the beginning and very time-consuming. Luckily, we could completely solve all these difficulties.

When will the heating plant start operations?

Thomas Reiss: We currently fully respect our timetable and if we can proceed without unexpected problems, the plant will start running in August 2024.



“Thinking about the end
in everything you do,
that is **sustainability.**”

– Eric Schweitzer –

Our guidelines for sustainability.



1. THOSE WHO LOVE NATURE PROTECT ITS RESOURCES

The love of people and nature encourages us daily to improve the world sustainably. At our sites, we preserve and foster biodiversity and also focus on renewable energy sources and circular economy. To operate globally in harmony with nature, we strive to purchase most raw materials in organic quality.



2. OUR EMPLOYEES ARE ESSENTIAL FOR OUR SUSTAINABLE PROGRESS

For generations, we have been loyal to our employees and our partner companies. Our sites represent for us a piece of homeland in which we invest continuously. Our wide range of information offers many possibilities for active participation. Suggestions for improvements made by our employees and customers help us to progress constantly. We also want to improve in-house environmental protection.



3. WHO WANTS TO ACT FOR THE GOOD OF PEOPLE AND NATURE HAS TO GO FAR BEYOND LEGAL DIRECTIVES

This is why we not only respect binding obligations but voluntarily and continuously improve our performance in all fields of sustainability. Our vast emergency management prevents accidents and environmental pollution. We meet the public and authorities with openness.



4. FOR ENVIRONMENTAL PROTECTION, PROBLEMS HAVE TO BE TACKLED AT THE ROOTS

We previously analyse the environmental impact of every new product, procedure or activity. The interactions with our environment are monitored and documented constantly in order to detect weaknesses. Thus, we have the possibility to optimise sustainably our operational processes using all our available tools. To fight difficulties efficiently, we constantly try to reduce our raw material consumption – particularly in the fields of energy, water, packaging and transport. We systematically control our goals and adopt them to the newest findings.



5. HUMANITY MEANS TO US THE MOST OBVIOUS THING IN THE WORLD

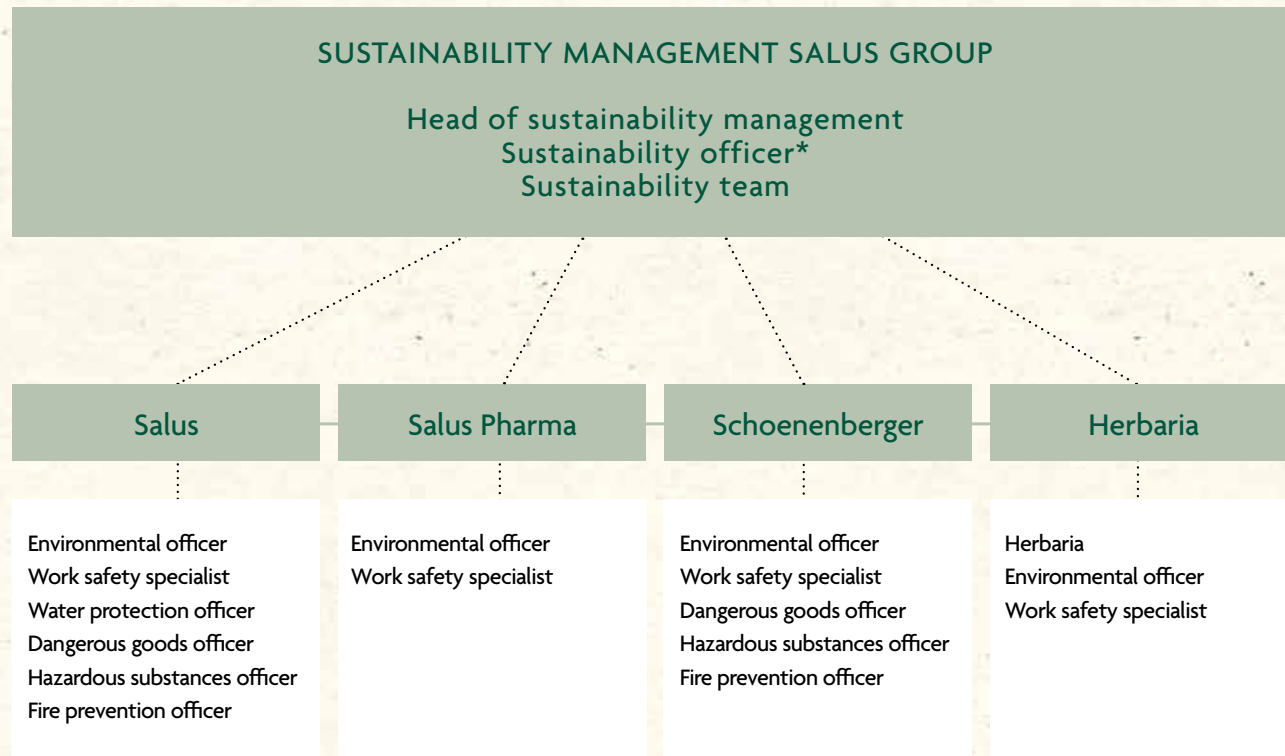
This concerns our company as well as various social projects that we support locally, regionally and globally. Today's generation pursues the heritage of the founders. Regardless of short-term profit thinking, it is possible to form the family business sustainably and future-proof in the long run.

Our sustainability management system.

ORGANISATION

The sustainability management system of the Salus Group respects the Regulation (EC) No 1221/2009 (EMAS regulation on the voluntary participation by organisations in a Community eco-management and audit scheme), the environmental management standard ISO 14001 and the sustainability standard We Impact (formerly EMASplus). The Salus Group comprises the companies Salus Haus Dr. med. Otto Greither Nachf. GmbH & Co. KG, Salus Pharma GmbH, Walther Schoenenberger Pflanzensaftwerk GmbH & Co. KG and Herbaria Kräuterparadies GmbH.

The sustainability management system englobes all three sites: Bruckmühl, Magstadt and Fischbachau.



* Environment and sustainability management officer

LEGAL OBLIGATIONS

Within the context of our sustainability management system, we assume to respect valid legal directives, including in particular:

- German drug law (AMG)
- Circular economy act (KrWG)
- EU organic production and labelling regulation (EU) No 2018/848
- Federal conservation nature act (BNatSchG)
- Renewable energy sources act (EEG)
- Water resources act (WHG)
- Packaging law (VerpackG)
- Federal pollution control act (BImSchG)
- Fuel emissions trading act (BEHG)

All relevant legal directives are regularly updated and monitored in an index of legal provisions. This way, we can assure that valid legal directives are respected at any time. For 2023, an internal assessment did not reveal any violation either.

ASSESSMENT OF ENVIRONMENTAL ASPECTS

The different environmental aspects of our operations are evaluated regularly regarding their environmental impact and our possible influences for improvements. Among others, the following points are considered:

1. **Binding obligations:** Are there any limit values or requirements, e.g. laws?
2. **Importance for interested groups:** What is the importance for our stakeholders and which interests do they have?
3. **Source:** Is it about fossil or renewable resources?
4. **Quantity and impact:** Which impacts are the consequence?

Considering this evaluation, we can detect the important environmental aspects and the actions to be taken for the environment and sustainability programme.

Focus: Sustainability management system – We Impact



As first company in Germany, we got the full certification We Impact in category 2!

We Impact – What is that?

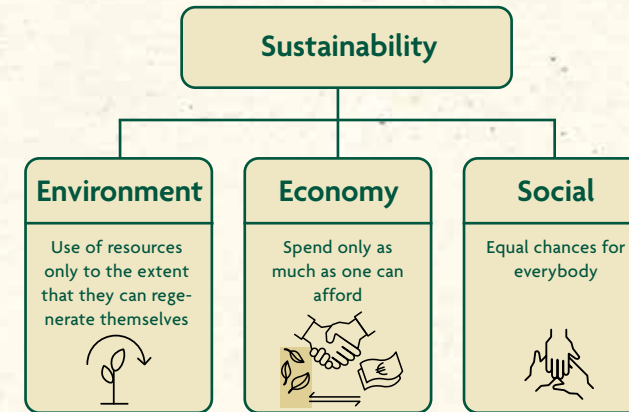
With EMAS*, the environment management system, the EU stipulates one of the highest standards worldwide. It considers in detail the aspects of environmental protection except the two other pillars of sustainability (see graph). To cover also economic and social topics, a new standard was developed on the base of EMAS. It includes the interaction with employees and suppliers, the risks along the delivery chain as well as a vast sustainability programme with measurable goals.

* European Management and Audit Scheme



Ceremony We Impact certification from left to right Erwin Winkler (managing director Herbaria), Dr. Florian Block (managing director Salus), Günther Rau (auditor), Michael Steidl (sustainability manager), Katharina Schildhauer (company communication), Thomas Günther (technical manager), Christoph Hofstetter (head of sustainability management)

We Impact represents a certifiable management system for all pillars of sustainability beyond environmental management whereas EMAS covers the environment. Besides the intrinsic motivation of our companies to maintain and constantly improve sustainability, the We Impact certification also serves as preparation for the European reporting standards CSRD.



The three pillars of sustainability




The integrated sustainability management system We Impact was developed for the German Federal environment ministry (BMUV). It is based on EMAS and is an evolution of the proven premium system EMASplus.

We Impact integrates the human rights and environmental duty of care of the supply chain and the European CSRD reporting standards in a holistic management system. A level system with a compact entry level makes the introduction for companies quite easy.

3 questions to



MICHAEL STEIDL

Sustainability manager at Salus

How do you describe your job in the Salus Group?

Michael Steidl: Our sustainable companies offer medicinal products and food. I have the possibility to preserve this situation. It is a demanding but also quite exciting job as many different topics and interfaces play a role. I am happy that so many colleagues are enthusiastic about sustainability, too.

What are your goals this year?

Michael Steidl: I want to spread the topic of sustainability that has been incorporated in our companies for many years. To achieve this goal, we set many good examples. Additionally, I hope that all our employees feel concerned about sustainability and live accordingly.

Why is the Salus Group We Impact certified?

Michael Steidl: Many things are self-evident in a sustainable company. Now, we have the confirmation in black and white. Furthermore, the system helps us to keep on track and to improve our activities continuously.

Responsibility unites.

**LEARN FROM OTHERS AND BEING A ROLE MODEL OURSELVES –
IN DIALOGUE WITH OUR STAKEHOLDERS**

LEARN FROM OTHERS...

With passion, we are working towards the goal that life can be enjoyed in a healthy way. Every day, we motivate ourselves anew to do something good for others and our environment. Regarding sustainability, it is our goal to optimise our economic actions continuously as well as our products. The communication with our stakeholders often triggers important ideas.

... AND BEING A ROLE MODEL OURSELVES.

For the Salus Group, sustainability is not only a topic of yesterday. As a manufacturing company, an essential focus has always been given to renewable energy production and efficiency. In these domains, we lead the way: We use the newest technologies and have already developed very good and imitable solutions that we voluntarily share with others. We are convinced that we can only face the big challenges of today together, e.g. climate change. In this case, we need the engagement of the whole society.



What means...?

STAKEHOLDER

is a term used in economy for the so-called interest groups of a company, that means all persons or groups (customers, suppliers, employees, interest groups etc.) who care about our behaviour or development.

IN DIALOGUE WITH OUR STAKEHOLDERS.

Within the context of these exchanges, social cooperation counts a lot for us. For many decades, we have been closely linked and in constant dialogue. For the evolution of our environment management system to the sustainability management system, we carried out a detailed stakeholder analysis in 2019. We evaluated who are our most important stakeholders and which expectations they have. We constantly develop our sustainability activities. To consider their interests best possible, we keep our stakeholders informed and regularly talk to them.



Our materiality analysis.



