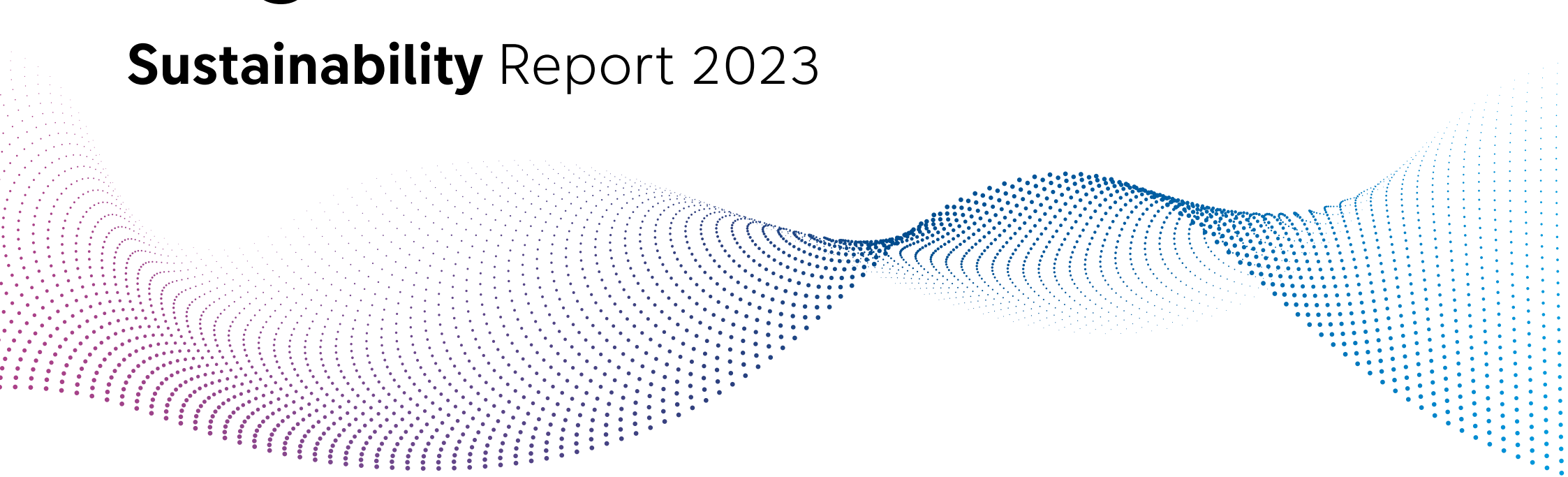


# growing together

**Sustainability** Report 2023



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# cewe group

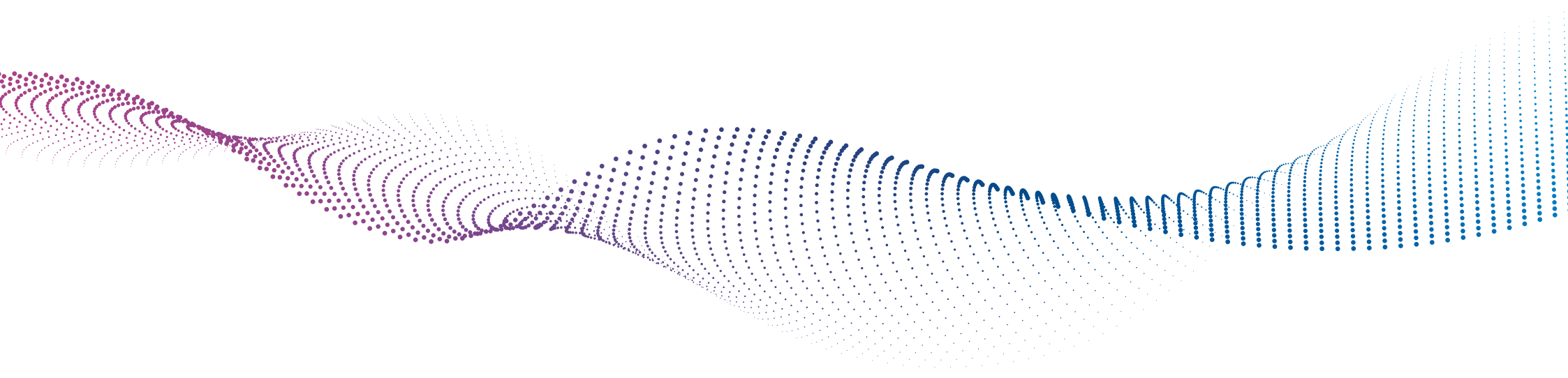
Photofinishing



Retail



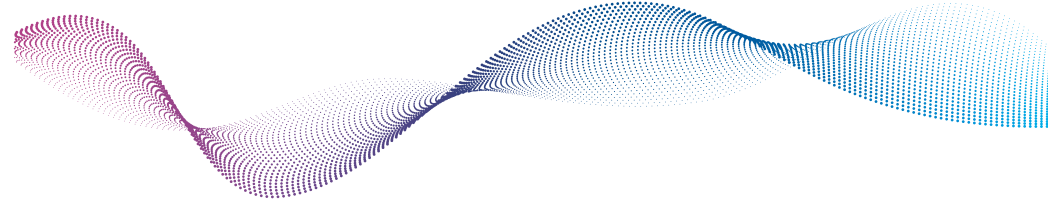
Commercial Online Printing



Disclosure 2-6



# A letter from the Board of Management



Yvonne Rostock  
Chairwoman of the Board  
of Management

## Dear Colleagues and Partners,

I take great pleasure in introducing this year's sustainability report. As Chairwoman of CEWE's Board of Management, I wish to emphasise how dear sustainability is to me and just how proud I am of how we, the CEWE Group, continue growing closer together, demonstrating our shared commitment to our work, the environment, and towards each other.

At a time where people and nature are facing challenges of ever greater impact, it is crucial for us as an organisation to assume responsibility. As Europe's market leader in photofinishing and online printing, we bear such responsibility not only for our environment, but also for our CEWE family and our company as such, to ensure – as one – that our economic viability remains in tune with (our consumption of) natural resources.

Sustainability at CEWE is an ongoing process of improvement, mirrored by many innovation and transformation projects. We cultivate an integrated approach to the three pillars of sustainability: economy, environment and social affairs.

The pillar of economy encompasses honest and fair conduct as well as economic viability. Our company's long-term economic performance is our top priority in that regard. Our investment focus centres on innovation and education, to strengthen our future viability. In doing so, we live a

culture of innovation which is embedded firmly in our DNA. In pioneering the transformation of photography from analogue to digital, we have remained curious and maintained our intention to implement technological innovations and changes. One example here is that parts of the robotics used by our production lines are designed in-house. Our Mobile & Artificial Intelligence Campus (MAIC) routinely devises digital solutions aimed at rolling out technologies such as large language models (LLMs) and AI at CEWE. To guarantee conscious progress, we formed an independent Digital Advisory Board that assists us with this and appraises new technologies. This is our approach to remaining a technological pioneer in our industry even in the future.

Climate protection and resource conservation are our primary commitments for the pillar of environment. We are pursuing ambitious goals in relation to reducing our CO<sub>2</sub> emissions. Also, we rely on FSC®-certified products as well as intra-European production and fair partnerships. We continuously adapt process flows on our journey towards becoming an ever more sustainable enterprise and set ourselves goals that go beyond regulatory requirements.

The social pillar encompasses our commitment to the well-being of our employees and our partnerships. For this, we create a positive working environment on the one hand, and on the other we invest in people, the environment and photo culture through our sponsorship efforts. Not only

do we sponsor the EWE Baskets and their youth department, but also the Children and Youth Book Fair (KIBUM), multiple photography festivals and much more, to live up to our corporate social responsibility. Our "WE in CEWE" mission statement endorses our understanding of leadership and interaction – in harmony with one another, on an equal footing, based on mutual respect and appreciation.

Our sustainability strategy is based on the United Nation's Sustainable Development Goals (SDGs). Here at CEWE, we are focused on those SDGs which bear the biggest potential for positive change.

On behalf of the CEWE Board of Management, I wish to thank all employees as well as our partners for their commitment and support on our journey towards a more sustainable future. Together, we can achieve many things and contribute meaningfully to people and nature.

I hope you enjoy reading our sustainability report.  
Warm regards,

Yvonne Rostock

Disclosure 2-22

# Selected performance indicators of the CEWE Group

**nearly 100%**

FSC®-certified digital printing paper in photofinishing

**50%**

of the Supervisory Board members are women

**over 500,000**

photos entered for the CEWE Photo Award

**830 t CO<sub>2</sub>e**

reduction in Scope 1 and 2 emissions compared to previous year

**nearly 100%**

FSC®-certified photographic paper in photofinishing<sup>2</sup>

**2.25 million euros**

donated to SOS Children's Villages worldwide since 2014

**233**

organisations and local clubs received monetary donations and donations in kind

**1.6%**

is the share of plastics in transport packaging

**37.2%**

of CEWE Group employees have been with CEWE for at least 10 years<sup>1</sup>

<sup>1</sup> Figures refer to all operations (excl. WhiteWall, Hertz and futalis)

<sup>2</sup> OSF not included

→ Key indicators of the CEWE Group

# Key indicators of the CEWE Group





**4,000 employees**

**2.39 billion photos**

**> 22,000 CEWE Photostations**

**780.2 million euros of turnover<sup>1</sup>**

**6.1 million copies of the CEWE PHOTOBOOK**

-  Headquarters
-  14 Plants
-  27 Distribution offices
-  Delivery area for CEWE products (21 European countries)

<sup>1</sup> Excluding futalis



Disclosure 2-6



# An interview with Thomas Mehls

## **Mr Mehls – the 14<sup>th</sup> Sustainability Report is also the last one for CEWE. That's it then in terms of sustainability?**

No – absolutely not! Starting in 2024, the EU's European Sustainability Reporting Standards (ESRS) will apply to us. This means that sustainability reporting will be incorporated into the annual report. This marks a new era, for CEWE too. This naturally makes us feel a little nostalgic since we published our inaugural sustainability report in 2010, which made us leaders in the industry – and far beyond. At the same time, we are excited to see the ESRS bring greater transparency to reporting. The new reporting standards make it easier to compare reports so that a company's sustainability efforts become more verifiable. There are still many items on our agenda and as much as we love talking success, we also enjoy discussing the challenges on our journey towards a more sustainable future.

## **What exactly are your plans?**

Last year, we took the time to look back at what we have achieved and set ourselves new goals for the years to come. And this made us realise that, to reach the next level in sustainability, we will also need to take unconformable decisions. We will only launch new products if they meet our sustainability standards and do not lower our sustainability score.

**Thomas Mehls,**  
responsible for sustainability on  
the CEWE Board of Management

Disclosure 2-22

“We have made great progress particularly in product development across the entire business group last year.”

**Thomas Mehls,**  
responsible for sustainability on  
the CEWE Board of Management





→ An interview with Thomas Mehls

Only electric vehicles will be purchased. And we will invest money, for example into new roofs that can bear the load of photovoltaic systems. We believe that these decisions are not only for achieving greater sustainability. We are investing into the future viability of the company. At the same time, these actions also reflect our values. It is therefore about more than merely living up to regulations.

**... which, however, are presenting you with greater challenges.**

The effort we have to put in is growing. Reporting is becoming more extensive and complex. As an organisation, we will have to adapt to that, with new processes and tools that automate data collection. We see this specifically in the Environment department, in Purchasing, and even in HR: the future goal there is to measure and control performance indicators which we are not collecting just yet, and which are rather difficult to compare in an organisation as complex as ours.

**You mentioned our organisation. What does this mean for our colleagues at the locations?**

In the past, we steered some relevant projects through a centralised Sustainability Task Force here in Oldenburg, for example for the introduction of FSC®-certified paper. Much of this was decentralised at the locations where highly motivated teams initiated many sustainability projects. At Pixum, for example, employees planted trees, SAXOPRINT

and DeinDesign, on the other hand, reduced their scraps, and all locations share a social commitment that they engaged in on site.

Naturally, we would love to further promote this type of local commitment. However, at the same time, a shared effort on behalf of us all is required to overcome the next obstacles. In the future, we will need to grow closer, especially in terms of sustainability. That also explains this year's theme of our sustainability report.

**Once again, we have an exciting year to look back on. Which particular successes can you report for 2023?**

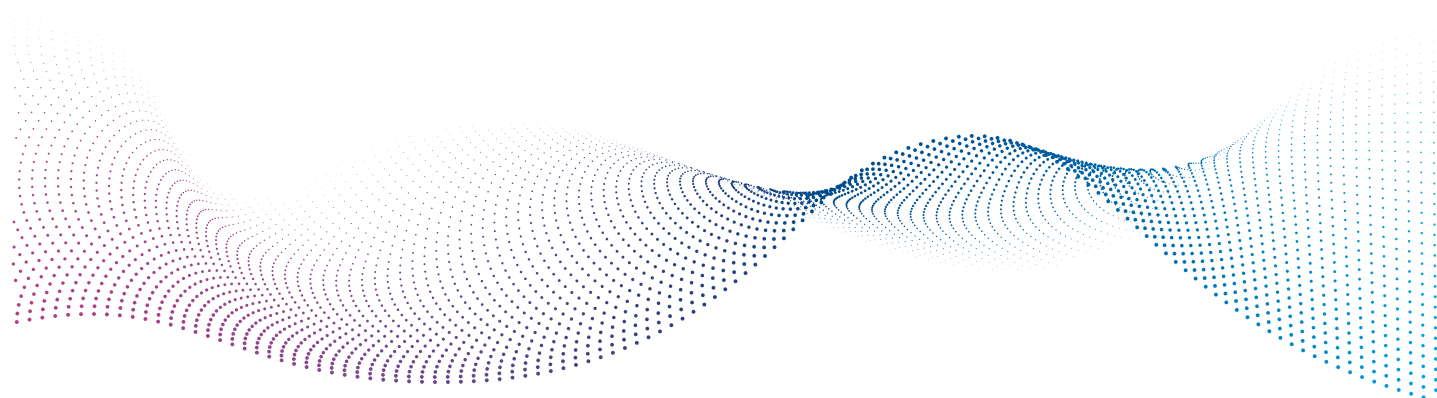
We have made great progress particularly in product development across the entire business group last year. We introduced recycled paper to CEWE wall calendars and DeinDesign developed a mobile phone case made of polylactide composed of raw materials like corn or sugar cane. Also, we expanded our communication with our customers,

Since 2010, CEWE has been publishing its annual sustainability report and was

**one of the first three companies in Germany**

to have set itself SBTi-validated climate protection targets.

providing even more transparent information about our sustainability efforts. These advances are also reflected in our nomination for the German Sustainability Award, for example, and in the reviews from leading, independent providers of sustainability ratings for investors: whether MSCI, ISS or Sustainalytics – CEWE has stepped up its game. Our work confirms this and motivates us for the future.



Disclosure 2-22

# Active together for greater sustainability

## Society

- Funding photography as a cultural heritage
- Organising the world's largest photography competition, the CEWE Photo Award
- Support for SOS Children's Villages worldwide in Europe
- NABU in Europe

## Production

- FSC® certification for papers and shipping packaging used is being accelerated
- Alternatives for recycled paper in Photofinishing and Commercial Online Printing
- Certified environmental management and energy management systems

## Employees

- Largest training facility of the German photo industry
- Education through CEWE FORUM, CEWE Wissen and coaching
- Comprehensive healthcare
- Participation in company's success through the Employee Share Programme

## Point of sale

- Recycling of CEWE Photostations
- Re-use of CEWE Photostations through hardware updates
- Shipping using DHL GoGreen, for example, boosts climate protection projects
- In-shop collection

## CEWE Group

- Data protection/data security
- Customer Charter: responsible digitisation
- Commitment to reduce CO<sub>2</sub> emissions by 50% between 2015 and 2025
- Research and development for digital innovation





→ Our mission statement for a sustainable future

# Our mission statement for a sustainable future

**Here at CEWE, we feel our corporate and social responsibility every day. The locations of our business group – all of which are in Europe – are integrated into the communities where both our employees and management live. As Europe's market leader for photo products and services, we aim to contribute to a future where humans and nature live in harmony.**

Sustainability is an ongoing process of improvement at CEWE that balances economic aspects, social challenges and a strained environment. The desired progress comes to life in numerous innovation and transformation projects, resting on many shoulders, with employees from all specialist disciplines contributing their expertise. We cover the integrated impact of our joint efforts across the five dimensions of sustainability as defined here at CEWE:

- Honest and fair conduct
- Economic viability
- Environmental protection and resource conservation
- Responsibility for employees
- Social commitment

At the same time, we are aligning our reporting with the requirements of the recognised GRI (Global Reporting Initiative) system as a globally established method of public reporting. We also support the United Nations' 17 Sustainable Development Goals (SDGs). In principle, CEWE is committed to all 17 SDGs – however, we prioritise those measures that are directly connected to our business units, thus allowing us to exercise the greatest possible positive impact.

## Sustainable Development Goals at CEWE

CEWE centres its sustainability strategy on the United Nations' Sustainable Development Goals (SDGs). In principle, all 17 SDGs are heeded. Following analysis, six SDGs stood out that have the greatest impact at CEWE and which therefore are firmly rooted at the heart of our sustainability. This is also where we see our greatest potential for positive change. [see pages 79 ff.](#)

### High potential impact



### Medium potential impact



### Low potential impact



Disclosure 2-24



→ Our mission statement for a sustainable future

## Honest and fair conduct

To uphold the balance between social and environmental challenges and successful management, solid ethical principles are essential. Honest and fair conduct at CEWE encompasses, for example, values like dependability, honesty, durability, decency, integrity and trustworthiness.

For people working at and with CEWE, it is important how CEWE does business and shapes interactions. Moreover, the trustworthy and long-time interaction with suppliers and business partners has paid off in financial terms – especially in times of global crises with severe price fluctuations and disruptions to established supply chains.

## Economic viability

The company's long-term economic performance is CEWE's top priority. Only if we build on an economically sound foundation can we welcome the challenges that the competition and the markets present to us, and look towards the future with confidence. Both investors and many partnering organisations and businesses can depend on this just as much as our employees.

In our endeavour to contribute towards SDG 12 (Responsible Consumption and Production), we are continually reviewing our entire product portfolio, improving production processes and optimising supply chains. Our production is regionally based and we work wherever possible with local suppliers and treat our partners fairly. Moreover, we invest in innovation and education along the lines of SDG 4 (Quality Education) in order to shape the future of Photofinishing, Retail and Commercial Online Printing.

## Environmental protection and resource conservation

CEWE's core operations are all about paper and thus about the renewable resource, wood. Therefore, CEWE invests special efforts in this field (SDG 13 Climate Action and SDG 15 Life on Land) to mitigate its environmental footprint by directly cutting resources and CO<sub>2</sub> emissions as well as with climate protection projects such as reforestation programmes and wind farms.

In 2023, we further expanded our FSC®-certified products and are pursuing ambitious goals for reducing CO<sub>2</sub> emissions. CEWE set itself the goal to cut its Scope 1 and Scope 2 CO<sub>2</sub> emissions – i.e., those emissions that occur from sources owned directly by our companies, or indirectly by our energy suppliers – in half by 2025. This goal was already reached in 2022.

Disclosure 2-24, Disclosure 2-25

### Responsibility for employees

CEWE's success is largely due to its motivated and qualified workforce. At CEWE, we create a positive, motivating working environment with the goal of inspiring people in their job. In addition to the GROW talent development programme and many continued professional development programmes, a collaborative process premiered in 2023 on how to define a shared mission statement for leadership and interaction.

A special primary focus of this commitment is the Health Management Programme (SDG 3 Good Health and Well-being). Ranging from sports programmes to check-ups and prevention, and a special emphasis on mental health, CEWE wishes to proactively contribute to a greater awareness of health and the health-related behaviour of its employees.

### Social commitment

No matter where our employees work and live, we as the CEWE Group want to contribute to strengthening communities. We therefore fund local organisations and clubs, lend our support to cultural organisations and work closely with universities and other educational facilities (SDG 4 Quality Education). We have also enjoyed a long-standing partnership with SOS Children's Villages worldwide with the goal of helping children around the world to have a chance for a better future.

Moreover, starting with our core business, photography, we support numerous exhibitions, festivals and photography competitions. Our CEWE Photo Award (CPA) has meanwhile become the world's largest competition of this kind: over 500,000 entries from all parts of the world reached us in 2023. The media attention for this award has increased to such an extent that the CPA itself contributes significantly to photography becoming a cultural heritage.



Disclosure 2-24, Disclosure 2-25



## Committed to greater diversity: DeinDesign, Pixum and WhiteWall set an example for diversity

DeinDesign, Pixum and WhiteWall also signed the Diversity Charta (Charta der Vielfalt) last year. The registered association that goes by the same name as the charter that was signed is an initiative centred on diversity management, gender, nationality, sexual orientation, disability, religion, ethnic origin and interculturality. The companies that signed commit to creating a prejudice-free working environment where all employees are held in high regard.

By signing this, the subsidiaries of the CEWE Group are in good company – around 5,000 organisations with a total of around 15 million employees have signed the charter to date. This list includes 30 from the DAX 40 list of companies and many German branches of renowned enterprises from abroad. CEWE joined this initiative already in May 2017. Diversity is an established value within the CEWE Group – particularly during the annual Diversity Week, which took place from May 30 until June 3, 2022 for the first time. Diversity was at the centre of each of these days through a range of information, games and hands-on campaigns.



### charta der vielfalt



From a virtual Privilege Walk providing inspiration and opportunity for reflection and discussion, to Lunch & Learn and a chat roulette featuring different content, to the exchange and specific experiencing of recognition and appreciation of diversity, a colourful, creative week was devised.

The Diversity Charter is an employer initiative aimed at empowering diversity in companies and institutions. Called to life by four enterprises in December 2006, it is

backed by Reem Alabali-Radovan, the German Federal Government Commissioner for Migration, Refugees and Integration. German Chancellor, Olaf Scholz, is the patron of the initiative.

The aim is to drive the recognition, appreciation and integration of diversity in employment in Germany. DeinDesign, Pixum and WhiteWall have long subscribed to this, and by signing the Diversity Charter, have sent an important signal both internally and externally.



**DeinDesign.**

 **WHITE WALL**

 **pixum**

Disclosure 2-24

## Print – sleep – repeat: The sleep timer for CEWE Photostations saves energy



Customers print out many instant photos, photo collages and freeform stickers at over 22,000 CEWE Photostations across Europe. CEWE Photostations are in use throughout the whole year and need power to work. Over the years, the photo terminals and photo printers have been further updated and their technical modules have been modernised. As an example, the second-generation modernised hardware for CEWE Photostations – fitted into 18,000 of them already – offers 14% in energy saving potential (3.7 million kWh/year) compared to the first-generation equipment. The remaining CEWE Photostations will also gradually switch to the new hardware.

Additionally, second-generation equipment will be fitted with default sleep timers which fully deactivate CEWE Photostations at the branches of business partners for the night. This CEWE measure alone helps business partners to save a further 19% (4.9 million kWh/year) – which means that roughly one third (8.6 million kWh/year)<sup>1</sup> of energy consumption is saved by switching over from first- to second-generation CEWE Photostations and using default sleep times.

Overall savings due to default sleep times have been calculated conservatively. For business partners whose device models do not offer definitive constellations, it is assumed that no sleep functionality is available. In the future, sleep times are to be customised. For this, a branch's opening hours and regional public holidays will be incorporated with the goal of saving even more energy.



<sup>1</sup> According to Germany's Federal Statistical Office, a two-person household in Germany consumed on average 3,470 kWh/year in 2021. Thus, 8.6 million kWh is equivalent to around 2,470 households.

<https://www.destatis.de/DE/Themen/Gesellschaft-Umwelt/Umwelt/UGR/private-haushalte/Tabellen/stromverbrauch-haushalte.html> (Available in German only)

## Good for green growth: Pixum endorses reforestation in Cologne

On November 25, 2023 the foundations were laid in Cologne Ostheim for the expansion of the urban forest area. “Ein Wald für Köln” (A forest for Cologne) is the name of an initiative by Schutzgemeinschaft Deutscher Wald Köln e.V., which aims to gradually make the city on the Rhine river greener again through reforestation. Many volunteers joined the tree-planting campaign to replenish

the prepared area with a new population of trees. Around two dozen employees of Pixum contributed significantly for the second year in a row by personally planting hundreds of trees. Their participation shows the company’s ongoing commitment towards ecological sustainability and environmental protection.

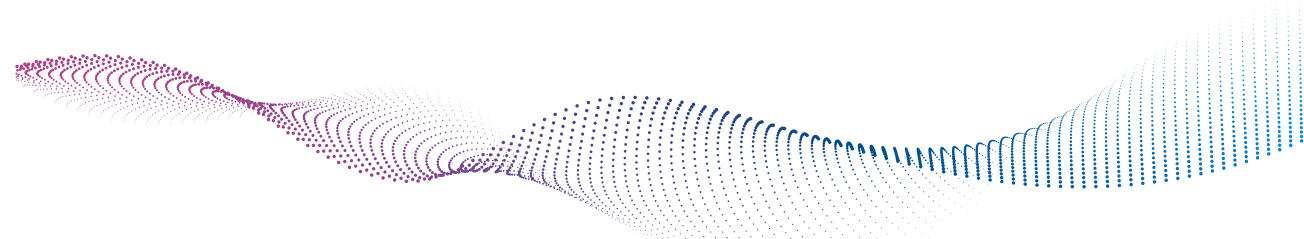
The “Ein Wald für Köln” initiative was held for the fifth time and aims to significantly expand the city’s green belt. Generous donations helped to reforest a considerable area of 120,000 square metres – equivalent to almost 17 football fields – in different parts of the city. The coming years will be used to grow the newly created forest area into a diverse habitat for many different species of plants and animals.

