

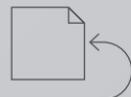
FUTURE-FRIENDLY

Corporate Responsibility at VEKA 2020

Being future-friendly

Sustainability is a driving force behind all our business activities. As a family business, we aim for **future-friendly** business development focusing on secure jobs in a healthy environment. We firmly believe that building long-term partnerships with our customers and business partners is the key to success. **Trust in the quality and safety** of our products and services forms the cornerstone of our successful partnerships.

To do justice to this trust, we apply our concept of sustainability at each stage of the value creation cycle. This means research and development which focuses on **ecological efficiency, transparent supply chains, production that is both energy efficient and environmentally friendly, as well as assuming an international leadership role in the field of recycling**. Our employees are dedicated experts, adept at developing and implementing the necessary processes. To enhance this expertise among our employees, we take a proactive approach towards ongoing staff support and retention, aiming to continuously provide them with an **awareness** of sustainable management.



FOREWORD BY THE EXECUTIVE BOARD



Dear readers

We're looking back on an extraordinary year. The effects of the COVID-19 pandemic have kept us extremely busy too – both as a company and personally. Despite these challenging circumstances, however, we were able to conclude a positive 2020 business year. For this success, we are greatly indebted to all our employees, customers and partners.

On top of the ongoing COVID-19 crisis and its drastic economic consequences, the effects of climate change are also becoming increasingly apparent, as extreme weather events are demonstrating. The high energy demand of the building sector has an important role to play in this. A climate-friendly transformation can only be successful if we significantly reduce the energy demand of buildings – and thereby also carbon emissions. High thermal-insulating window and door solutions and smart ventilation systems from VEKA can make a key contribution in this field.

Yet, we cannot only rely on the direct effect of our products. This is why we keep the entire value chain in mind in everything we do: from energy and water consumption to the use of durable materials and the recycling

of end-of-life products. As a pioneer in the industry, we introduced a closed-loop recycling system as early as 1993 – in the full sense of a holistic circular economy.

Together with our employees and partners, we aim to lead VEKA into a sustainable future for subsequent generations. We have also anchored this basic idea in our Strategy 2025, with which we are setting the course for the future. This brochure is intended to make our sustainability contributions transparent and to show how VEKA is living up to its corporate responsibility. We wish you a rewarding and inspiring read.

The Board of VEKA AG

Andreas Hartleif (Chair)
Elke Hartleif (Human Resources)
Pascal Heitmar (Finance)
Josef L. Beckhoff (Sales and Marketing)
Dr Werner Schuler (Technology)

FUTURE-FRIENDLY



THE FOUNDING YEARS

In 1969, Heinrich Laumann founds VEKAPLAST with eight employees and a turnover of 1.7 million Deutsche Mark.



EARLY INTERNATIONALISATION

Between 1983 and 1986, VEKA establishes its first international subsidiaries

turnover in € million



CIRCULAR ECONOMY AND CSR MANAGEMENT IN PRACTICE

In 1993, Europe's largest and most modern recycling plant for scrap windows is built in Behringen.



In 2006 and 2007, recycling subsidiaries are founded in the UK and France.



THE SECOND ROUND OF INTERNATIONALISATION

VEKA Polska is founded in 1994, followed by an expansion into Asia and Latin America between 1994 and 2000.



CONSOLIDATION, ALLIANCES AND GLOBAL MARKET LEADERSHIP

Through selective acquisitions, the takeover of GEALAN and the diversification into digital business areas, the VEKA Group establishes itself as global market leader.



FUTURE-FRIENDLY #1

In 2018, VEKA initiates a group-wide CSR management system.



DIGITALISATION

Operational launch of the VEKA Group's digital division, Digital Building Solutions (DBS).



CSR OFFICER

The newly created position of CSR Officer anchors the topic of sustainability in VEKA's organisation.



FUTURE-FRIENDLY #2

VEKA publishes the second sustainability brochure.

FOREWORD BY THE EXECUTIVE BOARD



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VEKA Group more on page 4

€ 1.1 billion

turnover

Global market leader in PVC profile systems for windows and doors

24

production sites

468

extrusion lines

Environment more on page 8

100,000

tonnes recycling capacity p.a. within the VEKA Recycling Group

136,446

m³ flow through VEKA AG's plant-based purification system

100%

renewable energy at the GEALAN site in Tanna, Thuringia, Germany

Products more on page 14

More than 95

million running metres sold p.a. by VEKA AG

Up to 40%

reduction in energy consumption through thermally insulated windows

26%

average share of recycled materials at VEKA AG

Employees more on page 20 and society more on page 24

6,200

employees worldwide

More than 15

different nationalities present at VEKA AG in Sendenhorst

Approx. €700

monthly donations as part of the RestCent Initiative at VEKA AG

The VEKA Group at a glance

The VEKA Group is the global leader in the manufacture of PVC profile systems for windows and doors. As a family-owned company, we aspire to a future-friendly corporate development with secure jobs in a healthy environment.

A history of growth

With its main brands VEKA and GEALAN, the VEKA Group is the global market leader in PVC profile systems for windows and doors. We look back on a company history of more than 50 years. As a pioneer in plastic windows, Heinrich Laumann launched the VEKA success story in 1969. Today, we employ around 6,200 people at 40 locations in all relevant markets, more than 2,400 of them in Germany. The VEKA Group originates from and is based in Sendenhorst (Germany). Stable ownership, flat hierarchies and short decision-making paths form a strong foundation for our successful, forward-looking development.