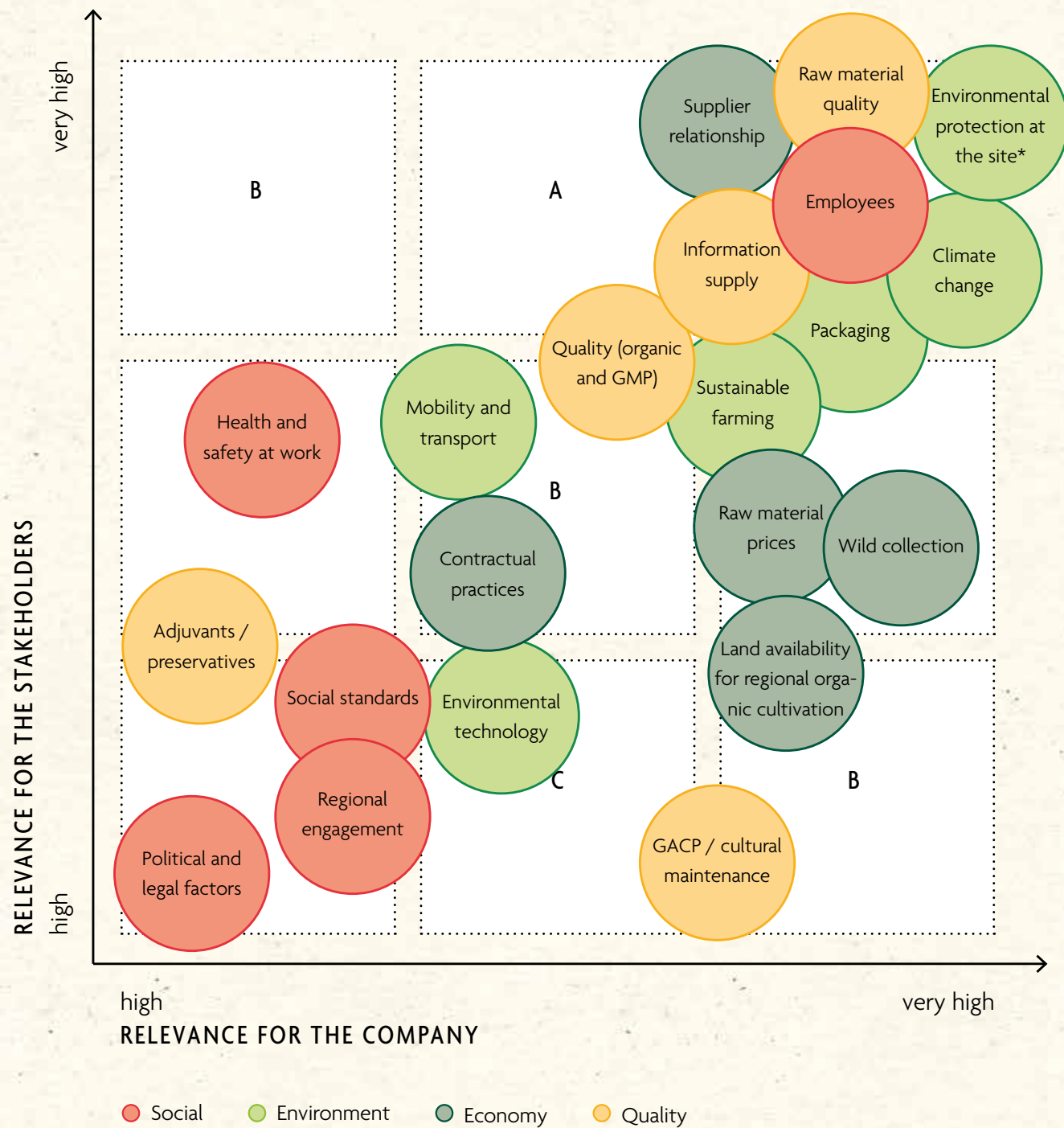
TOPICS THAT CURRENTLY MOVE US AND OUR STAKEHOLDERS.

The climate change, the loss of diversity and many more global challenges move us as manufacturers of natural medicinal products and threaten our basis of existence. We are facing more and more often, the extent to which climate changes and extreme weather conditions influence the availability of our raw materials. Our absolute priority is consistent environmental protection without reducing the quality of our products.

We have to face enormous challenges and this only works together. That is why Salus has been loyal towards employees and partner companies since generations. This continuity forms the basis for the confident cooperation that distinguishes our company culture. This way, we guarantee that all our partners share our values and that our common goal is to improve the sustainability in our world.

In 2019, sustainability aspects completed the materiality analysis of the environmental sector. With regard to our stakeholders, we have identified, among others, the following essential aspects for our companies:

Materiality matrix Salus and Schoenenberger.



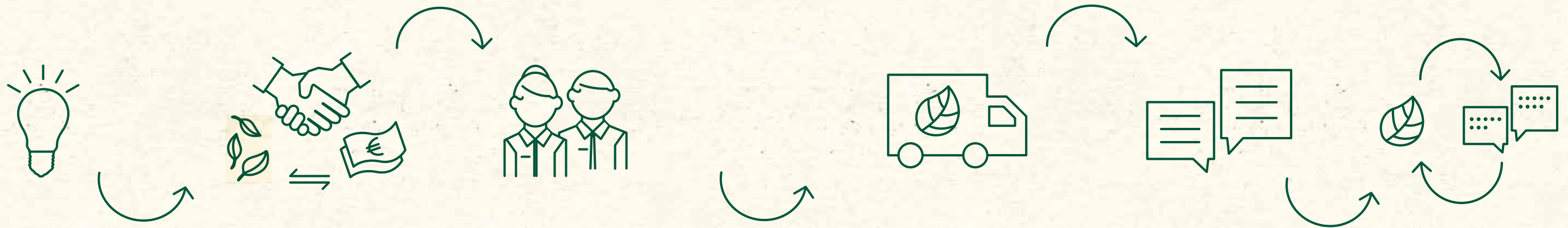
* ENVIRONMENTAL ASPECTS AT THE SITES BRUCKMÜHL AND MAGSTADT

Environmental aspect	Relevant factors	Relevance for the company
Energy (electricity)	Energy efficiency	high
Energy	Heating oil, gas	high
Water	Water as raw material, hygiene	high
CO ₂ emissions	Heat generation, business trips	high
Waste	All areas, recycling	middle
Biodiversity	Near-nature design of the factory premises	middle
Environmental accidents	Flood, fire	middle
Emissions (noise)	Increase of noise emissions (traffic, transport and production)	middle
Stationary	Choice of materials, recycling	low
Logistics	Efficiency of logistics, number of tours, noise emissions, traffic jam	low

Our value chain.

As Salus Group, we collaborate closely in many value-creating areas. Many topics interlock, also the convictions regarding sustainability.

- All sites together
- Particularities of different sites



1. DESIGN AND DEVELOPMENT

Thanks to our more than a century of experience in the efficacy of rare plants, we still develop new formulas and combine tradition with new, highly effective raw materials to create innovative and effective herbal products. In doing so, we always focus on the needs of our customers.

2. RAW MATERIAL PURCHASE

All our suppliers pass through an ambitious qualification process. We mainly evaluate if they have the same environmental and social standards as we have. **Our particularity in Bruckmühl: In our field trials at the site we cultivate our own varieties that perfectly unveil their active principles and then we build regional cultivation partnerships.**

3. PRODUCTION

Our sites represent a piece of homeland for us in which we invest continuously. It is an affair of the heart for us to assume the responsibility for our employees and the environment. We use the most state-of-the-art environmental technologies at our sites and produce electricity ourselves.

4. TRANSPORT AND LOGISTICS


We prefer regional raw materials and decentralised warehouses to distribute our products and thus avoid long and frequent transports.

5. USE

The information about our products is transparent and honest. Individual questions of our customers regarding production processes or products are answered clearly, we take criticism seriously and evaluate where we can become even better.

6. WASTE DISPOSAL

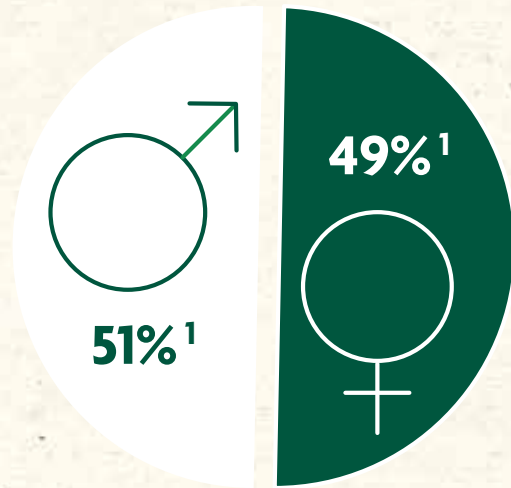
It is important to us to bring the residue material and waste of production back into the cycle. We want our customers to act in the same way and that is possible with our packaging. Our sustainability team is in constant exchange with the relevant departments (R & D, purchase, sales, marketing) to identify eventual problems as early as possible and to find potential for improvement.

A woman with dark hair tied back, wearing a dark blue or black hooded jacket, is smiling warmly at the camera. She is leaning forward, working in a field of tall, yellow-green plants, possibly a vineyard or a field of similar crops. The background is a soft-focus forest of trees.

The Heart of the Salus Group

OUR EMPLOYEES

498



>180,000 €
TRAINING COSTS^{1,2}

FLUCTUATION ONLY
5.4%¹



	SALUS		SCHOENENBERGER	
	2022	2023	2022	2023
Illness rate	8.1%	7.3%	10.9%	6.0%
Structure of employees				
Total	405	399	80	75
Female	206	194	39	37
Male	199	205	41	38
Disabled	8	10	4	6
Structure of managers				
Total	51	50	11	10
Female	15	12	4	4
Male	36	38	7	6
Disabled	2	3	1	1
Fluctuation rate	6.0%	5.0%	5.0%	5.3%

¹ The values shown in the table refer to the years 2022 / 2023

² Only external costs



3 questions to



MARIA WEBER

Personnel officer at Salus

How important is it today to be a sustainable company?

Maria Weber: Sustainability is a topic deeply anchored in our DNA and many job candidates are excited to see this. Consequently, they are fully in line with our values and products. This often makes the difference to bigger and more anonymous companies and helps us to find people who share our enthusiasm of who we are and what we do.

How can we see sustainability in the mind of our employees?

Maria Weber: They are proud of how we produce and care as a company. Our employees are definitely very important to fill the topic of sustainability with life. In fact, I specifically refer to suggestions made by our employees. This way, we become better and better.

What was your favourite project?

Maria Weber: Last year I had the role of trainer and coordinator for more than 60 managers, who were starting their training journey.

Lived togetherness.

We are a big family counting many members within our worldwide partner network. During the last decades, our small company of former times grew to a company group with many new colleagues and it is not least them who keep us united by lived togetherness. The result: many ambitious employees who share their enthusiasm with the world outside.

The actions of the Salus Group taken in the fields of communication, work conditions, company health management and education & training interlock and safeguard the well-being of Salus employees.



● Communication

- **EMPLOYEE SURVEY**
Repeated regularly.
- **STANDARDISED SUGGESTION SYSTEM**
Since the introduction in 2021, 31 projects realised.
- **SUSTAINABILITY COMMUNICATION**
Press releases, website and social media.
- **INTERNAL COMMUNICATION**
Newsletter, employee magazine, 'Talk to me day', employee meeting, breakfast with the managing director.

● Company health management

- **SPEECHES ON HEALTH TOPICS**
E.g. positive psychology or sports nutrition, slimming diets, chronobiology, menopause etc.
- **OFFER JOB BIKE**
Possibility to rent an e-bike, mountain bike or city bike at attractive terms.
- **MOTION CHALLENGE IN THE SALUS GROUP**
Running, swimming, cycling in teams for 4 weeks. The three winner teams can donate.

● Work conditions

- **OCCUPATIONAL SAFETY AND SAFETY AT WORK**
Both are self-evident and respected according to the valid laws and beyond.
- **FLEXIBLE WORKING HOURS AND, IF POSSIBLE, MOBILE OFFICE**
Job and private life can easily combine thanks to flexible working hours and shift models.
- **ORGANIC CERTIFIED CANTEEN SALUSTERIA**
A popular venue and feel-good location where subsidised organic food is offered.
- **COMPANY PENSION AND DISABILITY INSURANCE**
Several times a year, Salus offers the possibility to get advice regarding private coverage.
- **COMPANY INTEGRATION MANAGEMENT**
After a longer illness period, there exists a defined integration programme to make the comeback easier.
- **EXTERNAL HELP IN CASE OF PSYCHOLOGICAL PROBLEMS**
Employees of the Salus Group can anonymously seek advice from an external partner.
- **WEIGHT LOSS CAMPAIGN**
Employees can diet together with speeches, products and an adopted menu in the canteen.

● Training

- **APPRENTICESHIP OF OUR 'NATURAL TALENTS'**
The apprenticeship has a very high importance at Salus.
- **INTERNAL TRAINING**
Regular training according to a defined training schedule, e.g. allergen management, pharmacovigilance or fire prevention.
- **EXTERNAL TRAINING**
Employees get training in the corresponding specialist field – in presence or online.
- **PROJECT: MANAGER DEVELOPMENT**
All managers are trained in relevant leadership topics according to the new guidelines 'Leadership in the Salus Group'.
- **HEALTH DAYS**
Interactive information booths, speeches, competitions – the campaign days strengthen the consciousness for prevention.
- **GUIDED HERB HIKE IN THE SALUS ALLUVIAL FOREST BIOTOPE OR ON THE NATURE ADVENTURE PATH**
Employees can participate in the tours to strengthen the consciousness for the domestic flora.
- **BACK TRAINING**
With the health insurance Salus BKK, the company offers a course for back-friendly exercises.

A close-up photograph of a person's hands holding a bright orange flower. The hands are positioned in the center, with fingers gently gripping the petals. The background is a soft-focus field of similar orange flowers and green foliage, suggesting a garden or field. The lighting is warm and natural, highlighting the texture of the skin and the vibrant color of the flower.

“Quality is the result
of a **conscious decision**,
not of a mood.”

- Philip Crosby -

Our quality.



KNOWLEDGE OF VARIOUS PROFESSIONS

Among our employees and consultants, we count experts of pharmacy, biology, food chemistry and technology as well as nutritional science. They also work as midwives, naturopaths or physicians.



CULTIVATION AND BREEDING

The expertise about plants, their cultivation, harvest and processing gives us a unique advantage in knowledge that we use in the cooperation with our farmers. At the site Bruckmühl, we research new methods and make comparisons. This also applies to our own organic farm in Chile.



AS NATURAL AS POSSIBLE!

Our products succeed in balancing taste and efficacy. We do not want to achieve the good taste at any price but create honest formulas with real, mostly unprocessed raw materials.