These measures underline Pixum’s efforts to proactively maintain and boost the environment.





# DeinDesign: Optimised production



DeinDesign massively reduced its scraps in 2023, thus contributing significantly to sustainability in the CEWE Group. The subsidiary and renowned supplier of personalised protective cases and accessories for smartphones, laptops and game consoles formed an interdisciplinary project group comprised of members from Quality Management, Mechanical Engineering and Production. The team focused extensively on a range of topics and challenges relating to how to reduce scraps, which resulted in 2023 recording the best scrap rates in the company history of DeinDesign.

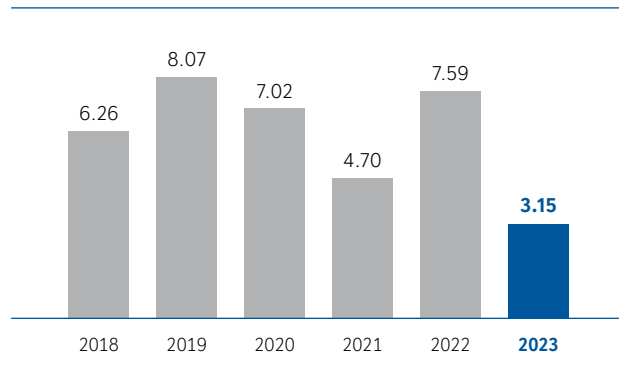
Dust caused during production is the reason for the repeat production of one in three scrapped items. The significantly improved filter technology for the ventilation system reduced the scrap rate due to dust from 1.93% (2022) within one year to 0.71% (2023). This corresponds to several thousand protective cases not having to be scrapped and therefore preventing repeat production.

A further important step was also taken within sublimation. The most frequent cause for having to scrap items is a deviation in colour along the edges and on curved surfaces. Extensive testing and a continued optimisation of the colour profiles and inking has resulted in a colour deviation of less than one percent (0.72%, compared to last year's 2.74%). This improvement helped to lower the disposal and repeat production of thousands of protective cases.

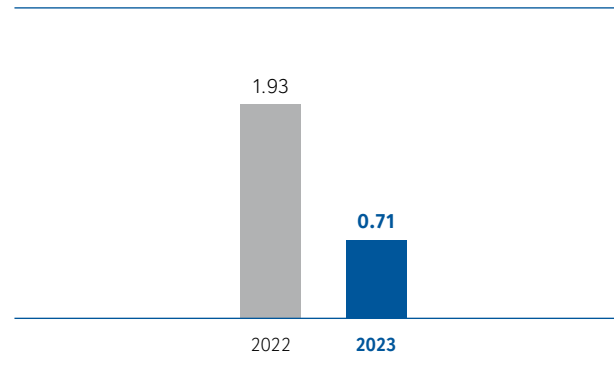
These successes are largely due to the production team of DeinDesign. The need to scrap items due to typical defects in workmanship was lowered from an average 2.45% to 1.59% by implementing many optimisations and introducing training measures.

## DeinDesign.

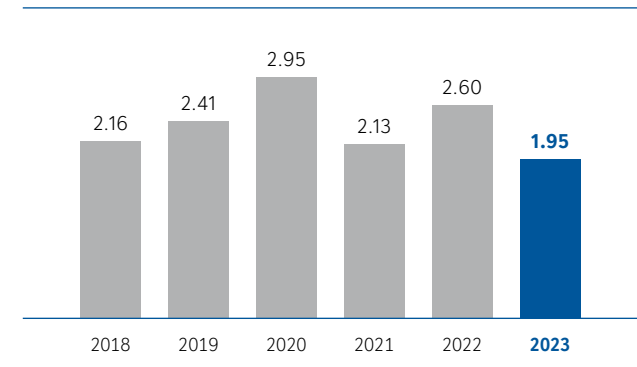
Scraps: second half of the year  
as %



Scraps due to dust: second half of the year  
as %



Scraps due to defects in workmanship  
as %





# Sustainability Management at CEWE

## Systematic sustainability management

CEWE greatly values sustainable corporate governance and has established sustainability across five dimensions under the headline “Sustainable together”:

- Honest and fair conduct
- Economic viability
- Environmental protection and resource conservation
- Responsibility for employees
- Social commitment

### Disclosure 2-23

Under the legal form of a partnership limited by shares (German: KGaA), the CEWE Group can best combine the typical strengths of a capital-market-oriented company with those of a family business. CEWE therefore pursues an innovative approach to achieve economic success while assuming social and environmental responsibility. This integrated and proactive management approach has always been the mission of the company’s founders. For more information about the governance structure of the CEWE Group, [see page 53 of the Annual Report 2023](#).

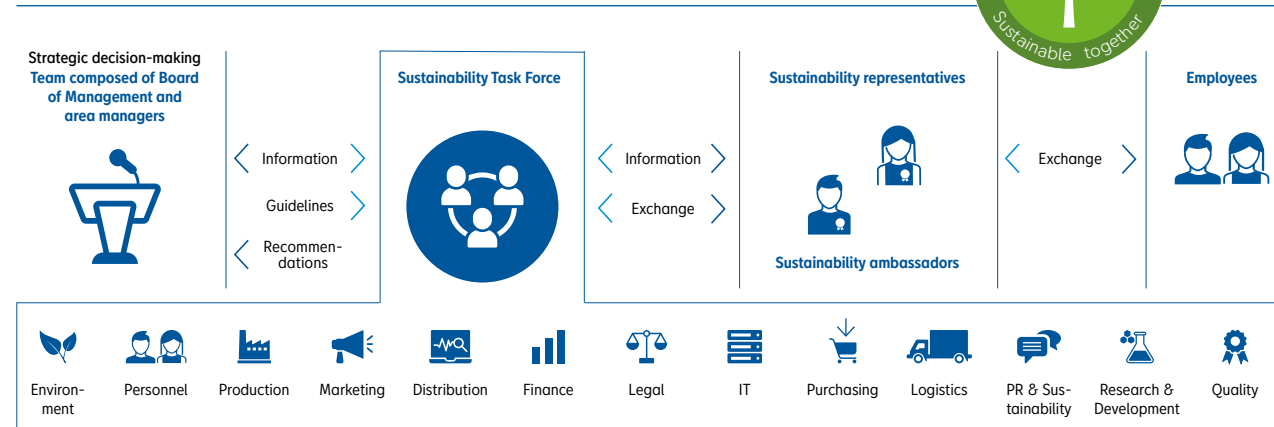
### Disclosure 2-1

## Declaration of commitment on responsible entrepreneurship

### Disclosure 2-23

CEWE is committed at the very highest level to entrepreneurship that reinforces the responsible treatment of people and the environment. This especially includes the respect of human rights. For this, CEWE developed a declaration of principle in 2022 which encompasses all employees and business partners. CEWE’s commitment

## Organisational chart sustainability management



Sustainability has been enshrined within the Board of Management since 2008. Thomas Mehls, Member of the Board of Management, oversees Marketing and has been spearheading Sustainability since 2016. He formulates the strategic orientation and vouches for the implementation of sustainability measures across all locations. He also forms the managerial committee of the Sustainability Task

Force together with Dr Christian Wilbers (Head of Corporate Communications, also responsible for PR and Sponsoring) and Dr Matthias Hausmann (Head of Chemicals and Environment). They oversee sustainability within their units as well as for the Sustainability Task Force.

[Disclosure 2-9](#), [Disclosure 2-13](#), [Disclosure 2-14](#)

### How sustainability is managed within the CEWE Group

CEWE manages sustainability at a consolidated Group level. The managing directors at the respective international and national locations oversee the sustainability topics there. The Sustainability Task Force consolidates the activities of all business units: the heads of all specialist departments and, when needed, sustainability ambassadors regularly discuss sustainability issues, plan new projects, provide impetus to the company, work out targets and review the progress within sustainability management. Sustainability ambassadors are appointed at the German locations of the CEWE Group, and on occasion at the subsidiaries abroad, who oversee the implementation of central projects and guidelines, for example, within occupational health and safety, and climate protection. They keep in contact with the Sustainability Task Force and are kept up to date about ongoing

debates. Even the collection of figures and data for reporting purposes is coordinated and centralised with those responsible at the locations and subsidiaries. [Disclosure 2-13](#), [Disclosure 2-24](#)

Since 2016, CEWE employees have been working as sustainability ambassadors in an interdepartmental position. They answer questions about sustainability from among the workforce, accept proposals and introduce topics to the Sustainability Task Force. Since October 2021, all German-based locations have one or two sustainability ambassadors across the entire Group. They regularly engage in an exchange to quickly establish tried and tested formats at other locations. For 2024, a regular meeting is scheduled to take place every four weeks.

[Disclosure 2-24](#)

[Disclosure 2-17](#)



to human rights is based on the UN’s Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the ILO core labour standards and the International Bill of Human Rights. [Disclosure 2-23](#)

The declaration of principle also details how to conduct due diligence and apply the precautionary principle. Together with other governance mechanisms (e.g., Code of Conduct, Risk Approach, Supplier Review, Environmental Management), CEWE has established dependable structures and processes over the years to incorporate responsible entrepreneurship into the organisation. Stakeholders that received special attention from CEWE under this commitment are listed on [page 19](#). The list does not include any at-risk or vulnerable groups. At regular intervals, i.e., once a year at least, a review is conducted to establish whether structures and processes need to be realigned.

[Disclosure 2-23](#)

## Management approaches

[Disclosure 2-25](#)

CEWE has integrated concepts and tools to improve social, environmental and economic aspects at the various business units and supported this with the appropriate management approaches.

Quality, Product Safety and Occupational Health and Safety are controlled by the Chemicals and Environment unit; all vital aspects are regularly reviewed in this way and adjusted where necessary. The Supplier Management System based on the BME Code of Conduct [see page 32](#) helps to monitor ethical, social and environmental principles of the supply chain. In terms of materials procurement, CEWE – depending on the requirements – conducts its own analyses to rate sustainability aspects, such as for products with high product safety and product quality standards. [see page 30](#)

*“We are facing major challenges due to CSRD regulations – at the same time they also present us with the opportunity to achieve more within sustainability together.”*

**Christian Wilbers,**  
Head of Corporate Communications

Management approaches	DIN standard	Production sites
Environmental Management	DIN EN ISO 14001	All larger production sites CEWE Stiftung & Co. KGaA Munich, Freiburg, Mönchengladbach, Oldenburg, Prague, Budapest, Koźle, Warwick, Montpellier, Rennes SAXOPRINT GmbH, DeinDesign
Energy Management	DIN EN ISO 50001	Since 2015, for all German production sites CEWE Stiftung & Co. KGaA Munich, Freiburg, Mönchengladbach, Oldenburg SAXOPRINT GmbH

[Disclosure 2-25](#)

CEWE’s management approaches are used in different areas which are routinely reviewed and certified by third parties based on recognised standards. All larger production sites of CEWE and SAXOPRINT are DIN EN ISO 14001-certified (Environmental Management System) and all German locations as well as SAXOPRINT are DIN EN ISO 50001-certified (Energy Management System). Both systems regularly undergo external audits and inspections. An expansion to include further subsidiaries is in progress. Even within Human Resources, a range of certifications are available.

## Stakeholder engagement

Sustainability forms a fixed element within management and corporate communications: as one of the first SDAX companies, CEWE voluntarily began rolling out its sustainability reporting in 2010 and has been doing so annually ever since.

### Systematic stakeholder engagement

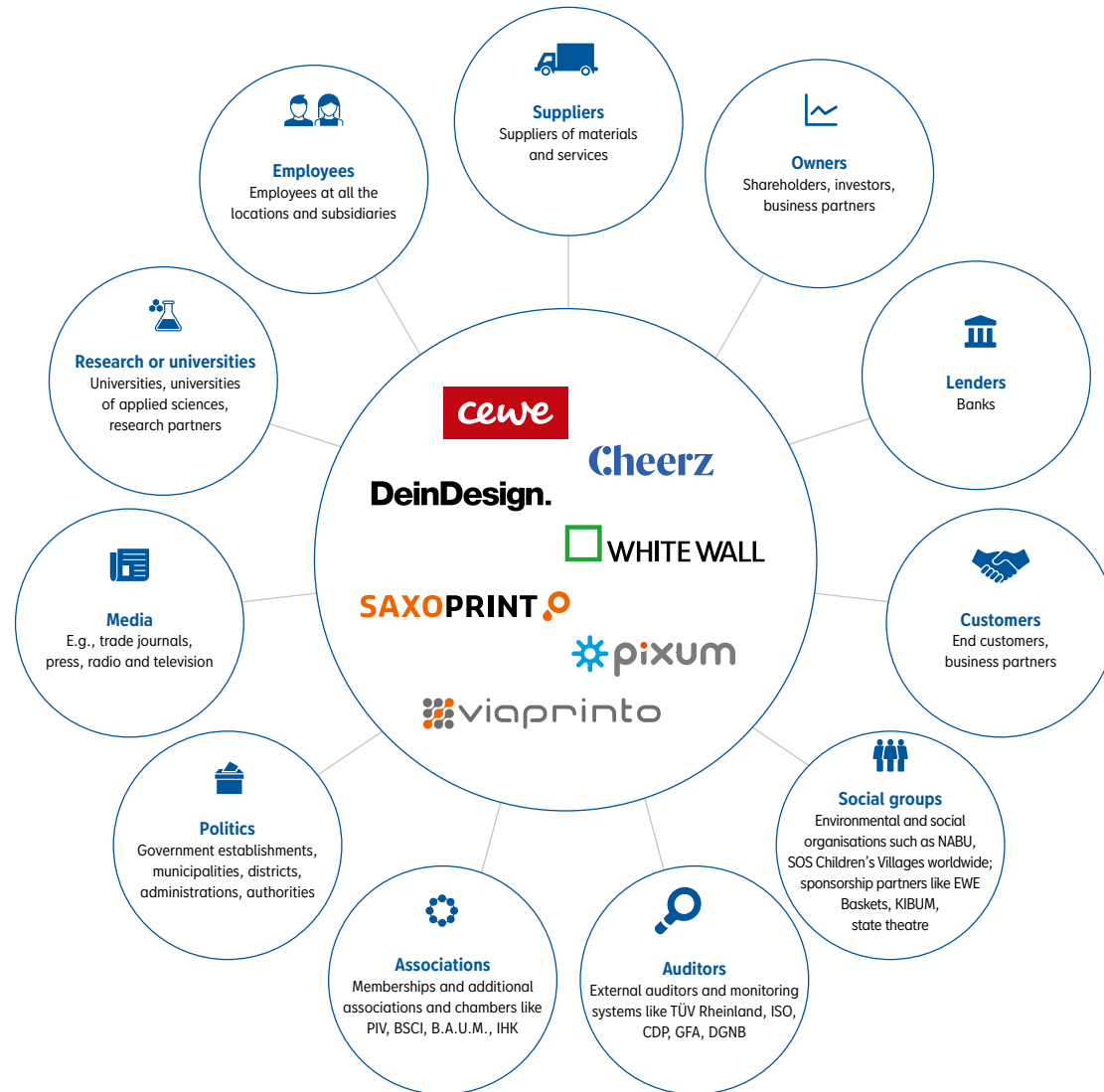
Disclosure 2-29, Disclosure 3-1

Sustainability management at CEWE encompasses engaging with many diverse groups which demonstrate interest in the company's developments – so-called stakeholders. CEWE informs these of its progress and enquires about their requirements or wishes. Stakeholder engagement allows the company, for example, to address the status and understanding of sustainability as well as material, relevant topics and the prominence of the commitment, the status of its sustainability management and the challenges in implementing these.

The central stakeholder groups which CEWE regularly engages with are shown in the graph. CEWE also routinely supports other interested groups from the public domain, such as the Landfrauenverband, a local women's association, or students wishing to obtain information on specific sustainability topics through, for instance, behind-the-scenes tours or direct e-mail enquiries. Furthermore, CEWE features a comprehensive segment on sustainability topics on its company website in addition to information for customers at [www.cewe-group.com](http://www.cewe-group.com).

In the past, CEWE established a list of stakeholder groups and their concerns as well as ways to incorporate them by referring to in-house analyses, the outlook from specialist departments and feedback from external consultants.

### Our stakeholders



Disclosure 2-29



The last comprehensive stakeholder survey was conducted in 2020. Sustainability management regularly reviews their timeliness. In the reporting period, the latest developments regarding the expected EU reporting requirements (CSRD) were discussed with auditors and external consultants. The review of the materiality analysis in relation to ESRS requirements, including a stakeholder survey, were triggered in 2023 and will be documented in the context of reporting for the financial year 2024.

In addition to the material topics [see page 22](#), stakeholders also have personal concerns.

For **employees**, a safe job, working independently, a good corporate image and dependable communication are important concerns. Employee surveys, CEWE's own app, the employee suggestion scheme, the works council lobby and a regular dialogue between senior executives and employees are examples of the many different approaches to engaging employees.

**Lenders and investors** expect CEWE to provide dependable reporting and information on long-term business planning. Beyond the routine communication channels such as press releases and Investor Relations, personal talks play an important role in this regard. Also, ESG ratings and rankings are paramount for these stakeholder groups. In 2022, CEWE improved its three most important ratings once again: its ISS ESG rating went from a C to a C+; CEWE achieved an AA rating with a score of 49.7% from MSCI; and its low risk rating with Sustainalytics was lowered even further.

**Business partners** as key accounts prioritise high quality, deliverability, active sales support and information about sustainability topics. Here, too, personal contact forms a central element, such as during annual reviews which are conducted by field service representatives, marketing managers or partly by the management. CEWE also responds regularly to many specific enquiries from customers.

**Associations**, however, favour an exchange on topics that are relevant to the industry and on shared viewpoints and approaches, as well as the cooperation on sustainability aspects on a professional and pertinent level. CEWE employees are involved in a variety of committees and task forces, partake in conferences, or actively engage in sector-related projects.


### Comprehensive communication

Since 2010, CEWE has been reporting annually on the direction and progress of its sustainability management in accordance with the recognised standards of the Global Reporting Initiative (GRI). Since 2014, this report has also been reviewed by an independent auditing company subject to a limited assurance engagement. [see pages 77 f.](#) **Disclosure 2-5** As a signatory, CEWE furthermore reports annually to the UN Global Compact. The company regularly covers current projects and other topics of interest to the public in press releases. This includes information on new products, trends and events, such as Christmas and trips, as well as news about the regional and supranational activities of CEWE. The subject of sustainability is either directly or indirectly incorporated. To communicate

CEWE's last stakeholder survey conducted in autumn 2020 asked roughly 5,700 people from all stakeholder groups in the CEWE environment about the material topics, in particular about how CEWE is perceived in relation to sustainability, and what the company should do differently.

Of these, 187 persons answered all questions of the questionnaire; 76% of the respondents saw CEWE as an industry pioneer; 63% of stakeholders rated CEWE's credibility in relation to sustainability activities as excellent or good.

As a central outcome of the survey, the materiality matrix was updated.

 **Go to the full survey in the Sustainability Report 2020**

### Endorsement of international and regional standards as well as alliances

<b>UN Global Compact</b> Since 2010 <a href="http://www.globalcompact.de/en">www.globalcompact.de/en</a>
<b>CDP</b> Since 2010 <a href="http://www.cdp.net/en">www.cdp.net/en</a>
<b>“Niedersachsen für Europa” alliance</b> Since 2019 <a href="http://nfe.niedersachsen.de">nfe.niedersachsen.de</a>

### Product-related cooperative enterprises

<b>FairTrade</b> Since 2022 <a href="http://www.fairtrade-deutschland.de">www.fairtrade-deutschland.de</a>
<b>FSC®</b> Since 2011 <a href="http://www.fsc.org/en">www.fsc.org/en</a>

### Shipping companies with a climate protection programme

<b>UPS Carbon Neutral Shipment</b> Since 2016 <a href="http://www.ups.com">www.ups.com</a>
<b>GOGREEN</b> Since 2010 <a href="http://www.dhl.de">www.dhl.de</a>
<b>DPD</b> Since 2014 <a href="http://www.dpd.com">www.dpd.com</a>

### Industry-specific and other initiatives

<b>Bundesverband Materialwirtschaft, Einkauf und Logistik e.V. (BME)</b> Since 2010 <a href="http://www.bme.de/en">www.bme.de/en</a>
<b>B.A.U.M. e.V.</b> Since 2012 <a href="http://www.baumev.de">www.baumev.de</a>

### Social commitment

<b>SOS Children's Villages worldwide</b> Since 2013 <a href="http://www.sos-childrensvillages.org">www.sos-childrensvillages.org</a>
<b>NABU</b> Since 2013 <a href="http://www.en.nabu.de">www.en.nabu.de</a>
<b>KIBUM – Oldenburger Kinder- und Jugendbuchmesse</b> Since 2010 <a href="http://www.kibum.de">www.kibum.de</a>

Disclosure 2-24, Disclosure 2-28

the relevant information in a timely manner, the team overseeing PR and Sustainability engages regularly with other relevant specialist departments.

Some international locations also cover sustainability at CEWE on their website, including those in the UK, France, Sweden, Norway and Czech Republic. When it comes to dealing with customers, CEWE greatly values transparency and quality advice, all while relying on high communication standards, even on social media platforms. CEWE regularly evaluates opinions, expectations and wishes, and never fails to be inspired by emerging trends on product innovations.

The renowned Carbon Disclosure Project (CDP) awarded CEWE a good score (B) for its climate protection reporting and achievements in 2023.

### Memberships and partnerships (selection)

CEWE has joined various associations and stakeholder groups as well as different non-company initiatives. The overview shows a selection of our memberships and partnerships in Germany and on an international level.

Disclosure 2-28

## Material topics of sustainability

Disclosure 2-29, Disclosure 3-1

Stakeholders play a decisive role in determining the material topics of sustainability management.

CEWE routinely engages stakeholders. Since 2014, there has been regular stakeholder engagement with the help of surveys and workshops, or through stakeholder dialogue. The last survey was conducted online in autumn 2020. The materiality matrix was updated accordingly.

The 19 preselected important issues asked about in the Stakeholder Survey 2020 were rated by relevance and the impact that CEWE has on these issues. All issues were assigned to the five dimensions of sustainability management at CEWE. Generally speaking, all material topics have an internal and an external impact. An internal review has established that the current material topics continue to be relevant for CEWE. These are currently being further specified as part of the adjustments to the double materiality in accordance with the future requirements of the ESRS.

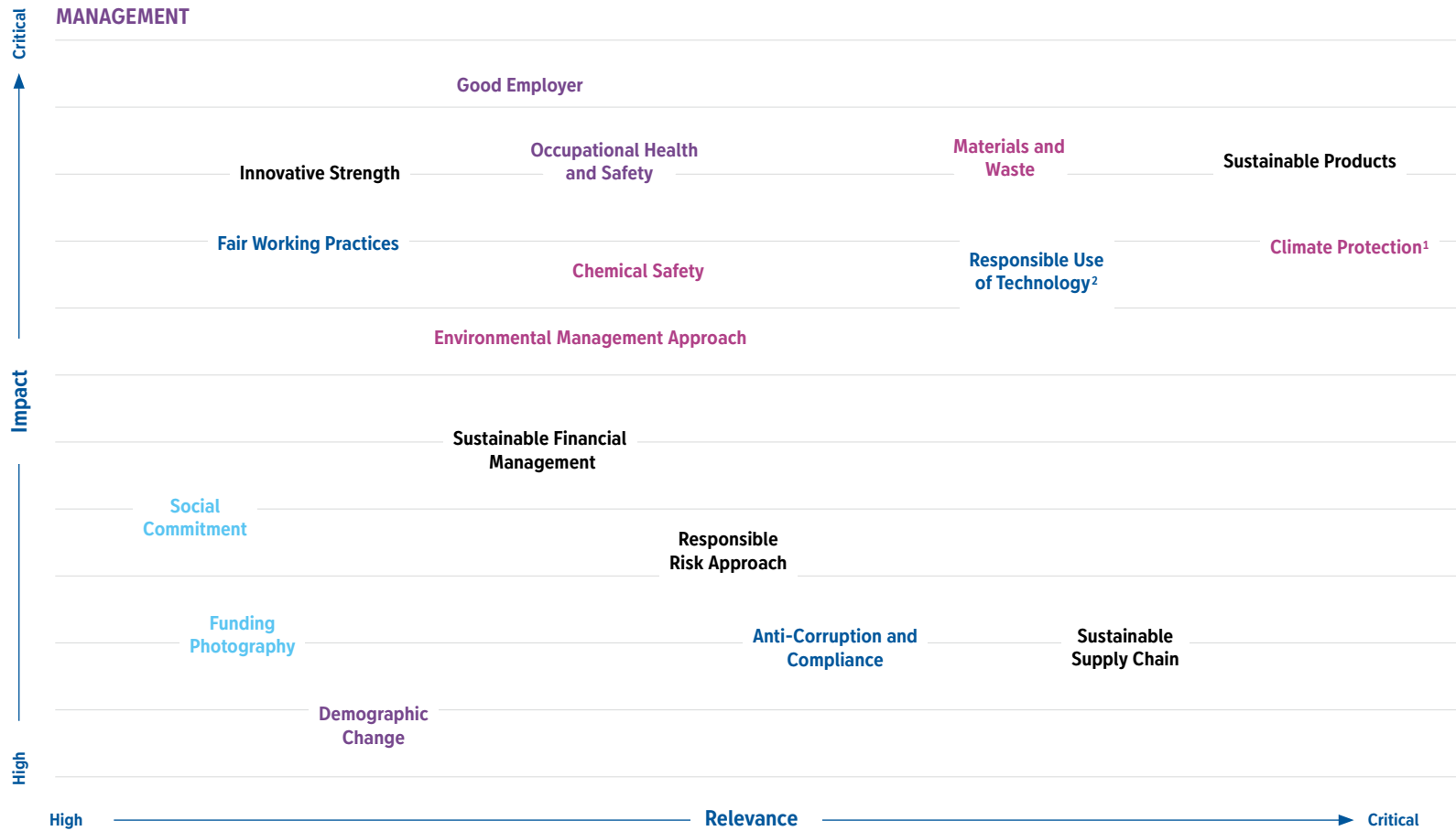
They constitute strategic priorities for the company and are also embedded in the non-financial statement.

see Annual Report 2023, pages 197 ff.

