

Sustainability Report 2024



Dear parties interested in our Sustainability Report 2024,

RWS GmbH develops and manufactures top-quality ammunition, ammunition components, and pyrotechnic elements for hunting and sports, the military and law enforcement agencies as well as industrial applications.

We are proud of our market position in small-caliber ammunition and pyrotechnic elements and components, as well as our role as an innovation leader in heavy metal-free ignition elements and special applications. In addition, we set standards in the civil, military, and government sectors. We achieve this because safety, precision, and environmental compatibility are our top priorities.

We are pleased to present our sustainability report for the year 2024. In it, we would like to inform you about our progress and initiatives in the area of sustainability and provide insight into our commitment to environmental, social, and economic issues. We are aware of the responsibility we bear as a company towards our society and the environment. This is why we are continuously committed to developing and implementing sustainable solutions.

We take this into account, among other things, by ensuring that the systematic and economical use of raw materials and resources continuously improves the efficiency of the energy used in our company. Our goal is the active and sustainable reduction of greenhouse gas emissions, pollutants, and other negative impacts. In addition, our organizationally anchored management system guarantees a continuous improvement process and is the foundation of a resilient and future-oriented corporate culture.

In this report, we outline the goals we have been able to achieve in 2024 and the challenges that still lie ahead. It contains information on measures taken to reduce our environmental footprint, promote social justice, and ensure the long-term economic success of our company.

We thank you for reading this report carefully. Your suggestions are very important to us in further developing and improving our sustainability strategy.



Dirk Prehn
Chairman of the Management Board



Christian Lutz
Management Board



Roy Walsh
Human Rights Officer

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A. Strategy and governance

1. General requirements

The tasks of companies are becoming increasingly diverse. In addition to existing factors, such as changing customer requirements or changes in the markets, other important aspects have increased in recent years.

Issues such as respect for human rights in the value chain, the sustainable use of our limited resources, and a focus on climate-neutral business practices are becoming increasingly important.

Even though these issues have always been part of RWS GmbH's values, the tasks involved are expanding, as reflected in additional regulatory requirements for disclosure in these areas. By way of example, reference is made to the reports on the Supply Chain Due Diligence Act (LkSG) which were published for the years 2023 and 2024. In addition, investors are showing more and more interest in companies' initiatives on these increasingly market-relevant aspects.

2. Business conduct

RWS GmbH is also aware of its responsibility in the area of sustainability, which is brought to it by its stakeholders, the markets and society. This is why, in addition to the LkSG report for 2024, it is also preparing a Sustainability Report for 2024 and presenting its activities.

2.1 Monitoring of risk management and responsibility of management

Various responsibilities for monitoring risk management in the company have been defined for the 2024 reporting period.

Company-wide risk management is monitored by Managing Director Christian Lutz and presented in the management report.

As part of LkSG risk management, various internal roles have been defined to ensure implementation.

Mr. Roy Walsh, Compliance Officer, was appointed Human Rights Officer of RWS GmbH on January 1, 2024. His responsibilities include the monitoring of LkSG risk management.

In addition, the management has established a reporting process that ensures, in accordance with Section 4 (3) LkSG, that it is regularly informed – at least once a year – about the work of the persons responsible for monitoring risk management – as part of the monthly management meeting.

The Human Rights Officer is responsible for this reporting, with support from other relevant areas such as Compliance, Supply Chain Management or HR. The Human Rights Officer informs the management immediately of any risks that arise ad hoc.

2.2 Policy statement on human rights strategy

Respect for human rights is a fundamental part of the value system of RWS GmbH, which is aware of its responsibility in this regard. In order to make this transparent and clear both internally and externally, a declaration of principles based on the risk analysis carried out was created and published on the company website on January 1, 2024.

In addition, the policy statement was communicated to all RWS GmbH employees and the works council via the intranet on January 1, 2024.