ORGANIC BY CONVICTION

We are an organic company by conviction, and this has been the case significantly longer than legal directives have existed. Even if we are often not allowed to mention this on our products. We fight for better legal conditions for medicinal products and food supplements in organic quality. In our opinion, customers should recognise organic quality at first sight on the packaging.



WITHOUT GENETIC ENGINEERING

We analyse the delivery chain deeper than legally requested. We keep on probing if genetically modified organisms were used in earlier process steps for our raw materials.



NO ARTIFICIAL COLOURINGS AND FLAVOURS

We respect the requirements of the organic directive and of associations of the organic food industry. In the instance of using flavours, we use only real flavour extracts – purely natural from the corresponding fruit, herbs and spices.





WE PRODUCE ACCORDING TO THE FOLLOWING STANDARDS:

GMP	Good Manufacturing Practice, production directives for medicinal products
EUROP. PHARMACOPEIA	Test and quality specifications for medicinal products
ORGANIC REGULATION	Rules for the EU organic label
BNN SEAL	Directives of the German Federal association for natural foods and products (biggest organic association of shop owners, wholesalers and manufacturers)
NATURLAND	Worldwide seal for ecological goods
NATURLAND FAIR	Worldwide seal for ecological and fair trade goods
BIOLAND	Ecological goods produced in the region (Germany and South Tyrol)
NEUFORM	Quality standards of the health food stores cooperative
COSMOS	International seal for natural cosmetics

A young man wearing a white hairnet and a blue shirt is smiling and looking through a magnifying glass. The magnifying glass is focused on a part of a complex industrial machine with blue and yellow components. The background is a blurred factory setting.

A glimpse
**behind the
scenes**

**PRODUCT DEVELOPMENT
IN THE SALUS GROUP**

Product development at Salus and Schoenenberger.

AT THE BEGINNING, THERE IS ALWAYS AN IDEA –

the vision of a new product: effective and as natural as possible to strengthen or maintain the health of our customers or to accompany a delicious moment in their every-day-life. To translate this thinking into a product for our range is the task of our long-term experienced product developers of the team R & D. Since the relocation in the new building in 2019, this division has finally been united under one common roof and they have been growing together even closer as team. As an example of the variety of product presentations and projects, we want to present two sections:

Weighing of malva flowers



Insight into the sensory panel where all employees can taste new tea varieties in development.

Liquid products.

Filling of our tonics



The components for a real Salus tonic, so a liquid food supplement in our tried and tested recyclable brown glass bottle, are always clear:

First, we need a sophisticated herbal mixture. Its aqueous extract, like a highly concentrated herbal infusion, forms the basis for our products. The product developers look for plants which, based on ancient herbal knowledge and modern research, comply best with the goal of the product and can support the efficacy – rounded off with well-tasting herbs, fruit or spices. To this basis, we add suitable vitamins, minerals or plant extracts which are partly developed especially for the corresponding tonic. This is the core of the efficacy and we combine it with fruit or vegetable juices – selected for the perfect taste and as natural support of the efficacy.

THE FOLLOWING PRODUCTION PROCESS STEPS CAN BE SEEN IN THE TECHNICAL CENTRE AND ON OUR PILOT SYSTEM:

<p>EXTRACTION BREW VERY STRONG TEA</p>	<p>SEPARATION / HOMOGENISATION SEPARATION OF INSOLUBLE TURBID MATERIALS / FINEST DISPERSION OF INSOLUBLE COMPONENTS</p>	<p>HOT FILLING</p>
<p>MIXTURE STIRRING</p>		<p>SHORT-TIME HEATING HYGIENISATION</p>

For a test batch, with preparation and follow-up, two full working days are necessary. Result: a finished product ready to be evaluated and tested according to all relevant aspects as e.g. sensor technology, content of active principles, shelf life and appearance. As soon as a product entirely convinces in all necessary aspects, it has to pass the internal product test followed by the approval of the innovation committee.

Tea.

The development of our herbal, fruit and spice teas is considerably less technical but more challenging regarding the taste. Together with the product management, the colleagues elaborate the concept for a new tea and then translate it into a formula.

Our developers create various mixtures of by far over 200 different vegetable raw materials and continuously completed by new ingredients. Then, the team tastes and evaluates the tea. Besides guaranteeing optimal ingredients, it is an art to discover not only the perfect balance in taste but also to keep in mind the costs and processability. Bringing the entire taste as natural as possible into the filterbag or the loose tea mixture, demands expert knowledge of the raw materials, good taste combinations and how to balance fine nuances correctly. If we need an extra kick of intensity, we also use organic certified flavour extracts. They are carefully extracted from the corresponding organic raw materials and concentrated without artificial additives or adjuvants. In many tests, we approach step by step the formulas that correspond best to the desired goal – if it is about a soothing cough tea or a refreshing mint mixture.

The highlight for the entire company: the employee panel. We invite all our employees to taste and evaluate the new creations. This way, we get an impression on how our potential customers appreciate the products and our employees participate in their development. If they enjoy the formula, it is presented in the innovation committee and can be approved for market launch.



3 questions to



THE PRODUCT DEVELOPMENT TEAM

Why do you like working as product developer?

Florian Mayr: For many illnesses grows a herb. Consequently, it is always an interesting challenge to unite this ancient knowledge with new research and technologies and to develop natural products that help people.

What is your most exciting activity in the product development?

Regina Wüst: For me, the beginning of a new product development is most thriving. The period when ideas are translated into a concept for first formulas. At this moment, different aspects meet, e.g. the research of suitable raw materials and their availabilities, different quality and legal topics. We have to bring them all together. This proceeding is different for every project and always new!

Which raw material do you like most?

Stefan Kronawitter: This question is difficult to answer. For the development of the One Essence 75 Elements, I had 75 preferred raw materials and they all became part of a new product. Every single one had a reason to exist. In the liquids, no raw material stands alone but is always completed by further raw materials to become a new, effective product.



A long-time
and **trustful**
cooperation

OUR SUPPLIERS



The Salus tea advent calendars are packed by hand at the Eglhartinger Workshops.

A LONG-TERM AND TRUSTFUL COOPERATION

We chose our suppliers very carefully as we want our partner companies to share our conviction for sustainability and climate protection.

We prefer regional suppliers. Under these conditions, we have been working successfully for many decades with numerous firms and companies. One example is the company Hegema owned by the Winter family. In the fourth generation, they mainly sell raw materials for the production of fresh plant juices.

The firm Plank in the west of Middle Franconia is a young company continuing the parent's tradition of cultivating diverse plants – now in organic quality.

For products that cannot be cultivated in our climate, we often work directly with the farmers.

Every year, the Eglhartinger Workshops carry out the packaging of our advent calendar. They are a recognised institution for people with disabilities.

Organic cultivation of melissa in Habitzheim



HEGEMA: CULTIVATION OF PLANTS – A FAMILY BUSINESS IN 4TH GENERATION

The beginning was the cultivation of a small amount of nettles; an order formerly placed by Walther Schoenenberger. The first fresh plant press juices were made of these nettles. Today, almost 100 years later, the Winter family cultivates in fourth generation over 100 hectares and approx. 35 different cultures of plants in organic quality. For some years now, the family business has even been certified Bioland – including the extended evaluation for social responsibility. The customers of the farm can rely on the experience grown over decades. Jonas and Klaus-Dieter Winter decide together what is best for the well-being of the plants.

The cultivation includes echinacea, St. John's Wort, nettle, thyme, artichoke and yarrow. The portfolio also offers vegetables such as potatoes, white cabbage, red beet and black radish. The company in Magstadt (Baden-Württemberg) employs year after year around twenty workers to care with lots of diligence about the plants and cultures to achieve an optimal and plant-friendly harvest. For the large variety of plants, a careful and mainly sustainable proceeding during every work step is important – from the sowing to the harvest.



*Jonas and Klaus-Dieter Winter
in the St. John's Wort field.*



*Liane and Franz Kornder
in the pansy field.*

ORGANIC COMPANY HEIKE PLANK: ECOLOGICAL AND INNOVATIVE INTO THE FUTURE

Liane Kornder (left) grew up with the cultivation of plants – just like her children today. More than 30 years ago, her parents, Heike and Giselher Plank, have started cultivating special cultures, mainly different varieties of echinacea. With her husband, Franz Kornder, she leads this tradition in the Middle Franconian Simmershofen into the next generation. To diversify even more, young and old have decided to do also organic cultivation.

A lot remains the same but many aspects differ: The conventional firm uses the nutrient cycle from livestock farming as fertiliser. In their organic business, Franz and Liane generate nitrogen particularly with the crop rotations.

Contrary to what we probably expect, the handling of weeds is the same. In both companies, they groom and hoe – with machines and additionally per hand. To keep the almost 6 hectares in the organic firm as clean as possible, Franz Kornder recently started to rely on autonomous weed control: A solar-powered robot does the hoeing and thus Mr. Kornder tries to maintain the number of seasonal employees low. As a learned and studied agriculturist and agricultural machinery mechatronics engineer, he knows very well how to include and use his strengths in the business. The organic company Plank cultivates among others St. John's Wort, pansy and dandelion.

Responsible supply chain management.

• **Behind every gram of St. John's Wort, every artichoke flower and every exotic pepper rarity in our tonics, teas, fresh plant juices or spice mixtures, exist people who grow and care about these aromatic plants. We want to get to know these people well as we demand a lot of them.**

We select our partner companies very carefully. Like us, we want them to be unconditionally quality oriented. Furthermore, we want them to share our values of sustainable and climate-friendly management as well as social fairness. If necessary, this has to be controlled. Wherever possible, we prefer regional suppliers and favour to purchase directly from the field. Anyhow, due to climatic conditions, we have to buy some ingredients elsewhere in the world. Our priorities are quality, sustainability and social fairness. That is why we accept particular efforts in our supply relations.

It is impossible to plan harvest quantities in organic cultivation or wild collection. To be able to balance shortages, we store sufficient amounts. The complexity of the partly global supply chains of our more than 500 raw materials is demanding for our purchase team. To prevent abuses and violations of human rights in our own supply chain, we actively work to implement various measures:

SUPPLIER QUALIFICATION

Our suppliers go through a detailed qualification process. Besides quality topics, we also check environmental and social aspects. Our supplier qualification team analyses the suitability of new and existing suppliers. The internal audit team consists of employees of different divisions and audits our suppliers on-site.

RISK ANALYSIS

Since 2020, we have been controlling systematically the countries of origin of our raw materials. We evaluate eventual risks like political disturbances or the handling of child labour. If possible, we chose raw materials from less risky countries.

CODE OF CONDUCT

Since 2017, Salus has introduced a code of conduct for suppliers and communicates clearly the expectancies regarding environmental and social standards. With their signature, our suppliers guarantee to respect these directives. This code of conduct was already sent to all of them. Without signature, a new entry as a supplier is impossible.

WE PURCHASE MORE THAN

500



DIFFERENT AGRICULTURAL RAW MATERIALS FROM APPROX.