### CEWE's materiality matrix

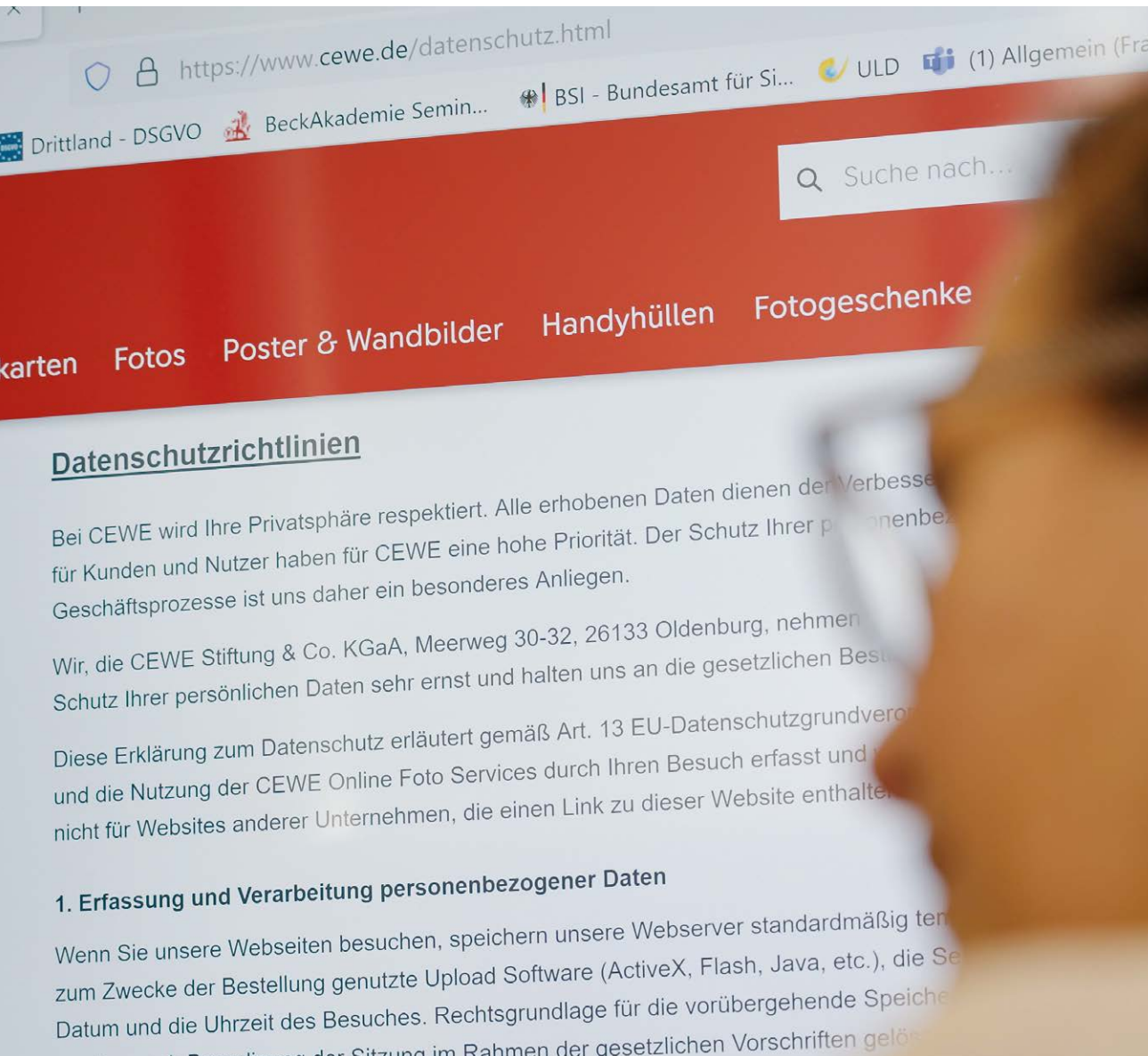
The following image outlines CEWE's material topics of sustainability resulting from the last materiality analyses. CEWE is working on all issues listed in the matrix. Those that are strategically prioritised will be given special attention as key material topics. see page 22

Materiality matrix CEWE



The key material topics of sustainability at CEWE:

- Climate Protection
- Good Employer
- Sustainable Products
- Fair Working Practices
- Sustainable Supply Chain
- Materials and Waste
- Responsible Use of Technology



# Honest and fair conduct

The dimension “Honest and fair conduct” comprises the principles of our corporate responsibility and of our economic activities. They encompass clear influences on **SDG 4 (Quality Education)**, one of our six main SDGs.



## Value-based and anchored in practice

Disclosure 3-3 Fair Working Practices and Responsible Use of Technology

For people working at and with CEWE it is important how CEWE does business and shapes interactions. The dimension of “Honest and fair conduct” immediately followed “Environmental protection and resource conservation” as the most relevant dimension during the last stakeholder survey conducted in 2020. This acknowledges the path which the company has been following for many years.

“Fair Working Practices” from CEWE’s materiality matrix [see page 22](#) was given a particularly high rating; CEWE has long been committed to this and has embedded the respective values into its mission statement. CEWE also prioritises “Anti-Corruption and Compliance” – likewise included in the materiality matrix – to practically facilitate honesty and fairness. The fact that CEWE has recorded only a few incidents within this field for years now is both a gratifying outcome and motivation.





“Responsible Use of Technology” is a material topic which CEWE will strategically prioritise in the future. This includes especially the development of digital products and advancements in the field of artificial intelligence. In this regard, CEWE is pursuing a customer-centric approach which zeroes in on the protection of data rather than monetising customer data, such as for advertising purposes.

### Fair Working Practices – anchored in all values

#### Disclosure 3-3 Fair Working Practices

The corporate culture is strongly defined by the values of fairness. CEWE’s mission statement highlights that the company will further expand its position through values like performance, honesty and proper business transactions. Customer centricity and the good name of the business group form a vital foundation for this.

The mission statement of CEWE can be viewed at

<https://company.cewe.de/en/about-us/responsibility/compliance.html>.

CEWE’s corporate culture is shaped by partnerships and respect for the individual. The partnership-based management model has been formed around reciprocal trust, respect for the individual and the principle of delegation of responsibility. That concerns both employees (see chapter “Responsibility for employees”) and the treatment of business partners, for example, within the supply chain

[see page 32](#).

### Principles to secure compliance

The principles of CEWE’s compliance are shaped alongside the model of an “honourable businessman”, which has been approved by the management. Honest and fair conduct at CEWE therefore encompasses, for example, additional values like dependability, durability, decency, integrity and trustworthiness.

### Selected structures and processes of compliance at CEWE

Code of Conduct for employees	The principles are binding for all CEWE employees.
Code of Conduct for suppliers	The Code of Conduct issued by the German Association for Supply Chain Management, Procurement and Logistics (BME) forms a baseline for ethical and fair conduct within CEWE’s supply chain. The Code has formed the baseline for contracts with suppliers for over ten years. <a href="#">see page 33</a>
Compliance Officer	Oliver Thomsen, Head of CEWE’s Legal Department, has been the Compliance Officer since 2016. He reports directly to the Board of Management and to the Supervisory Board.
External ombudsman	Employees, business partners and third parties may address an external ombudsman around the clock in any language if they wish to provide information about breaches of compliance regulations. <a href="#">Compliance – CEWE</a>
Implementation of the German Corporate Governance Code	The Board of Management and the Supervisory Board have long subscribed to the principles of modern corporate governance. CEWE issues a statement every year in its annual report. <a href="#">Annual Report 2023, from page 83 and page 186</a>

#### Disclosure 2-23, Disclosure 2-24, Disclosure 2-25, Disclosure 2-26

To warrant compliance, CEWE has formulated a Code of Conduct for employees. These principles of conduct constitute a binding guideline for all employees. They address the interaction with one another as well as with stakeholders, and more specifically, with business partners. They are publicly accessible at <https://company.cewe.de/en/about-us/responsibility/compliance.html>

New employees are presented with a welcome folder in which all values, principles, standards and norms of behaviour have been compiled. The entire workforce can also download these from the Intranet. Also, they are regularly refreshed through training and shared.

In 2022, CEWE focused on the requirements of the German Supply Chain Due Diligence Act: a declaration of principle on the respect of human rights was adopted on the part of the management, which has been incorporated into the organisation. CEWE now reports regularly on supply chain responsibility. The declaration of principle can be viewed at: <https://company.cewe.de/de/nachhaltigkeit/unternehmen/nachhaltigkeitsmanagement/lieferkette.html> (Available in German only)

For more about human rights and responsibility in the supply chain [see pages 32 ff.](#)

*“Honesty and fairness form the foundation for CEWE’s business model. It constitutes the baseline for our suppliers, partners, and customers as well as our employees. Long-term orientation relies on fairness and on transparency.”*

**Dr Reiner Fageth,**  
Director Technology and R&D

Disclosure 2-23, Disclosure 2-24



## Sustainable risk approach


CEWE addresses any potential negative impact on the organisation via its risk approach. Moreover, the Sustainability Task Force is a permanent, cross-unit task force which addresses the impact of business activities.

Sustainability ambassadors have been appointed to secure an in-depth diffusion at all locations. The individual units and companies of the business group appoint these as direct points of contact for stakeholders. Next to reporting via channels such as the ombudsman, the works council or employee representations, it will be possible to communicate any negative impact via these sustainability ambassadors. Any negative impact will continue to be communicated via an emergency reporting system with the participation of the Board of Management to counter any occurrence as quickly as possible. [Disclosure 2-13](#), [Disclosure 2-25](#), [Disclosure 2-26](#)

In the context of environmental protection, specific attention was given to the inclusion of employees working in this field. The respective emergency plans exist, and employees have been trained accordingly. As a follow-up to any occurrence, the process is reviewed afterwards and aligned accordingly. The intention here is to request feedback from the respective stakeholders. In the past, the process was used to report machine downtimes or scraps, which were then remedied and treated in line with the

established processes. So far, there has been no impact on the environment or stakeholders. However, past occurrences allowed for the effectiveness of the reporting process to be tested and refined. [Disclosure 2-25](#), [Disclosure 2-26](#)


## Anti-corruption and compliance

CEWE has an established tradition of conducting its business affairs in compliance with national and international legislation as well as generally acknowledged ethical principles. The commitment towards the  [Global Compact of the United Nations](#) highlights the understanding of this fundamental conception. [Disclosure 2-23](#)

The relationship with business partners of CEWE is defined by trust and fairness. We are dependable partners and expect applicable laws and regulations to be complied with for all business concerns. This includes anti-corruption measures and foresight to prevent incidents. Illegal practices are incompatible with CEWE's fundamental values and business principles. Within the framework of the compliance system, the respective principles of conduct have been created to prevent economic crime. [Disclosure 2-24](#), [Disclosure 2-25](#)

All members of the committees (Board of Management, Supervisory Board, Board of Trustees) and all personnel have been trained in anti-corruption practices. For employees, this is conducted during works meetings,

in-house communications or presentations. Suppliers are informed accordingly through a reference that has been added to the terms and conditions of purchase. CEWE informs all other stakeholders of anti-corruption measures via its website and the sustainability report. [Disclosure 205-2](#)

CEWE has appointed an external ombudsman which employees, business partners and third parties may contact if they wish to make a confidential report on suspected cases of corruption, fraud, embezzlement or other serious irregularities. Information regarding suspicious activities may naturally also be provided anonymously. Information about the complaints system is available at  [CEWE Supply Chain Act](#). (Available in German only) In the reporting period, four suspicious activities were reported to the ombudsman. They were followed-up on. In conclusion, however, no relevant breaches were established. [Disclosure 205-3](#), [Disclosure 2-25](#), [Disclosure 2-26](#)

In the reporting year, CEWE did not record any breach of laws and regulations. [Disclosure 2-27](#)



## The Supervisory Board as a central, independent body

The aim of the management and the Supervisory Board is to validate and reinforce the trust which investors, the financial markets, and other stakeholders extend to the company. This equally includes the guarantee of open and transparent communications and a responsible risk approach. The Supervisory Board holds the special task of an independent audit in this regard. [Disclosure 2-12](#)

The share of women on CEWE's Supervisory Board is

# 50%

The Supervisory Board of CEWE Stiftung & Co. KGaA is composed of twelve members and includes five female shareholder representatives and one female employee representative. The law requires 30% of Supervisory Board members to be female. CEWE clearly surpasses this requirement with a female representation on its Supervisory Board of 50%. The Supervisory Board's current composition also meets the requirements under Section 96 (2) of the German Stock Corporation Act (Aktengesetz, AktG).

[Disclosure 405-1](#), [Disclosure 2-27](#) While fulfilling applicable statutory requirements, in any future nominations the Supervisory Board will also appropriately consider whether candidates have the necessary skills, competences and technical experience which are required for service on the Supervisory Board. [Disclosure 2-23](#), [Disclosure 2-9](#)

For information on the remuneration policy and the process of determining remuneration [see Annual Report 2023, pages 98 ff.](#)

More GRI information on corporate governance has been detailed in the annual report. [see GRI Index pages 73 ff.](#)

## CEWE stands for a responsible use of technology

[Disclosure 3-3 Responsible Use of Technology](#); [Disclosure 2-25](#), [Disclosure 2-26](#)


As Europe's leading photo service provider, CEWE wants to remain a technology pioneer and to achieve this, it uses new possibilities such as digitisation and artificial intelligence. Honest and fair conduct is also demonstrated by advancing technological developments with a high degree of responsibility – towards both our customers and society as a whole. A central topic is the responsible use of artificial intelligence as well as customer data.

Data protection is becoming increasingly relevant in a digital world. Because of the nature of its business, CEWE comes into contact with a great deal of data such as personal


photos of customers. Due to the high sensitivity of this topic, CEWE attaches great importance to the accurate and safe treatment of customer and business partner data so as to counter any attempted data abuse. The team around the company's Data Protection Officer, Elwira Wall, makes sure of this. Data protection and data security are part of onboarding new employees and in the future, they are to be established as a regular annual training course for all existing employees. In the reporting year, all employees were yet again sensitised to cyber security through routine communications (e.g., e-mail from IT department, CARL app) and provided with clear rules of conduct. [Disclosure 2-24](#)

There were no incidents in connection with customer data and no fines were issued in the reporting year. [Disclosure 418-1](#)


### CEWE Customer Charter: responsible digitisation

- 


**We protect your data.**

Data protection is always a top priority at CEWE ("Privacy by Design"). We do not sell customer data, nor do we pass them to third parties without the customers' consent. Comprehensive data analyses use anonymised data only or are conducted after receiving the customers' express consent.
- 


**Our technology aims to help you.**

When using digitisation technology, CEWE always strives to make it simple and more fun for the customer to use.
- 

**You have full control and freedom.**

At CEWE, customers stay in control. In one example, the software's digital wizard offers proposals that our customers can always change, reject or deselect in advance.
- 

**We are open and transparent.**

CEWE is transparent when it comes to the use of artificial intelligence. CEWE explains how artificial intelligence works in the customers' products as far as possible. Before introducing such technology, CEWE analyses it together with the Advisory Board based on the criteria specified in this Customer Charter.
- 

**We want to actively shape our future based on European values.**

CEWE is of the opinion that it must be possible to uphold the ability within Europe to independently create innovations for new digitisation technologies – also to secure the respective use of such technology in line with our values. Therefore, CEWE supports research and science within artificial intelligence in Europe.

[Disclosure 3-3 Responsible Use of Technology](#), [Disclosure 2-23](#) more at: <https://www.cewe.ai>



### Customer Charter “Responsible Digitisation”

In 2018, CEWE even implemented its “Responsible Digitisation” Customer Charter which still applies. The company uses digital technologies responsibly and in a customer-centric manner. This stance has been formulated in the Customer Charter. The core aspects of this Customer Charter are data protection, transparency, full control and freedom of choice by the customer plus the commitment to promote research and teaching on these issues in Europe.

Currently, five of CEWE’s business units use artificial intelligence for which the company specifically also discloses the purpose. As an example, artificial intelligence analyses and indexes search options by location, time, objects and people in CEWE myPhotos.

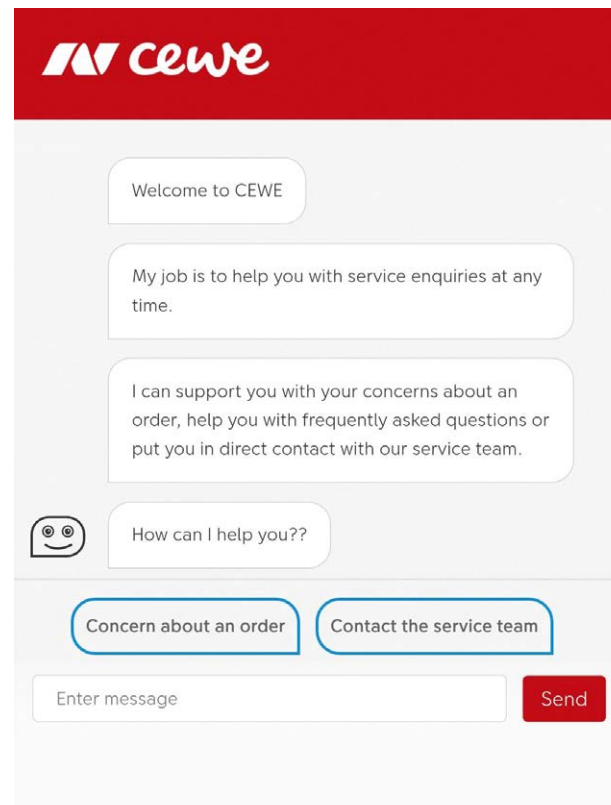
<https://www.cewe.ai/>

An independent Digital Advisory Board has been overseeing and reviewing compliance with the Charter since 2019. The Board is composed of renowned individuals from the fields of science and research. The Advisory Board discusses CEWE’s development projects with a view to criteria outlined by the Customer Charter. The Advisory Board also evaluates new software or functionalities from a customer’s perspective before they launch. No Advisory Board meeting was held in 2023.

The CEWE service bot.  
(Soon also available in English.  
See the preview on the right.)

*“Research and development designs technologies for the future. This might come as a surprise to our customers. Our website therefore showcases the technology that we use with help from a Customer Charter. Customers will need to activate this themselves.”*

**Dr Reiner Fageth,**  
Director Technology and R&D



In 2021, CEWE received the “DatenBEWUSST Niedersachsen” award, a distinction from the government of the state of Lower Saxony in recognition of sustainable data security which initially applied for one year until March 2022, and which has now been renewed until November 2024. It is awarded to companies located in Lower Saxony which, based on a self-assessment, indicate that they take data security seriously and are committed to specific measures in this regard. More information regarding responsible digitisation can be found on the internet: [Customer Charter and Advisory Board – CEWE](#)

The CEWE service bot was launched at the end of 2021 and achieved great satisfaction rates amongst users. In the reporting year, it was rolled out for Pixum. A further roll-out is scheduled for countries like France, UK and Italy for 2024.



CEWE is a “Digitaler Ort Niedersachsen”,  
an award which it received in  
2023 together with the BSFZ seal for  
successful digitisation.

Disclosure 3-3 Responsible Use of Technology



### Research and development with artificial intelligence

Every copy of the 6.1 million CEWE PHOTOBOOKS produced by the company in the reporting year is an account of people's life events and memories. That such a product contains a lot of technology is often not apparent at first. For CEWE, new technology should always be both useful and helpful for customers. In the reporting year, the CEWE Wissen series – an internal continued professional development offer at the various CEWE locations – also included informative events about artificial intelligence for employees as well as an AI day at Pixum.

The Pixum AI day offered input for employees through presentations from outside and in-house experts on the subject of generative AI, LLM and AI tools in everyday use as well as in (interactive) workshops which the employees had specially prepared. One item that could be trialed was Midjourney, an image generating tool; Prompt Engineering with ChatGPT could be learned and there was also a content quiz that helped to test how human texts differ from artificially-generated texts. The afternoon then saw small groups work on the possibilities of using AI at Pixum. Five of the resulting project ideas are to be assessed in the end and then implemented.

One focal point is the more intelligent design for a CEWE PHOTOBOOK which CEWE has been working on in-house and with outside businesses as well as research establishments. At the MAIC, the Mobile & Artificial Intelligence Campus, employees from a range of different business units develop innovative solutions away from everyday operations using artificial intelligence in particular, and for mobile applications. Using AI, it is thus possible to make a smart preselection of photos which uses the photos' quality as well as content. This selection of photos is then rounded off in the following steps with a ready design proposal for a CEWE PHOTOBOOK. AI constitutes the baseline for a

complex search in CEWE's myPhotos photo management service using facial recognition, object recognition and location recognition. Moreover, CEWE is working on solutions which will allow customers to modify, rearrange or even improve the quality of old photos via our order options, such as the CEWE Photostation or COPS as well as HPS Bilder. Many of the applications are also available for CEWE myPhotos and beyond on mobile apps as well as at Pixum and, in the future, at Cheerz. <https://company.cewe.de/en/about-us/digitalisation/maic.html>

At the University of Oldenburg, CEWE, together with other business partners from the region, created an endowed chair for Applied Artificial Intelligence. For the 2020/21 winter semester, Prof Dr-Ing. Daniel Sonntag was

appointed to the chair. Within the framework of his professorship, he is setting up a new research area for interactive machine learning at the German Research Center for Artificial Intelligence in Oldenburg, Lower Saxony. Funding is available for five years at an amount of 750,000 euros. Under this initiative, several exchanges have already taken place covering topics like how to generate text to describe photos, which could be of particular interest for CEWE PHOTOBOOKS. Also, it was discussed how text could be generated to describe emotional moments on photos or the story behind a picture. On November 8, 2023, there was also a content exchange during the DFKI.AI Days staged in Saarbrücken.



Disclosure 3-3 Responsible Use of Technology



# Economic viability

The dimension “Economic viability” showcases the particularly large impact on the highlighted SDG 12 Responsible Consumption and Production as well as SDG 4 Quality Education. We apply intensive efforts to examine our supply chain, products and our processes in order to advance a sustainable development.



## Economic success as a central goal

Economic success is important for CEWE. However, it should never come at the expense of the environment or a disadvantage to society. The company focuses on a long-term positive development rather than short-term profits. Economic viability ranked amongst the most relevant dimensions in the Stakeholder Survey 2020. The respondents listed, for example, products that meet market requirements, high performance, regional sourcing, a sustainable supply chain, innovations and expanding the sustainable product range. Solid economic efficiency, securing future economic viability and market leadership as well as growth were listed as crucial goals for CEWE by many stakeholders. The course which CEWE has been pursuing for some time now confirmed this.

The Group’s turnover rose significantly by 47.8 million euros to 788.8 million euros (2022: 741.0 million euros) in the reporting year. This figure includes the company futalis, which was sold in December 2023. CEWE brand products again provided a solid contribution to this turnover. Sales of the CEWE PHOTOBOOK also recorded a welcome 3.4% plus in 2023, with 6.1 million copies sold (2022: 5.85 million copies). The Group’s reported turnover without futalis rose to 780.2 million euros (2022: 732.7 million euros). The planned consolidated turnover in 2024 is to reach between 770 million euros and 820 million euros and the operating result (EBIT) between the targeted 77 and 87 million euros. More facts and figures on business have been prepared in the [Annual Report 2023](#).

CEWE strives to offer shareholders a long-term, at least constant, yet ideally growing dividend in absolute terms. For the financial year 2023, dividends are to increase for the fifteenth time to 2.60 euros per share (2022: 2.45 euros per share). [Disclosure 201-1](#)

For more information about the business performance, [see the Annual Report 2023, P&L page 118 and balance sheet page 120](#).

In the reporting year, CEWE made it to the finals of the German Sustainability Award 2024 as an ambitious trendsetter for climate-friendly, resource-conserving printing products.

## High quality and safety of products

[Disclosure 3-3 Sustainable Products](#)

### Processes for quality and product safety

Quality management focuses on two processes: the digital workflow and the industrial production process. Large-format printing machines and cutting-edge machinery form the basis for Commercial Online Printing services. Highly automated systems finish the prints produced with this large-sheet technique into the familiar high quality of CEWE products.