The policy statement is available in German and English on the RWS website and can therefore be viewed both internally and publicly. It can be accessed via the following link:

https://www.rws-technology.com/resources/public/user_upload/Downloads/231202_Declaration_RWS_Human_Rights_engl.pdf



The policy statement addresses the following aspects:

- Establishment of a risk management system
- Annual risk analysis
- Anchoring of preventive measures in our own business area, with direct suppliers and, if applicable, indirect suppliers, and their effectiveness review
- Remedial measures in our own business area, at direct suppliers and, if applicable, indirect suppliers, and their effectiveness review
- Provision of a complaints procedure within our own business area, at suppliers, and review of its effectiveness
- Documentation and reporting obligations
- Description of the identified priority risks
- Description of human rights and environmental expectations of own employees and suppliers

As the risk landscape (production, supply chain) has not changed and this was the first time the statement was published, no changes were made to the policy statement from the previous year.

2.3 Embedding the human rights strategy within our own organization

To ensure the implementation of the human rights strategy, it was embedded in all relevant areas of the organisation.

The following areas were evaluated as affected:

- Supply Chain Management
- Purchasing
- HR
- Compliance
- Quality Management
- Sustainability/ESG
- Executive Management

All LkSG-relevant operationalisations were anchored in processes. To this end, responsibilities were defined for each of the various specialist departments and recorded in a RACI matrix (Responsible, Accountable, Consulted, Informed).

This ensured that the relevant tasks were both defined and communicated and accepted by those responsible.

All LkSG-relevant operationalisations were incorporated into processes for implementation in business workflows. To do this, LkSG-relevant aspects and criteria were added to some existing processes, while new processes were created.

All process developments and adjustments were carried out with the LkSG core team and selected representatives of the respective specialist departments in order to ensure LkSG compliance.

An internal project team was set up for the implementation, consisting of experts from the relevant specialist departments. The team was also supported by external consulting services. During the implementation, RWS GmbH always followed the guidelines provided by the BAFA.

Finally, the modified processes were communicated to all parties concerned.

2.4 Communication of results

The results of the risk analysis(es) for the reporting period were communicated internally to the members of the management team (Board of Management).

This includes the management and the heads of SCM/Purchasing, Sales, HR, and Operations.

2.5 Changes to risk disposition

For the first time, RWS GmbH conducted a review of the due diligence obligations of the LkSG and the associated risk analysis of possible human rights violations and possible environmental impacts for the 2023 reporting year. The subsequent risk assessment for the 2024 reporting year did not reveal any changes in priority risks compared to the previous reporting period.



B. Complaint procedure

1. Establishment of or participation in a complaint procedure



RWS GmbH offers a complaints procedure in the form of its own procedure for the reporting period. Complaints and reports can be submitted at any time via the secure, electronic Integrityline whistleblower system and are processed immediately. The system can be addressed at: <https://rws.integrityline.app>

The system is available in German and English and ensures that reports are handled confidentially. The reporting office accepts information and complaints from both employees and external persons, e.g., employees, customers, suppliers, or other third parties.

In addition to the electronic whistleblower system, complaints can also be submitted by post.

As soon as a complaint or report has been received, the whistleblower will receive confirmation of receipt within seven days at the latest.

Throughout the entire process, RWS will remain in contact with the whistleblower. Complaints or reports received are first thoroughly examined to clarify whether the reported matter constitutes a human rights or environmental risk or a violation of human rights or environmental obligations.

If there is initial suspicion of relevant misconduct, an internal investigation is conducted to clarify the report. The aim is to examine, understand, and objectively confirm or refute the facts as effectively and efficiently as possible.

An internal investigation is conducted directly by RWS Compliance or coordinated by RWS Compliance with the relevant departments and, if necessary, management. As part of a scheduled internal investigation, dialogue with the whistleblower may also be sought in order to clarify any questions. The results of the internal investigation are documented in writing in a report, and appropriate measures with responsible parties and a timeline are recommended based on this report.

Measures may be preventive in nature or may be corrective measures or sanctions. The whistleblower will generally be informed within three months of receipt of the confirmation of receipt (provided that the whistleblower's contact details are available). Feedback will only be provided to the extent that it does not affect internal investigations and does not prejudice the rights of the persons concerned.