Responsible action along our value chain

Our understanding of sustainability applies to all levels of our value chain. This includes transparent supply chains, energy and environmentally friendly production and an international leadership role in recycling. As a shareholder of Rewindo and member of VinylPlus®, we are committed to an extensive voluntary catalogue of obligations



guaranteeing that we, as a plastics processor, adhere to high standards in the area of sustainability.

Our success builds on our employees, who develop and implement the necessary processes. Therefore, we actively involve them in strategic decision-making and raise their awareness

regarding responsible business practices. This includes understanding how climate change works and why we need to act now.

More than windows

In addition to our main business of window and door profile manufacture, we produce plastic sheets for the construction, advertising and industrial sectors (VEKAPLAN). As a complementary business to our PVC products, we also play a pioneering role in recycling with our VEKA Umwelttechnik GmbH subsidiary. In Europe's largest and most cutting-edge window recycling plant, scrap windows, doors, roller shutters and profile sections made of plastic are completely recycled and then returned to profile production without any quality loss. Our divisions also include products for outdoor use, which are marketed under the VEKA Outdoor Living Products brand. We offer suitable surface technologies for high design and architectural demands. Since 2018, we have bundled together our activities in the area of digitalisation in our Digital Building Solutions (DBS) subsidiary.



Divisions and brands of the VEKA Group



Going into the future responsibly

With our Strategy 2025, we have set our course for the future. We place value-based corporate management, which keeps the needs of future generations in mind, at the heart of all that we do.

Our Strategy 2025

As part of our strategic development, we also renewed our mission, vision and values in 2020. At the centre of this were three questions, from which we have derived our focus topics:

WE CARE

Why we do what we do?

What drives us is the cultivation of long-term partnerships, the development of motivated and qualified employees, and future-friendly corporate management.

WE ACT

What drives our behaviour?

We take on the challenges ahead of us with courage and entrepreneurship. Our cooperation is characterized by appreciation, commitment, trust and responsibility.

WE GROW

Where do we want to be in 2025?

By 2025, we want to develop ourselves further with our employees, establish and expand partnerships and make the VEKA Group more future-friendly.

The complete VEKA Group Strategy 2025 can be found online at <https://www.veka.com/VEKA-Group/Strategy-2025>



“Strategy development at VEKA follows a clearly defined process, and corporate responsibility is one of its central building blocks.”

Dr. Matthias Koch, Head of Strategy & CSR

“We want to strategically bundle existing activities, increase transparency and align VEKA in a future-friendly fashion through appropriate measures. In doing so, we aim to do justice to all three core areas in our understanding of CSR.”

David Beckers, Manager, Manager CSR | Sustainability

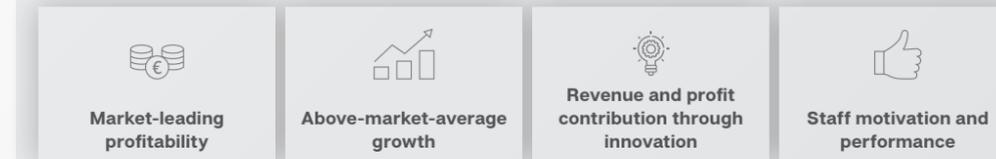


CSR: managing sustainability

Our CSR management system is aimed at cultivating and systematically developing our culture of corporate responsibility. Our understanding of CSR builds on integrating the importance of economic stability and secure jobs in a healthy environment. Based on this understanding, we have defined three CSR dimensions: environment, people and business. In 2021, we will operationalise these three dimensions with various GRI-compatible indicators, thereby making them measurable.

Which goals do we want to reach?

Our Goals



How do we plan to reach our goals?

Our initiatives





At VEKA, acting in a resource and climate-friendly manner covers all the stages of the value chain – from energy and water consumption to the use of durable materials and to recycling scrap products. In order to systematically anchor these topics in our processes, we rely on proven tools such as energy management in accordance with ISO 50001 and VinylPlus® certification.

“Comprehensive data on our energy consumption enables us to analyse our efficiency measures in real time.”

Based on solid data

Covering all your subsidiaries around the world sounds challenging. How did you go about this?

Rüdiger Hartmann This process certainly took time, but at the end of the day, the work done at all the locations is quite similar. This is why we set up a separate team for this purpose with a dedicated employee responsible for this topic at each location. This makes it easier to introduce a central system for comparing certain benchmarks. Next on the agenda is a detailed energy recording system in North America as well as in Novosibirsk, Russia. This will allow us to establish even more meaningful key figures in those locations.

What benchmarks are we talking about here, for example?

Rüdiger Hartmann Some good examples include energy consumption in the area of extrusion, in compressed air generation, in the mixing plant and process water supply. But energy management includes more than just consumption – it's also about the handling of energy carriers and the efficiency with which these carriers are used. It also includes, for example, staff training and certification every three years according to ISO 50001. The basis for all these measures is a



solid data pool. And that's precisely where we've done a great deal of work and can rely on standardised recording systems displaying data collected worldwide on the intranet in real time.



Saving energy

Taking a broader approach

Whether it is more efficient drive technology in production, energy-saving lighting or heat recovery, we've reduced energy consumption in many places at VEKA over recent years – and successfully so: in total, our energy consumption has decreased by around 50 percent since 2005. Not only are we continuing to drive forward this process, but we are also giving it a broader basis by, for example, addressing employee and customer mobility. To this end, in 2020, two e-car charging stations were added and are available both to our employees and our visitors. This is one way in which VEKA is supporting the trend towards e-mobility and actively shaping the expansion of the necessary charging infrastructure.