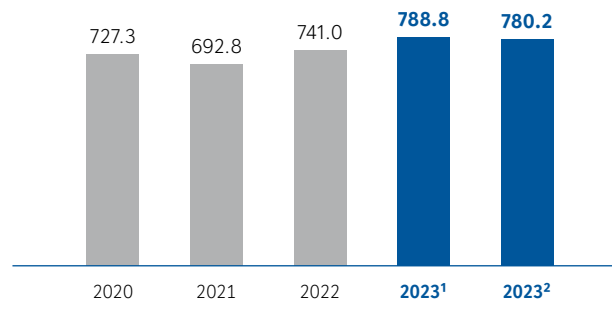
Crucial to one of CEWE’s core skills is its access to digital data. CEWE uses cutting-edge software to improve the picture quality, constantly reviewing and fine-tuning it based on its own choice criteria. Process monitoring was introduced for the pivotal colouring processes to secure colour consistency.

*“The journey towards the CEWE PHOTOBOOK made 100% from recycled paper was demanding since we wanted to maintain a steady high quality of the image and the print. In the end, the outcome was yet again a testament to our teamwork and inspired especially our customers for whom the aspect of sustainability is of growing importance.”*

**Thomas Mehls,**  
Director of Marketing,  
Acquisition and Sustainability

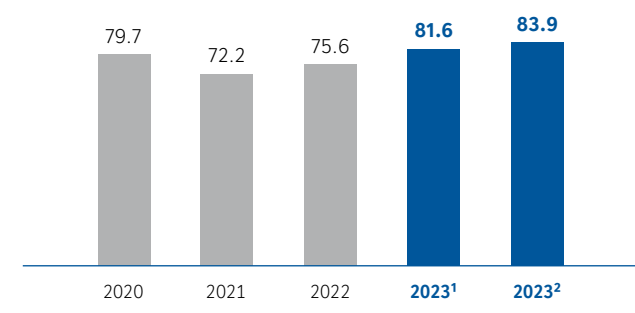


**Turnover**  
in million euros



1 Incl. futalis, which was sold in December  
2 Excl. futalis, which was sold in December

**EBIT**  
in million euros



1 Incl. futalis, which was sold in December  
2 Excl. futalis, which was sold in December

[Disclosure 2-6](#), [Disclosure 201-1](#)



Within complaints processing, recommendations and information to enhance the product quality that customer services receive are processed together with the specialist departments. CEWE aspires to process complaints fairly and swiftly. The goal is to keep the complaints rate low despite the growing complexity of the products produced. The complaints rate in 2023 reached a low 0.65%.

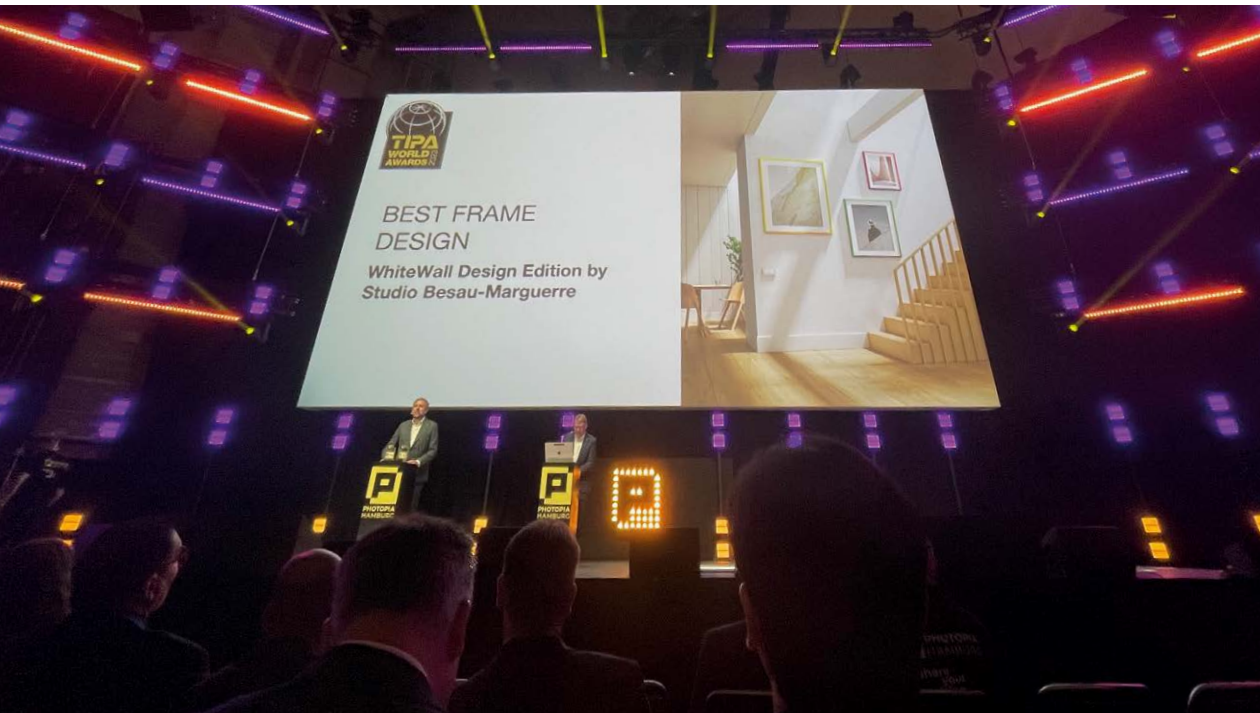
The approach to product safety is the responsibility of a team of experts together with employees from Purchasing, Production, Product Management as well as Legal and Quality Assurance. The team continuously checks the marketability of all available products. Proprietary criteria go

beyond current laws and comply with the latest recommendations issued by the German Federal Institute for Risk Assessment. Even new products are launched only with the respective evaluations and certificates. CEWE works very closely with suppliers to also ensure their compliance with pivotal stipulations regarding product safety and other aspects. [see page 32](#) CEWE's high standards in relation to product safety and quality management contribute to the brand's success. Once again, during the reporting year 2023, no incidents were identified where any non-compliance with regulations and voluntary rules of conduct concerning the impact of products and services on health and safety occurred. [Disclosure 2-27](#), [Disclosure 416-2](#)

### Distinctions for the quality brand

CEWE strengthened the brand even further in the reporting year. This is substantiated by the surveys on brand awareness and brand equity which the company regularly conducts across the whole of Europe, as well as by the different distinctions which are regularly awarded to CEWE. Again, CEWE used its customer feedback system in 2023 to further optimise products and services. In the reporting year, over 327,000 customers from all CEWE countries gave feedback.

For the sixth consecutive time, CEWE won one of the most renowned and coveted TIPA World Awards in 2023. This time, CEWE convinced the international jury with its sustainability performance and the TIPA Award went to the CEWE PHOTOBOOK made from 100% recycled digital printing paper. The premium photo lab WhiteWall also received two TIPA World Awards in 2023. In the category for "Best Photo Lab", the subsidiary won with WhiteWall's new wall art configurator. In the category for "Best Frame Design", the new WhiteWall Design Edition frames by Studio Besau-Marguerre were distinguished. This means that the coveted industry award went to WhiteWall for the fifth time in the company's history.



WhiteWall wins the TIPA World Award 2023 for its wall art configurator and the Design Edition by Studio Besau-Marguerre.



## Sustainable Supply Chain

Disclosure 3-3 Sustainable Supply Chain

### CEWE's supply chain

CEWE examines the direct suppliers of production materials for its supply chain. When purchasing through business partners, the supplier of critical materials is also examined and, where necessary, even their supplier(s). Critical materials are categorised as such if the products are of special relevance to product safety and product quality or even sustainability. The former encompasses, for example, special inspection duties required for commodities for foodstuffs, such as cups or coatings. Sustainability, for example, also focuses on the social conditions in the countries where a product is sourced if considered critical. [see pages 34 f.](#)

Disclosure 2-6

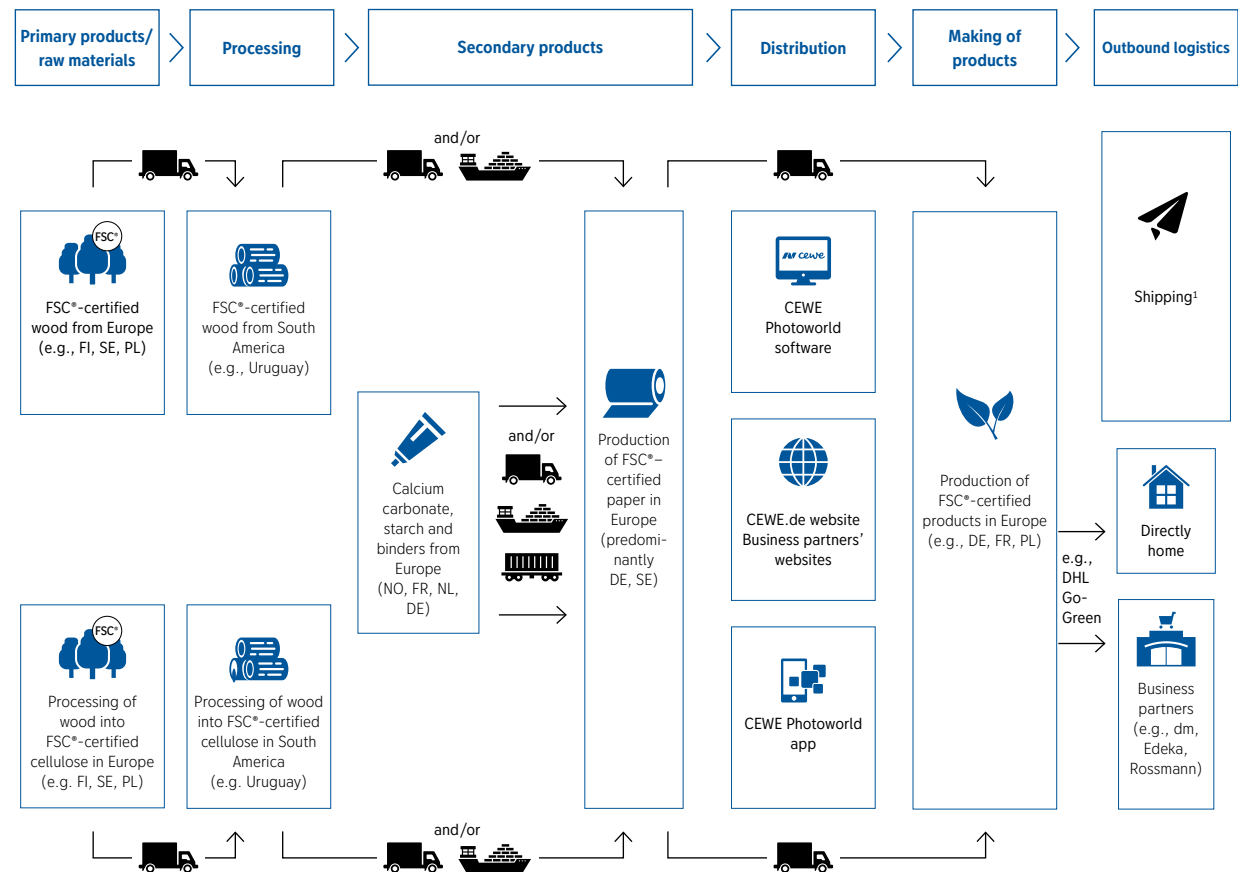
### Basis for cooperation with suppliers

All of CEWE's business locations are in Europe and therefore must adhere to statutory requirements, such as the ban on forced, compulsory and child labour, and fulfil high demands on the protection of employees. [Disclosure 2-6,](#)

[Disclosure 2-25](#)

A key baseline for ethical and fair conduct within the supply chain of CEWE is the BME Code of Conduct. This voluntary Code of Conduct – initiated by the German Association for Supply Chain Management, Procurement and Logistics (BME) – is to emphasise the interest in fair, sustainable, responsible ethical principles of action by companies. CEWE joined the BME in 2010. [Disclosure 2-28](#) The code forms the baseline for all contracts with suppliers. It can be viewed together with the terms and conditions of purchase on the website. <https://www.cewe-group.com/en/b2b/purchasing.html>

### Stages of a digitally printed CEWE PHOTOBOOK value chain



FSC®-certified paper FSC® C101851

1 CEWE ships within DE, AT, CZ, DK, NO, SE and UK using shipping programmes from the respective national service providers that support various climate protection projects.

Disclosure 2-6





CEWE is active in three strategic business units:

- **Photofinishing**, for example with the brands CEWE, DeinDesign, WhiteWall and Cheerz.
- **Commercial online printing** (LASERLINE, SAXOPRINT, viaprinto).
- CEWE's **own multi-channel retailing** in the form of brick-and-mortar stores and online shops (incl. brands like Fotojoker, Fotolab, Japan Photo)

Buyers and recipients include retail stores, trade professionals and consumers. [Disclosure 2-6](#)

For more information  see the [Annual Report 2023](#), page 52










Moreover, CEWE issued its annual self-assessment to the BME during the period under review. This BME Code of Conduct serves beyond this as a standard for regular supplier assessments by the Central Purchasing department.

[Disclosure 2-23](#)

CEWE awarded the CEWE Supplier Sustainability Award for large and medium-sized enterprises for the first time in 2020, and for the second time in 2022. Winners to date include, for example, Deutsche Post DHL and the Schiettinger Group. The award is to serve as an incentive for suppliers to create greater awareness for sustainability within the supply chain, to learn from each other and to honour good practices.

For this, CEWE last surveyed around 300 of its suppliers and rated their activities with help from an expert panel. In the reporting year, initial preparations included composition of the jury and review of the questionnaire to be able to conduct the survey and present the award again in 2024.

CEWE consciously cultivates long-term relationships with its delivery companies. The partnership-based rapport with suppliers is defined by openness, transparency and honesty in order to guarantee a trusting and long-standing collaboration. The joint procurement process takes low costs and physical proximity, proven process competency, long-term and steady quality assurance as well as environmental and social aspects into consideration.  see [page 30](#).

[Disclosure 2-6](#), [Disclosure 2-23](#)

Wherever production sites make it possible, CEWE works with local suppliers. This refers to the production materials. All production materials are rated as local if the supplier comes from the same country where the materials are produced. Some product materials are currently not available in Europe, or are difficult to source in Europe, such as mobile phone cases, ceramic or certain papers that are needed for instant printing at the store.

In the reporting year, 41% of materials were sourced locally (2022: 46%); 36% within the European Economic Area (2022: 34%); and 23% from outside Europe (2022: 20%). The proportion of spending on local suppliers is not accounted for. [Disclosure 2-6](#), [Disclosure 204-1](#)

The type of sourcing also depends on the developments in the different business units. Materials for the field of business clients are often sourced locally. [Disclosure 204-1](#) The goal is to engage a higher number of local suppliers in the future, to support the regions of the production sites and to reduce CO<sub>2</sub> emissions in supply logistics.

To meet the commitment of managing and mitigating risks in the long run, a two- or multiple-supplier strategy is aimed for. In 2023, the total number of all suppliers reached 5,900 (2022: 5,600). In principle, all suppliers with whom an order is placed are informed of CEWE's General Terms and Conditions of Purchase, the CEWE Code of Conduct as well as the BME Code of Conduct for suppliers.

[Disclosure 2-24](#)

[Disclosure 3-3 Sustainable Supply Chain](#)



## Review and development of suppliers

### Disclosure 3-3 Sustainable Supply Chain

CEWE takes social and environmental aspects of the supply chain seriously. The Supplier Code contains principles, such as on anti-discrimination, the observation of occupational and health protection, the prohibition of forced and child labour, the demand for appropriate remuneration and the compliance with applicable environmental standards. For this, CEWE works with partners such as EcoVadis and in 2023, the company itself initiated an evaluation and was awarded a silver certificate. [Disclosure 2-24](#)

Suppliers may volunteer a self-assessment using the supplier questionnaire. Regional suppliers classed as critical according to internationally-recognised Amfori BSCI guidelines (such as in Asia) are screened very closely, which includes random on-site visits. CEWE greatly values that such suppliers are members of the Business Social Compliance Initiative (BSCI), which ensures compliance with social standards in the supply chain – including pre-suppliers – with audits conducted according to BSCI standards. [Disclosure 408-1](#), [Disclosure 409-1](#)

The audit was conducted using an in-house audit document format so that these visits to suppliers are documented with transparency, and details from tours of the respective plants, such as process improvements, are recorded. Suppliers based in China are audited every other year. In 2023, 13 visits were made to existing suppliers in Asia and Europe. In 2023, three suppliers from countries categorised

as critical were added. Depending on the purchase volume, an audit will be conducted here in the next two years. In 2023, just like during the four years prior, no incidents were recorded at – or complaints filed about – suppliers that CEWE works with. [Disclosure 308-1](#), [Disclosure 408-1](#), [Disclosure 409-1](#), [Disclosure 414-1](#)

To obtain a better understanding of the relevance and level of implementation of the diverse sustainability topics within the supply chain, CEWE's Central Purchasing regularly interviews suppliers online on sustainability. The sustainability questionnaire encompasses economic, environmental and social aspects. For example, it is recorded whether the supplier publishes a sustainability report, which certificates are available, whether a supplier screens and audits its own suppliers, how they ensure compliance, whether suppliers apply a complaints system to communicate human rights' abuse in the supply chain, how they warrant occupational safety and how employees are supported, which environmental regulations apply, which energy sources are bought in and which key environmental indicators are collected, plus how, in particular, environmental protection is fostered.

When recording sustainability at suppliers, it was observed that the primary focus of activities – but also the focus of reviews when visiting suppliers – often depends on the suppliers' locations. In Europe, for example, the main focus lies strongly on environmental aspects, such as innovative energy management, disposal of materials on location,

but also avoiding plastics and using specific materials, such as FSC®-certified wood or packaging made of recycled materials. Non-European suppliers focus more strongly on social aspects. The protection of labour, working conditions, shift models, escape routes, etc. are called into question with greater intensity. In line with the Supply Chain Due Diligence Act, the systematic review of all suppliers was initiated.

## Product sustainability and innovation

### Disclosure 3-3 Sustainable Products

CEWE stood for innovative machinery and equipment even in analogue times and continues with this tradition today in the digital age. The research and development of technology and software currently has around 200 employees working in Oldenburg on technological advancements, such as progressing in-app order options. For its software development, CEWE makes use of agile engineering and automated tests. The use of artificial intelligence (AI) is of great importance. The Responsible Use of Technology marks a strategic focal point for CEWE, which encompasses data protection [see pages 26 f.](#) in addition to the advancement of product innovations.

CEWE also aspires to continually optimise the sustainability of its products. In 2020, for example, CEWE premiered an advent calendar with a completely biodegradable inside tray, and since 2022, all advent calendars have been produced



with this new feature. The inside tray is the mould which holds chocolates from, for example, Tony's Chocolonely. The trays are made from paper pulp moulding, composed of up to 70% starch from German potatoes, 12% paper fibres and 18% water. Also, some trays are made of fresh paper fibres using paper that is FSC®-certified. Both trays are biologically degradable under home composting conditions or they can be disposed of as recycled paper, thus being added to the recycling loop. Moreover, all advent calendars by CEWE are FSC®-certified. Shrink film previously used to protect the advent calendars is now completely dispensed with.

my  
cewe photobook

**FSC®-  
certified**

All versions of the  
CEWE PHOTOBOOK  
are FSC®-certified.

**We produce  
in Europe**

CEWE produces  
on demand and  
only in Europe.

A central starting point of CEWE is the use of paper – the main material in the production of photos and packaging for shipping. Packaging for shipping uses predominantly cardboard made from FSC®-certified material; in the future, the use of recycled paper is to be driven further in this field. In 2023, 50 of 60 types of packaging for shipping were already FSC®-certified. Of the remaining ten non-certified packaging types for shipping, five will be discontinued and once the remaining stocks of the final five non-certified packaging types have been used, they too will be replaced by certified alternatives. [see page 37](#)

When it comes to photo products, CEWE favours certification from the Forest Stewardship Council, FSC®, which promotes responsible forestry. The goal was to have all paper that is used, plus the respective products, FSC®-certified by 2023. This goal has not quite been achieved. Currently, over 99% of the digital printing paper and also 99% of the photographic paper is FSC®-certified. Recycled paper is used wherever it satisfies quality demands: for example, the cardboard used for the CEWE PHOTOBOOK covers is made from recycled paper. Since 2022, 100% recycled paper is available for the CEWE PHOTOBOOK as a choice for the personalisable inside pages in a matt digital printing finish that meets the high quality standards for this product.

CEWE offers its customers a variety of recycled papers even for its selection of greeting cards. The use of recycled paper is reviewed time and again. In the future, its use will be expanded, but currently this is not feasible for all products. The Nature desk calendar, which is printed on 100% recycled paper, and the Nature Prints have established themselves as firm favourites: both are made from 100% recycled paper with the Blue Angel environmental label.

**DeinDesign.**



The organic case is made from polylactide, a material that is derived from either corn or sugar cane.

In the reporting year, the Nature desk calendar was redesigned and it now comes in a new recycled paper that ensures a better print quality. New additions in autumn 2023 to the portfolio of recycled paper alternatives now include the wall calendars with a digital printing paper version. Once again, customers have the option to choose a bright white recycled paper for calendar pages that can be personalised. The quality of the paper used here is the same as for the CEWE PHOTOBOOK. The papers differ only in terms of grammage.

The subsidiary SAXOPRINT features a monthly calendar in its portfolio made from recycled paper in addition to other more sustainable products. This includes, for example, exhibition space dividers made of cardboard, roll-ups that

Disclosure 3-3 Sustainable Products



are 100% recyclable and signage created with DISPA® paper boards. viaprinto also offers its customers recycled paper in a range of grammage, such as for flyers, greeting cards or brochures.

Next to paper products, CEWE is favouring even more sustainable alternatives for products like the bio-based case, a mobile phone case made of polylactide (PLA). The case is produced using renewable raw materials like corn or sugar cane. The bio-based case is thus a solid alternative to mobile phone cases made from conventional plastics based on fossil fuels like crude oil. Under industrial conditions, PLA would be biodegradable according to DIN standard 13432. PLA breaks down into water, CO<sub>2</sub> and biomass when exposed to specific environmental conditions over a certain period of time. However, currently it is still adequate to dispose of it as residual waste until there are solutions to dispose of and recycle bioplastics for private households.

DeinDesign has also added a more sustainable alternative to its portfolio with the Organic Case made of PLA.

The goal of the primary strategic focus of “Sustainable Products” is to create ever-more sustainable products under a continual improvement process. Sustainability criteria are increasingly being incorporated into the product development phase as well as into decisions on the launch and continuation of products. All CEWE products were reviewed in-house in 2020 for the first time ever with the help of a specially devised sustainability scorecard. To achieve this, we defined more than 40 criteria within the four categories across the product lifecycle: Raw Materials and Supply Chain, Production, Useful Life and End of Product Life. The scorecard and the evaluations have now firmly established themselves as a constant for all products.

In 2023, the sustainability scorecard was extended to also cover packaging. Possible measures include the discontinuation of products that received a poor score and to convert yet other products to more sustainable materials. New products will be reviewed at the start to assess the extent to which they meet these criteria. Gift wraps are part of the product and are included in the products’ rating.

#### Disclosure 2-25

In the reporting year, the Innovation Days were once again held with representatives from all CEWE locations and subsidiaries. New products and software developments were presented and discussed over two days of the biggest Innovation Days of the CEWE Group held thus far. The format underlines just how important innovation and the broad participation of employees is. Around 1,000 colleagues participated in the reporting year. One primary focus was to create mobility access to and during the event as sustainably as possible. Catering for the two-day event used regional and seasonal organic products and all printed materials were chosen to be reusable. Moreover, employees were asked to carpool, use public transport or arrive by train. It was also possible to use free e-scooters or busses. In February 2024, the Innovation Days were held once again.

CEWE GROUP  
BRAND MOBILE  
IDEAS OPINIONS  
USABILITY FEATURES  
ARTIFICIAL INTELLIGENCE  
**INNOVATION DAYS**  
PROJECTS DESIGNS QUALITY JOY APPS  
ADVANCEMENT SUSTAINABILITY  
CEWE PHOTOBOOK  
FUTURE ZONE INSPIRATION  
LASERLINE CREATIVITY  
VIAPRINTO FUTURE  
WHITE WALL AGILE  
TEAMWORK CHEERZ  
MAIC PROGRESS  
DEINDESIGN  
PIXUM TEAM  
SAXOPRINT  
ADDED VALUE  
CEWE



At the Innovation Days in 2023, Yvonne Rostock, who has been Chairwoman of the Board of Management since March 2023, connected with the CEWE Group for the first time.

#### Disclosure 3-3 Sustainable Products



The reporting year witnessed the groundbreaking ceremony for a new facility to be built in Eschbach/Freiburg, scheduled for completion in 2024. With an area of 26,000 square metres, Eschbach, following its expansion, will be the second largest location of the CEWE Group. The new facility comprises a production and storage space, a warehouse, and a new canteen and office spaces. The photovoltaic system that has been installed will cover at least 55% of the energy requirements with renewable energy. Also, the building meets the KfW40 standard. There are no pollutant emissions since its cooling system harnesses an earth-friendly outdoor cooling process using ground water, while natural refrigerants are used for heating.

In Poland, a new production hall was also set up in 2023 that taps into geothermal energy to self-sufficiently cool and heat the building. PV systems for the supply of electricity will be added in the summer of 2024. Consequently, the entire new building in Koźle will be self-sufficient.