Potential parties involved have access to the complaint procedure:

- Own employees
- Community in the vicinity of the company's own locations
- Employees of suppliers
- External stakeholders such as NGOs, trade unions, etc.
- Others

Access to the grievance procedure for the various groups of potentially affected parties is ensured by:

- Publicly available rules of procedure in text form
- Information on availability
- Information on jurisdiction
- Information on the process
- All information is clear and understandable
- All information is publicly accessible

The rules of procedure for the reporting period were uploaded to the RWS GmbH website and were therefore publicly available.

They can be accessed via the following link:

https://www.rws-technology.com/resources/public/user_upload/Downloads/231202_Rules_of_procedure_for_the_complaints_procedure_8LKSG_engl_pdf.pdf



2. Requirements for the complaint procedure

An internal investigation is carried out directly by RWS Compliance or is coordinated by RWS Compliance with the relevant specialist departments and, if necessary, the management. RWS Compliance can be reached at:

Roy Walsh
Compliance Officer
Kronacher Straße 63,
90765 Fürth, Germany
Email: compliance@RWS.com

RWS GmbH guarantees that the criteria for responsible persons contained in Section 8 (3) LkSG are met, i.e. that they offer a guarantee of impartial action, are independent, not bound by instructions and are bound to secrecy.

Furthermore, it is confirmed that precautions have been taken for the reporting period to protect potentially involved parties from discrimination or punishment as a result of a complaint. This is achieved by ensuring that all channels guarantee the confidential handling of reports. The electronic whistleblower system allows the creation of a mailbox through which the whistleblower can communicate with the compliance department while maintaining the confidentiality of their identity.

In addition, precautions have been taken to protect whistleblowers through further measures.

Provided that the whistleblower acts in good faith, i.e., has reasonable grounds for suspicion, reporting violations or suspected cases must not result in any disadvantage for the whistleblower, even if the suspicion proves to be unfounded. Direct or indirect retaliation for a (suspected) report will not be tolerated and constitutes a violation that can be reported. This also applies to threats or attempts at discrimination.

It is also a violation if a person obstructs the submission of a report or hinders or prevents the investigation of a report.

All information, such as personal data and other information that could reveal the identity of the person submitting the report, will be treated confidentially. This also applies after the conclusion of the proceedings.

3. Implementation of the complaint procedure

The complaint procedure was available for the entire 2024 reporting year. No reports were received during this period.

C. Review of risk management

Risk management is regularly reviewed as part of the risk analysis to ensure its adequacy and effectiveness.

This review is carried out in particular in the following areas of risk management:

- Preventive measures
- Remedial measures
- Complaint procedures

Adequacy and effectiveness

The audits conducted for each area and the resulting findings – particularly with regard to the prioritized risks – lead to appropriate measures and actions:

Preventive and remedial measures:

The appropriateness and implementation of the measures are reviewed at regular intervals (exchange and update regarding LkSG efforts at suppliers with all strategic purchasers). If necessary, appropriate controls (audits) are derived from this and their effectiveness is documented.

Complaint procedure:

RWS is committed to continuously improve its procedures for whistleblower reports and internal investigations. To this end, usage data, experiences, and constructive feedback from the whistleblower process are used at least annually, or as needed.

This iterative process leads to the ongoing optimisation of risk analysis and continuous improvement of results.

The existing processes and measures ensure that the interests of RWS employees, employees within the supply chains, and those who may otherwise be directly affected in a protected legal position by the economic activities of RWS GmbH or by the economic activities of a company in the supply chain of RWS GmbH are taken into account in the establishment and implementation of risk management.

The processes and measures for taking into account the interests of those potentially affected can be found in particular in the publicly and anonymously accessible complaints procedure, which is integrated into the risk management system.

The RWS complaints procedure is an anonymous, confidential point of contact that is offered to all RWS employees and external persons as an additional communication channel. This allows concerns or indications of possible violations of human rights and environmental due diligence obligations to be raised anonymously, thus ensuring that the relevant interests are taken into account.