50



DIFFERENT COUNTRIES FROM MORE THAN

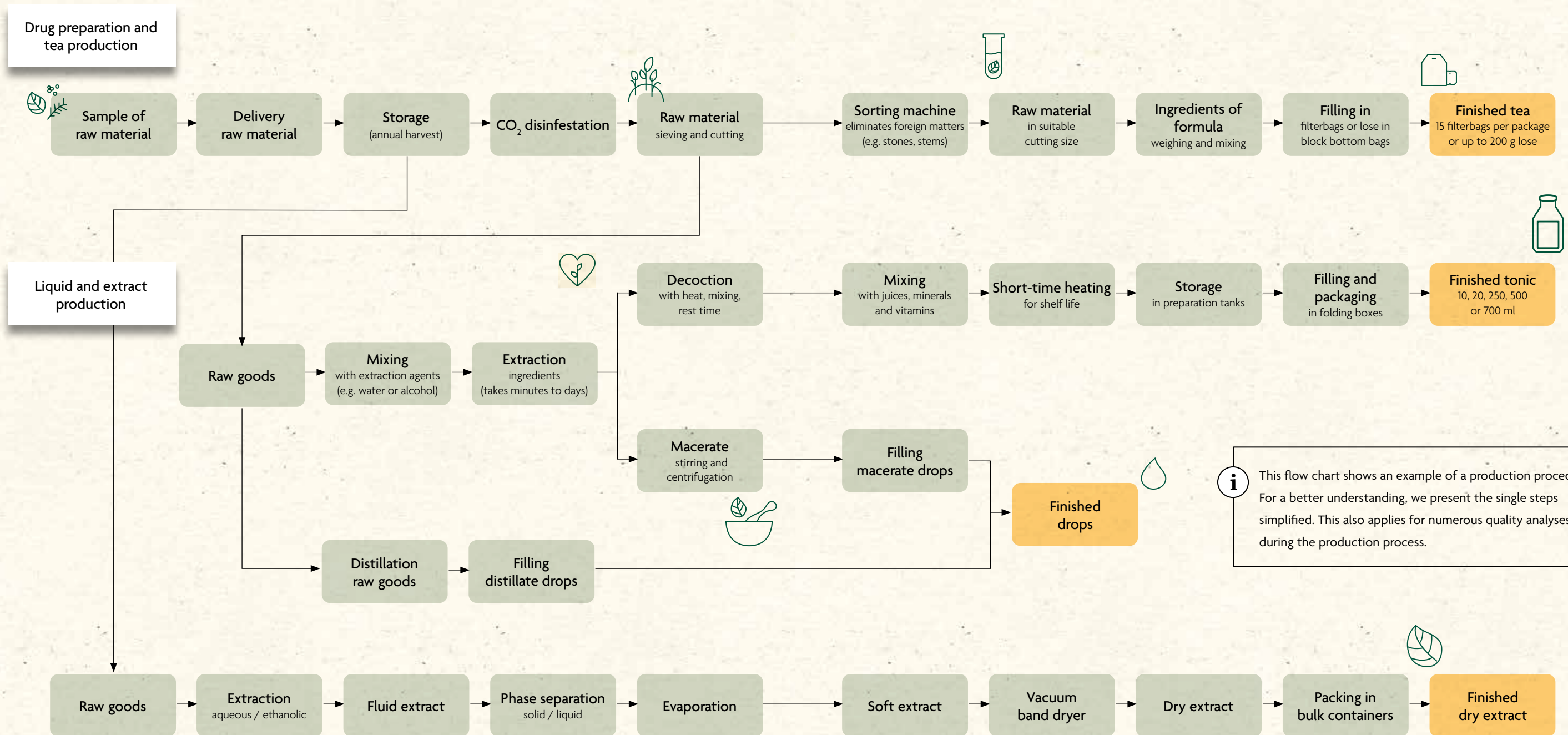
100

DIFFERENT SUPPLIERS



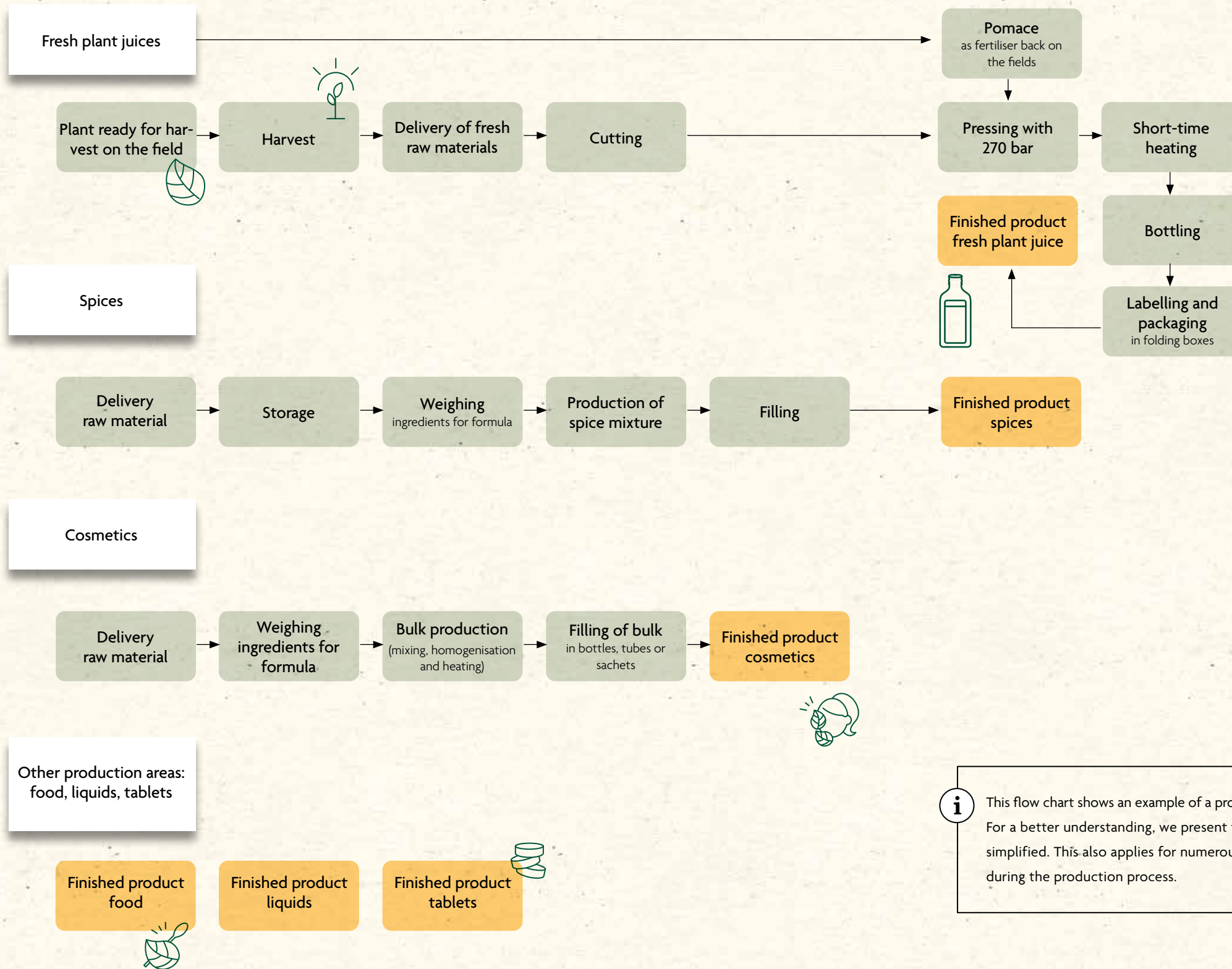
Production in Bruckmühl.

Due to our high-quality requirements, we manufacture our tonics, teas and fresh plant juices exclusively in Germany at our sites in Bruckmühl and Magstadt. The formulas for tablets or capsules are also elaborated in the corresponding development divisions of the Salus Group. They are produced according to our severe quality directives mostly in Germany but always in Europe by long-term partner companies.



i This flow chart shows an example of a production procedure. For a better understanding, we present the single steps simplified. This also applies for numerous quality analyses during the production process.

Production in Magstadt.



i This flow chart shows an example of a production procedure. For a better understanding, we present the single steps simplified. This also applies for numerous quality analyses during the production process.

3 questions to



LUKAS HOLDER
Industry mechanic at Schoenenberger

What does sustainability signify for you at Schoenenberger?

Lukas Holder: To save resources and energy wherever possible. An example is the heat recovery at our feed water containers in the boiler house. There, we can obtain a large part of the otherwise wasted heat energy from our vapour steam to heat our service water.

What was the latest sustainability project for you?

Lukas Holder: The construction of a pergola of stainless steel tubes to grass the garage backsides in front of our canteen. During the coming years, plants can grow on the wire ropes and give shade in summer.

Which sustainability projects will you treat next in the company workshop?

Lukas Holder: We are currently testing a further heat recovery from the waste gases of our steam boiler. Eventually, another heat recovery is possible behind our built-in waste gas economiser.



Electricity, heat & more

OUR KEY FIGURES

Our key figures.

Some forewords:

In the past years, the specific key figures show fluctuations that we want to explain. 2021 was marked by the Corona pandemic and resulting sales decreases in many trade sectors. Strengthened ventilation requirements caused a significant increase of energy consumption and the amount of production units had to be reduced. In 2022, as soon as the markets recovered, the production units were increased. Due to the uncertainties of the Ukraine war, mainly regarding energy resources and costs, we even pre-produced units for 2023. As a consequence, the production units decreased correspondingly in 2023.

We hope that the general economic situation will calm down during the next years. We are confident to be well positioned for various market scenarios. An important milestone to improve our environmental performance will be our own biomass heating plant in Bruckmühl from the beginning of late summer on.

As the largest investments in the past years concerned the sectors of electricity and heat, we will treat these two topics for Salus and Schoenenberger in the following.

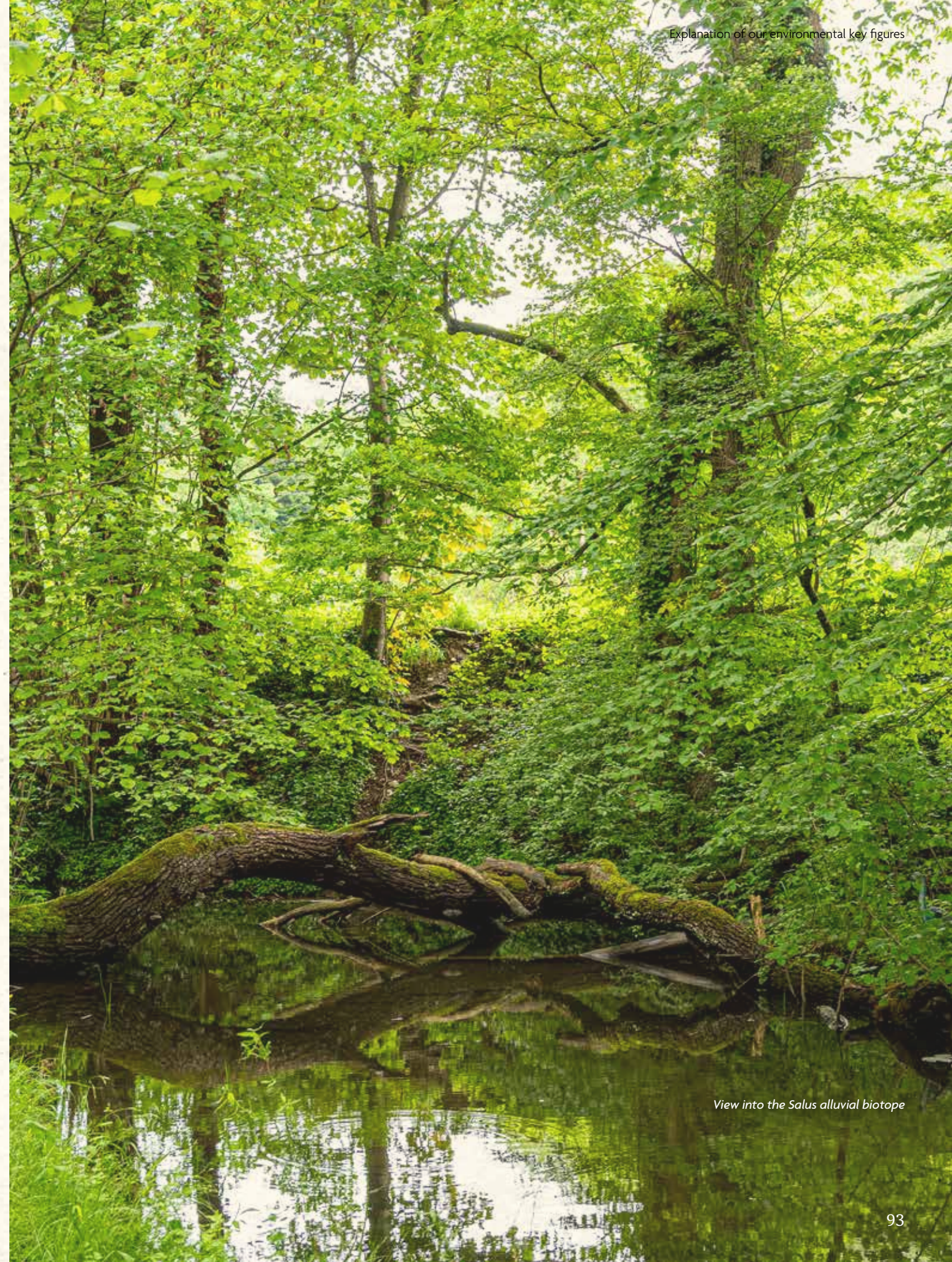
As a basis for every site, we take the year when the first data were largely registered and we also report the figures for 2023. It is generally about the following years:

BRUCKMÜHL: 2000
MAGSTADT: 2007

17.8%

REDUCTION OF THE SPECIFIC TOTAL ENERGY CONSUMPTION* AT THE SITE MAGSTADT

* 2023 compared with the base year 2007



View into the Salus alluvial biotope

Biological diversity.

The maintenance of the natural variety represents a central topic for us. As manufacturer of natural products, the consequences of the climate change, the loss of soil fertility, insect death and many more challenges of our time concern us directly. Nature is our raw material supplier and we depend on intact ecosystems.

Many plants we use as raw material are often rarities and their demand encourages the biodiversity. They offer a living space and food resource for many insect groups and the culture variety creates different flowering periods during the entire cultivation season. Above all, organic cultivation contributes significantly to the maintenance of our ecosystems and to natural biodiversity. Consequently, the percentage of organic raw materials we use for our products represents an essential indicator for biodiversity.

Furthermore, the near-natural design of our sites is very important to us. Totally, these areas cover in Bruckmühl and Magstadt more than half of the surfaces of 97,495 m² respectively 37,686 m². In Magstadt for example, a big hedgehog refuge was built which is popular with the animals. Additionally, the garage backsides were grassed and this is not only a pleasure for insects but also for the employees during their breaks.

The surfaces on all company areas have different structures e.g. our Salus alluvial biotope, domestic hedges and many flowered areas. Even outside the sites, the company has further near-natural surfaces. In 2019, the companies in Bruckmühl and Fischbachau were awar-



57%

OF THE COMPANY AREA IN BRUCKMÜHL ARE UNSEALED

ded for this engagement as one of the first firms in Bavaria as 'Flowering company'. The Bavarian environmental ministry gives this award to companies within the context of the 'Flowering pact of Bavaria'. They particularly support the maintenance of biodiversity.

Our Salus alluvial biotope in Bruckmühl currently changes: Some trees were injured by heavy storms or snow load, the ashes suffer from shoot dieback. Anyhow, if we look closer, we see new nesting places, space for new plants and the beginning of a natural change process. Thanks to this chance for change, our visitors can experience how the forest rejuvenates by natural processes.