The consideration of environmental aspects plays a vital role in sourcing at CEWE and is continually reviewed by Central Purchasing for ongoing improvement. The different approaches here include, for example:

- All production sites for CEWE photo products in Germany have been running completely on green electricity since 2020, and in 2022, SAXOPRINT and Cheerz were added to this list. CEWE Prague and LASERLINE also use green electricity.
- The vehicle fleet increasingly uses hybrid and electrical vehicle models. CEWE uses 47 electric vehicles (2022: 42), of which 21 are all-electric and the others are hybrid models. A further 73 company cars run on diesel. SAXOPRINT has nine company cars in total, of which one is all-electric, four are hybrid models and four run on diesel.
- In order to use more electric mobility, 23 charging stations are available in Oldenburg, of which 18 are currently active. Since all charging stations have two charging points each, 46 EVs in total can be charged. In Eschbach and in Germering, two charging stations, each offering one charging point, have been installed; Mönchengladbach has one charging station with two charging points.
- The use of eco-friendly packaging continues to be extremely relevant, for example in projects that aim to avoid plastics in packaging and in auxiliary materials.

## No breaches

In 2023, once again no breaches of environmental requirements were recorded.

Disclosure 2-27

- In 2023, 50 of 60 types of packaging for shipping were already FSC®-certified. Of the remaining ten non-certified packaging types for shipping, five will be discontinued. Once the remaining stocks of the last five non-certified packaging types have been used, they too will be replaced by certified alternatives.
- Since the 2022 season, CEWE has completely done away with shrink film for advent calendars, saving even more plastic packaging.

Further approaches towards an environmental product optimisation, such as improving the CO<sub>2</sub> footprint and choosing environmentally friendly materials, are detailed in the chapter “Environmental protection and resource conservation”. [see pages 39 ff.](#)



## Long-term financial management and risk approach

### Strong value-creation prospects

CEWE creates value within business operations. The financial market strategy caters to long-term value creation. For instance, payment deadline decisions or capital market communication all depend on their long-term impact. And even in terms of financing, within Investor Relations especially, financial management has adopted a long-term perspective for investments and general cost awareness. CEWE is targeting a high equity ratio which provides security and strategic freedom to the company – regardless of the current financial market situation. Liquid funds, if possible, are used to repay loans or are invested at a fixed interest rate.

Even within debt financing, CEWE cultivates trustworthy and long-term relationships with multiple banks. Since CEWE pursues a conservative business policy, the leading lending banks are chosen according to this criterion. In creating its debt capital lines, CEWE maintains a healthy mix of shorter and longer loan periods. To be able to draw on strategic possibilities even at very short notice, CEWE attaches importance to generous unutilised lines of credit.

### Responsible risk approach

A systematic opportunity management and risk approach is the ongoing duty of the Board of Management as well as a leadership task for all responsibilities. Every single opportunity and risk is regularly recorded and described. Their assessment includes the evaluation of their impact, their probability of occurrence and the resulting expected value. To manage the risks, the individual measures are

## KGaA

The legal form of a partnership limited by shares (German: KGaA) bolsters the resolute orientation towards business principles and the ongoing existence of the company. The heirs of the company's founder provide for continuity and long-term orientation as anchor shareholders, holding 27.1% of the shares. More information has been detailed in the annual report.



see [Annual Report 2023](#),  
pages 53 f.

recorded, and ultimately, early detection indicators are also documented. In evaluating the risks, the measures are always incorporated and taken into account accordingly. To this extent, risk reporting is based on a net perspective.

The risk approach system records the opportunities and risks of the individual risk fields in an annual Group-wide risk inventory. Based on this risk inventory, the annual opportunities and risk report is prepared. Throughout the year, the opportunities and risk assessments are reviewed at least quarterly.

Strategic risks that are rated include, for example, technology and innovation risks, risks inherent in commercial online printing, risks related to the CEWE brand as well as the risk from investments in start-ups that are close to core operations. Operational risks that are reviewed include, for example, general price risks and the technical infrastructure. see [Annual Report 2023](#), pages 69 ff.

In the context of an environmental risk, no breaches were established against environmental requirements in 2023. The risk is monitored with routine in-house checks at all production sites. It is rated as low. CEWE assesses the risks to the organisation due to climate change currently as low and addresses the issue through its climate action policy.

[Disclosure 2-27](#), [Disclosure 201-2](#)

The comprehensive non-financial statement can be found in the [Annual Report 2023](#) on pages 93 ff.



# Environmental protection and resource conservation

Within the environmental dimension, our corporate actions primarily impact the topics of Clean Water and Sanitation (SDG 6), Climate Action (SDG 13), Life on Land (SDG 15), and also Responsible Consumption and Production (SDG 12).



## Improved environmental performance approach

CEWE's last stakeholder survey rated the dimension of "Environmental protection and resource conservation" as very important. Climate Protection, Materials and Waste as well as Environmental Management and Chemical Safety are firmly anchored in the materiality matrix. The two topics of Climate Protection and Materials and Waste have special strategic priority for CEWE. [see page 22](#)

All larger production sites of CEWE as well as DeinDesign and SAXOPRINT operate under a DIN EN ISO 14001-certified Environmental Management System [see page 18](#). Already since 2013, the four German digital printing production locations in Oldenburg, Munich, Mönchengladbach and





Freiburg have been certified accordingly. SAXOPRINT in Dresden and operations in Budapest, Prague, Kožle, Warwick and France (Montpellier) were added to the matrix certification of the Environmental Management System in the spring of 2019. The location in Rennes followed later, as did DeinDesign in Bad Kreuznach in 2022. At Cheerz and WhiteWall, the roll-out started in 2023 and the two are scheduled to be incorporated into the matrix certification in 2024. The Environmental Management System underwent successful recertification in 2022.

In terms of environmental management, the consumption of energy during production and for IT processes as well as emissions caused by the transportation of products are also systematically recorded and reduced.

Additionally, CEWE operates a DIN EN ISO 50001 Energy Management System in Oldenburg, Munich, Mönchengladbach and Freiburg as well as at SAXOPRINT in Dresden, all of which were last recertified in 2021.

CEWE's energy policy, as part of its environmental policy, commits to the continuous improvement of its energy-based performance and thereby actively advances the protection of our climate. Legal requirements and our own energy goals form the framework of our energy policy. When purchasing products and services, as well as using machinery, equipment and installations, the use of energy, the consumption of energy and energy efficiency are all monitored. Energy targets are regularly reviewed with the help of performance indicators, for example within the framework of climate action measures.

[Disclosure 3-3 Climate Protection](#)

The consolidated entity referred to for environmental data comprises all production facilities of the parent company as well as affiliated companies, except futalis. Scope 1 and

Scope 2 CO<sub>2</sub> emissions and energy consumption within the organisation also include all distribution locations.

[see page 70](#)

In 2023, CEWE spent a total of 0.4 million euros on environmental protection measures. This total includes costs of the Energy and Environmental Management Systems (0.15 million euros), costs of the treatment of effluents and waste water analysis (0.15 million euros), clean-up costs (0.05 million euros) and additional project costs (0.05 million euros). Not included in this list are the costs of disposal, which also totalled roughly 0.8 million euros in 2023. These are estimated costs. Additionally, CEWE invests in the protection of the environment in other ways, such as with funds for the Kasigau Wildlife Corridor forest preservation and reforestation project in Kenya as well as for projects committed to environmental protection, like NABU.

### CEWE's environmental policy

CEWE's environmental policy forms the basis for the company's environmental protection and resource conservation and is reviewed in annual audits. CEWE commits to complying with the legal requirements and, beyond this, refers to the interests of stakeholders, such as customers and business partners, for guidance. The

## Science Based Targets

CEWE has set itself Science Based Targets to be reached by 2025 for its climate protection.

Conserving Nature guiding concept headlines the five fields of action of CEWE's environmental policy:

- Advancing climate protection
- Saving energy
- Protecting water, keeping air and soil clean
- Responsible use of materials
- Reducing waste and optimising recycling processes

The ongoing enhancement of environmental conservation and the prevention of environmental pollution are the declared goals. In terms of planning and investments, the company counts on the best available technologies. All newly set up plants and procedures comply with the current national and international standards and laws and fall below the prescribed thresholds to the benefit of the environment.

[Disclosure 2-23](#), [Disclosure 2-24](#)

In the reporting year, CEWE did not report any breach of environmental laws and regulations; there were no complaints and no fines were imposed due to an environmental impact. [Disclosure 2-27](#)

### Advancing climate protection

[Disclosure 3-3 Climate Protection](#)

Global climate change is the result of human-driven greenhouse effects. The reduction of industrial emissions is particularly crucial. CEWE is aware of the substantial responsibility which the industry has in this regard. CEWE was among the top three German enterprises that joined the Science Based Targets initiative (SBTi) in 2017 to assert the international climate targets. [Disclosure 2-23](#)



Accordingly, CEWE has set itself two major targets it intends to achieve by 2025 which are in line with the Paris Climate Accord – so-called Science Based Targets – using 2015 as the baseline year:

### Targets to be achieved by 2025

#### Cutting Scope 1 and Scope 2 CO<sub>2</sub> emissions by half

In absolute terms, this requires a reduction from 13,401 t/a to less than 6,700 t/a.

#### Mitigating Scope 3 CO<sub>2</sub>e emissions by a minimum of 25%

The constant enhancement of environmental protection and the prevention of environmental pollution are our declared goals.

**In 2022, CEWE had already reached a 50% reduction in Scope 1 and Scope 2 emissions.**

CO<sub>2</sub> equivalence (CO<sub>2</sub>e) is the customary international unit for standardising the climate impact from different greenhouse gases. The impact of methane, for instance, is 28 times greater on the climate compared to CO<sub>2</sub>, however it is sequestered much more quickly from the atmosphere. The different greenhouse gas emissions are converted into CO<sub>2</sub> equivalents and consolidated. [Disclosure 201-2](#), [Disclosure 305-5](#)

### CEWE's CO<sub>2</sub> footprint

The company's CO<sub>2</sub> footprint is established along the international standards issued by the Intergovernmental Panel on Climate Change, or IPCC. It is quantified and illustrated based on the current Corporate Accounting and Reporting Standard of the Greenhouse Gas Protocol Initiative (GHG Protocol). All production and distribution locations are included in the scope of consolidation.

CEWE reports annually within the context of the Carbon Disclosure Project (CDP). In 2023, the company was again awarded a good score (B). Our transparent and comprehensive reporting as well as our climate protection performance were rated. [Disclosure 2-23](#)

Direct CO<sub>2</sub> emissions from stationary and mobile sources are considered Scope 1 GHG. At CEWE, this refers to both combustion-related processes for heating (primarily natural gas, very little fuel) as well as the consumption of petrol by the company's own vehicles or leased company cars. Indirect emissions (Scope 2) originate from generating the electricity bought.

Other indirect emissions connected to the company's activities yet not generated by CEWE are Scope 3 emissions. This report categorises Scope 3 as the supply chain processes for sourcing materials and the delivery of products, waste management logistics and employee commutes or business trips. The full Scope 3 reporting is published in the annual CDP report.

Energy consumption in 2023, at 126.1 TJ, was again slightly below that of the previous year (134.3 TJ). The value is comprised of 25.8 TJ of gas for heating; 14.0 TJ of fuel (mainly diesel); and 84.1 TJ (23.4 GWh) of electricity as well as 2.2 TJ of district heating. Compared to last year, the consumption of energy was lowered by around 6.1%. [Disclosure 302-1](#), [Disclosure 302-4](#) Energy consumption outside the organisation (Scope 3) totalled 186 TJ in 2023 (in 2022: 172 TJ). [Disclosure 302-2](#)

The consumption of energy (GJ) per material used for products and services (t) in the reporting year was 4.1% less than in the previous year. [Disclosure 302-3](#), [Disclosure 302-4](#), [Disclosure 302-5](#)

Emissions during the financial year continued to fall per ton of material used. Scope 2 emissions fell considerably compared to the previous year, especially due to increasing the amount of green electricity used at our production sites. [Disclosure 305-5](#)

Scope 3 emissions that had increased compared to the previous year are due to the return to "normalcy" of society in the 2023 reporting year following the coronavirus pandemic, which still left a strong mark in 2022 with lockdowns in the first quarter. The figures in 2023, on the other hand, reflect continuous logistical and delivery processes as well as business trips and a return to the daily in-office routine, with the associated commutes to the workplace. Therefore, no significant increase is to be expected for 2024.

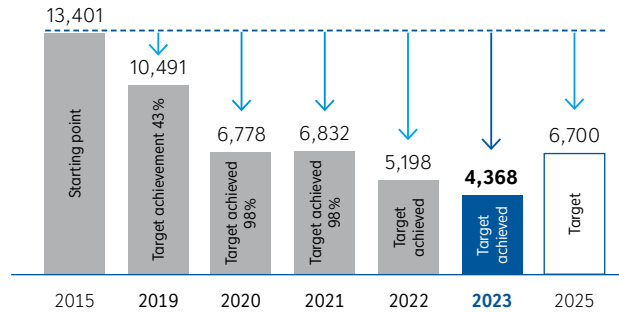
[Disclosure 3-3 Climate Protection](#)



→ Environmental protection and resource conservation

**Reduction of Scope 1 and Scope 2 CO<sub>2</sub>e emissions**

in t CO<sub>2</sub>e



Just as in 2022, CEWE has already undercut the target in the reporting year it had set itself for 2025.

Disclosure 305-1, Disclosure 305-2, Disclosure 305-5

**CO<sub>2</sub>e emissions (Scope 1, 2 and 3)**

in t CO <sub>2</sub> e	2019	2020	2021	2022	2023
Scope 1	3,183	2,722	2,706	2,623	2,385
Scope 2	7,308	4,056	4,126	2,575	1,983
Scope 3	13,279	12,089	11,429	12,745	13,768
Delivery logistics	6,585	6,850	6,646	6,926	7,436
Goods delivery	3,448	2,842	3,075	3,490	3,673
Waste management logistics	399	341	341	354	334
Employee commutes incl. business trips	2,847	2,056	1,367	1,975	2,325
<b>Total</b>	<b>23,770</b>	<b>18,867</b>	<b>18,261</b>	<b>17,943</b>	<b>18,136</b>

Disclosure 305-1, Disclosure 305-2, Disclosure 305-3, Disclosure 305-5

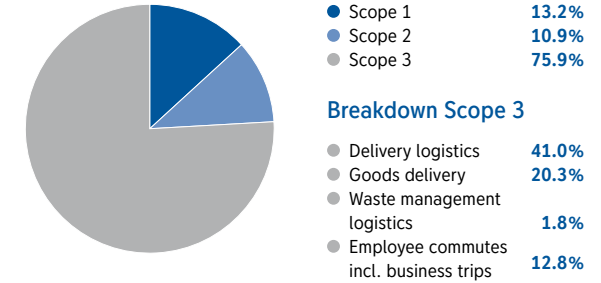
**Energy consumption and CO<sub>2</sub>e emissions (Scope 1 and 2)**

	2019	2020	2021	2022	2023
CO <sub>2</sub> e emissions in t/a	10,491	6,778	6,832	5,198	4,368
CO <sub>2</sub> e emissions in t/millions of euros of turnover	15	9.3	9.9	7.0	5.5
Energy intensity coefficient GJ/million euros in turnover	210	190	197	181	160
Energy consumption per material used in GJ/t	2.97	3.29	3.10	2.99	2.9

Disclosure 305-1, Disclosure 305-2, Disclosure 305-4, Disclosure 302-3, Disclosure 302-5

**CO<sub>2</sub>e emissions share (Scope 1, 2 and 3)**

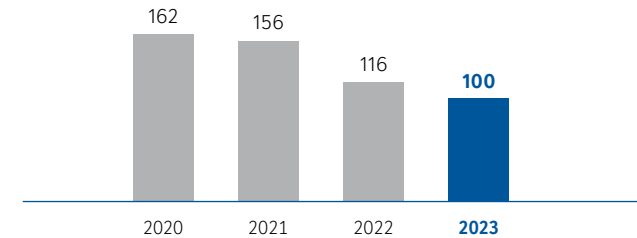
as %



Disclosure 305-1, Disclosure 305-2, Disclosure 305-3

**CO<sub>2</sub>e emissions (Scope 1 and 2)**

in kg CO<sub>2</sub>e/t material



Disclosure 305-1, Disclosure 305-2, Disclosure 305-4, Disclosure 305-5

Disclosure 3-3 Climate Protection



## Climate action measures

CEWE's climate action policy has two objectives it aims to reach by 2025: cutting Scope 1 and Scope 2 CO<sub>2</sub> emissions in half and reducing Scope 3 emissions by 25%, both compared to figures of the baseline year 2015.

CEWE's climate action measures consist of different projects and approaches. Reducing energy forms a key approach of its climate action policy. The goal to improve energy efficiency each year by 5% was adjusted to 2%

per year in 2021. As many of the measures stated have already been implemented and their effects have been recorded, these comprehensive increases are hardly feasible anymore.

Projects	Approaches	Impact
Use of regenerative energies	In-house photovoltaic systems at the locations in Freiburg, Germering and at the new building in Oldenburg (since August 2017) plus the use of geothermal energy for the new building in Oldenburg, (since 2023) new building in Koźle which in the future will be self-sufficient in terms of energy due to geothermal and PV systems.	Performance capacity of 234 MWh, 841 GJ, CO <sub>2</sub> e reduction of 94 t
Growing use of green electricity	Sourcing of renewable energy in Oldenburg, Munich, Mönchengladbach, Freiburg and at DeinDesign, SAXOPRINT (pro-rated) as well as at certain distribution sites.	Prevention of 7,436 t (2022: 7,119 t) Scope 2 CO <sub>2</sub> e
Ongoing reduction of energy consumption	Increasing efficiency, such as the installation of LED lighting systems at SAXOPRINT in Dresden. Energy-optimised computer centres (Green IT, for instance in Oldenburg). Between 2017 and 2018, all production facilities switched to using LED lighting. In Oldenburg, LED lights were fitted in 2018. Reductions in air conditioning for rooms and the production of compressed air.	CO <sub>2</sub> e reduction of 250 t/a CO <sub>2</sub> e reduction of 150 t/a Reduction of power consumption by 1 GWh (ca. 400 t CO <sub>2</sub> ) Reduction of 300 MWh
Energy-conscious behaviour	Energy-conscious behaviour on the part of employees as well as energy-conscious use of production machinery.	Enhanced machine running times
Use of low-consumption company vehicles	Financial assistance for electric and hybrid vehicles. The vehicle fleet consists mainly of new diesel-powered vehicles equipped with AdBlue reduction technology.	Reduction of 479 t Scope 1 CO <sub>2</sub> e emissions by using the DKV Fuel Card (2022: 448 t)
Eco-friendly organisation of distribution logistics	Optimisation of transport services.	Emissions rating of 7,436 t (2022: 6,926 t)
Mobility offerings for pro-environment commuters	CEWE contributes to commuter job tickets and provides bicycles for its employees. CEWE's carpooling conveniently groups commuters to effectively reduce the number of cars driven to get to work. CEWE even supports employees who own an electric vehicle by providing electrical charging points. CEWE considers eco-friendly mobility to be extremely relevant and thus works on continually progressing this segment.	92 leasing contracts for bicycles were signed in 2023 <sup>1</sup> , additional measures include CEWE carpooling, charging stations or job tickets
Business trips by train	The use of BahnCard Business, a service by Deutsche Bahn for discounted rail travel, allows business trips.	More earth-friendly business travel as opposed to travelling by plane, company car or rental car

Disclosure 3-3 Climate Protection, Disclosure 302-4, Disclosure 302-5, Disclosure 305-5

<sup>1</sup> In Oldenburg



## Calculation of CO<sub>2</sub> footprint and climate protection project

Disclosure 3-3 Climate Protection, Disclosure 201-2, Disclosure 305-5

CEWE collects data on greenhouse gas emissions to calculate the CO<sub>2</sub> footprint of products. The production of raw materials, their transportation to the sites as well as the fuel, gas and power consumption from the creation of the materials to the factory gate (cradle-to-gate) are taken into consideration for this.

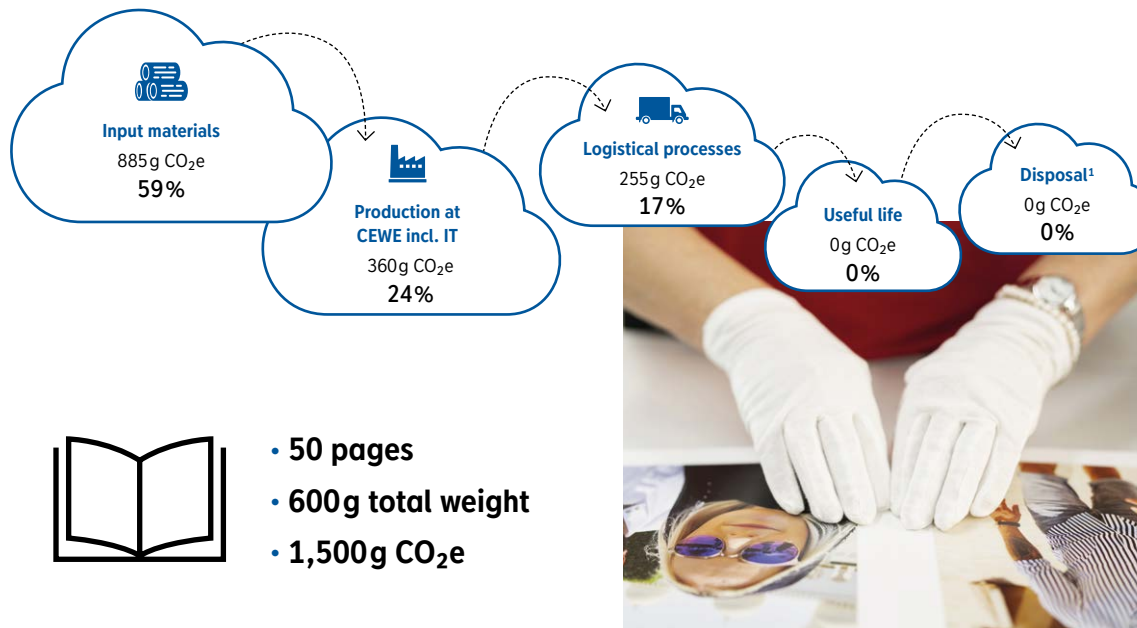
The energy-saving projects and the renewable energy produced as described contribute to lowering output. [see page 43](#) Since 2016, CEWE has been investing in a reforestation and forest preservation project in Africa which is certified by an independent third party.

CEWE supports the Kasigau Wildlife Corridor in Kenya as a climate protection project through Southpole. This is a forest preservation and reforestation project in a 200,000 ha area between two national parks in Kenya's south.

The project is certified according to the internationally recognised Verified Carbon Standard. The goal is for local citizens to care for the preservation of the forest as well as its reforestation instead of – as before – deforesting it. The local communities (around 150,000 people) see themselves as forest and game keepers. CEWE funds are invested into the community, into schools and training, into reforestation and the preservation of the forest, into making resource-friendly hearths for cooking, but also into building Fairtrade production sites. In July 2017, employees involved in Environmental Management from the locations in Germering, Kožle, Oldenburg and Prague were on site, met with those in charge and saw for themselves what the project looks like.

In the reporting year, CEWE dealt extensively with criticism in relation to so-called compensation projects and, as a result, is reviewing whether and in which form and manner so-called offsetting of CO<sub>2</sub> emissions can be an adequate means in the future to achieve our ambitious climate and environmental protection goals.

## CO<sub>2</sub> footprint of an average CEWE PHOTOBOOK



<sup>1</sup> Disposal here refers to a renewable resource (paper); for such a material, the accounting rules under the Greenhouse Gas Protocol apply the amount of zero to quantify the footprint.



## Managing materials and waste responsibly

### Disclosure 3-3 Materials and Waste

Materials and waste are an issue of strategic priority for CEWE. After all, the company uses a significant amount of paper. And even waste – such as from packaging – is becoming more important in the eyes of customers.

That the resource-friendly use of materials constitutes a crucial environmental aspect for CEWE was already demonstrated by a precision analysis of the environmental impact conducted in 2017: the lifecycle assessment which CEWE conducted for its best-selling products considers materials to be the most relevant factor.

In relation to materials and waste, two measures play a crucial role in CEWE's environmental policy:

- The materials used are selected specifically not only in terms of their quality, but also their environmental aspects.
- Production aims to generate as few scraps as possible and waste that cannot be avoided is disposed of in an environmentally friendly manner.

### Use of paper

In the reporting year, more than 22,968 t (2022: 24,050 t) of paper were printed to produce products (photos and prints). CEWE greatly values the use of earth-friendly materials, especially when it comes to the most relevant raw material – paper – and the most important product, the CEWE PHOTOBOOK. Already since 2011, all papers used for digital printing products have been purchased as FSC®-certified paper. Since the end of 2018, this also goes for the photographic paper used for the CEWE PHOTOBOOK, which is FSC®-certified. In 2021, the FSC® certification was significantly expanded to include, amongst others, categories like advent calendars, calendars and photo gifts. In the reporting year, certification was expanded to cover the categories of photos, posters, and the OSF online store. [Disclosure 301-1](#)

The Forest Stewardship Council® (FSC®) examines the complete value chain, from the forest owner all the way to the printing shop, before awarding the certification. All departments involved in the FSC® certification process (from purchasing to incoming goods, production, distribution, accounting and marketing) are reviewed by independent third parties.