Empowering the next generation

Raising trainee awareness is an important lever for saving energy throughout the company and for motivating young people to engage in this way. At VEKA, trainees are given the opportunity to become VEKA Energy Scouts and bring more energy efficiency to their daily work. This offer is aimed at our trainees in the various vocational fields who would like to learn more about the energy transition as well as about climate protection. This includes a free additional qualification through workshops in the areas of energy efficiency, climate protection, project management

and presentation techniques. It is an effort that bears fruit: equipped with fresh know-how, a group of four of our trainees already put an energy efficiency project of their own into practice in 2019 – insulating the knife heating block on the guillotine in profile extrusion. The project also received recognition from the Chamber of Industry and Commerce (IHK). At the North Rhine-Westphalia (NRW) award ceremony for the Energy Scouts in Düsseldorf, NRW-IHK President Thomas Meyer highlighted the exemplary nature of the project: "What these young people have achieved through this project is fantastic. They've proven that you don't need a doctorate in engineering to identify potential energy savings in a company. What's so much more important is to have open eyes, curiosity and motivation. And that's exactly what the Energy Scouts bring to the task and how they inspire other employees in their companies too!"

Renewable energy generation

In 2020, the VEKA brand GEALAN took an important step towards sustainable energy supply in its Profile Systems Division: the administration at the headquarters in Oberkotzau (Bavaria) and the plant in Tanna (Thuringia) began to be supplied entirely with renewable energy. One hundred percent of the electricity is generated from wind, sun, water and biomass. This saves around 1,900

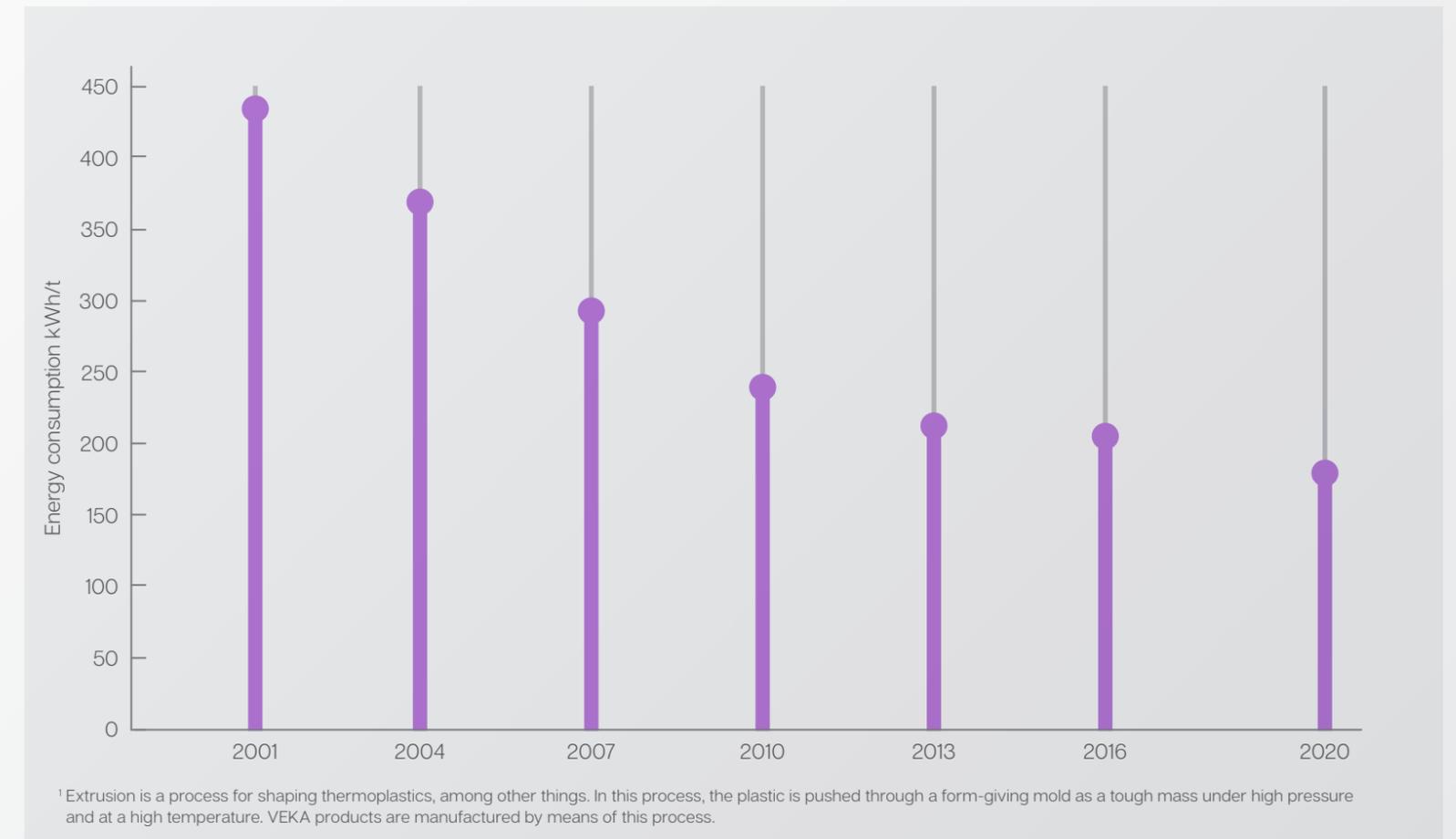


tonnes of carbon emissions per year in Oberkotzgau and as much as 16,000 tonnes in Tanna. As with VEKA, sustainable management has long been at the centre of GEALAN's business activities. The EMAS- and ISO-certified environmental management system as well as the VinylPlus® certification ensure that the company plays a pioneering role in environmental and climate protection.