3 questions to



DUSTIN LLOYD

Cultivation expert and horticulture engineer

Which cultivation project do you currently work on?

Dustin Lloyd: Today for example, I compare varieties of St. John's Wort for a partner. We compare his varieties with some own lines and one line available on the market. We analyse the suitability for cultivation, growth characteristics and particularly the health of his varieties.

What will be the design of the new show garden?

Dustin Lloyd: The new show garden will be more like a park. Green areas and paths will surround some of the beds. We will also stress the pedagogic aspect. We grow for example a hedge with domestic wild shrubs and are currently working on a dead hedge, which is very precious for birds, insects and other animals. As wow-effect, we want to plant selected teas as beds and visualise horticulturally the content of a teabag.

What will be your favourite project this year?

Dustin Lloyd: I am particularly looking forward to the continuation of the calendula sighting. 100 m² of flowering calendula are just a feast for the eyes. I am also excited to see the bed of our trainees growing and to discover if they grow with it, so to say.



UP TO
90%
OF ELECTRICITY NEEDS ARE COVERED AT THE SITE BRUCKMÜHL BY HYDROPOWER AND PHOTOVOLTAIC

ABOUT **3,200,000 kWh**
OF GENERATED ENERGY AT THE PRODUCTION SITES

100%
OF ENERGY CONSUMPTION FROM RENEWABLE ENERGIES AT THE LARGEST PRODUCTION SITE BRUCKMÜHL

Electricity.

OWN ELECTRICITY PRODUCTION

In Bruckmühl, we are able to cover up to 90% of our electricity needs with two hydropower plants and totally 431 kWp of installed photovoltaic performance. With 2.5 millions of kWh, these installations produce as much electricity as more than 800 households with four people. At our production site in Magstadt, our own production also counts: Approx. 700,000 kWh of electricity are generated by environment-friendly solar energy.

ELECTRICITY CONSUMPTION

Various technical measures have contributed at the site Bruckmühl to further decrease electricity needs: We could save approx. 3,000 kWh of electricity with the installation of a separate ventilation system in the filling rooms, approx. 10,000 kWh with the replacement of an old air compressor by a more energy efficient machine and approx. 50,000 kWh with the connection of the laboratory to the central, efficient cooling system. The Siemens energy data manager improves the registration of energy data. Anyhow, the most important improvement is the cooling system honoured in 2022 with the BAH sustainability award:

FLAGSHIP PROJECT COOLING PLANT

For the manufacture of medicinal products, we need cold energy. An installation, developed by Salus, can efficiently generate cold. An intelligent regulation controls that the cooling water can be relatively warm and the used re-cooling water is still as cold as possible. A relatively low difference in temperature of these two levers makes the plant particularly efficient. For every degree more in the temperature

difference, we would need 4% more energy. The installation can generate up to 14 kWh of cold of just one kWh of electricity. For the re-cooling, the creek Triftbach running through the Salus company area, plays a decisive role. For many decades, the company has been using it to produce green electricity from hydropower. Today, we also use the creek water as cooling water for the new cooling installation. In doing so, the introduction of waste heat is very low and the temperature of the creek water only increases by 0.06 °C. The cooling plant replaces several older cooling systems at the Salus site in Bruckmühl and supplies the new production building as well as existing buildings. Nevertheless, the area needs a certain minimum amount of electricity, e.g. to cool the warehouse – not depending on the quantity of products stored. Just like a refrigerator: The inner space has to be cooled as one, no matter if it is fully loaded or empty.

A further highlight: All three sites exclusively purchase environment-friendly electricity from renewable energies; Salus and Herbaria even since 2002.

- Two own hydropower plants in Bruckmühl with totally 450 kW from three turbines. Construction years: 1908, 1910 and 1935
- Photovoltaic installations: 431 kWp in Bruckmühl, 688 kWp in Magstadt
- Since 2002, Bruckmühl and Fischbachau have been buying green electricity

Heat.

Our producing companies need heat for the buildings and for production processes. In order to reduce the amount of fossil fuels, we count on consistent heat recovery in all areas.

At the site Bruckmühl, the central hot water supply in the administration building was shut down. We now do no longer need a gas boiler supplying hot water. The heating of the administration building is now guaranteed by the central heating of the tea building. In summer, this installation is turned off. If needed, hot water is only generated by decentralised instantaneous water heaters. For the next step, we are already preparing the connection with the biomass heating plant.

Thanks to a low temperature heating concept, our new building has been heating since 2020 by 80 - 90% with the waste heat of production. Furthermore, like in the existing buildings, the ventilation system is equipped with heat recovery. Thus, approx. 400,000 kWh of gas can be saved.

At the site Magstadt, the warehouse situation was optimised and the summer night ventilation could be reduced. There, we also work with energy efficient ventilation installations with 90% heat recovery. This can save up to 300,000 kWh of gas per year. Waste energy from pressure and vapour production is stored in a 16,000 l buffer tank. If needed, it can be brought back into the heating and hot water system.

SITE BRUCKMÜHL:

- Heat recovery from waste water
- Own biomass heating plant (2024):
 - 100% heat self-supply
 - Saves approx. 1,500 t of CO₂ equivalents per year

SITE MAGSTADT:

- Reduction of the specific heat consumption by 27.2%*



ABOUT

700,000 kWh

OF GAS ARE SAVED AT THE PRODUCTION SITES

REDUCTION OF THE SPECIFIC HEAT CONSUMPTION IN MAGSTADT BY

27.2%

* Comparison 2023 with base year 2007

100%

HEAT SELF-SUPPLY AT THE SITE BRUCKMÜHL

Water.

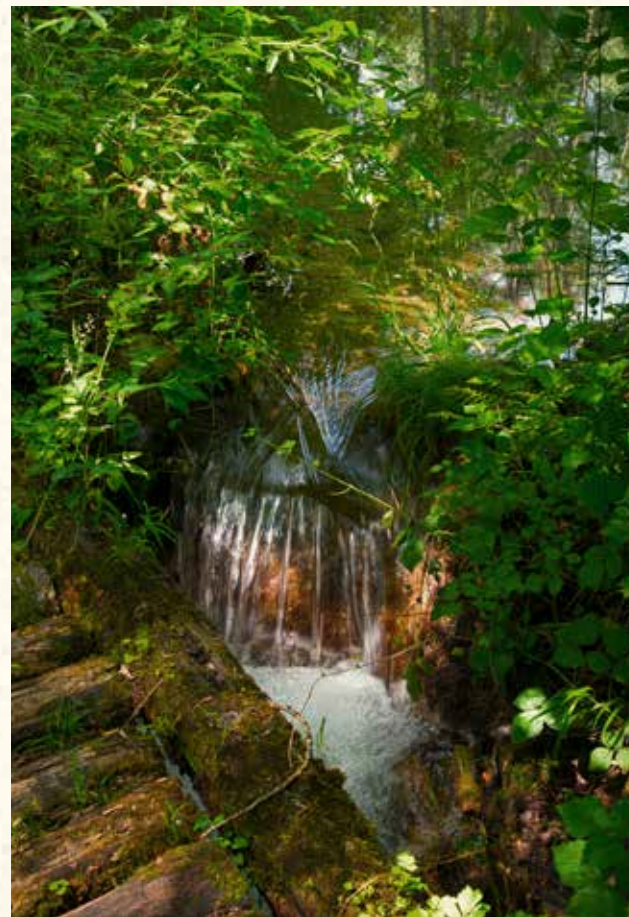
It goes without saying that we save water: starting at the sanitary facilities via the production process through the cleaning of machines and installations. In the valley of the river Mangfall, we are lucky that water is available.

Wherever possible, water is used several times. In Bruckmühl, we use creek water for cooling. In doing so, the river temperature increases by max. 0.06 °C. As rainwater reservoir, we use an old lined oil tank with a volume of 100 m³ and a rainwater tank with 50 m³. They both supply the cooling water system in the production. Rainwater is particularly suitable as it is almost salt-free and this prevents the formation of salt crusts.

As manufacturer of medicinal products, our responsibility is enormous. Therefore, the cleaning of our production machines plays an important role, too. If possible, we save water but do not harm the quality and safety of our products. We cannot achieve the goal stipulated in 2021 to reduce the specific water consumption by 10% by 2025. The high hygiene requirements for cleaning in pharmaceutical manufacture are a reason for this. We constantly evaluate the cleaning cycles and optimise water consumption wherever product safety is guaranteed.

SITE BRUCKMÜHL:

- Reuse of cooling water as hot water after processing
- Use of concentrate of reverse osmosis as toilet rinse water
- Use of rainwater for cooling in production



Packaging.

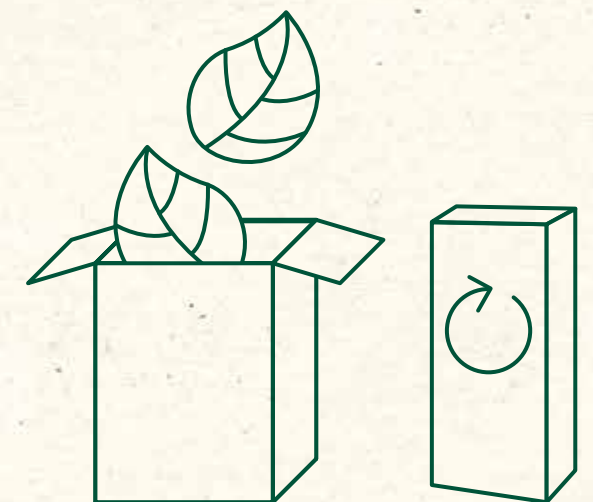


Our focus is not only on the materials we use but also on the quantity. Resources like plastic are non-renewable. That is why we want to become independent in the long term and prefer renewable raw materials.

We are constantly exchanging with research institutes and always have a look on the world market to find alternatives. If a material is appropriate, it has to go through detailed machine and stability tests. No earlier than it satisfies our qualitative and ecologic requirements, we start a change.

For all our premium quality articles, product protection comes first. It is a least sustainable scenario if a product spoils or loses taste – and ends up in the bin.

- The string for our teabags is of organic cotton
- We do not use staples on our teabags but the string is knotted



Waste.

Recycling can only work if waste is carefully separated. We have implemented an extensive waste concept at our sites and train our employees regularly.

We are always searching for new recycling possibilities for our production. A successful project of the past years: Herbal dusts that can result from tea production are reused in agriculture.

The biggest amount of waste at Salus and Schoenenberger is organic substances. Residues from liquid and extract production at Salus are used in a regional biogas plant. At Schoenenberger, the pomace of plant juice production can even be brought back to the fields and serve as precious fertiliser for cultivating new plants. This creates a closed regional cycle.

- Bruckmühl: by-products back into the cycle: approx. 40 t per year
- Bruckmühl: Use of organic residues in a local biogas plant
- Magstadt: Pomace of plant juice production is brought back onto the fields as fertiliser for plants

46.5%

**REDUCTION OF THE SPECIFIC WASTE
CREATION WITHOUT POMACE**

Comparison 2023 with base year
2007 at the site Magstadt

*View into the Alps at the site Bruckmühl.
The cooling grass roof increased the efficiency
of our photovoltaic plants.*

Avoid, reduce, neutralise.

**OUR STRATEGY TO REDUCE
CO₂ EMISSIONS**

Climate neutral production sites.

In climate protection, we pursue a holistic thinking and work according to the strategy ‘Avoid – Reduce – Compensate’. With own force, we want to reduce best possible the emissions resulting from our business activities.

During the fluctuating years 2022 and 2023, we could already reduce the specific CO₂ equivalent emissions by 38% on average at the site in Bruckmühl in comparison to 2000. A consistent, sustainable optimisation of the processes, the innovative and award-winning cooling installation and further measures have continually contributed to this success.

Furthermore, our Bruckmühl site has been purchasing for over 20 years electricity from renewable sources. The consistent development means that the power

supply today is 100% CO₂ neutral at all sites. We could also reduce significantly the emissions from heat recovery with our highly efficient heat recovery technology. Additionally, six cars in the company run with electricity, three are hybrid cars. The other cars will be replaced step-by-step. With regular campaign days and trainings, employees are involved in the climate protection activities.

The biomass heating plant in Bruckmühl reduces the emissions from fossil energy sources by presumably more than 60% in comparison to 2020. Thus, we are considerably faster at our sites than the SBTi initiative, the EU and Germany with their goals.

A holistic approach includes for us the registration of remaining emissions, to reduce them continuously if



200x

AROUND THE WORLD

This is the distance a passenger car* could drive on the equator and thus produce the CO₂ emissions we prevented as Salus Group only in 2023 thanks to our own electricity generation and the purchase of electricity from renewable sources in comparison to an entire supply from the German power mix.