CEWE continues to strive towards increasing the environmental compatibility of all materials used. The company has high quality standards regarding the main material that is processed, paper. Unfortunately, recycled paper so far reaches these high quality standards only in part. Over the past years, CEWE launched multiple products that use recycled paper, including Nature Prints and the Nature desk calendar, but also the CEWE PHOTOBOOK and the wall calendars, all of which offer an alternative made from recycled paper for the personalisable inside pages.



Paper is of exceptional importance to CEWE – both in terms of material used as well as waste.

Wherever possible, CEWE uses recycled materials. Recycled materials are used predominantly for book covers, packaging materials and office supplies (e.g., copying paper). The cardboard used for the CEWE PHOTOBOOK covers is made, for example, from grey board from recycled materials only. The share of secondary raw materials totalled 13.5% in 2023 (2022: 12.9%). [Disclosure 301-2](#)

CEWE has been pursuing the goal of keeping the share of plastics in packaging far below 5% for many years. In the reporting year, just as for the previous year, 1.6% of CEWE packaging are plastics that mainly serve to protect against moisture during transportation.

### Reducing waste and optimising recycling processes

[Disclosure 3-3 Materials and Waste](#), [Disclosure 306-1](#), [Disclosure 306-2](#)

In the reporting year 2023, all waste amounted to 11,738 t, which corresponds to 27.1% of the materials used (waste

ratio) (2022: 12,176 t and 27.1%). Since 2015, CEWE has lowered the waste ratio by reducing scraps to below 30%.

[Disclosure 306-3](#)

Almost all waste was recycled. The recycling rate of waste produced totalled on average 97% (2022: 89%) in the reporting year. By far the largest amount of waste is produced from printing paper and packaging. For printing paper in particular, it is extremely important that the paper waste added to the recycling process is of a high quality. Offset printing alone separates and collects three different types of paper to ensure quality recycling. The waste chemicals from preparing photographic baths are used as a nitrogen-oxide-reducing agent in the cement industry.

[Disclosure 306-2](#), [Disclosure 306-4](#), [Disclosure 306-5](#)

In 2023, the share of plastics in transport packaging remained at 1.6%.



CEWE Sustainability Report 2023

### Volume balance

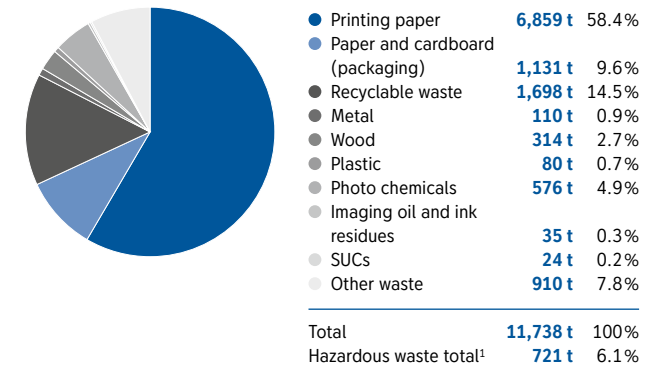
Materials in t	Total	Product	Waste
Papier (photo and printing)	30,308	22,968	7,340
Additional product components	2,137	2,012	125
Consumables and equipment	2,473	1,718	755
Packaging <sup>1</sup>	8,892	5,373	3,518
<b>Total</b>	<b>43,809</b>	<b>32,071</b>	<b>11,738</b>
Share in total volume	100%	73%	27%

[Disclosure 301-1](#)

<sup>1</sup> Packaging includes in-house and third-party packaging materials, such as paper and cardboard, plastics, photo envelopes and copying paper.

### Waste balance

as %



[Disclosure 306-1](#), [Disclosure 306-3](#)

<sup>1</sup> Hazardous waste is composed of: 576 t of photo chemicals, 35 t of imaging oil and ink residues and 110 t of other hazardous waste materials.



The share of hazardous waste totalled 6.1% in 2023 (2022: 5.6%) of the total volume of waste. Photo chemicals make up the largest waste item in terms of volume (576 t); imaging oil and ink residues make up 35 t; and the remaining waste in 2023 totalled 110 t. Over 90% of this waste is also recycled. The complete volume of waste is disposed of in compliance with EU laws and the German Waste Act by specialist waste management facilities. During the period under review, there were no hazardous substance spills.

[Disclosure 306-3](#)

CEWE has been recycling its photo chemicals as far back as the 1980s and has now reached maximum efficiency: in 2023, CEWE reached Group-wide recycling rates of 89% for chemical processing solutions, just like the years before. The rate is the result of reusing the spillover in relation to the entire volume of photographic processing solutions prepared. Samples from all photochemical solutions taken at all plants are analysed at the central laboratory in Oldenburg. Optimum recycling recipes are also calculated here. The consistency of the process quality is secured by performing sensitometric process checks in addition to the analyses multiple times a day. In combination with a regular analysis of waste water samples, this vouches for process consistency that achieves high recycling rates and as little an environmental impact as possible according to available technical standards.

Silver is a by-product in the development of films and photographic paper. A consistent electrolytical de-silvering of the photographic processing solutions has been reclaiming on average more than 95% of the silver for some years now. [Disclosure 306-2](#), [Disclosure 306-4](#), [Disclosure 306-5](#)

# 2.2 litres

Relative water consumption per m<sup>2</sup>  
of photographic paper used

*“It is our goal to incorporate all production sites of the CEWE Group into the matrix certification of our Environmental Management System. Currently, White-Wall and Cheerz are yet to be incorporated, which is scheduled for 2024.”*

**Sylvia Vespermann,**  
Environmental and  
Energy Management Officer

## Approach to other environmental effects: water, air and soil

### Water management

[Disclosure 303-1](#)

Water is widely used to develop photographic materials like films and paper. Furthermore, more than 15% of the entire water consumption is used for humidification.

To keep the consumption of fresh water as low as possible, CEWE has been pursuing these in-production measures for many years now:

- Cascading for the final rinsing in the paper segment
- Use of low-friction paper development machines that do not use a leader belt, in many cases applying eco-wash technology
- No final washing of colour negative films; instead, final rinses are used
- Consumption-rated water dosing facilities

CEWE predominantly uses tap water; the total share of well water is around 16%. The absolute consumption of water has not changed significantly over the past years. Water consumption in relation to the throughput fell in 2023 to 2.2 l/m<sup>2</sup>. [Disclosure 303-3](#), [Disclosure 303-5](#) Since all technically feasible optimisation measures have been implemented, the goal for the years to come will be to keep the specific rate of water at or below 3.0 l/m<sup>2</sup>. The target was updated based on the changed order volume: the past years have seen a growing change towards quality professional and album paper, the processing of which requires a significantly





heightened consumption of water. CEWE still strives to keep the absolute consumption of water as low as possible. [Disclosure 303-1](#)

SAXOPRINT uses an innovative technology for its offset printing, so-called process-free plates, which allows for an efficient production process which not only provides quality printing results, but also contributes to a reduction in the consumption of water by around 6,000 m<sup>3</sup> every year.

### Improved waste water quality

#### [Disclosure 303-2](#)

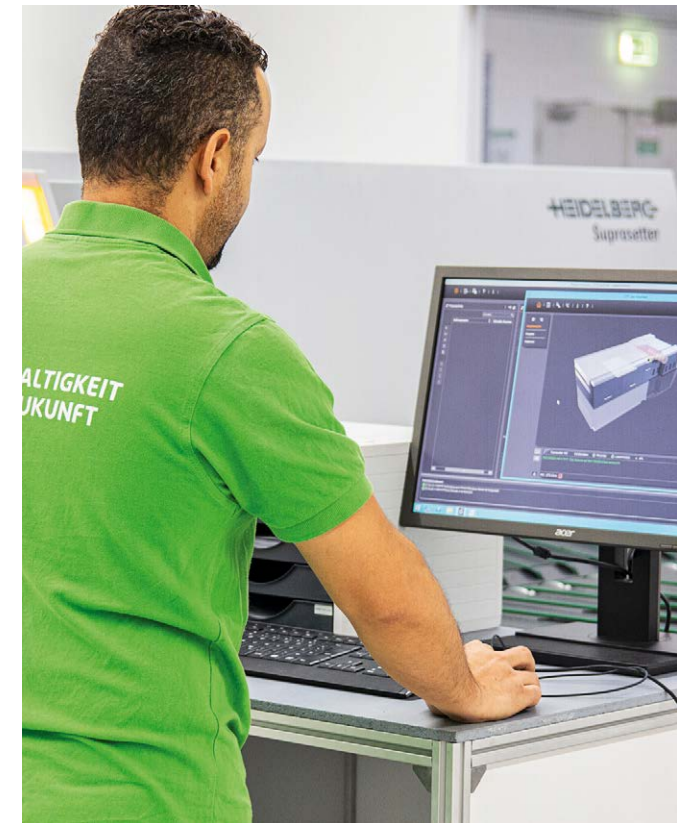
The quality of waste water is closely monitored and always complies with legal requirements. For example, silver is restricted to 30 mg/m<sup>2</sup> of photographic materials. CEWE falls clearly below this value and tends to reach less than 5 mg/m<sup>2</sup>.

To develop photographic materials, industrial photo-finishing will have to rely on water even in the future. It is therefore a pivotal concern of those in charge at the production sites to keep the quality of the resulting waste water consistently high. Since 2001, CEWE has been meeting the voluntary self-commitment of the photo industry to halve the entry of hard complexing agents into waste water compared to a standard established in 1995 because of their challenging biodegradability. Final rinses using formaldehyde were completely discontinued in 2002. [Disclosure 2-23](#), [Disclosure 303-4](#)

### Keeping air and soil clean

#### [Disclosure 303-4](#), [Disclosure 305-7](#)

The chemicals used during production impact both the air and soil, but also concern employees at their workstations. CEWE has taken the necessary precautions and has lowered the concentration of hazardous substances insofar as technical possibilities allow for this. Modern and safe technologies are applied for this very purpose throughout the entire production process. Ozone concentrations emitted by the digital printing machines are so low that the threshold values are significantly undercut. Most digital printing machines that produce the CEWE PHOTOBOOK work with extremely small toner particles, to achieve an ideal picture quality. Because the toner's liquid-carrying system retains the toner particles with imaging oil, any potential air pollution which may harm employees is completely excluded. Certain large-format digital printing products use water-based inks. Other products require the use of UV inkjet procedures. However, both processes are solvent-free. Even offset printing dispenses with mineral oil and alcohol. This means that the offset inks used are either plant-based or build on UV-curing systems so that ideally no isopropyl is added to the water rinse.



SAXOPRINT's process-free plates reduce water consumption in offset printing by thousands of cubic metres every year.

# SAXOPRINT



# Responsibility for employees

Within the framework of our social responsibility, we invest intensively under the SDG 4 context of Quality Education in the training and education, as well as under the SDG 3 context of Good Health and Well-being in the occupational health and safety of all employees.



## Successful strategic human resources activities

Disclosure 3-3 Good Employer

CEWE's success is largely due to its motivated and qualified workforce. Its human resources activities strengthen CEWE for the future. This centres around four pillars:

- Responsible entrepreneurship
- Qualified personnel management
- Education and support for junior recruits
- Modern and safe workplace design

The current human resources strategy focuses on different leading subjects, including Demographic Change and Good Employer, which in combination with the topic of Occupational Health and Safety are included in our materiality matrix. Strategic human resources activities encompass many diverse measures which together nurture CEWE's



→ Responsibility for employees

reputation as a Good Employer, which is acknowledged by a range of awards.

As of December 31, 2023, CEWE Group's headcount totalled 4,213 employees (2022: 4,171). The annual average full-time equivalent (FTE) resulted in a headcount of 3,976 employees in 2023 (2022: 4,104).<sup>1</sup> [Disclosure 2-7](#)

The collective bargaining arrangements vary for the employees across the Group: the 2,070 employees working at the CEWE Group are employed under collective wage agreements; Germany-wide, including subsidiaries, this share totals 49.75% – internationally, 47.83%. The remaining 50.25% in Germany and 52.17% internationally are senior executives and employees who are remunerated outside of the collective pay scale. [Disclosure 2-30](#)

According to the table which sets out the collective arrangements, around 50% of employees are employed under collective agreements and the respective stipulations. The conditions of the remaining employees may draw on these collective agreements and for the most part, they do. However, it is also possible to specify arrangements based on rules and provisions, such as individual contracts or company agreements. [Disclosure 2-30](#)

<sup>1</sup> FTE includes all non-company employees and employed seasonal workers yet excludes those on long-term sick leave and employees on parental leave in comparison with the headcount.

### Employment relationships at German and international sites

	German operations				International operations			
	Total 2,852				Total 1,361			
	Female		Male		Female		Male	
	Number	as %	Number	as %	Number	as %	Number	as %
Open-ended	1,184	41.5	1,451	50.9	759	55.8	570	41.9
Fixed-term	80	2.8	137	4.8	21	1.5	11	0.8
Full-time	827	29	1,420	49.8	606	44.5	506	37.2
Part-time	437	15.3	168	5.9	174	12.8	75	5.5

[Disclosure 2-7](#), [Disclosure 405-1](#)

### Employees without guaranteed working hours by region and gender

	Female	Male	Total
German operations	6	7	13
International	200	132	332 <sup>1</sup>
Total	206	139	345

[Disclosure 2-7](#)

<sup>1</sup> In Prague, seasonal workers are employed as employees without guaranteed working hours; therefore 130 seasonal workers are at the same time employees without guaranteed working hours.

### Seasonal workers by region and (incl. dropouts<sup>1</sup>)

	Female	Male	Total
German operations	475	525	1,000
International	324	122	446
Total	799	647	1,446

[Disclosure 2-8](#)

<sup>1</sup> Dropouts refers to employees who left before December 31.

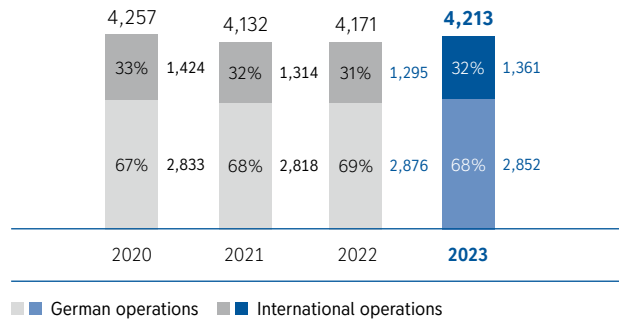
In 2023, a total of 1,000 seasonal workers (2022: 981) were employed at German sites. They work predominantly in Production, but also in Customer Services, Supply Chain Management and Onsite Finishing. CEWE has made it one

of its core principles to conclude the employment contracts itself and, wherever possible, to avoid contracting labour leasing agencies. [Disclosure 2-8](#)



**Employees by location**

as % and in numbers



CEWE's roots are in Germany and it operates across all of Europe.

**Total employment contracts**

	Female		Male	
	Number	as %	Number	as %
Open-ended	1,943	46.1	2,021	48.0
Fixed-term	101	2.4	148	3.5
Full-time	1,433	34.0	1,926	45.7
Part-time	611	14.5	243	5.8

Disclosure 2-7, Disclosure 405-1

**Awards: CEWE as a Good Employer**

Disclosure 3-3 Good Employer

The loyalty of employees is an expression of satisfaction and secures know-how and experience for the company. This is demonstrated by long-standing company affiliations and low turnover rates. Disclosure 401-1

A visible sign of diverse and employee-friendly human resources activities are the certificates and awards which are regularly bestowed on CEWE. Year-on-year, the Hertie Foundation regularly attests to CEWE's particularly family-focused HR policy. Awarded the "audit berufundfamilie" (career and family audit programme) certificate for the first time in 2014, CEWE's locations in Oldenburg, Mönchengladbach, Munich and Freiburg were recertified in 2017 and most recently in 2022. The next recertification would be in 2024. This recognised quality seal authenticates employers' high skills in balancing family and career needs. Each year, the measures and target attainment are reported on; certification takes place every three years.

In 2022, CEWE, DeinDesign and Pixum were awarded the Great Place to Work® – Germany's Best Workplaces 2022 distinction for the first time and have thus been officially recognised for their outstanding corporate culture. CEWE even came first in Germany's northwest, in Lower Saxony and Bremen, promoting a strong commitment to a trusting collaboration. Seven locations of CEWE (Germany, France, Poland, Great Britain, Czech Republic, Netherlands, Slovakia) have been Great Place to Work®-certified.

For this award, employees are interviewed. CEWE employees especially appreciate the teamwork, fairness and respectful interaction with higher-than-average results across all

categories and focal areas, such as team spirit, credibility, fairness and pride. The topic of respect was widely given the highest approval amongst male and female employees – especially the respectful interaction with one another as well as the acceptance of highly diverse people and opinions. Accordingly, the Trust Index© of the CEWE Group was thus significantly higher compared to competitors.

In the course of 2022, a new office building was inaugurated at the location in Oldenburg. A range of teams, including the Web Application, Environment and E-commerce teams, will gradually move to Haus Jever, which is close to the former buildings. In the reporting year, a cooperation agreement was concluded with nextbike, meaning that OLi bicycles are now available for employees at the Oldenburg locations at Haus Jever and on Meerweg. This helps employees to travel between the two locations quickly and conveniently.

**Balancing career and family as a key focus**

Reconciling one's career with family requires different sets of measures for very different situations. Childcare services during parents' working hours are an important issue. For this, CEWE opened its very own large daycare facility, cewelino, in 2014 and a second facility in 2022. In total, 18 children between the ages of 8 weeks and 3 years can be looked after here. The acquisition of an additional building near the main location means that there are now two facilities on the business premises.

At CEWE, the company's daycare service is embedded in a comprehensive offer that aims to help balance a professional career with family life. The need for support goes clearly beyond this. Daycare hours and school times, long school holidays or looking after dependants in need of



care are challenges that employees are facing. CEWE works with partners in Oldenburg like Spielefeuerwehr to help supervise children during the summer, autumn and Easter holidays. During the 2023 summer holidays, 64 children in total enjoyed the holiday childcare on offer at CEWE's main location in Oldenburg. Over a period of two weeks, the boys and girls had fun with a diverse programme that allowed them to immerse themselves in the beekeeping business, test their acrobatic skills, enjoy doing crafts, play football and many more things. During the 2023 autumn break, the CEWE location in Oldenburg teamed up for the second time in a row with regional partners, for example Jade University of Applied Sciences and other businesses, for a similar special holiday experience: 23 children in total were looked after mainly in the outdoor area of a local nursing home, where they also took their lunch every day. Just like in the summer, the diversity of offers was large and very popular with the children.

For several years now, CEWE has been cooperating with awo lifebalance, which specialises in different aspects of balancing a professional career with family life. It advises employees on matters of how to accommodate children or how to look after dependents in need of care, for example. The company covers the costs of these consultations. Different measures are planned and have been specified in the "audit berufundfamilie", the career and family audit programme, as target arrangements. Their implementation will therefore be reviewed in the future. One example in this regard is the intention to systematically support employees in caring for their dependents and to work out a process which allows them to work part-time when living with an at-home care situation. Also, it is planned to include the topic of family-conscious management into the

development programmes for executives. The contact persons that advise on the balancing of career and family are the heads of human resources at the locations. Since 2022, two employees have been certified as in-company Caretaker Guides.

At DeinDesign, the "up to date – even while on parental leave" model allows both mothers and fathers to stay informed when on parental leave. Legally, they are entitled to a part-time position with between 15 and 32 weekly hours. However, many consider this amount of time as not feasible in addition to looking after their children. DeinDesign's up-to-date model offers a part-time position of five or eight hours a week, which mothers and fathers may utilise for two to a maximum of 36 months.

The option to work remotely remains wherever possible. Since CEWE's culture rests on good teamwork and a direct exchange, meeting up in person is key and only working remotely is often unsuitable. The active company agreement in Oldenburg stipulates the possibility to work remotely for up to two days provided that both employees and the senior executive consider this a sensible decision. CEWE is closely following developments and will align this model with new findings.



cewelino daycare helps employees to successfully balance their professional careers with their family lives.



Activist Anastasia Umrik (left) was a guest at the CEWE Group's Diversity Week.

## The high value of diversity within the company

### Disclosure 3-3 Fair Working Practices

CEWE advocates an international and colourful workforce. At its German operations alone, around 14.8% of the workforce have roots in over 50 different countries (incl. Venezuela, South Africa, Mexico, Sri Lanka, Turkey and Vietnam).

Inclusion forms an integral element of the corporate culture at all locations. Overall, 196 people with disabilities are employed, of which 187 reside in Germany and nine at one of the sites abroad. The rate of people with disabilities who are employed by the company in Germany totals 6.6%. The site in Germering has been ensuring exemplary conditions for years and earned an award for its good inclusion projects in 2017. The Oldenburg site has employed a deaf woman in production as a media technologist since 2019. The entire team at the location are involved in ensuring the process of integration into the daily working routine. Together, ways must be established to guarantee safety at the machines and encourage communication amongst all colleagues. In the reporting year, no case of discrimination was reported to the Oldenburg works council.

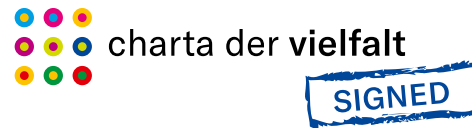
### Disclosure 406-1

The second Diversity Week of the CEWE Group took place between May 22 and May 26, 2023. The goal was to promote diversity through information, participation and creating awareness amongst employees. Diversity was at the centre of each of these days through a range of information, games and hands-on campaigns. From an idea-providing



Privilege Walk, reflection and discussion offers, to a guest lecture and creative inclusion events, to daily contributions and podcasts on the subject of diversity in the CARL app, a colourfully creative week was organised. This time around, the Diversity Week was held at all CEWE locations in Germany, also including DeinDesign, Pixum, WhiteWall, SAXOPRINT and viaprinto. The locations implemented the campaigns at times on a smaller scale or participated in a hybrid capacity in the events, for example when it came to the presentation by Anastasia Umrik. The Diversity Week will be held again in 2024.

In the reporting year, the equality network – a workforce initiative – organised a lunch date on March 8 (International Women's Day) with Yvonne Rostock entitled #EmbraceEquity, which was very well received. The aim of the equality network is to inform and sensitise employees and inspire the Board of Management. The equality network forms a triad together with Christina Sontheim-Leven, Director HR and Organisational Development and the equality committee of the works council that gives topics relating to diversity a stage and the opportunity to implement these in project teams.



Equal opportunity for all – that is the corporate philosophy at CEWE: neither gender, skin colour, nationality, age, sexual identity or religion, nor other personal factors, play a role here.



To set a clear sign, CEWE signed the Diversity Charter in 2017, in which companies commit to implementing diversity. In 2023, three more subsidiaries – Pixum, DeinDesign and WhiteWall – also signed the Diversity Charter.

 CEWE signs the Diversity Charter

### Women in executive positions

The share of female employees in Germany totalled 44.3% in 2023 (2022: 44.9%); internationally, this share totalled 57.3% (2022: 55.2%). Group-wide, 48.5% of employees are therefore female (2022: 48.1%). Yvonne Rostock assumed overall responsibility for the company as CEO from March 1, 2023. Prior to this, Christina Sontheim-Leven was appointed Director of Human Resources in 2022.

One declared goal is to gradually increase the share of women in executive positions. The Board of Management has defined targets for this. For several years now, more than half the members of the highest body, the Supervisory Board, have been women. In the reporting year, this figure still remains at 50% following new elections. CEWE has thus clearly fulfilled the legal requirement of 30%.

[Disclosure 405-1](#)

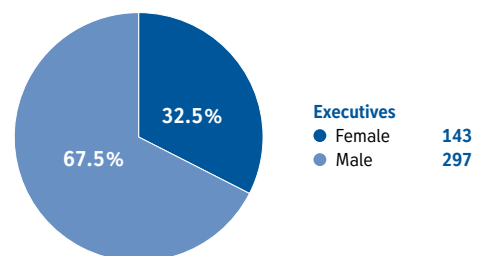
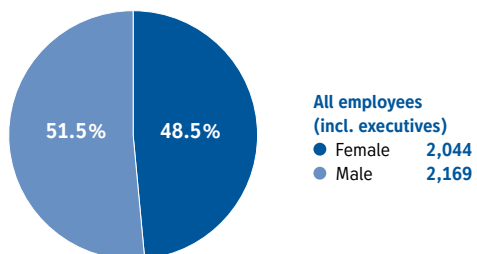
The year 2023 saw the CEWE FORUM once again create different offers especially for female specialists and senior executives. One example here is a seminar on negotiation strategies. In a workshop organised by women for women, topics like female role models, self-efficacy and networking were examined. More and more programmes are now also available in English, making them therefore accessible to female employees working at the international locations.