We investigate all submissions on the basis of binding internal regulations. All submissions and the respective investigations are regularly reported to management in accordance with a defined procedure. RWS does not tolerate discrimination against anyone who contact us via the RWS Integrity Line or other communication channels.

Cybersecurity

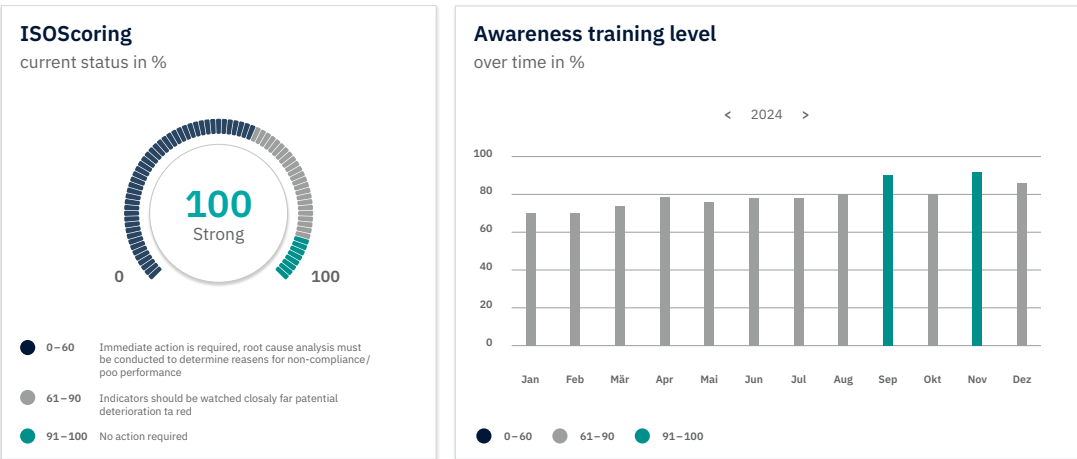
In 2024, company-wide awareness training was conducted in accordance with ISO/IEC 27001. The participation rate was consistently well over 70 %, and in some months exceeded 85 %. The current ISO score is 100 % (“Strong”), confirming the effectiveness of the program.

This ensured that employees were comprehensively trained in information security and relevant guidelines. Continuous evaluations via SoSafe enable the program to be tracked and optimized.

B.12 Information security training

According to measure B.15 Social engineering preparedness, ISO/EC 27004:2016(E)

Information need: To track how many users took part in an ISMS-compliant awareness training and to assess how many users have been informed about the user group's information security policy



The current ISO score is 100 % (“Strong”) over the entire period. Individual monthly values show slight fluctuations (80 – 85 %), which have already been further improved in the following year. Overall, the value confirms the sustained effectiveness of the program.



D. People

We consistently encourage and challenge ourselves: this enables us to employ the best-qualified staff to ensure the sustainable success of the company.

To this end, we offer a wide range of attractive training and continuing education opportunities.

1. S1 – Own workforce

1.1 Employees

RWS GmbH manufactures at its headquarters in Fürth and at its plant in Sulzbach-Rosenberg.

We pursue our goal of sustainably and anchoring our corporate culture by promoting respectful communication, establishing management principles, and implementing a health management system.

To assess employee satisfaction, a survey was conducted among employees in the 2024 reporting year. The results of this survey led to the derivation and implementation of measures that were addressed in 2025. A repeat of the survey is planned for 2026, with the aim of increasing the satisfaction rate by 5 %.

As of December 31, 2024, RWS employed approximately 1,400 people. They come from almost 40 different countries.

The proportion of female employees was over 31 %. Over 7 % of management positions were held by female employees. The ambition to increase this proportion overall is reflected at the executive management level, where one-third of positions are already held by female employees.

The age structure shows a homogeneous picture across all age groups:

Age structure in %	Male	Female
Under 35 years old	77 %	23 %
Between 35 and 44 years old	78 %	22 %
Between 45and 54 years old	59 %	41 %
Over 55 years old	55 %	42 %

To support its employees, the company offers various programs and opportunities, which are described below.