Energy requirements in extrusion¹

Within twenty years, VEKA AG has been able to cut its energy consumption in extrusion by half.



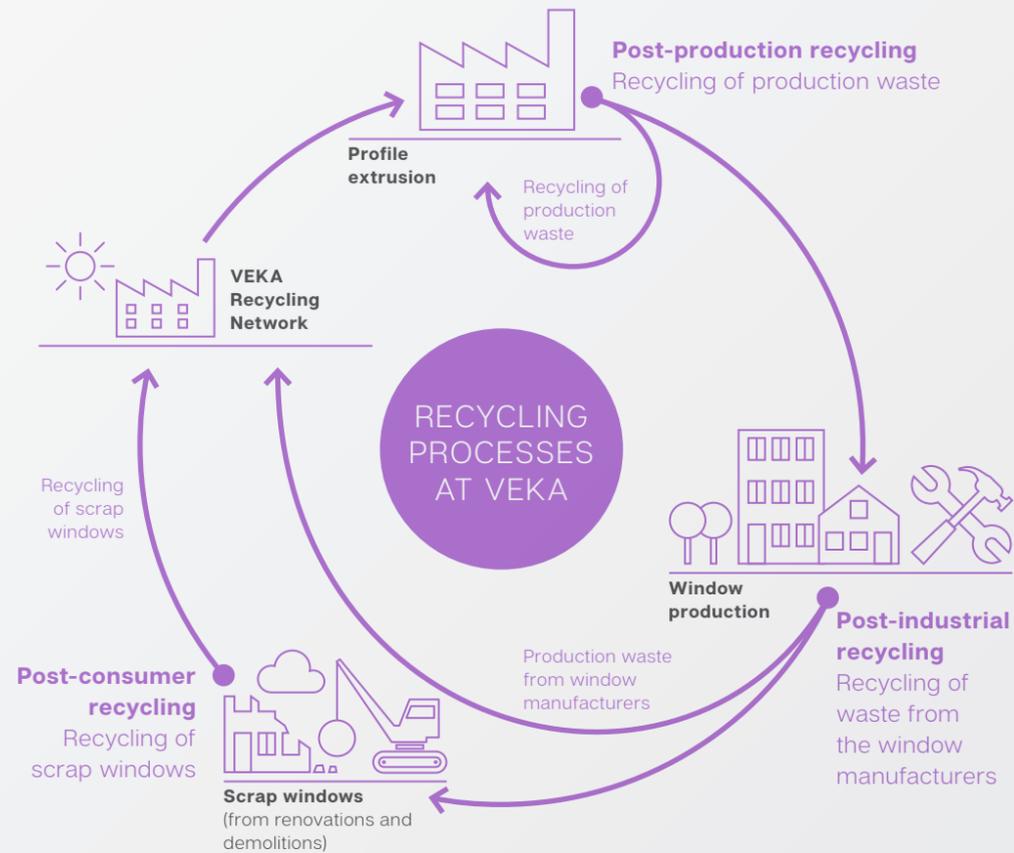
Thinking in cycles

Leading the way as an industry

VEKA is a pioneer when it comes to recycling plastic windows. This is especially true for Germany. But the company is also actively engaged in this field on the international level, both at its subsidiaries and through its work in associations and sustainability initiatives. In this context, the company is breaking new ground by joining forces with the industry and is actively involved in the European sustainability initiative VinylPlus®. In 2018, VEKA was among the first companies to obtain this label. In 2020, the certification was successfully renewed for the SOFTLINE profile systems. Among other things, the label identifies sustainable procurement of the profile material, energy-optimised production and a high proportion of recycled PVC in newly produced profiles. VEKA is the driving force for this cross-sectorial initiative of the European PVC industry and actively contributes to achieving ambitious goals at industry level.

In-house recycling

Having successfully reached several self-imposed recycling volume targets across Europe through the VinylPlus® initiative, the goal now is to recycle one million tonnes of PVC per year by 2030. Almost half of this will be done by the window industry itself. In Germany, this is being carried out by Rewindo GmbH among others, a joint venture of the leading German PVC profile manufacturers. Rewindo, currently made up of seven recycling partners, collects and recycles the PVC profiles from windows, doors and roller shutters.



VEKA Umwelttechnik GmbH is also committed to recycling. In 1993, the company used the first ever fully automatic recycling plant for old plastic windows and production waste, and thereby assumed an important pioneering role. As early

as 1997, VEKA Umwelttechnik was the first specialist company for the disposal of plastic windows to be certified by TÜV. Today VEKA Umwelttechnik is also represented in France and the UK as a recycling network.



An overall perspective of production

Reusing the materials from scrap windows or doors is one thing, while consistent recycling during production is another. For example, left-overs and waste from profile production are collected, shredded and fed back into the production process. Materials such as wood, cardboard, foils or aluminium are taken over by external recycling companies.

VEKA also relies on the recycling principle when it comes to our water supply. At our largest site in Sendenhorst, we have been operating a constructed wetland that has been purifying wastewater since 1998. The purified water is mainly used to cool the production facilities and the extruded profiles.

“In the past, recycled products were often seen as the second-best solution, but thanks to our recycling technology today, we make sure that recycled products are absolutely equal in quality.”

Simon Scholes, Managing Director VEKA Recycling Ltd





The building sector plays a key role in climate protection – after all, it is responsible for around 38 percent of global carbon emissions¹. VEKA wants to make its contribution to the transformation of the sector – by providing building owners and architects with smart, energy-efficient window and ventilation solutions.