→ Responsibility for employees

**Employees by gender**

as % and in numbers



Disclosure 405-1

**Share of women leading the way**

	2023			2022		
	Total number	Number of women	Share of women (as %)	Total number	Number of women	Share of women (as %)
Board of Management	7	2	28.6	7	1	14.3
First management level of executive managers	50	6	12.0	47	4	8.5
Second management level	129	46	35.7	132	48	36.4
Supervisory Board	12	6	50.0	12	8	66.7

Disclosure 2-7, Disclosure 405-1

In the reporting year, the entire CEWE Group was taken into consideration for the first time (previously, only national locations had been included). Divergent personnel management systems meant that WhiteWall and Hertz have not yet been included. In the reporting year, the following definition was applied: "The first management level encompasses all executives of the CEWE Group who report directly to the Board of Management. The second

management level encompasses all executives of the CEWE Group who report to the executives with a direct line of reporting to the Board of Management." In the past, data was collected and depicted by management level and position, which is why data from the 2022 and 2023 reports are not comparable. Disclosure 2-4

**Turnover and new hires by age**

	<30		30–50		>50		Total
	Number	as %	Number	as %	Number	as %	Number
Turnover							
German operations	172	28.8	162	27.1	60	10.1	394
International operations	95	15.9	85	14.2	23	3.9	203
New hires							
German operations	208	35.0	133	22.4	27	4.5	368
International operations	122	20.5	81	13.6	24	4.0	227

Disclosure 401-1



**New hires by gender**

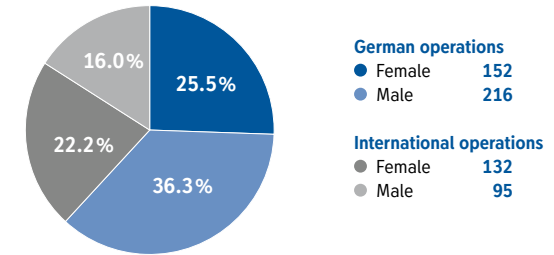
	2023				2022			
	German operations		International operations		German operations		International operations	
	Number	as %	Number	as %	Number	as %	Number	as %
Female	152	25.5	132	22.2	158	26.5	96	16.1
Male	216	36.3	95	16.0	255	42.7	88	14.7

**Turnover by gender**

	2023				2022			
	German operations		International operations		German operations		International operations	
	Number	as %	Number	as %	Number	as %	Number	as %
Female	167	28	110	18.4	153	24.9	125	20.4
Male	227	38	93	15.6	232	37.8	104	16.9

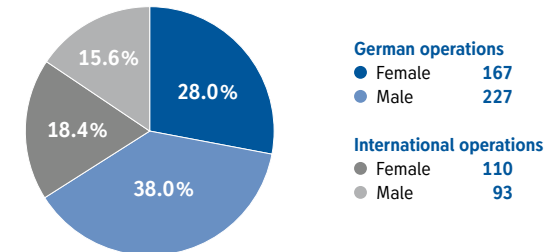
**New hires**

as % and in numbers



**Turnover**

as % and in numbers



At CEWE's German-based and international operations, employees feel a strong identification with the company.

Disclosure 2-7, Disclosure 401-1



# 284

employees celebrated a milestone company anniversary in 2023, 204 of whom celebrated at German sites and 80 at international sites. 22 employees celebrated 40+ years of affiliation with the company.

## Shaping demographic change

CEWE is also affected by demographic change. One primary focus is the anticipated noticeable shortage of skilled labour in STEM professions (science, technology, engineering and mathematics). This is why CEWE engages in initiatives like recruitment fairs to attract more people into professions with a focus on IT or economic sciences.

[see page 59](#)

CEWE's location in Oldenburg holds a "Zukunftsfest" certificate organised by the state of Lower Saxony, which was formerly known as the "Demografiefest – Sozialpartnerschaftlicher Betrieb" and has been previously awarded several years in a row to CEWE. The award honours companies that have taken exemplary measures in different fields to prepare for demographic change. In December 2022, CEWE was "Zukunftsfest"-recertified for the third time. The next recertification is likely to be in 2024.

## Employee pension schemes

**Disclosure 404-2**

CEWE's Employee Share Programme is a way for its workforce that are no longer in their trial period to benefit directly from the company's economic success. Interns, working students and those studying for a bachelor's or master's degree are not eligible. The goal is to tie employees to the company and provide them with additional security for when they retire. CEWE's management places great value on this topic. For example, the Board of Management also supported the formation of a shareholder association for employees.

CEWE supports employees at its German-based operations in Oldenburg, Mönchengladbach, Munich and Freiburg with collectively agreed allowances towards a private pension. The available choices include a personal long-term account, an old-age part-time working scheme, collectively agreed old-age pensions, additional free time granted to senior workers and additional vocational

CEWE honours long-service employees with a celebration, here in Oldenburg with the Managing Director, Andreas Kluge (to the right in this picture).



disability insurance. CEWE pays 300 euros into a demography fund for each employee who has been in service with the company as a full-time employee for more than six months on March 31 of any one year. Since 2016 – and in the reporting year – a general works agreement for additional free time granted to senior workers has been in place. As from the age of 59, employees may reduce their working hours, with the company financing 50% of such a reduction. The international locations have their own pension schemes.

In 2023, employees could opt for a programme with three shares under the Employee Share Programme. All employees are eligible if they have been working with the company for more than six months, including part-time employees. Learners are eligible from day one of their training relationship. Interns and students writing their master's or bachelor's thesis are not eligible. CEWE covers all service charges connected to the transactions and the share portfolio. The number of shares on offer varies each year. The goal is to win over as many employees as possible to participate. The scheme has also been available at the international sites since 2018.

### Creating opportunities to combat a skills shortage

Disclosure 404-2

In December 2022, CEWE joined the “Allianz der Chancen” (Opportunity Alliance) as member number 50. Major German enterprises joined forces as the “Allianz der Chancen”, to combat the shortage of skilled professionals and proactively deal with the impact of technological change. The 50 companies of the initiative combined employ more than 2.5 million people in Germany and four million people worldwide. The alliance advocates a new world of working, with the associated companies offering economically and socially sustainable employment prospects to their

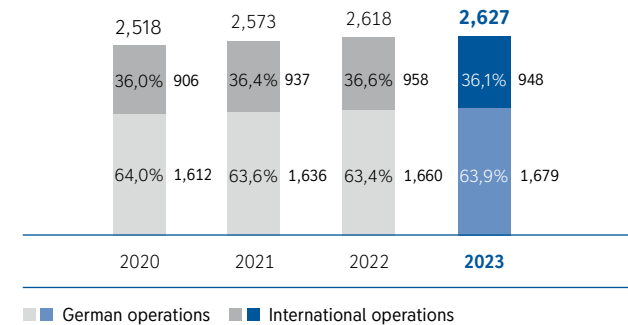
respective workforce, helping employees transfer from one employment to another across sectors. This is to make it easier and faster for employees to change from one job to the next without having to go through a job centre or into unemployment. A further primary focus rests on the engagement of displaced persons. Solutions that span across sectors and companies for pressing issues, such as migration, training, qualification and digitisation and their impact on employees are to be discussed and tested by the alliance.

For more information on the “Allianz der Chancen” (in German only): [www.allianz-der-chancen.de](http://www.allianz-der-chancen.de)

The qualification rate at German CEWE operations is

# 6.2%

### Recipients of allowances Europe-wide as % and in numbers



The number of allowance recipients has slightly increased again.

Disclosure 201-3

# 83.4%

of eligible employees participated in the Employee Share Programme in 2023 (2022: 80%); internationally, it was 86.9%.

## Training and education: investing in the future

Disclosure 3-3 Good Employer

### Qualification beyond demand

CEWE is one of the major employers and training facilities in the German photography industry. The cooperation with universities, scholarships, tailored events and the gradual expansion of the employer brand have helped to establish CEWE as a popular and in-demand employer which has been building its contacts with qualified junior recruits from an early stage onward. In 2023, 177 (2022: 182) young persons trained in 21 different professions at German locations. The qualification rate at German CEWE operations is 6.2% (2022: 5.7%). Currently, seven young persons are training in five different professions at the international operations. In principle, CEWE trains in excess of its need to allow as many young people as possible to start their professional careers. Once training has been completed and if both sides voice their interest in continuing the collaboration, CEWE will hire the learners.

In 2022, CEWE received the Great Place to Work® award for its training activities. A total of four locations (Oldenburg, Mönchengladbach, Freiburg, Munich) were awarded the Great Start! seal of approval from the Great Place to Work® initiative. The underlying survey rated the outline of the company's training concept as well as the findings from an anonymous survey conducted amongst the trainees. CEWE achieved exemplary results in both surveys. In the survey, trainees rated CEWE in relation to professional encouragement, personal appreciation, respectful and fair interaction as well as team spirit and personally experienced strengths.

CEWE calls their apprentices learners – and the name says it all. Working autonomously is the priority. Young people learn this on many occasions during their training and under the fringe programme, such as at the printing shop for learners which they independently run. The sustainability project which launched in 2021 to onboard all new learners continued in the reporting year, too. They are released for two hours every week to work in groups on projects that have some connection with sustainability. The projects are carried out in groups of four to five persons and cover a variety of different topics.



CEWE booth at the recruitment fair in Oldenburg.

In the reporting year, the learners again presented a variety of project ideas which are to be rolled out in the months to come. While some, for example, planned and organised a donation run, others dealt with how to implement energy-saving measures at CEWE. One idea, for example, is to automatically shut down production computers outside of production season. Beyond this, just as for last year, there will be a series of reports in the CARL app, this time about more sustainable Christmas gifts. Learners appreciate their active involvement in sustainability activities at CEWE, which allows them to gain a totally new perspective on the subject of sustainability.

In the reporting year, CEWE participated in multiple recruitment fairs at universities which, among other things, focus on IT or even economic sciences. CEWE also maintains close contact with several universities and sponsors scholarships, for example.

CEWE participates regularly in a range of different recruitment fairs. In the reporting year, Oldenburg was especially active. At the Vocation job fair held at the Weser-Ems-Hallen venue in May, CEWE was represented by a recruitment team of eleven, which included some learners. The special aspect about the training and studies fair is that pupils can book a personal appointment in advance with the companies, universities (of applied sciences), academies and institutions that are present. During the two-day Vocation job fair, around 130 pupils engaged in one-on-one talks at the CEWE booth, discussing everything from internships to the availability of traineeships. In October, CEWE was also present at the herCAREER Expo in Munich, which is specifically geared towards women and is Europe's biggest career and networking event. Making STEM professions and training paths more attractive is a further ambition that CEWE pursues at the trade fairs.

All other locations and subsidiaries are also present at the job and university fairs to talk with potential candidates and give CEWE visibility, for example, the CEWE location in Eschbach which participated in the job starter fair in Freiburg. The location in Oldenburg is planning to participate in seven fairs across Lower Saxony, Hamburg and Bremen in 2024. CEWE employees and learners will act as ambassadors again and share their experience with interested individuals.



### Developing junior executives early

The tried-and-tested Junior Management Programme (JMP) was restructured in 2022. Now called GROW, it is accessible to the entire CEWE Group. Over 50% of CEWE's senior executives have completed the JMP. Juniors and other talent may apply to participate in the GROW programme. A more balanced ratio of female to male as well as national to international members will be observed even more strongly. The primary focus is on personal advancement, while a network of mentors who have graduated from previous programmes strengthens this exchange. The new HR development programme now lasts even longer – the individual group has between 18 and 22 months to grow together. A group comprised of 26 CEWE talents from six countries started their exciting learning journey with the GROW programme in mid-November 2022. In the reporting year, these talents then visited different locations, for example Pixum or WhiteWall, and participated in different modules, each with a new individual theme. The participants engaged in a number of topics, including personality development, skill stacking and topics like change management, stakeholder engagement or resilience.

### Continued professional development as an investment

With its CEWE FORUM educational programme, the continued professional development programme CEWE Wissen and personalised coaching offers as well as seminars and training, the company gives its employees the opportunity to specifically develop their qualifications and employability, thereby securing its innovative power. In the context of professional development interviews with the employees, the need for continued professional development and further training of skilled personnel and senior executives is identified and the respective seminars are chosen. The CEWE Forum offers cross-locational training for managers

and skilled workers of the CEWE Group to support their personal growth and the advancement and innovative capability of the CEWE Group, and to reinforce the culture. In the reporting year, CEWE offered over 300 seminars in such fields as leadership, methodology, personality and social competence. In total, 2,457 employees participated in seminars in 2023; 80% of these were at German-based operations. [Disclosure 404-2](#)

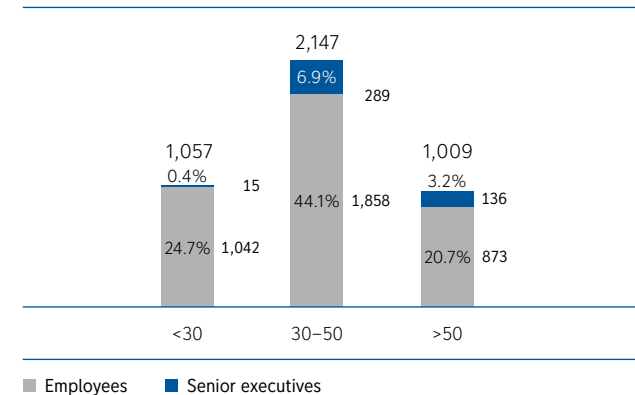
The current collective agreement encompasses special incentives to learn in the form of an education allowance. This education allowance is available to all CEWE employees working under the collective agreement, including trainees. All employees are eligible to receive an education allowance in the maximum amount of 300 euros per year from the company. The allowance is granted for continued professional development measures that relate to the company or for health-related prevention measures.

For transition assistance programmes, CEWE offers its employees a dialogue on early retirement in collaboration with the works council, the HR department and the individual superior. For example, if an employee wishes to work beyond the statutory retirement age, retraining and refresher training are made possible, if necessary, to ensure the continued option to work. [Disclosure 404-2](#)

The commitment shared with universities currently includes the funding of four scholarships under the Deutschlandstipendium programme, including two at Carl von Ossietzky University of Oldenburg and a further two at Jade University of Applied Sciences in Wilhelmshaven. The University of Oldenburg is strategically relevant because of its proximity to the company's headquarters and the evolved relationships. [Disclosure 404-2](#)

### Employees by age

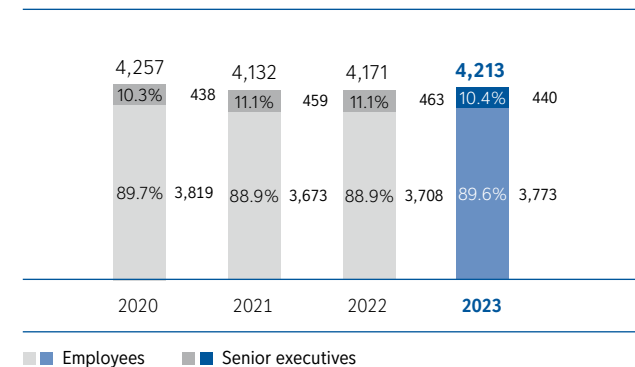
as % and in numbers



[Disclosure 405-1](#)

### Employees and senior executives

as % and in numbers



[Disclosure 2-7](#)



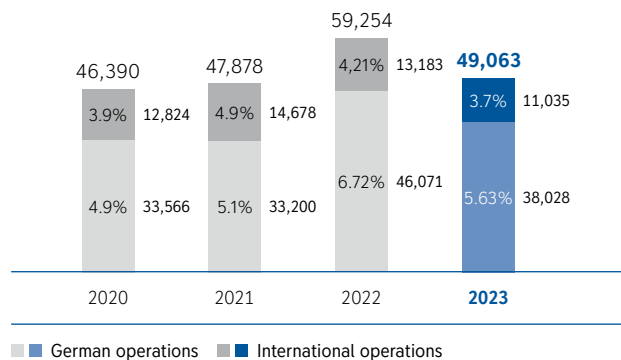
**Seminars**

	Number	Participants
German operations	251	1,998
International operations	90	459
Total	341	2,457

Disclosure 404-2

**Sickness rate<sup>1</sup>**

as % and in days



The sickness rate fell slightly during the reporting year in Germany as well as internationally.

Disclosure 403-10

<sup>1</sup> German and international operations; the calculation is based on the per capita count of employees on the reporting date, as at December 31, 2023.

**High priority of health and safety for employees**

**Reducing accidents and sickness rate**

Occupational safety is a key concern – especially in production. In 2023, German-based operations saw 83 employees representing colleagues in support of the working and monitoring programmes on occupational health and safety. This figure came to 29 employees in occupational health and safety committees at international plants, totalling 112 employees Group-wide.

Disclosure 403-1, Disclosure 403-3, Disclosure 403-4, Disclosure 403-8

The sickness rate is impacted by different factors in the individual regions. The relatively high average age of some employees and changes to the working structures – especially in the commercial sector – have also led to higher sickness rates in the past. In the reporting year, the sickness rate at the German locations fell slightly compared to the previous year; this was also the case internationally.

Disclosure 403-10

The number of notifiable work accidents (three or more days of absence) at German plants totalled 61 in 2023 (2022: 59). The number of notifiable commuting accidents at German plants totalled 18 in 2023 (2022: 24). There were four notifiable accidents at the international plants, two of which were commuting accidents. After each accident, the cause is examined in order to prevent a repeat situation.

Disclosure 403-2, Disclosure 403-9

In the reporting year 2023, none of the accidents resulted in death, neither nationally nor internationally. The accident rates per 1 million hours of work performed as well as additional breakdown parameters, e.g., by gender, are currently not accounted for. Disclosure 403-9 In the future, CEWE will work towards maintaining the same level of

safety at all plants in order to further reduce the number of accidents in the years to come.

Naturally, CEWE complies with the legal requirements regarding occupational health and safety. Employees are regularly cautioned about the potential risks inherent in the machinery. In 2020, a newsletter was launched on occupational safety which presents current topics in an interesting format to the employees. A topic that was newly added in the reporting year was hearing, which was covered in a dedicated newsletter. CEWE also conducts first responder, fire protection and evacuation assistant training. Additionally, first responders participate in a course on defibrillators each year. On top of this, one-day seminars are held on the subject of safety footwear as well as accident-prevention training for cyclists.

Disclosure 403-5, Disclosure 403-7

**132**

accidents occurred at work (2022: 131);  
124 occurred at German-based plants.

The CEWE Group made remote working possible yet again in 2023 for employees for whom this was a viable option. This decision was made both at CEWE and also at SAXOPRINT with the help of a company agreement. Disclosure 403-7

**Comprehensive and effective healthcare**

Disclosure 403-6

CEWE wishes to proactively contribute to a greater awareness of health and the health-related behaviour of its employees. The Health Management Programme encompasses



the deliberate management and integration of all in-company related structures and processes with the goal of maintaining and promoting the health and well-being of employees. Moreover, healthy working conditions are to be created and employees are to be empowered to act in ways that meet their health needs. Next to work and health management and in-house integration management, workplace health promotion constitutes a material element under the umbrella of the Health Management Programme. Throughout the year, CEWE offers different workplace health promotion measures which, in a best-case scenario, will have a preventive effect.

CEWE employees benefit from a wide range of services promoting good health – including company sports or relaxation programmes, colon cancer screenings, first-aid training, mobile massage therapy, flu vaccines, quit-smoking courses or nutrition workshops. This creates incentives to maintain a healthy lifestyle and prevent illness. There are also various public events in which CEWE employees participate, including the Brunnenlauf race, the Wardenburg summer run, or the Oldenburg marathon. CEWE in Germering and DeinDesign in Bad Kreuznach also engaged in running events. Not only was CEWE a sponsoring partner for the 26th Germering City Run, but was even represented by a few of its own runners. Thirty-nine employees of DeinDesign participated in the company run staged in Bad Kreuznach

Within the framework of the Health Management Programme, employees can obtain information on topics that are relevant to their health and trial them. Again in 2023, many events were organised as online offers to make them available to as many employees as possible. Special offers covered topics like stress management, non-violent communication and mindfulness, nutrition while working remotely and ergonomics. Moreover, a psychosocial

support hotline was initiated which helped employees with their personal problems and issues on the job, burdens or illnesses.

More offers catering especially to learners and senior executives also took off these past years. For example, learners were given their very own Day of Health focusing on the prevention of addiction as well as on topics like nutrition, exercise and stress prevention. A series on mental health benefited senior executives with tailor-made offers on how to deal with their own emotional health as well as that of their employees.

The locations in Freiburg and Germering work closely with pme familienservice, whose Employee Assistance Programme (EAP) provides free webinars on work-life balance.

Since 2017, CEWE has been giving employees the possibility to lease bicycles for a sporty and earth-friendly commute and to benefit from attractive tax breaks. Many employees make use of this. Since employee safety is also a further material topic, all those participating in the bicycle leasing programme are given a free bicycle helmet and a reflective safety vest, both decked out in CEWE's bright signature red which guarantees high visibility in traffic. A bicycle inspection day was organised on the grounds at CEWE in Oldenburg in February. Since 2023, viaprinto has also been offering its employees the possibility to lease their preferred bike from Dienstrad, a platform that offers company bike leasing. Eight bicycles are already being leased from there since the offer launched. A sporty way to get to work for employees at the Oldenburg location are OLi bikes, which have been used since October subject to special conditions for CEWE. DeinDesign sponsors the Deutschlandticket, a monthly rail pass, at a discounted rate for its employees for only 34.30 euros; it also helps fund JobRad bicycle leasing with a 10-euro monthly allowance.

# 92

bicycle leasing agreements  
in Oldenburg in the reporting year





# Social commitment

For a set of guidelines regarding our social commitment as a member of society, we look to SDGs 3, 4 and 15. Here we are committed, for example, to SOS Children's Villages worldwide (SDG 3), cooperate with various educational facilities (SDG 4) and shape measures in collaboration with NABU and other local organisations that aim at preserving biodiversity (SDG 15).



## Social commitment as a part of CEWE's corporate culture

CEWE is firmly established at the various locations and cultivates an extensive dialogue with the relevant stakeholders. In the reporting year, no negative impacts on local communities were recorded. **Disclosure 413-2** Responsibility for the people in the regional communities is an established practice at many of the 27 locations across Europe, because social commitment forms a part of CEWE's corporate culture. With donations, sponsoring and funding activities, CEWE shapes a liveable society. All measures are reviewed with the help of defined key points and always meet the legal and fiscal specifications. Key points include, for example, being a good match for the CEWE brand and precluding political concerns.

This very social commitment on behalf of CEWE, especially in regions where the company operates, is highly appreciated. Yet at the same time, such commitment is often





*“For an organisation that already offers great benefits for its employees, it is especially fulfilling to advocate for others within the company community. The fundraising campaign for the animal shelter where I had the privilege of handing over a substantial amount together with Sara Gelewski was a wonderful feeling. It shows that we not only profit from the benefits but actively contribute towards assuming social responsibility.”*

**Nicole Schulze Beerhorst,**  
Press and Public Relations

expected from successful companies. CEWE contributes this gladly and voluntarily to create a liveable community in harmony with its values.

The funding priorities of CEWE are people, the environment, and photo culture. A material part of this commitment is decided and implemented directly by the operations at the company’s locations. This ensures that the funds accommodate the needs of local communities. The goal is for a long-term, dependable commitment. On occasion, CEWE also funds smaller projects and organisations at short notice in order to contribute towards the positive development of the individual communities. Flagship projects are adopted at the Board of Management level and are steered centrally. Wherever possible, commitments are given preference towards which CEWE can contribute its experience and skills, and/or which enable education and support for junior recruits.

With a total amount of over 1.6 million euros, CEWE once again supported many projects in 2023 through donations and sponsorships. Over 1.08 million euros were monetary donations and sponsorships, while donations in kind and

in-kind sponsorships, for example in the form of print products, exceeded the 600,000 euros mark.

### Committed to the people

People as a primary focus merges the areas of education, culture and social affairs as well as sports. Wherever help is needed within the company’s communities, sustainable improvement for people and nature is to be achieved. The spectrum covers everything from regional activities, like helping the Löwenherz children’s hospice with print products, to a cross-state and cross-plant partnership with SOS Children’s Villages worldwide.

### Education – operating in networks

The educational commitment supports the development of knowledge of junior recruits and promotes CEWE’s rapport with society. The network of education and research establishments that has been built over decades has produced many cooperations with schools, technical colleges and universities. Through regular exchange, shared projects and teaching appointments of many seasoned executives,

# 233

organisations and local clubs were sponsored by CEWE in 2023.





## Commitment by CEWE employees

The commitment demonstrated by CEWE employees to persons forced to flee their homes in Ukraine deserves a special mention. Because of the proximity of the CEWE location in Kędzierzyn-Koźle to the Ukrainian border, a relief programme was launched there in no time at all to help seasonal workers from Ukraine and their families in 2022. With material and financial resources from the entire business Group, colleagues on location helped for more than one and a half years by providing board and lodging to over 50 displaced persons and supporting them in different areas of their lives. Meanwhile, more than half of the displaced persons have decided to stay. The vast majority of those who have stayed have taken up a profession – some of them even at the CEWE lab again during the 2023 season. Towards the end of the project, in the summer of 2023, CEWE employees actively assisted the displaced persons in moving into their new homes.

valuable knowledge is shared between theory and practice. Active mentoring of internships and traineeships as well as collaborating with working students help support and encourage junior recruits and secure the connection with tomorrow's skilled experts. Financial assistance is extended, for example, to the booster club of the Mönchengladbach University of Applied Sciences by the local CEWE site. CEWE gives pupils at the Franz-Meyers-Gymnasium secondary school in Mönchengladbach the opportunity to visit the company for free, to experience in-company training both at home and abroad, and to be mentored on research papers. CEWE also donates a book prize for the best final grade in French.

In 2023, CEWE donated

# 25,000 euros

to SOS Children's Villages worldwide in Ukraine and Syria, respectively.