1.2 Training and development

RWS wants to help its employees define, achieve, and perhaps even exceed their personal goals.

We offer our employees comprehensive and diverse training courses covering topics such as human rights, sustainability, health and safety, the environment, and much more. The RWS training program also includes mandatory training on our Code of Conduct and various other compliance training courses.

In addition, we continuously update and expand our training offerings. This includes, for example, offering training on human rights and environmental due diligence for selected target groups.

In order to be able to meet current and future challenges even better, we are focusing on various areas:

- Extensive training and development opportunities
- Attracting and developing talent
- Better work-life balance through new and flexible working time models
- Annual, individual development reviews

As part of strategic personnel planning and development, further training and talent promotion at RWS contribute significantly to increasing employee performance and satisfaction, awakening hidden potential, and increasing employee loyalty. This is also reflected in RWS's attractiveness on the job market.

Continuous development

An important goal of RWS's forward-looking human resources policy is to offer its most valuable asset, its employees, development formats and continuing education opportunities tailored to their life stages.

This is accompanied by standard training courses in the following areas:

- Integrity
- Diversity and integration
- Occupational safety
- Health
- IT security
- Due diligence in the supply chain

In the 2024 reporting year, more than 2,600 different training measures were adopted – as face-to-face events, virtual training courses, or via e-learning tools. In total, this amounted to well over 13,000 training hours in 2024.

Feedback on specific measures and effectiveness analyses help to ensure that the training measures offered will continue to be effective in the future.

Finding and promoting talent

Talent is the potential for the future. That is why RWS is involved in events such as training fairs and career-oriented events at schools and universities.

In addition, RWS offers taster days in its training workshops and special events such as Girls' Day.

Talented individuals within the company are supported in their development through special training measures.

Work-life balance

The standard working week is 35 hours. All employees have a "flexitime account."

Shift planning takes place with the greatest possible consideration for employee preferences.

Of course, we also offer mobile working for suitable jobs, as well as part-time work and partial retirement.

Bridge days are usually kept free of work.

Annual individual development reviews

As part of an open corporate and communication culture, individual development reviews are held each year between supervisors and their employees. These reviews are used to align the expectations of the employee and the supervisor and to explore the employee's individual development opportunities. Based on this, individual training and development measures are initiated.

1.3 Diversity and equal opportunity

RWS's activities are based on a legally compliant organisation. We ensure legal compliance in all processes and activities. This is confirmed by the absence of major deviations in all audit results.

Particular attention is paid to the observance of human rights:

Prohibition of child and forced labor, slavery, and human trafficking

We reject any form of forced or child labor without exception and are expressly committed to the prohibition of modern slavery or human trafficking.

Equal treatment of employees and zero tolerance for discrimination

We ensure equal opportunities and do not tolerate discrimination on the basis of race, gender, religion, national origin, political opinion, sexual orientation, social background, age, or physical or mental characteristics.

Freedom of association and collective agreements

We respect our employees' right to join a trade union. We also support and initiate dialogue with employee representatives.

Fair working conditions and remuneration:

We ensure fair working conditions, fair pay, and working hours in accordance with the national and international laws and guidelines applicable to our companies. Prohibition of unlawful evictions and prohibition of violence by security forces.

Remuneration and structure are based on the collective agreement of the Bavarian Metal and Electrical Industry Association. In addition, there is vacation pay and a full Christmas bonus, i.e., not graded according to length of service. Our remuneration is not only comparable to the collective agreement, but in some cases exceeds it. Capital-forming benefits and 30 days of vacation per calendar year round off the picture. The CEO pay ratio is relatively low at 13. The unadjusted gender pay gap was 16% (2023 figure). No change is expected for 2024.

Strengthening awareness of a diverse and inclusive corporate culture and promoting equal opportunities for all employees is part of RWS's DNA and is practiced at all levels of the company and by all employees.

1.4 Implementation, procedure, and results of the risk analysis

During the reporting period, a regular risk analysis was carried out to identify, weigh, and prioritize human rights and environmental risks.

This risk analysis was carried out for both direct suppliers and our own business area.