* Gasoline engine, 7.7 l/100 km

COMPARISON OF REDUCTION PATHS 2020 – 2030

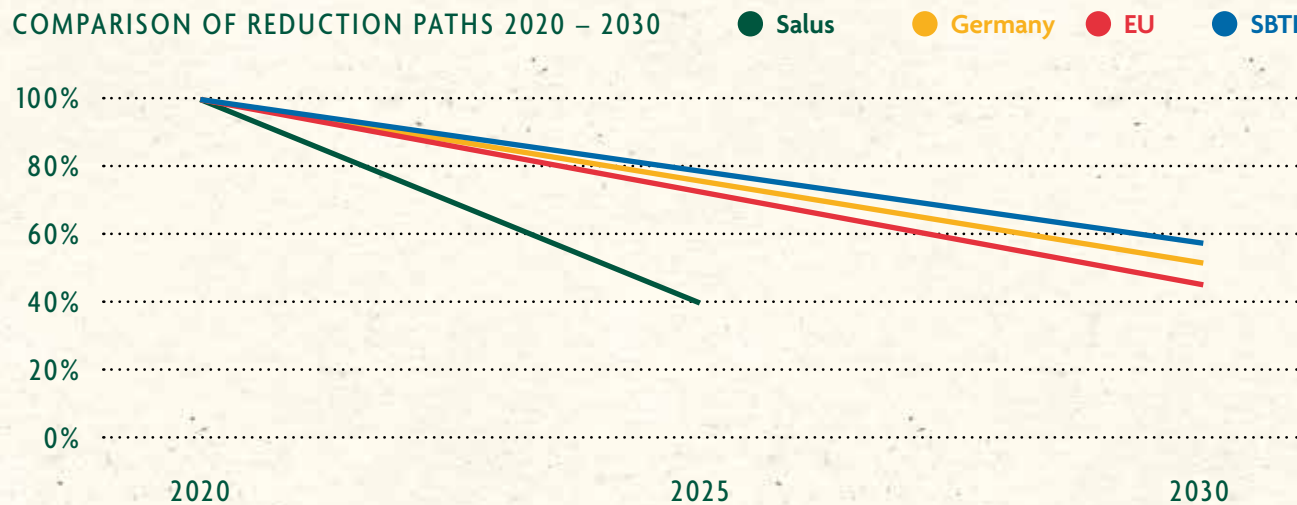


Fig.: Comparison of reduction paths for CO₂ equivalent emissions for the SBTi initiative, the EU, Germany and the Salus Group.

Sources: Salus Group, German Federal climate protection law, Fit for 55, 1.5° target

possible and to compensate only with premium emission reduction certificates which can definitely not be reduced furthermore.

All sites work climate-neutral thanks to consistently avoiding, reducing and compensating remaining emissions – certified by the association PRIMAKLIMA. This way, we consciously support a charitable association so that the spent funds have the best effect.

The compensation was realised in two different projects: a reforestation project in the Kibale National Park (Uganda), home of the worldwide largest chimpanzee population and a forest protection project in Papua New Guinea, where we support indigenous communities to protect their forests also in future.



Ecobalance Salus.

(Site Bruckmühl)

SALUS INPUT	Unit	2000	2020	2021	2022	2023	Compared to previous year
Raw herbs (purchased)	t	1,218	797	764	561	426	→
Water	m ³	21,369	53,424	55,441	65,093	61,322	→
Total energy consumption	MWh	10,001	12,131	12,359	12,368	11,479	→
Electricity ¹	MWh	2,243	3,563	3,623	3,771	3,455	→
Gas	MWh	-	8,143	8,235	8,035	6,724	→
Liquid gas	MWh	-	16	15	11	7	→
Heating oil	MWh	7,758	0	47	32	798	→
Solar thermal energy ¹	MWh	-	6	6	6	4	→
Fuels	MWh	no info	403	470	493	490	→
Electricity generation ¹	MWh	2,281	2,600	2,614	2,331	2,423	→
Cleaning products	t	22	58	60	79	53	→

SALUS OUTPUT	Unit	2000	2020	2021	2022	2023	Compared to previous year
Production volume	t	2,869	4,939	4,336	5,511	3,793	→
Production units	t	3,476	5,302	4,647	5,795	4,056	→
Waste water	m ³	19,445	48,809	51,995	60,508	58,051	→
Total waste	t	1,870	1,067	998	946	1,138	→
Organic waste ⁵	t	1,684	687	618	553	809	→
Paper, cardboard	t	126	130	127	134	99	→
Residual waste	t	25	101	97	106	79	→
Glass	t	19	39	46	42	51	→
PE wrap	t	14	31	31	27	36	→
Metal	t	no info	22	32	17	30	→
Wood	t	no info	31	37	38	14	→
Hazardous waste ³	t	2	2	2	1	3	→
Other waste ⁴	t	no info	24	7	26	16	→
CO ₂ equivalent emissions (CO ₂ e) ²	t	2,434	2,253 ⁶	2,268	2,198	2,110	→
CO ₂ equivalent emissions after compensation ³	t	2,434	0	0	0	0	→
Electricity (feed-in)	MWh	784	482	337	309	330	→

¹ Renewable energy
² Considered emissions: scope 1, 2 and 3.3
³ Hazardous waste is minor and contains mainly laboratory waste

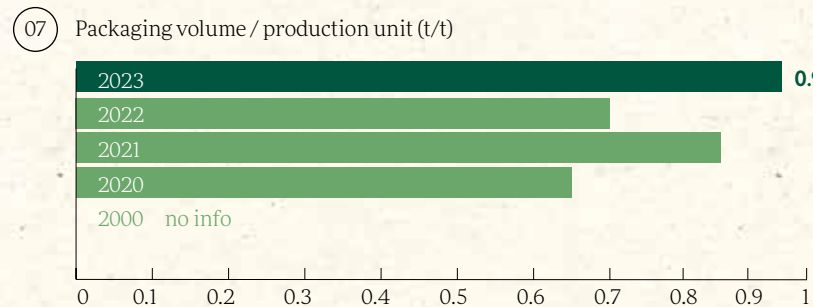
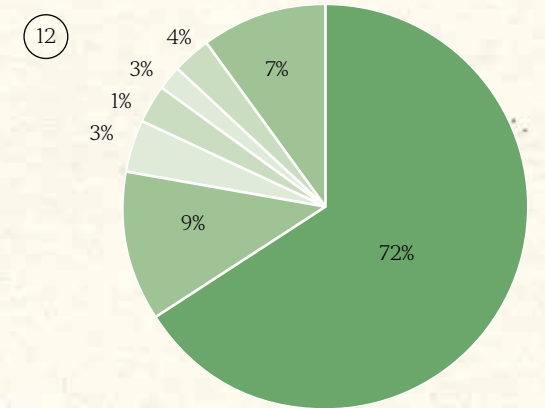
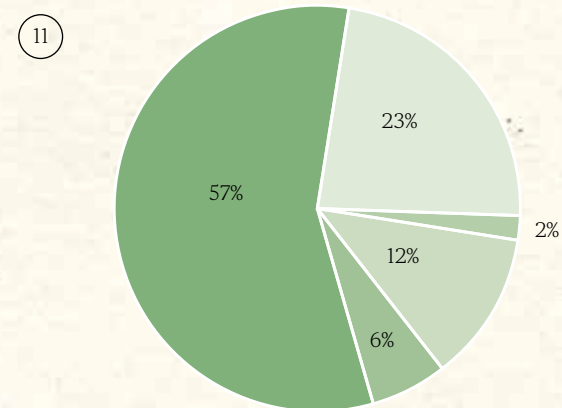
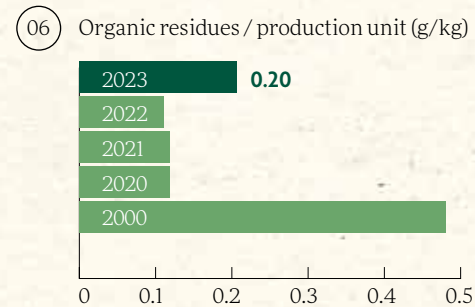
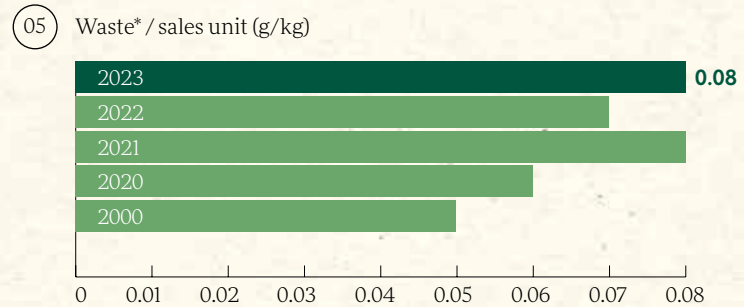
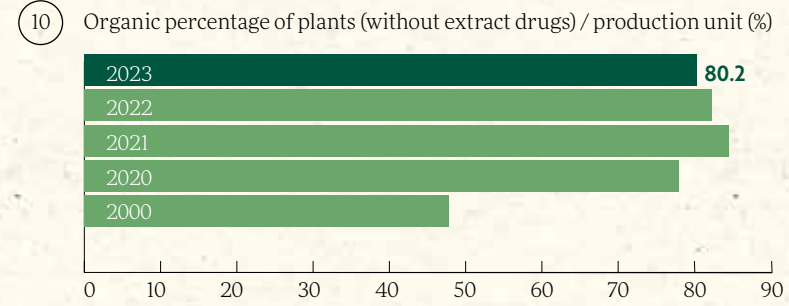
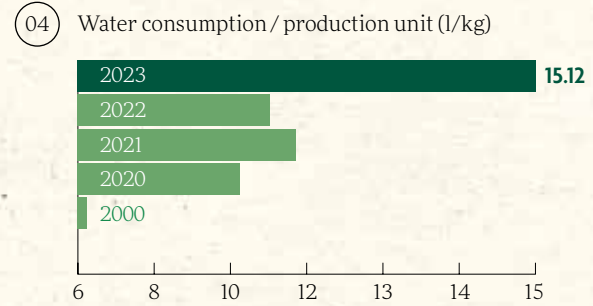
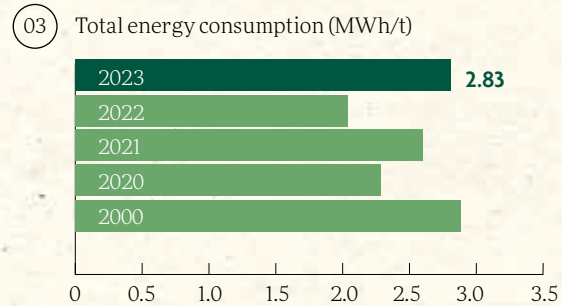
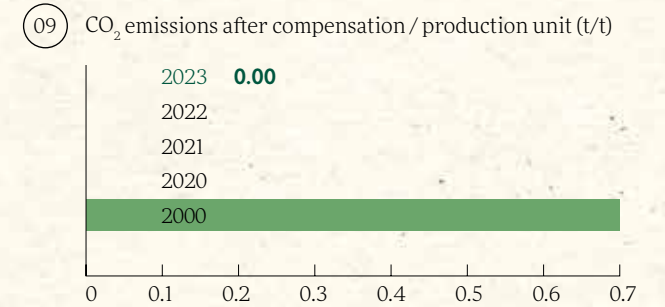
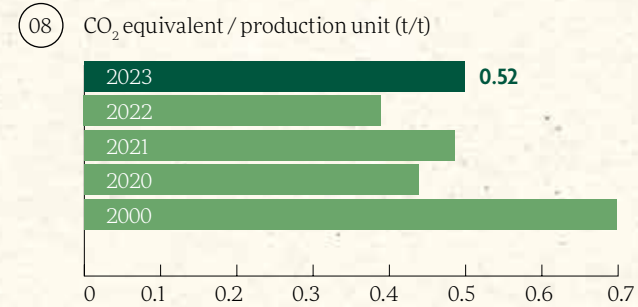
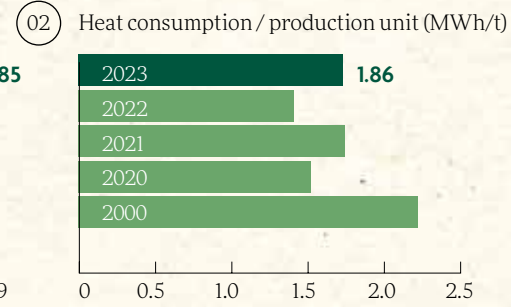
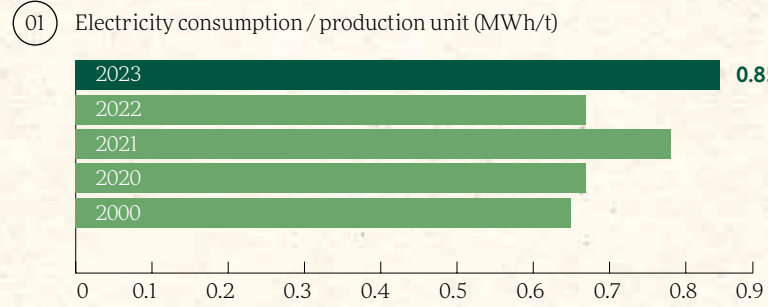
⁴ Other waste occurs irregularly and contains among others mixed construction waste
⁵ Since 2022, without drug dusts as they are reused as by-products according to the circular economy act
 no info = no information available



Company area in Bruckmühl

Key figures and diagrams

Salus.



* Without organic residues

Use of land: Percentage of total surface of company area 2023

57% near-natural surfaces e.g. alluvial biotope, orchards, flowering areas, ...)
 23% buildings
 12% sealed surfaces (asphalt)
 6% partly sealed (e.g. parking spaces with grass pavers)
 2% buildings with grass roofs

Waste: Percentage of main waste fractions of total waste 2023

72% organic residues
 9% paper, cardboard
 5% glass
 3% plastic
 7% waste
 3% wood
 1% metal
 1% kitchen residues



Company area in Magstadt

Ecobalance Schoenenberger.