“Buildings are key to achieving energy-saving targets. Windows play an essential role in this.”

Windows as a lever for better climate protection

Mr Post, when people talk about energy efficiency in buildings, they often refer to heating systems or thermal insulation. What about windows and doors?

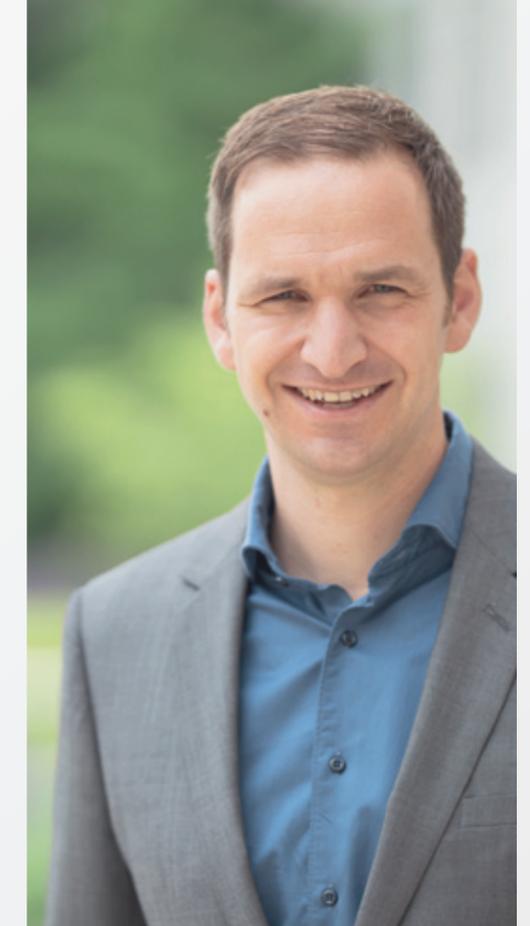
Arne Post It's true that buildings are key to achieving energy-saving goals and therefore making a sustainable contribution to reducing carbon emissions. In this context, windows play a particularly important role as a significant part of the façade. The reason for this is easy to understand, because unlike masonry, the window is not an opaque component and therefore allows solar energy into the building, enabling a long-term contribution to a good energy balance through these solar gains. This is why window elements have become ever larger – especially when facing south – over the years as part of optimised building planning. These gains can be used well, especially in the winter, to generate energy and reduce any additional heating energy. We offer solutions for this which significantly support energy-conscious building and, thanks to good planning, achieve both the high goals of the EU Energy Performance Directive and Plus Energy Houses.

And in summer?

Arne Post First of all, a good window provides insulation in the summer too, which means it contributes to summer heat protection. Yet, in this area intelligent sight protection and control solutions play an important role in preventing overheating and high energy consumption through cooling in the summer. Our goal is to achieve a high level of living comfort in both summer and winter and to make comfortable living possible. Our advantage in the market is that we offer all of these solutions from a single source.

Over the past years and decades, a lot has certainly happened in the field of insulation.

Arne Post Yes, and national and international legislation plays a major role here, as do private certification programmes and public funding programmes. We're in a continuous process of comparing our windows and doors with these specifications and are constantly improving them, for example in the form of larger glass proportions or improved U-values of our profiles. In doing so, we have to reconcile the different insu-



lating properties of materials and their associated static properties so as to implement the largest possible glass areas. At the same time, we're also seeking to achieve the lowest possible U-values for the profiles.

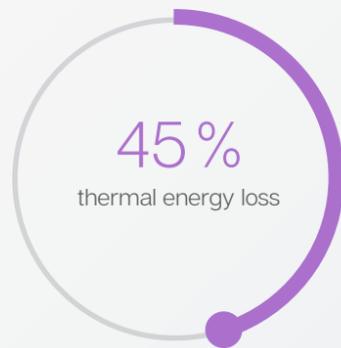
It probably won't be feasible to fully do away with steel or aluminium for reasons of stability though, right?

Arne Post It's true that the use of reinforcements is unavoidable, especially with foiled windows. Nevertheless, we're also working to further optimise the U-values of the window by, for example using thermally separated steel reinforcements that meet even the highest thermal insulation requirements. In addition, we're always on the lookout for any new materials, technologies or ideas we can make use of to contribute to improving climate protection in the construction of buildings.

The energy balance and eco-balance are decisive

Climate protection in the building sector

Climate protection is one of the so-called meg-trends in the construction and real-estate sector. This is not surprising – after all, more than two thirds of final energy consumption in an average single-family home is due to heating. Accordingly, legislation has made energy-efficient construction and modernisation mandatory in Germany through the Energy Saving Regulations (EnEV). Rising oil and gas prices make the careful use of these energy sources even more sensible.



With old windows, almost 45% of thermal energy typically escapes into the environment – even though the windows make up a mere 10% of the building envelope.

Saving energy through modern 3-fold thermal insulation glazing



Triple thermal insulation glazing

Thermal insulation and recycling management in sync

Plastics have sparked controversy in the past. Yet window systems made of polyvinyl chloride – or PVC for short – possess particularly beneficial properties when it comes to the insulation and increased energy efficiency of buildings. Thanks to its durability as well as resource and energy efficiency in production, PVC has a comparatively good eco-balance. The environmentally friendly use of recycled granulates helps to further reduce its carbon footprint. This is why, for its window system solutions, VEKA primarily relies on PVC, the ideal material for this type of application. The recyclability of PVC is an added advantage from which VEKA benefits through the use of modern technology.