For this report, it was carried out for RWS GmbH for the period January 1, 2024 – December 31, 2024.

This risk analysis will continue to be carried out at least annually in the future in order to update and monitor risks in the supply chain.

In a first step, all suppliers and the company's own business area were examined in an abstract risk analysis for human rights and environmental issues. Selected, internationally used indices were applied for this purpose, and both country and product group risks were considered. Based on the resulting findings, suppliers are categorized as "low," "medium," or "high" potential risk.

Suppliers with a resulting "medium" or "high" overall risk are included in the specific risk analysis. The specific risk is determined on the basis of self-disclosure from the LkSG supplier questionnaire, proof of compliance with audit-based standards, certificates, and findings from the supplier relationship, as well as their weighting and prioritization. Based on the resulting specific risk, additional individual measures can then be implemented.

No event-driven risk analyses were carried out during the reporting period, as there was no knowledge of possible violations in our own business area or in the supply chain during this time. In addition, the risk landscape (production, supply chain) has not changed.

No risks were identified for our own business area as part of the risk analysis.

Potential risks were identified for direct suppliers as part of the risk analyses. These relate to the areas of non-compliance with occupational health and safety regulations, work-related health hazards, and destruction of natural resources through environmental pollution. Appropriate individual measures were implemented with the suppliers.

No risks were identified for indirect suppliers as part of the risk analysis.

The risks identified during the reporting period were weighted and, where necessary, prioritized on the basis of specific adequacy criteria.

The following adequacy criteria were defined for our own business area:

- the type and scope of our own business activities,
- our own influence,
- the expected extent of the violation in terms of degree,
- number of people affected,
- irreversibility,
- the probability of occurrence.



The same adequacy criteria were used as a basis for weighting and, where applicable, prioritizing the risks of suppliers.

There, too, the risks were prioritized based on the following criteria:

- typically expected extent of the violation, irreversibility of the violation, probability of occurrence of the violation,
- type of contribution to the cause by our company,
- type of business activity of the supplier, scope of the supplier's business activity,
- influence of our company on the direct cause of the violation or risk.

Violations of the prohibition of child labor, torture, forced labor, and slavery are considered particularly serious and irreversible violations. These violations are treated with high priority.

After that, the main focus is on hazards that always affect a large number of people, such as violations of occupational health and safety regulations, wage discrimination, and the creation of harmful soil, air, and water pollution.

Suppliers from high-risk countries are given priority in the prioritization process.

No risks were prioritized in our own business area during the reporting period, as there were no indications of violations of the above prohibitions.

1.5 Preventive measures in our own business area

As a key preventive measure to prevent and minimize priority risks in our own business area, training courses in relevant business areas were evaluated and initiated for the reporting period.

As part of this measure, all RWS employees were trained on the human and environmental obligations of the LkSG via a web-based learning platform during the 2024 fiscal year.

Managers from HR, QM, and Compliance were also trained on LkSG-relevant processes in their respective departments and informed about the specific significance of the LkSG for them.

Strategic purchasing employees are also trained on LkSG processes relevant to them and how to handle the LkSG supplier questionnaire, for example.

The training courses are appropriate and effective, as they are made available to all employees and can be completed in a very short time (20 minutes).

1.6 Identification of violations and remedial measures in our own business area

No violations were identified in the company's own business area during the reporting period.

Violations in our own business area can be identified through various procedures.

These are found in particular in the complaints procedure. In addition, both event-driven and regular risk analyses are carried out. Supplementary to this, there are also indications in the communication within the framework of the risk management system.

2. S2 – Workforce in the value chain

2.1 Preventive measures at direct suppliers

As preventive measures for the reporting period to prevent and minimize priority risks at direct suppliers, the development and implementation of appropriate procurement strategies and purchasing practices were defined and implemented.

To this end, all processes relating to supplier management were supplemented with LkSG-relevant criteria following a gap analysis. A process for reviewing the abstract and, where applicable, concrete risk scores of suppliers were added. Delivery times, purchase prices, and the duration of contractual relationships were not affected by these measures.