(Site Magstadt)

SCHOENENBERGER INPUT	Unit	2007	2020	2021	2022	2023	Compared to previous year
Raw herbs (purchased)	t	1,395	1,578	1,287	1,147	1,064	→
Water	m ³	14,039	13,460	11,835	12,414	12,769	→
Total energy consumption	MWh	3,184	3,063	2,850	2,927	2,572	→
Electricity ¹	MWh	991	920	870	879	941	→
Gas	MWh	1,660	2,077	1,937	1,941	1,569	→
Heating oil (purchase)	MWh	533	0	0	56	-	→
Fuels	MWh	no info	66	43	51	61	→
Electricity generation ¹	MWh	-	712	624	696	659	→
Cleaning products	t	28	21	15	21	10	→

SCHOENENBERGER OUTPUT	Unit	2000	2020	2021	2022	2023	Compared to previous year
Production volume	units	5,135,106	5,971,854	4,610,393	5,184,626	4,446,089	→
Production units	units	3,237,946	3,596,814	2,870,020	3,332,385	3,181,805	→
Waste water	m ³	13,259	12,614	10,961	11,578	11,866	→
Total waste	t	671	866	468	591	560	→
Pomace	t	567	779	408	532	506	→
Paper, cardboard	t	30	35	29	20	24	→
Residual waste	t	31	10	12	9	8	→
Glass	t	20	25	9	14	14	→
PE wrap	t	no info	4	2	2	2	→
Hard plastic	t	3	2	2	5	3	→
Metal	t	5	3	4	4	-	→
Wood	t	5	4	1	2	3	→
Hazardous waste	t	1	3	-	-	-	→
Other waste	t	9	0	0	3	0	→
CO ₂ equivalent emissions + scope 2 (CO ₂ e) ²	t	553	763 ^{4,7}	460	463	374	→
CO ₂ equivalent emissions after compensation ³	t	553	0	0	0	0	→
Electricity (feed-in)	MWh	-	315	295	338	284	→

¹ Renewable energy

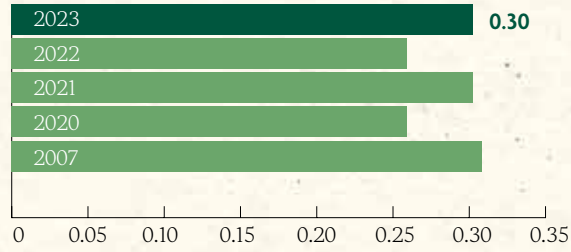
² Considered emissions: scope 1, 2 and 3.3

no info = no information available

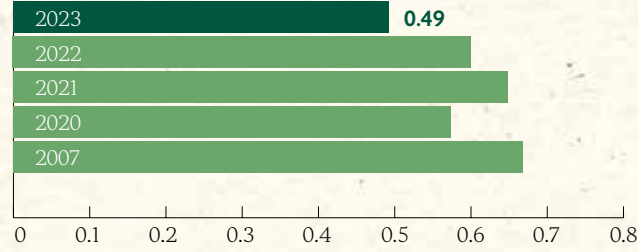
Key figures and diagrams

Schoenenberger.

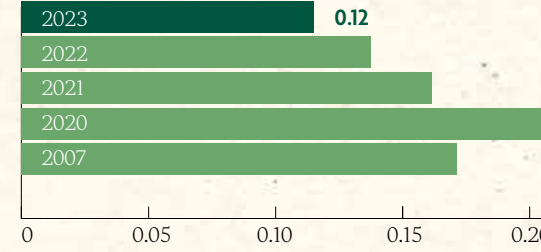
13 Electricity consumption / production unit (MWh/100 pcs)



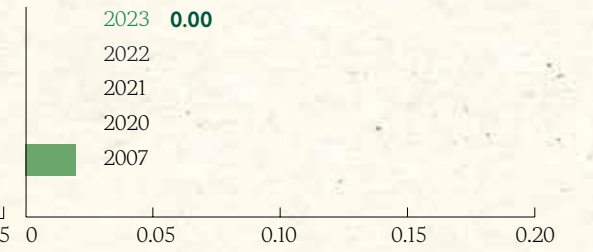
14 Heat consumption / production unit (MWh/100 pcs)



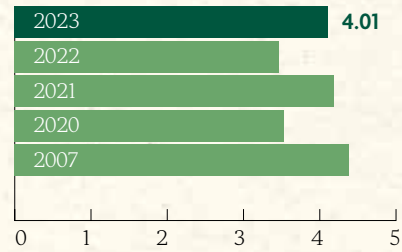
20 CO₂ equivalent / production unit (t/100 pcs)



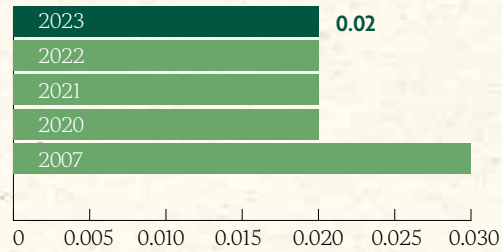
21 CO₂ equivalent emissions after compensation / production unit (t/100 pcs)



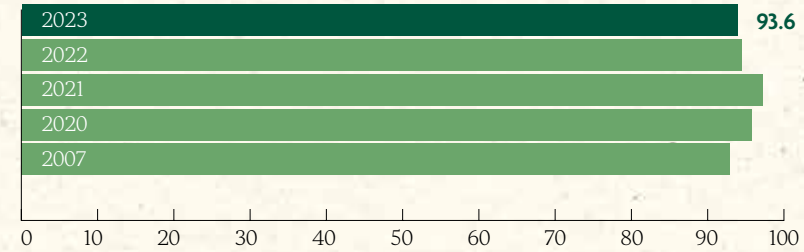
15 Water / production unit (m³/100 pcs)



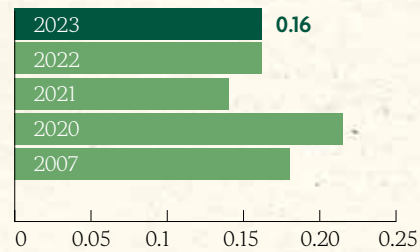
16 Waste (without pomace) / production unit (t/100 pcs)



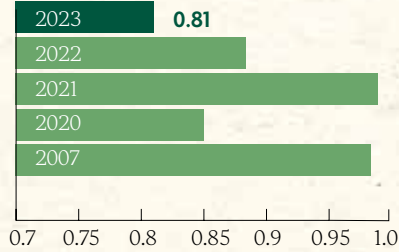
22 Organic percentage raw materials for fresh plant juices / production unit



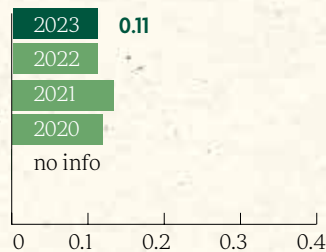
17 Pomace / production unit (t/100 pcs)



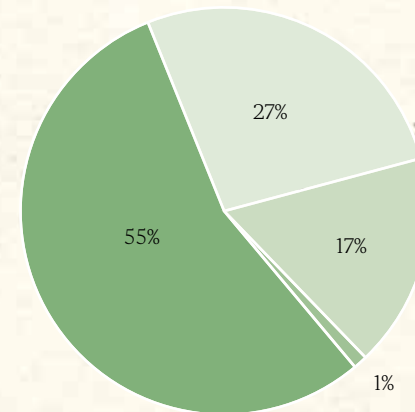
18 Total energy consumption (MWh/100 pcs)



19 Packaging volume / production unit (t/100 pcs)



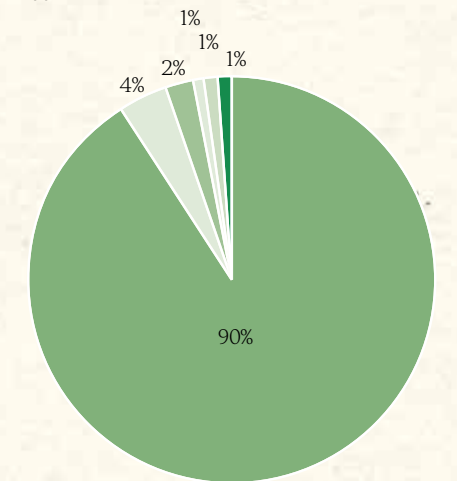
23



Use of land:
Percentage of total surface of company area 2023

- 55% near-natural surfaces (e.g. flowering areas)
- 27% buildings
- 17% sealed surfaces
- 1% partly sealed surfaces

24



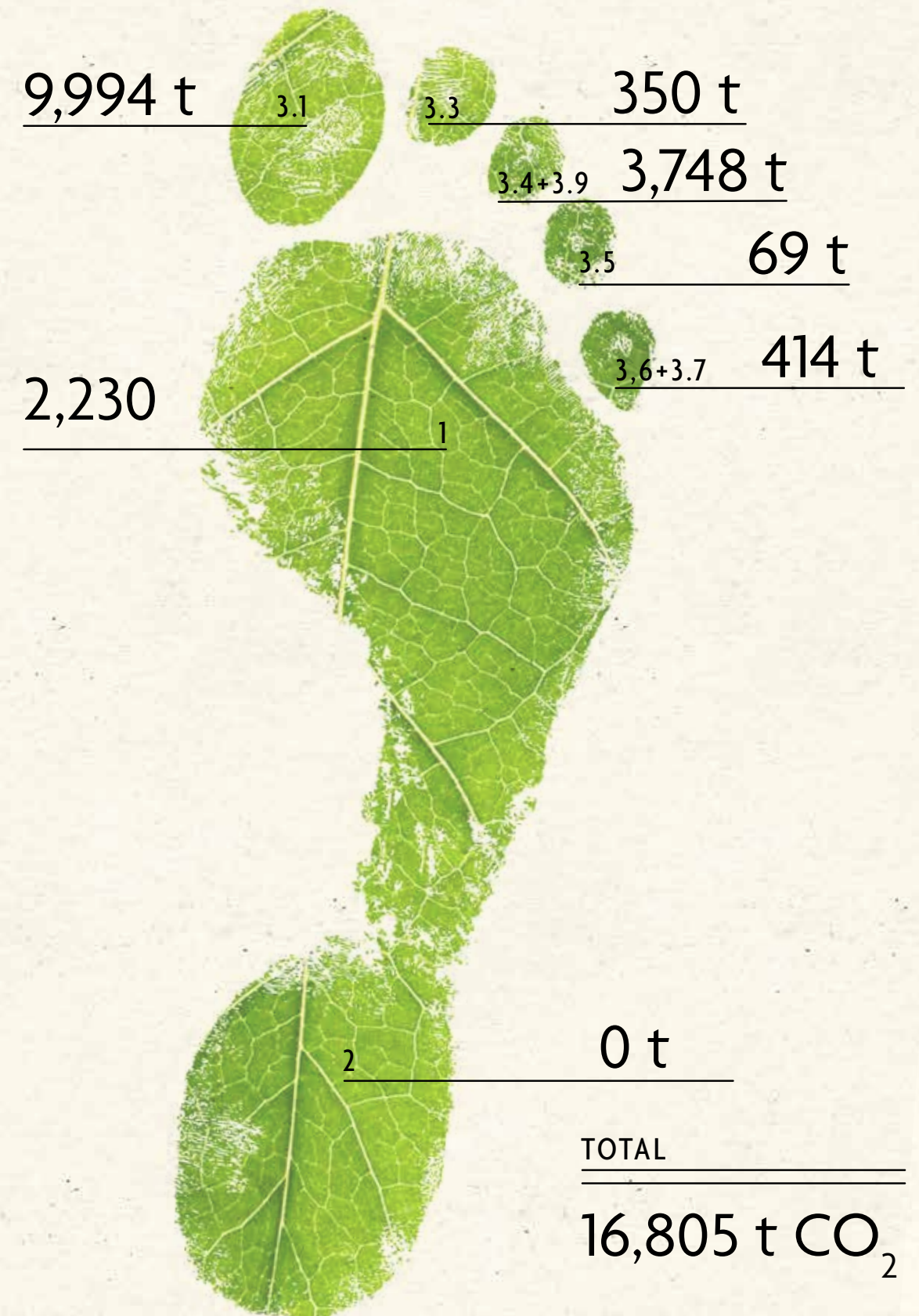
Waste:
Percentage of main waste fractions of total waste 2023

- 90% organic residues
- 4% paper, cardboards
- 2% glass
- 1% plastic
- 0% metal
- 1% wood
- 1% waste

CO₂ footprint of the Salus Group.

		Total	Base year
Scope 1	Heat, cooling agent leakages, vehicle fleet, disinfestation	2,230	2023
Scope 2		0	2023
Scope 3*			
Scope 3.1	Purchased goods	9,994	2020
Scope 3.3	Energy-related emissions	350	2023
Scope 3.4 + 3.9	Transports	3,748	2020
Scope 3.5	Waste	69	2020
Scope 3.6 + 3.7	Arrival and business trips of employees	414	2020
Total		16,805	

* Not included categories of scope 3 were previously considered to be insignificant



Sustainability programme

Salus Group.