However, aluminium also plays an increasingly important role for VEKA. Our new AluConnect system is the first to enable the welding of aluminium windows. Since the stability of aluminium comes into play here, no reinforcement is necessary in the so-called sash profile. The expected Uf-value is 1.1 W/m²K and thus below the level of conventional aluminium windows. This means that additional insulation measures are no longer required. In addition, the system also contributes to holistic recycling management: at the end of their life, the highly insulating aluminium windows

– just like our PVC windows – can be fed into the closed recycling system via VEKA Umwelttechnik. You can find more information on the topic of recycling management in the Environment chapter on page 12.

Preventing heat loss through front door systems

In addition to windows, doors are also among the sensitive parts of a façade when it comes to heat loss. VEKA has therefore been relying on innovative multi-chamber construction for its front door profiles for years now. These ensure exceptionally low heat-transition values and thus reduce energy consumption. The SOFTLINE 82 system, with its thermally optimised sash geometry and excellent insulation values, even exceeds the requirements of the highest quality level, DIN EN 12608, Class A. Another example is VEKA's new lift-up sliding door. The system, which won the Plus X Award and the Red Dot Design Award, meets the highest standards as well – also in terms of tightness and insulation. For example, the system can accommodate triple insulating glass up to 54 millimetres thick with a glass spacing of 20 mm..

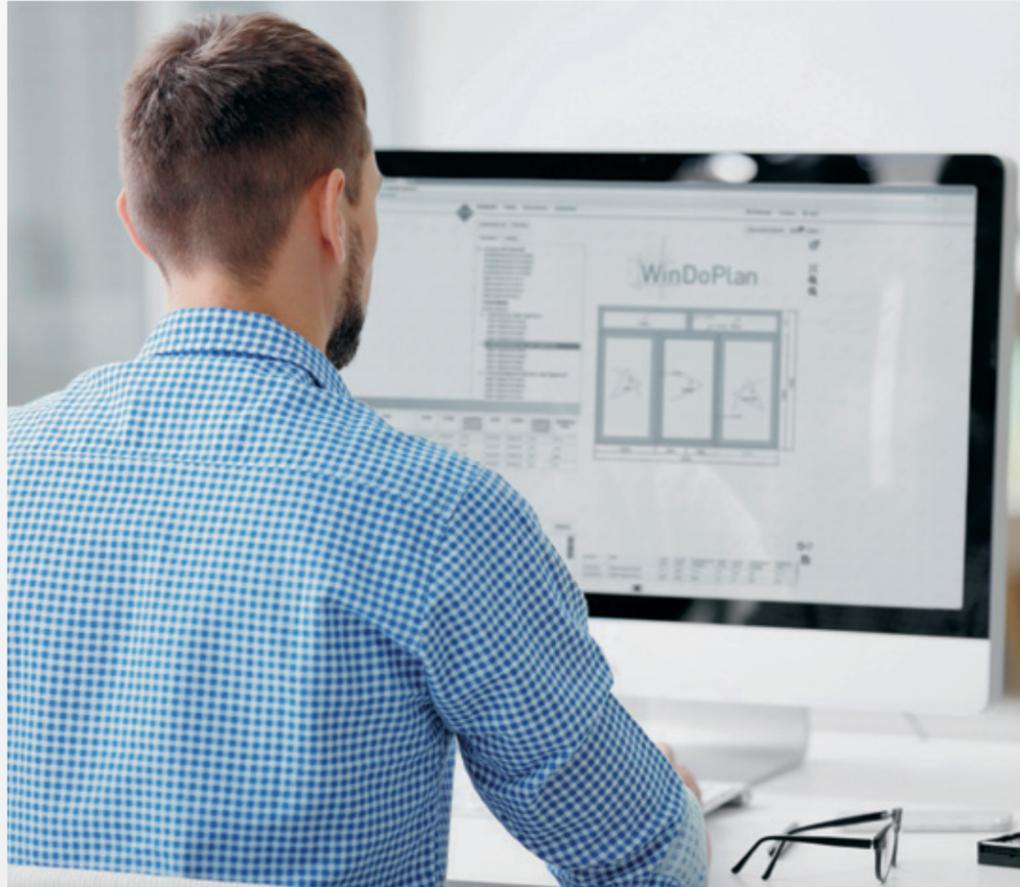


Smart home: improving energy efficiency and quality of life

Smart home: not an end in itself

Technical innovations must not be an end in themselves. They must help to master challenges or meet needs. This also applies to automation within the real estate sector. In addition to an increase in the quality of life, energy efficiency is also the focus of many innovations in this area. With this in mind, VEKA is driving forward its own research and development.

Smart home solutions can save energy – and thermal energy in particular. In this context, it is above all the windows that make a decisive contribution. In combination with sensors for measuring room temperature, air quality or humidity, smart windows can enable ideal ventilation in an automated manner – and prevent energy loss in the process. VEKA offers sophisticated profile constructions designed for the “smart home” of tomorrow. These provide sufficient space to integrate sensors, shading, cabling and drives which help to actively and automatically protect the climate.



“Our innovative ventilation system GEALAN-CAIRE® smart is far superior to controlled passive ventilation when the window is closed, in the form of the classic window ventilator. The integrated, active heat recovery saves energy and prevents the formation of mould. A good indoor climate is created in a smart and fully automated fashion.”