The processes for procurement strategy and purchasing practices are designed to avoid business relationships with risky suppliers or to minimize or eliminate the risks in cooperation with the supplier. To ensure this, the following measures have been implemented:

- Integration of expectations into supplier selection process
- Obtaining contractual assurances of compliance and implementation of expectations along the supply chain
- Agreement and implementation of risk-based control measures

In order to minimize the identified risks of “disregard for occupational safety and work-related health hazards” and “destruction of natural resources through environmental pollution” among direct suppliers, the above preventive measures have been implemented as a precautionary measure. The expectations of direct suppliers are formulated in the Code of Conduct for Business Partners and the Supplier Qualification Form. The assurance of compliance with the requirements is part of the qualification process for strategic suppliers.

No risks were prioritized for direct suppliers during the reporting period.

This is based on the assessment that there were no indications of violations of the above prohibitions among direct suppliers during the reporting period.

2.2 Preventive measures at indirect suppliers

As preventive measures for the reporting period to prevent and minimize priority risks among indirect suppliers, the development and implementation of appropriate procurement strategies and purchasing practices were defined and implemented.

The Code of Conduct for Business Partners and the supplier qualification process require compliance with the human rights and environmental protection provisions set out in the LkSG. This includes the obligation of direct suppliers to ensure this in their supply chain as well.

No risks were prioritized for direct suppliers during the reporting period.

This is based on the assessment that there was no substantiated knowledge of risks at indirect suppliers during the reporting period.

The measures taken are appropriate, as there is no direct influence on indirect suppliers.

2.3 Identification of violations and remedial measures at direct suppliers

Violations by direct suppliers can be identified through various procedures.

These are found in particular in the complaints procedure. In addition, both event-driven and regular risk analyses are carried out. Supplementary information can be found in communications within the framework of the risk management system.

No violations were identified among direct suppliers during the reporting period.

2.4 Identification of violations and remedial measures at indirect suppliers

Violations by indirect suppliers can be identified in particular through the complaint procedure. There were no reports of this nature for indirect suppliers during the reporting period.

Based on these points, the evaluation concludes that there was no substantiated knowledge of violations at indirect suppliers during the reporting period.

2.5 (S3 – Affected communities)

Die RWS GmbH nahm keine Eingriffe vor, durch die betroffene Gemeinschaften beeinträchtigt oder gefährdet wurden, so dass dieser Bereich keine Wesentlichkeit darstellt.

2.6 (S4 – Consumers and end users)

RWS GmbH did not take any action that could have adversely affected or endangered consumers or end users, so this area is not material.

All necessary information for consumers or end users is available in safety data sheets, catalogs, online, and on product packaging (B2C).

In addition, consumers or end users can contact RWS GmbH with their questions at any time via the website.



E. Environment

In 2023, RWS GmbH began compiling existing data on the company's environmental impact in a sustainability report. In doing so, we followed the ESRS (European Sustainability Reporting Standards) structure, which forms the basis of the CSRD (Corporate Sustainability Reporting Directive).

1. E1 – Climate change

RWS is committed to effectively protect the environment as part of its environmental management. Clear objectives ensure a sustainable improvement in environmental performance. RWS respects the integrity of nature and our environment.

RWS is aware that its actions must be economically and socially responsible, also with a view to future generations. That is why RWS pays attention to human health and safety, the economical use of resources, and environmental cleanliness.

As part of its environmental management system, data on energy consumption, emissions, resource use, wastewater, and waste is collected.

The overview of all processes at the company’s two locations provides the basis for researching and developing new production processes and products with environmentally friendly technologies, thereby conserving resources as much as possible.

When planning investments, RWS prioritizes projects that make sense from an environmental, energy, and climate perspective. This ensures that energy-intensive processes are continuously optimized and promotes environmentally friendly waste and water management.

GHG emissions (Greenhouse Gas):

GHG	2024	2023	Change
Scope 1	81.808 GJ	80.854 GJ	1,5 %
Scope 2	63.187 GJ	66.683 GJ	-5,2 %
Scope 3	n/a	n/a	n/a

The figures are based on the values of the two plants in Fürth and Sulzbach-Rosenberg. Compared to the previous year, GHG Scope 1 emissions remained at a constant level, while improvements were achieved in Scope 2 emissions. The determination of Scope 3 GHG data was still in progress in the reporting year.