Biodiversity

Goal: Maintenance of the natural biodiversity

No.	Measure	Effect	Responsibility	Deadline
1	Further development of cultivation procedures for organic plant cultivation	Protection of species	Cultivation	2025
2	Safeguard of percentage of organic raw materials	Environmental protection	Purchase	2027
3	Evaluation of further use of vegetable by-products	Conservation of resources	Science	2026

Waste and packaging

Goal: Maintenance of a separate collection percentage of > 90% and ecologic optimisation of packaging materials

No.	Measure	Effect	Responsibility	Deadline
4	Further training of employees	Increase of consciousness	Sustainability	2025
5	Further evaluation of alternative packaging materials	Conservation of resources	Science	2027
6	Implementation of paperless payroll	Saving of resources (paper)	HR	2025
7	Implementation of paperless accounting	Saving of resources (paper)	Accounting	2026

Supply chain

Goal: Increase of transparency in the supply chain

No.	Measure	Effect	Responsibility	Deadline
8	Implementation of new software for supplier management	Increase of transparency	QA	2025
9	Training of own auditors on sustainability topics	Increase of transparency	Sustainability	2026

Employees

Goal: Improvement of the employee satisfaction index

No.	Measure	Effect	Responsibility	Deadline
10	Feedback trainings for performance reviews	Improvement of internal communication	HR	2025
11	Implementation of an employee dialogue	Increase of transparency	HR	2025
12	Implementation of the health day for employees	Health of employees	HR	2027
13	Further development of internal communication formats	Increase of transparency	Communication	2027
14	Mentors for new employees	Integration of new employees	HR	2026
15	Provision of computers with intranet access for employees without work computer	Improvement of internal communication	HR	2025
16	Implementation of speeches for private insurance	Prevention of poverty among seniors	HR	2027
17	Implementation of an internal communication system	Improvement of communication	IT	2025

Sustainability programme

Salus. (Site Bruckmühl)

Energy efficiency and climate protection

Goal: Maintenance of the specific electricity consumption at the site of 0.85 kWh/kg and 70% self-supply with regenerative electricity until 2027 (base year 2023)

Goal: Reduction of our CO₂ emissions in scope 1 and 2 by at least 42% by 2030 (SBTI base year 2020, Salus Group)

Current state Dec. 2023: 7.7% reduction

No.	Measure	Effect	Responsibility	Deadline
18	More photovoltaic installations	Higher electricity self-production	Technics	2026
19	Connection of further areas to the central cold production instead of own cooling installations	Saving of electricity	Technics	2027
20	Modernisation of an ice water cooling system – new cooling agent and exchange against compressors with higher efficiency	Saving of electricity, risk minimisation	Technics	2025
21	Modernisation of a cooling room	Saving of electricity	Technics	2026
22	Replacement of further remaining non-LED lights	Saving of electricity: 5,000 kWh	Technics	2025
23	Replacement of older installations by plants with highly efficient drive	Saving of electricity: 10,000 kWh	Technics	2024
24	Construction of a biomass heating plant	Regenerative heat supply of the site	Technics	2024

Logistics, transport and traffic

Goal: Reduction of emissions in transport and logistics

No.	Measure	Effect	Responsibility	Deadline
25	Local production of nitrogen instead of supply by own generator	Avoidance of transports	Technics	2024
26	Spring week mobility	Encouragement of environmental consciousness	Sustainability	2025
27	Further optimisation of bicycle storage	Motivation of employees	Sustainability	2025

Water / water protection

Goal: Maintenance of the specific water consumption at the site by 2027 (base year 2023)

No.	Measure	Effect	Responsibility	Deadline
28	Purchase of bigger tanks for the decoc-tion tank warehouse and intermediate tank warehouse of the extraction	Saving of water and energy with larger batches	Technics	2027
29	Optimisation of cleaning procedures	More efficient water consumption	Production	2027

Biodiversity

Goal: Maintenance of the natural biodiversity

No.	Measure	Effect	Responsibility	Deadline
30	Construction of a new show plant garden	Training on environment	Cultivation	2024
31	Construction of beds for the trainees	Sensitisation of employees	Cultivation	2024
32	Reparation and enlargement of an insect hotel at the site	Protection of species	Sustainability	2025

Waste and packaging

Goal: Maintenance of a separate collection percentage of > 90% and ecological optimisation of packaging materials

Current state Dec. 2023: 93%

No.	Measure	Effect	Responsibility	Deadline
33	Enlargement of paperless maintenance software	Saving of resources (paper)	Technics	2025
34	Replacement of remaining metal staples on filterbag label tags by knotted strings	No use of metal staples	Technics	2027

Sustainability programme Schoenenberger. (Site Magstadt)

Sustainability programme 2024 – 2027

Energy efficiency and climate protection

Goal: Reduction of the specific electricity consumption by 5% at the site by 2027 (base year 2023)

Goal: Reduction of our CO2 emissions in scope 1 and 2 by at least 42% by 2030 (SBTI) (base year 2020, Salus Group)

Current status Dec. 2023: 7.7% reduction

No.	Measure	Effect	Responsibility	Deadline
35	Switch hot glue to a type with a lower melting temperature	Saving of energy approx. 2,000 kWh/a	Technics	2027
36	Further optimisation of lightning systems	Saving of energy	Technics	2027
37	Optimisation of energy data registration	Data base improvement	Technics	2026

Biodiversity

Goal: Maintenance of natural biodiversity

No.	Measure	Effect	Responsibility	Deadline
38	Construction of a dry stream bed as nest place for sand bees	Protection of species	Sustainability	2024
39	Replacement of lawn parts by flowering meadows	Protection of species	Sustainability	2025

Waste and packaging

Goal: Ecologic optimisation of our packaging materials

Goal: Maintenance of a separate collection percentage of > 90%

Current status Dec. 2023: 99%

No.	Measure	Effect	Responsibility	Deadline
40	Use of a higher percentage of recycled plastic in plastic packaging	Increase of recycling percentage	Science	2025
41	Replacement by better removable glue for spice tins	Increase of recyclable percentage	Science	2026

Employees

Goal: Improvement of the employee satisfaction index

No.	Measure	Effect	Responsibility	Deadline
42	Implementation of festivity 'Hocketse' for all employees	Strengthening of togetherness	HR	2024

Retrospective sustainability programme Salus. (Site Bruckmühl)

Energy efficiency and climate protection

Goal: Maintenance of the specific energy consumption at the site of 0.58 kWh/kg and achieve 75% self-provision with renewable electricity by 2025 (base year 2017)

Current status Dec. 2023: Specific electricity consumption 2023 0.85 kWh/kg (highly dependent on production volume due to high base load) and 70% self-provision (highly dependent on production volume and weather)

No.	Measure	Ok (+), cancelled (-) or transferred to 2024-2027 (No.)	Remark
1	Installation of a separate ventilation system in filling rooms	+	
2	Replacement of last non-LED lights (tea)	+	
3	Optimisation of energy key data recording	+	New meters, energy data management software
4	Replacement of an old pressure compressor by energy efficient compressor	+	
5	Shut down of a R134a plant, connection to central cooling system	+	
6	Replacement of some older installations by plants with highly efficient drive	No.: 23	Decanter: operation start Aug. 2024
7	Construction of a biomass heating plant	No.: 24	Biomass heating plant: operation start Aug. 2024

Logistics, transport and traffic

Goal: Reduction of emissions in transport and logistics

Current status Dec. 2023: Sensibility of employees will be measured at the end of 2024

No.	Measure	Ok (+), cancelled (-) or transferred to 2024-2027 (No.)	Remark
8	Campaign week mobility	+	
9	Set-up of a movable rack system in the plants warehouse to increase storage capacity	+	
10	Eco-safe drive courses for sales force	+	
11	Optimisation of bicycle storage	+	

Water / water protection

Goal: Reduction of the specific water consumption at the site by 10% by 2025 (base year 2017)

Current status Dec. 2023: Considerable increase of specific water consumption caused by extremely stronger GMP cleaning requirements

No.	Measure	Ok (+), cancelled (-) or transferred to 2024-2027 (No.)	Remark
12	Optimisation of cleaning procedures in CIP systems	-	Analysed, implementation impossible because of GMP requirements
13	Purchase of bigger tanks in decoction tank warehouse and intermediate tank warehouses of the extraction	No.: 28	Evaluation pending

Biodiversity

Goal: Maintenance of natural biodiversity

Current status Dec. 2023: Actions taken and existing surfaces maintained

No.	Measure	Ok (+), cancelled (-) or transferred to 2024-2027 (No.)	Remark
14	Cultivation of different wild plant species	+	Tests with e.g. Alpine lady's-mantle
15	Maintenance and enlargement of organic raw materials percentage	+	Not concerned by pharmaceutical active principles
16	Supply of suitable varieties or lines for organic cultivation by selection and cultivation work	+	Support for our suppliers

Waste and packaging

Goal: Maintenance of a separation collection percentage of > 90% and ecological optimisation of packaging materials

Current status Dec. 2023: Separation collection percentage 93%, partly replacement of blisters by glasses

No.	Measure	Ok (+), cancelled (-) or transferred to 2024-2027 (No.)	Remark
17	Elaboration of a packaging strategy	+	
18	Collection of basic data to evaluate the sustainability of the packaging	+	
19	Evaluation of alternative packaging materials	+	

Employees

Goal: Improvement of the employee satisfaction index

Status Dec. 2023: Satisfaction index will be checked again at the end of 2024

No.	Measure	Ok (+), cancelled (-) or transferred to 2024-2027 (No.)	Remark
20	Expansion of the employee suggestion system	+	
21	Implementation of a health day	+	Regularly
22	Company integration management	+	

Supply chain

Goal: Increase of transparency in supply chain

Status Dec. 2023: Consistency realised

No.	Measure	Ok (+), cancelled (-) or transferred to 2024-2027 (No.)	Remark
23	Obligation of all relevant suppliers to respect the Salus code of conduct	+	
24	Questioning of all suppliers regarding sustainability topics	+	

Other

No.	Measure	Ok (+), cancelled (-) or transferred to 2024-2027 (No.)	Remark
25	More paperless production	+	
26	Construction of trainee beds	No.: 31	Reported due to COVID-19
27	In case of renovation, use of carpets of recycled fishing nets	+	

Retrospective sustainability programme Schoenenberger. (Site Magstadt)

Energy efficiency and climate protection

Goal: Reduction of the specific energy consumption at the site by 10% by 2025 (base year 2017)

Status Dec. 2023: Specific energy consumption 2023 3.2% above base year 2017 (highly dependent on production volume due to high base load, 2023 low production)

No.	Measure	Ok (+), cancelled (-) or transferred to 2024-2027 (No.)	Remark
1	Switch hot glue to a type with lower melting temperature	No.: 35	Tests pending
2	New transformer for existing building	-	Not realised because lower energy consumption is impossible
3	Replacement of two oil transformer by dry transformer with higher efficiency	-	Not realised because of same efficiency

Water

Goal: Maintenance of the low specific water consumption of 3.8 m³ per 1,000 production units

Status Dec. 2023: Increase of specific water consumption because of stronger GMP cleaning requirements

No.	Measure	Ok (+), cancelled (-) or transferred to 2024-2027 (No.)	Remark
4	Examination of possibilities for optimisation of cleaning processes	-	Analysed, impossible due to GMP requirements

Waste and packaging

Goal: Maintenance of a separation collection percentage of > 90% and ecological optimisation of packaging materials

Status Dec. 2023: Separation collection percentage 99%

No.	Measure	Ok (+), cancelled (-) or transferred to 2024-2027 (No.)	Remark
5	Elaboration of a packaging strategy	+	
6	Establishment of a data base to evaluate the sustainability of packaging	+	

Biodiversity

Goal: Maintenance of natural biodiversity

Status Dec. 2023: Actions taken and existing surfaces maintained

No.	Measure	Ok (+), cancelled (-) or transferred to 2024-2027 (No.)	Remark
7	Maintenance and enlargement of organic raw materials percentage	+	Irrelevant due to pharmaceutical active ingredients
8	Installation of a shrub bed with insect-friendly planting	+	
9	Creation of a butterfly and wild bees stripe with autochthone (domestic) seeds at the local school	+	
10	Installation of nesting helps for birds at the backside of the warehouse	+	Very good accepted

Employees

Goal: Improvement of the employee satisfaction index

Status Dec. 2023: New assessment at the end of 2024

No.	Measure	Ok (+), cancelled (-) or transferred to 2024-2027 (No.)	Remark
11	Expansion of the company suggestion system	+	
12	Implementation of a health day for employees	+	Regularly
13	Company integration management	+	

Supply chain

Goal: Increase of transparency in the supply chain

Status Dec. 2023: Consistency realised

No.	Measure	Ok (+), cancelled (-) or transferred to 2024-2027 (No.)	Remark
14	Obligation of all relevant suppliers to respect the Salus code of conduct	+	
15	Questioning of all suppliers regarding sustainability topics	+	

Other

No.	Measure	Ok (+), cancelled (-) or transferred to 2024-2027 (No.)	Remark
16	Implementation of a sustainability check before buying new raw materials and packaging materials	+	
17	Elaboration of a questionnaire to control sustainability aspects of new product projects	+	

“Every strong tree
was once a small plant
and **every great deed** begins
with a small, good thought.”

– Unknown –



Next submission date

The next Sustainability Report of the Salus Group including consolidated EMAS Environmental Statement will be published in May 2028 at the latest.

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We would be pleased to hear from you if
you have any questions or sugges-
tions about occupational environmental
protection at the Salus Group.

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