Andre Wünsche, Head of Product Management at GEALAN Fenster-Systeme

Transparent product information

VEKA can rightly call itself a pioneer when it comes to advancing the digitalisation of the industry. Back in 2016, VEKA was the first system provider worldwide to develop a viable concept for windows with their own product memory. With NFC chips in the window sash, relevant product information can be stored and read out by means of a smartphone. This provides more transparency and makes information on insulation properties, for example, digitally available to builders directly on the product.

Preparing for the future together

VEKA is taking a big step towards the future with its subsidiary Digital Building Solutions (DBS). Together, we provide important digitally supported tools for faster, more stable and more cost-efficient processes in window construction – covering all stages of the value chain. These include, for example, augmented reality applications with which window and door elements can be visualised on a façade or inside a house by smartphone. Another example is the planning solution DBS WinDo Planning, which covers all processes relating to the planning of vinyl windows and doors.

Smart ventilation

With GEALAN-CAIRE® smart, GEALAN has developed a smart-home-capable ventilation system that contributes to good indoor air in an automated manner. Its special feature: the ventilation solution sits directly in the window profile. Built-in fans enable a permanent exchange of air, which is automatically increased as soon as the air values measured by sensors, such as temperature and humidity, deviate from the ideal – in the process, the fresh air is filtered and flows through a heat exchanger for heat recovery.



What would VEKA be without its many satisfied and highly motivated employees? They are the key to our company's continued success and the reason why responsibility, independence, qualification and appreciation are core elements of VEKA's corporate culture. With fair social benefits and flexible working time models, we create an attractive and secure working environment.

“Initial participation rates are promising. For example, with more than 1,000 participants at the Sendenhorst site, we achieved a rate of around 77 percent – an increase on our last survey.”

Ms Lischensky, how does one organise a worldwide employee survey with 6,200 people?

Melanie Lischensky We agreed on the core questions with the HR managers of the subsidiaries at an international HR meeting. Each subsidiary must now carry out the survey within the next two years. This is being done in an absolutely decentralised manner.

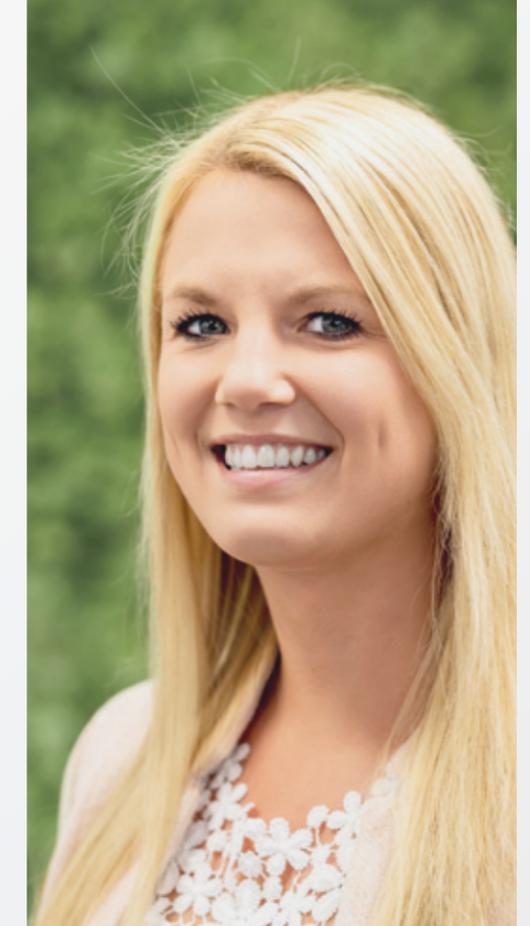
What has changed compared to previous employee surveys?

Melanie Lischensky Previously, we relied on a ready-made employee survey tool which was very comprehensive, but not customised. This time, for our seventh survey, we created a flexible system focused on the questions which were particularly important to us. The focus was on the topics of employer attractiveness and corporate culture, the working environment and safety, team collaboration and the leadership behaviour of direct supervisors. But that wasn't all, because we wanted to achieve the greatest possible comparability among all the companies and still create opportunities for individualisation. This is why we put together 20 fixed questions and ten additional ones for flexible use at each subsidiary. Due to the pandemic, the process

was rather prolonged, as some locations were temporarily closed. We believe that we'll have all the figures ready by the end of the year.

But here at the Sendenhorst location, the survey has already been completed?

Melanie Lischensky Yes, we had a participation rate of over 1,000 participants or about 77 percent, and that's really a great result – also because the rate has grown again compared to the last survey. And the supervisors have already received their results. Now a multi-stage workshop procedure is being initiated. In this context,



and with the help of a moderator, employees will be asked specifically where they still see potential in their area. The ideas and wishes will then be presented to their supervisor. We're expecting around 150 workshops to be held.

Highlights of the staff survey¹ at a glance



¹ Partial result for the Sendenhorst site; figures for all sites will be published once overall results are available in early/mid-2022.

Our employees

COVID-19 – a global challenge

Whether in India, the UK or Germany – the pandemic caused by the SARS-CoV-2 virus has presented VEKA and all its subsidiaries and their employees around the globe with major challenges. Accordingly, site-specific measures were taken to ensure that the vast majority of employees got through this unprecedented time very well. The measures ranged from special handouts on safety to new online offerings or vaccinations on company premises.

Securing the future through training

VEKA has provided vocational training to young people for many years and in large numbers. In this way, the company vigorously counters the shortage of skilled workers and at the same time gives young people an excellent start to their professional future. In 2020, 38 new apprentices were hired in Sendenhorst – in ten different vocations and dual courses of study. To inspire girls to go for traditional "boys' vocations", VEKA has actively participated in Girls Day since 2011.