2. E2 – Environmental pollution

Emissions into the air according to pollutants have previously been determined internally and are also now recorded in the sustainability report for the reporting year.

RWS GmbH generated the following pollutant emissions into the air in the 2024 reporting year:

Emissions into the air	2024	2023	Change
Fine dust	52,0 kg	52,0 kg	0,0 %
Lead	4,0 kg	4,0 kg	0,0 %

Compared to the previous year, these emissions remained at a constant level.

Emissions into water by pollutant:

Appropriate measures were taken to prevent emissions of pollutants into water.

Emissions into the soil by pollutant:

Appropriate measures were taken to prevent emissions of pollutants into the soil.

To prevent potential damage to the environment, RWS GmbH has implemented processes that ensure that substances of concern are only handled and used under controlled conditions and in compliance with all safety measures.

The following total quantities of substances of concern that are produced, used, or procured during production – broken down by main hazard classes of substances of concern – were used:

Material of concern	Consumption 2024	Receipt/ Production 2024	Consumption 2023	Receipt/ Production 2023
Anthracene	43,4 kg	100,0 kg (R)	108,9 kg	0,0 kg (R)
Lead	1.782,0 t	1.773,0 t (R)	2.807,6 t	1.725,2 t (R)
Lead nitrate	14,1 t	13,5 t (R)	17,1 t	14,0 t (R)
Lead typhnat	15,6 t	15,6 t (R)	18,0 t	18,0 t (R)
Boric acid	25 kg	0,0 kg (R)	22,5 kg	0,0 kg (R)

Compared to the previous year, the quantities of these substances have mostly been reduced below the previous year's level.

3. (E3 – Water and marine resources)

RWS GmbH records all water inflows and outflows at its plants as standard.

Water	2024	2023	Change
Consumption p.a.	137.939 m³	133.328 m³	3,5 %

Compared to the previous year, the slight increase in water consumption can be attributed to higher production volumes.

The returned volumes of water were treated and purified in the internal wastewater treatment plant so that they could returned to the natural cycle.

4. (E4 – Biodiversity and ecosystems)

RWS GmbH did not interfere with biodiversity and ecosystems, so this area is not material.

5. E5 – Resource use and circular economy

RWS GmbH mainly contributed biological and recycled materials to the circular economy.

The total waste generated was divided into non-hazardous waste, hazardous waste and its disposal, as well as recycling and recycled waste.

RWS GmbH generated the following waste in the 2024 reporting year:

Total waste	2024	2024	Change
Non-hazardous waste	5.491,94 t	5.081,20 t	8,1 %
Hazardous waste	1.799,25 t	646,44 t	178,3 %
Total	7.291,19 t	5.727,64 t	27,3 %

Non-hazardous waste	2024	2023	Change
Of which recycled waste	5.491,39 t	5.081,20 t	8,1 %
Waste disposal	0,55 t	0,00 t	100 %
Total	5.491,94 t	5.081,20 t	8,1 %

Hazardous waste	2024	2023	Change
Of which recycled waste	754,68 t	646,33 t	16,8 %
Waste disposal	1.044,57 t	0,11 t	100 %
Total	1.799,25 t	646,44 t	0,0 %

Generally waste volumes remained at a constant level compared to the previous year. The significant increase – especially on hazardous waste – was related to an one time cleaning action for lead containing sand. Expectation for 2025 is a drop back to volumes 2023.

ESG management statement

RWS GmbH takes its responsibility for the environment, its social obligations, and its business activities (ESG: Environment, Social, Governance) very seriously. Corporate integrity, mindfulness in dealing with employees and all other stakeholders, the careful use of resources, and the development of efficient solutions in harmony with nature and the interests of stakeholders are an important part of RWS's value system. Together with all our employees, we work hard every day to advance the development of our company in this spirit.



RWS

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