Training at VEKA has also been rewarded externally: in 2020, for example, we were named one of the best training companies in Germany by Capital and Ausbildung.de. The company ranks among the top employers in the IT sector. In the "Top Employers for IT Jobs" study published by technology magazine CHIP and GreatJobs, VEKA achieved excellent results in the areas of "IT applicant handling", "Transparency for IT applicants" and "IT employee evaluations".



Familial employer

There are good reasons why the people working for VEKA in Sendenhorst for the most part truly enjoy going to work. VEKA sees itself as a familial company where community involvement plays a major role. This includes the annual Christmas party, annual internal department events (paid for by VEKA), the VEKA football tournament with a children's programme and excursions of the youth employee representation. In 2020, 34 colleagues celebrated their 25th anniversary at VEKA in Sendenhorst. The Executive Board traditionally honours the "silver anniversary" employees and their life partners with a dinner in a festive setting.

Good work is also rewarded accordingly at VEKA AG: our employees receive competitive salaries, Christmas and holiday bonuses, capital-forming benefits, petrol vouchers and discounted meals in the company cafeteria. In addition, industrial employees on shift work receive the maximum possible tax allowance.

Reconciling work and family life

Since 1st January 2021, trust-based working time has been in place for all employees who work in administrative positions. What's more, our shift model allows for three-shift operation with individual free shifts. There is also the added benefit of a parent-child office and holiday childcare. Our family coordinator organises a workshop or an event every year for all parents on parental leave as well as for all other interested parents.

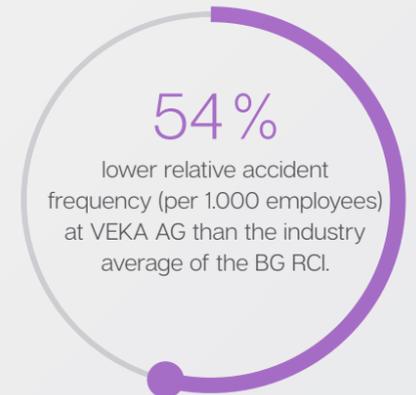
Safety first

Many workplaces at VEKA are industrial, which is why occupational safety and health promotion have played a major role throughout the company's history. The most effective means to prevent hazards has always been knowledge and awareness. The "Safety is our priority" primer is our central tool here and defines responsibilities, explains the safety and hazardous material signs as well as the protective equipment, provides tips on how to prevent accidents and describes the essential work and operating instructions. The manual is supplemented by regular training. In



2020, 15 reportable accidents occurred at work, resulting in 403 days of absence, thereby equaling an absentee quote of 0.12 percent.

In addition, we carry out three health campaigns per year as well as free flu vaccinations as part of VEKA's health management. Furthermore, we have two trained addiction officers serving as contact persons for people struggling with issues surrounding alcohol or the use of other stimulants and addictive substances.





Education, social concerns and culture – the VEKA Group companies and their employees are involved in these areas in many different ways in and around their locations. All these projects share one common goal: to improve the quality of life for the local population.

“It’s simply wonderful that with so little effort we can now donate around € 700 every month to people who can put the money to good use. Getting to know these people motivates us and brings us joy.”

Melanie Traven, HR administrator at VEKA AG, initiator of the RestCent project



Social engagement has many faces

Help for neighbours

Many years ago, GEALAN ceased the custom of sending gifts to customers at Christmas. Instead, the company began donating a cheque to the charitable organization Hilfe für Nachbarn e.V. (Help for Neighbours), as it did in 2020. The €5,000 that were donated will be used to support people in need in the Hochfranken region.

Promoting education in India

In India, companies are legally obliged to donate two percent of their average profit of the previous three years to charity. NCL VEKA has used this opportunity to support Mandal Parishad Primary School in 2019/20 to purchase new desks and repaint the buildings, among other projects. Support was also given to the Vennela Educational Society, which runs a school and a college.

Supporting food banks

In 2020, VEKA plc (UK) supported food banks in the Pendle and Burnley region with £3,200 to provide meals for children during the Christmas holidays. The driving force behind this initiative was Khaleel Mahmood, Head of Commercial Support at VEKA plc. His involvement was prompted by a report showing that almost half of the children in Pendle live in poverty. The money donated was used to support almost 200 families in the region at Christmastime.

A sleepover for a good cause

On 15th November 2019, VEKA plc employees spent the night on Burnley FC’s turf to raise money for the fight against homelessness – and with great success: instead of the hoped-for £2,500, the VEKA team actually raised £3,320. In a joint effort with other participants, a total of more than £25,000 were raised. The campaign had been initiated by three charities.

Donate Restcent

“Restcents” are the “odd” cent amounts of the net salary, i.e., the decimal places on the pay slip. In 2018, VEKA AG employees began campaigning for staff to donate these “odd” cents. The Executive Board doubled the amount raised in this way and rounded it up. In this way, an average of around €700 per month was collected in 2020. The money goes to a different charitable organisation every month.

Sponsoring of the Vocal Champs

In 2019, 19 acapella groups from seven countries came together in Sendenhorst including award-winning singers as well as yet-unknown talent. This festival – unique in Germany and a tour de force for the small town of Sendenhorst with its 13,000 inhabitants – was only possible because of the support of sponsors such as VEKA AG, which provided €20,000 of funding to support this highlight.

IMPRINT

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Editorial notes

For reasons of readability, no gender-specific differentiation has been made. Corresponding terms apply to all genders for the sake of equality.

Paper

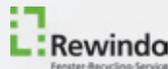
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