In 2018, CEWE initiated a collaboration with other Oldenburg business representatives in support of an endowed chair for a five-year period, to boost digital research in the region. The renowned AI researcher Prof Dr-Ing. Daniel Sonntag was appointed as Chair for Applied Artificial Intelligence for the winter semester 2020/2021. [see page 28](#)

In the context of its business activities, CEWE is involved in various other educational initiatives, projects and university collaborations. See chapter "Responsibility for employees" [pages 49 ff.](#)

## Culture and social affairs – helping diverse initiatives

In Oldenburg and its surrounding communities, CEWE supports different projects with funds or print products. In 2023, this again included the Kultursommer event and the Park Gardens, for example. For the fourteenth time now, CEWE was a sponsor of the Children and Youth Book Fair in Oldenburg (KIBUM), a unique book event staged in Germany, in 2023. CEWE also gave away vouchers for multiple smaller initiatives.

The location in Mönchengladbach, for example, funds various individual local projects, including playschools, schools and children's homes, with private donations from employees. Additionally, three children at Plan International are sponsored internationally.

CEWE's subsidiary DeinDesign has been working for many years with the Lebenshilfe charity, which is an "outside workshop" that helps with the day-to-day and seasonal business, especially during the Christmas season. DeinDesign also employs one employee in production who came through Lebenshilfe. Lebenshilfe raises the involvement of people with disabilities and improves the quality of their lives. The collaboration with CEWE is about how to include these people in the job market from a practical perspective.

In 2023, CEWE in Great Britain continued its partnership with Myton Hospices which it had started in 2022. Employees participated in multiple campaigns and collected donations for people spending the final days of their lives at the hospices in Warwick, Coventry and Rugby. CEWE also sponsored the facility's Bonfire Night, where over 15,000 pounds sterling were collected in total, with 1,625 pounds coming from CEWE. This commitment is to be expanded further in 2024.



A special example of CEWE's long-term commitment is its partnership with SOS Children's Villages worldwide. CEWE has supported this institution since 2013. By choosing locations in proximity to its plants, it is possible to maintain close contact. Oldenburg, for instance, funds the SOS Children's Village in Worpswede and beyond this, one in Kumasi, Ghana. Many other CEWE plants in Europe have chosen similar commitments on location which allow employees to become personally involved in projects. Further SOS Children's Villages worldwide in Hungary, the Czech Republic, Poland, Austria, France, Norway, Croatia and Belgium receive dependable funding. In 2023, CEWE donated 25,000 euros to SOS Children's Villages worldwide in Ukraine as an extraordinary contribution, to continue to aid families and children in Ukraine. The long-time partner was able to respond quickly and unbureaucratically by helping where the need was greatest, for example for the evacuation of and support for the two SOS Children's Villages worldwide in Ukraine.

### Sports – nurturing the joy of exercise

Many sports associations and events benefit from CEWE's support. The sponsorships for different sports events and clubs are an investment on behalf of the CEWE Group in the community since recreational sports not only boost a performance mindset and team spirit, but also create a sense of solidarity within society in addition to promoting people's health. The production sites generally support local clubs with long-term sponsorships. For instance, the partnership with Oldenburg's EWE Baskets is entering its fourteenth season. Since 2015, CEWE has been the sponsor lending its name to the primary school league CEWE Baskids which gives kids the opportunity to play in an organised basketball league. And the women's handball Bundesliga team VfL Oldenburg has been a firm partner for years, just like recreational sports are sponsored in the

football division of the VfL. In addition to providing financial support, CEWE helps out with its know-how as an innovative online printing partner. In 2023, CEWE Germering sponsored a new set of jerseys for two football teams of SC Unterpfaffenhofen-Germering and is also the jersey sponsor for SV Aubing's B Juniors. The U16 basketball team of SV Germering is also sponsored by CEWE Germering. CEWE was a sponsor for the 5 km city run in Germering in which many employees participated; all 700+ participants were fitted with CEWE running shirts.

### Committed to the environment

CEWE aims to protect the environment in a very practical way. CEWE employees helped with the annual "CEWE cleans up" campaign, which the company has been supporting for many years. In 2023, colleagues from the locations of CEWE, viaprinto, DeinDesign and Pixum participated in multiple cleanup campaigns.

The year 2023 was again a year with many cleanup campaigns organised by the CEWE Group, in this case by DeinDesign.

## DeinDesign.





As in 2022, Pixum employees were involved in the “Ein Wald für Köln” (A Forest for Cologne) initiative in the reporting year. The aim of the initiative, organised together with Schutzgemeinschaft Deutscher Wald Köln e.V. and the City of Cologne, is to upsize the green belt around the Rhine metropolitan area. Within the context of the project, Pixum employees reforested an area in Cologne-Ostheim and donated 3,000 euros to Schutzgemeinschaft Deutscher Wald Köln e.V. for the second time in a row.

In October 2023, many employees from Pixum participated in the Rhine Cleanup Day in Cologne, where Pixum was a first-time sponsor. The club which organises the campaign annually was not only backed by the commitment and the proactive contribution from employees on site, but also by a donation of more than 3,000 euros from Pixum.

Czech colleagues planted 33 cherry trees in Úholičky in cooperation with Sážíme stromy. CEWE employees from Slovakia planted 308 oak seedlings in Nová Baňa for the “Plant a tree, make a home” project, in cooperation with a local civic association.

The locations in Oldenburg and Eschbach work closely with the local nature conservation group, NABU. In 2013, this cooperation went cross-regional with the federal NABU association. The collaboration encompasses shared photography competitions, the sponsoring of nature conservation projects and the animal-friendly design of the company’s premises in Oldenburg. Nesting boxes for songbirds and bats have been put up, as well as domes for hedgehogs, castles for bumble bees and an insect hotel. Since June 2019, CEWE has been home to two honeybee colonies. Oldenburg’s beekeeper association oversaw the

bees in their first year and continue to lend their support to the project. In the meantime, five employees of CEWE have been trained as beekeepers.

These past years, CEWE has helped regularly with the financing of projects under the NABU forestry fund. In the reporting year, the contribution went to the Zichower forest project to help protect the dramatically diminished moorland and forest areas, so they can evolve naturally into tomorrow’s virgin forests.

CEWE’s subsidiary viaprinto partnered in a joint project with ClimatePartner in 2023. Customers have the option to make a payment towards this project for the greenhouse gases which cannot be avoided during the production of their order. For this, emissions are recorded and calculated by applying a conversion factor. The [joint project](#) supports the projection of our global oceans and finances a [climate protection project in India](#) that focuses on efficient hearths for cooking. Customers receive a certificate as proof.

### Cultivating a photo culture

The passion and emotionality which customers bring to their photography and to their design of photo products motivates CEWE to preserve and support photography as a form of cultural heritage. The sponsored formats include national and international photography festivals, photography exhibitions specifically designed by CEWE and the sponsorship of outside photography exhibitions of renowned photographers as well as a range of different projects organised by art schools. Next to this, various other photography competitions are initiated and supported.

CEWE is firmly committed to encouraging young and up-and-coming photographers through suitable projects, and to providing talented individuals with the opportunity to curate their own exhibitions.

For example, between May and October, the “Von der Nordsee bis zum Schwarzwald” photography competition organised by the German location in Oldenburg in cooperation with budni received more than 3,000 entries. Take a look at the winning entries here: [https://contest.cewe.de/11jahrebudni/de\\_de/winners](https://contest.cewe.de/11jahrebudni/de_de/winners) (Available in German only)

In August 2023, a two-day photography workshop was held for 15 children in cooperation with SOS Children’s Villages Ustroń to promote their interest in photography. On day one, the children learned more about photography and experimented outside with their cameras. On day two, they went on a field trip to CEWE’s central location where they were shown how photos are produced.

CEWE and National Geographic sponsored a photography exhibition at the Musée Mer Marine de Bordeaux in France, which took place from June 2022 through December 2023. The exhibition was entitled: “Planet or Plastic?” CEWE printed 68 photos and wants to create awareness about protecting the oceans against plastic waste. CEWE also supported similar photography exhibitions by the Good-Planet Foundation and sponsored the La Gacilly Photo Festival for the fourth year in a row, where this year’s motto Natural Heritage showcased photos to heighten awareness for the protection of our environment.



## CEWE Photo Award

The CEWE Photo Award is the world's largest photography competition and celebrates this by showing us that "Our world is beautiful". Photos can be entered in ten diverse categories. One thousand prizes worth 250,000 euros in total can be won. CEWE donated 10 cents to SOS Children's Villages worldwide for every photo that was entered, therefore donating a total of 50,961.20 euros for Somalia. The last competition saw over half a million photos entered, and ended in 2023.

The next CEWE Photo Award will be launched in May 2024.

 [https://contest.cewe.de/cewephotoaward-2023/en\\_gb/](https://contest.cewe.de/cewephotoaward-2023/en_gb/)

*"Photography makes it possible to turn something mundane into something everlasting. With our commitment to a photo culture, we aim to preserve not only our cultural heritage but also want to inspire people to try their hand at photography and something new. CEWE's photo culture turns this fascination for photography into an adventure for everyone that lives in our memory forever."*

**Cem Berg,**

Cultural Marketing Photography

**cewe Photo Award**



## Further Information

### Reporting

#### Goals

This report aims to create transparency for stakeholders on how CEWE comprehensively and proactively directs sustainability. The different primary focuses include approaches, goals and measures as well as progress, to create a balance between economic, environmental and social aspects. CEWE gives an account on how, as a company, it contributes towards managing and mastering challenges in our society.

#### Approach

This is the fourteenth sustainability report by CEWE. The report is published each year. The last report was published on March 30, 2023. The report for the financial year 2023 was published on March 22, 2024; March 21, 2024 was the copy deadline. [Disclosure 2-3](#) It was prepared with reference to the GRI Standards 2021. The sustainability report was audited by a third party subject to a limited assurance engagement. [Disclosure 2-5](#)

The report was prepared together with the specialist departments under the leadership of the Sustainability coordination group and approved by CEWE's Board of Management.

For the seventh time, a non-financial statement has been prepared and incorporated into the annual report, [see annual report pages 93 ff.](#), and audited by an outside party. [Disclosure 2-5](#)

The content in this report is supplemented by the annual report of the CEWE Group. [see Annual Report 2023](#)

Data were collected between January 1 and December 31 for the Financial Year 2023. The reporting period for the financial reporting commenced on January 1 and ended on December 31, 2023. [Disclosure 2-3](#)

The information provided in the report, unless otherwise specified, comprises the parent company and all affiliated companies, meaning all entities in which CEWE Stiftung & Co. KGaA holds a majority share, at the time of completion of this sustainability report. The exact list is on [page 70. Disclosure 2-2](#)

The supply chain [see page 32](#) examines the direct suppliers for production materials. If a supplier sources critical materials, its supplier is also examined and assessed. This approach requires the supply chain to be included at other points and identified accordingly, such as for climate protection-related Scope 3 emissions. For example, when it comes to the FSC® certification, the upstream and downstream supply chain has been incorporated. [Disclosure 2-6](#)

Financial data are shown in euros.

Rounding differences may apply in individual cases.

#### Changes compared to prior reporting

No significant changes to the organisation and its supply chain occurred during the reporting year as compared with the previous year. Standard 207 (Taxes) was newly incorporated into the GRI. Women in executive positions were newly accounted for in line with the disclosures in the annual report. [Disclosure 2-4](#)

Ms Fenna Willers and Mr Christian Wilbers are your points of contact if there are questions pertaining to the report. [Disclosure 2-3](#)

**Consolidated entity****Disclosure 2-2**

Name of company	HR information	Environmental information	Annual report
CEWE Stiftung & Co. KGaA Oldenburg (Germering, Eschbach, Mönchengladbach)	X	X	
CEWE Beteiligungs GmbH, Oldenburg			X
Dignet Management GmbH, Cologne	X	X	X
viaprinto Beteiligungs-GmbH, Oldenburg	X		
viaprinto GmbH & Co. KG, Münster	X	X	
DeinDesign GmbH, Bad Kreuznach	X	X	X
futalis GmbH, Leipzig	X		X
Hertz Systemtechnik GmbH, Delmenhorst	X	X	X
SAXOPRINT GmbH, Dresden	X	X	X
SAXOPRINT Ltd., London, England	X		X
SAXOPRINT AG, Zurich, Switzerland	X		X
SAXOPRINT EURL, Paris, France	X		X
LASERLINE GmbH, Berlin		X	X
WhiteWall Media GmbH, Frechen	X	X	X
WhiteWall USA Inc., Delaware, USA			X
Woeltje GmbH & Co. KG, Oldenburg	X		X
Woeltje Verwaltungs-GmbH, Oldenburg			X
Bilder-planet.de GmbH, Cologne			X
DIRON Wirtschaftsinformatik Beteiligungs-GmbH, Münster			X

Name of company	HR information	Environmental information	Annual report
CEWE Belgium NV, Mechelen, Belgium	X	X	X
CEWE Nederland B.V., Nunspeet, Netherlands	X	X	X
CEWE Sp.z.o.o, Koźle, Poland	X	X	X
CEWE Magyarirszag Kft, Budapest, Hungary	X	X	X
CEWE Color a.s., Prague, Czech Republic	X	X	X
CEWE a.s., Bratislava, Slovakia	X	X	X
CEWE Fotovertriebsgesellschaft mbH, Vienna, Austria (HR included in Germering)	X	X	X
CEWE AG, Dübendorf, Switzerland (HR included in Eschbach)	X		X
CEWE SAS, Paris, France	X	X	X
CEWE SAS Montpellier, Rennes, France	X	X	X
Stardust Media and Communications SAS, Paris, France	X	X	X
CEWE Limited, Warwick, England	X	X	X
CEWE Danmark ApS, Århus, Denmark	X	X	X
CEWE NORGE AS, Oslo, Norway	X		X
CEWE Sverige AB, Gothenburg, Sweden			X

Disclosure 2-2, Disclosure 2-4



## Transitioning the materiality matrix to GRI Standards

Disclosure 3-2, Disclosure 3-3

Transitioning refers to the current materiality matrix [see page 22](#) and the following GRI Content Index [see pages 73 ff.](#)

All material topics are relevant for the stakeholders within and outside of the organisation. [see page 19](#) They refer to all CEWE production facilities, offices and the complete delivery area. The topics of Materials and Waste, Occupational Health and Safety and Good Employer are particularly relevant for the 14 production sites.

CEWE identifies the superordinate management approach to sustainability on [pages 17 f.](#) The management approaches on the material topics are highlighted in the text (e.g., [Disclosure 3-3 Sustainable Products page 34](#)). If there are related GRI aspects, they were added to the material topic (e.g., see [Climate Protection pages 40 f.](#)).

CEWE focuses on the following seven material topics [see page 22](#): Climate Protection, Materials and Waste, Responsible Use of Technology, Sustainable Products, Fair Working Practices, Sustainable Supply Chain and Good Employer. For these, the transitioning to GRI Standards is shown in the table.

Other topics like Occupational Health and Safety will be shown as always with the respective details from the GRI Standards in the sustainability report and in the GRI Index. [see pages 72 ff.](#)

Material topic according to the materiality matrix	Why is this a material topic?	Related GRI aspects	GRI Standard
Climate Protection	Global climate change is the result of human-driven greenhouse effects. Especially the reduction of industrial emissions is crucial. CEWE is aware of the substantial responsibility which the industry has in this regard. CEWE was amongst the top three German enterprises that joined the Science Based Targets initiative in 2017 to assert the international climate goals. CEWE also reports annually within the Carbon Disclosure Project (CDP). CEWE's climate action measures consist of different projects and approaches. Reducing energy forms a key approach of the climate action policy.	Economic performance	201-2
		Emissions	305-1, 305-2, 305-3, 305-4, 305-5
		Energy	302-1, 302-2, 302-3, 302-4
Materials and Waste	The resource-friendly use of materials is a crucial environmental aspect. The lifecycle assessment which CEWE conducted in 2017 for its best-selling products considers this the most relevant factor. Additionally, the materials used considerably impact the product quality. The main raw material is paper. The use of paper as a renewable resource shapes the continuity of forests and our climate. CEWE's waste balance rates the volumes of waste by types of material. By far the largest amount of waste is produced from printing paper and packaging. Therefore, recycling plays a significant role from an economic and an environmental perspective.	Materials	301-1, 301-2
		Waste	306-1, 306-2, 306-3, 306-4, 306-5
Responsible Use of Technology	As Europe's leading photo service provider, CEWE wants to remain a technology pioneer and to achieve this, it uses new possibilities, such as digitisation and artificial intelligence. Honest and fair conduct is also demonstrated by advancing technological developments with a high degree of responsibility – towards both our customers and society as a whole. A central topic is the responsible use of artificial intelligence as well as customer data. Because of the nature of its business, CEWE comes into contact with a large volume of data and attaches great importance to the accurate and safe treatment of customer and business partner data to prevent any attempted data abuse.	Customer privacy	418-1





Material topic according to the materiality matrix	Why is this a material topic?	Related GRI aspects	GRI Standard
Sustainable Products	The safety and high quality of CEWE products are CEWE's priority. They protect customers, secure the company's good name and contribute towards the success of the brand. With this in mind, CEWE takes environmental aspects very seriously and, as an innovation-driven enterprise, strives to provide products to customers which are exemplary even in terms of sustainability. This strengthens the company's competitive lead and is becoming increasingly relevant for customers. Wherever possible, products are therefore optimised in line with environmental criteria which in the future will feature more prominently in product development and innovation processes. Based on the sustainability scorecard, CEWE reviews products alongside the product lifecycle. The goal of the primary strategic focus of "Sustainable Products" is to create ever-more sustainable products under a continual improvement process. This naturally also includes packaging and, here in particular, avoiding the use of plastic.	Customer health and safety	416-2
		Energy	302-5
Fair Working Practices	CEWE has an established tradition of conducting its business affairs in compliance with national and international legislation as well as generally acknowledged ethical principles. The corporate culture is strongly defined by the values of fairness. CEWE's mission statement highlights that it will further expand its position through performance, honesty and proper business transacting. Customer-centricity and the good name of the business group form a vital foundation for this. Within the company and when dealing with business partners, the bar is set high to guarantee compliance. This equally applies to asserting crucial principles within the supply chain.	Ethics and integrity	2-23
		Anti-corruption	205-2, 205-3
		Non-discrimination	406-1
		Child labour	408-1
		Forced or compulsory labour	409-1
Sustainable Supply Chain	CEWE takes social and environmental aspects of the supply chain seriously. The supply chain is of central relevance for stakeholders and also has major economic impacts for CEWE. It is important that suppliers comply with social and environmental standards. Suppliers and their suppliers must guarantee the protection of human rights within the supply chain. CEWE strictly opposes any form of child labour or forced labour as well as discrimination. Regional procurement is also relevant from a financial and environmental perspective. This impacts both product safety and transportation-related emissions.	Local communities	413-2
		Procurement practices	204-1
		Supplier environmental assessment	308-1
		Supplier social assessment	414-1
		Child labour	408-1
Good Employer	Responsible personnel policies form part of the corporate culture to shape the future together with a motivated team. They secure the attractiveness as an employer and help source the best talent there is. This includes aspects such as diversity, equal opportunity, inclusion, family friendliness, the training and continued professional development of employees, and employee participation in the financial success through the Employee Share Programme.	Forced or compulsory labour	409-1
		Employment	401-1
		Diversity and equal opportunity	405-1



## GRI Content Index

This report (reporting period January 1 to December 31, 2023) was prepared on the grounds of the GRI Standards 2021. GRI Sector Standards are not applicable. The details correspond with the respective latest German translation of the GRI Standards, which are available for download at: <https://www.globalreporting.org/how-to-use-the-gri-standards/gri-standards-english-language/>

### GRI 1: Foundation 2021 GRI 2: General Disclosures 2021

Designation of GRI Standard	Disclosure	Pages/information	BDO
<b>1. The organisation and its reporting practices</b>			
Disclosure 2-1	Organisational details	17	✓
Disclosure 2-2	Entities included in the organisation's sustainability reporting	69 f.	✓
Disclosure 2-3	Reporting period, frequency and contact point	69	✓
Disclosure 2-4	Restatements of information	55, 69 f., 76	✓
Disclosure 2-5	External assurance	20, 69, 77 f.	✓
<b>2. Activities and workers</b>			
Disclosure 2-6	Activities, value chain and other business relationships	2, 5, 30, 32 f., 69	✓
Disclosure 2-7	Employees	50 f., 55 f., 60	✓
Disclosure 2-8	Workers who are not employees	50	✓
<b>3. Governance</b>			
Disclosure 2-9	Governance structure and composition	17, 26; extensively in the Annual Report 2023 pp. 52 ff., 83 ff. and at <a href="https://ir.cewe.de">ir.cewe.de</a>	✓
Disclosure 2-10	Nomination and selection of the highest governance body	Annual Report 2023 pp. 83 ff.	✓
Disclosure 2-11	Chair of the highest governance body	Annual Report 2023 p. 184; by law, not chaired by an in-company senior executive.	✓

The disclosures refer to the consolidated entity specified in the reporting; discrepancies and omissions are pointed out in the text or in the GRI Content Index.

BDO AG Wirtschaftsprüfungsgesellschaft conducted an external audit. The audited disclosures are shown in the table, the auditor's report on the sustainability report can be found on [pages 77 f.](#)

Designation of GRI Standard	Disclosure	Pages/information	BDO
Disclosure 2-12	Role of the highest governance body in overseeing the management of impacts	26; Annual Report 2023 pp. 42 ff., 75 f., 83 ff., 195	✓
Disclosure 2-13	Delegation of responsibility for managing impacts	17, 25 and at <a href="https://ir.cewe.de">ir.cewe.de</a>	✓
Disclosure 2-14	Role of the highest governance body in sustainability reporting	17; Annual Report 2023 pp. 42 ff., 83 ff.	✓
Disclosure 2-15	Conflicts of interest	Annual Report 2023 pp. 47, 75 ff., 83 ff.	✓
Disclosure 2-16	Communication of critical concerns	See report on corporate governance in the Annual Report 2023 pp. 83 ff. No critical concern was submitted to the ombudsman in the reporting period.	✓
Disclosure 2-17	Collective knowledge of highest governance body	17	✓
Disclosure 2-18	Evaluation of the performance of the highest governance body	Self-evaluation of the Supervisory Board according to DCGK (German Corporate Governance Code), see Annual Report 2023 pp. 87 f. An independent evaluation is conducted every other year.	✓
Disclosure 2-19	Remuneration policies	Annual Report 2023 pp. 98 ff.	✓
Disclosure 2-20	Process to determine remuneration	Annual Report 2023 pp. 98 ff.	✓
Disclosure 2-21	Annual total compensation ratio	This information is currently not accounted for.	✓



Designation of GRI Standard	Disclosure	Pages/information	BDO
<b>4. Strategy, policies and practices</b>			
Disclosure 2-22	Statement on sustainable development strategy	3, 6, 8	✓
Disclosure 2-23	Policy commitments	17 f., 24 ff., 33, 40 f., 48	✓
Disclosure 2-24	Embedding policy commitments	10 ff., 17, 21, 24 f., 33 f., 40	✓
Disclosure 2-25	Processes to remediate negative impacts	11 f., 18, 24 ff., 32, 36	✓
Disclosure 2-26	Mechanisms for seeking advice and raising concerns	24 ff.	✓
Disclosure 2-27	Compliance with laws and regulations	25 f., 31, 37 f., 40	✓
Disclosure 2-28	Membership associations	21, 32	✓
<b>5. Stakeholder engagement</b>			
Disclosure 2-29	Approach to stakeholder engagement	19 ff.	✓
Disclosure 2-30	Collective bargaining agreements	50	✓

### GRI 3: Material Topics 2021

Designation of GRI Standard	Disclosure	Pages/information	BDO
<b>Material Topics 2021</b>			
Disclosure 3-1	Guidance to determine material topics	19, 21 f.	✓
Disclosure 3-2	List of material topics	22, 71 f.	✓
<b>CLIMATE PROTECTION</b>			
Disclosure 3-3	Management of material topics	40 ff., 71 f.	✓
GRI 201	<b>Economic Performance 2016</b>		
Disclosure 201-2	Financial implications and other risks and opportunities due to climate change	38, 41, 44	✓
GRI 305	<b>Emissions 2016</b>		
Disclosure 305-1	Direct (Scope 1) GHG emissions	42	✓

Designation of GRI Standard	Disclosure	Pages/information	BDO
Disclosure 305-2	Energy indirect (Scope 2) GHG emissions	42	✓
Disclosure 305-3	Other indirect (Scope 3) GHG emissions	42	✓
Disclosure 305-4	GHG emissions intensity	42	✓
Disclosure 305-5	Reduction of GHG emissions	41 ff.	✓
Disclosure 305-7	Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air pollutants	48	✓
GRI 302	<b>Energy 2016</b>		
Disclosure 302-1	Energy consumption within the organisation	41	✓
Disclosure 302-2	Energy consumption outside of the organisation	41	✓
Disclosure 302-3	Energy intensity	41 f.	✓
Disclosure 302-4	Reduction of energy consumption	41 ff.	✓

### MATERIALS AND WASTE

Disclosure 3-3	Management of material topics	45 f., 71 f.	✓
GRI 301	<b>Materials 2016</b>		
Disclosure 301-1	Materials used by weight or volume	45 f.	✓
Disclosure 301-2	Recycled input materials used	46	✓
GRI 306	<b>Waste 2020</b>		
Disclosure 306-1	Waste generation and significant waste-related impacts	46	✓
Disclosure 306-2	Management of significant waste-related impacts	46 f.	✓
Disclosure 306-3	Waste generated	46 f.	✓
Disclosure 306-4	Waste diverted from disposal	46 f.	✓
Disclosure 306-5	Waste directed to disposal	46 f.	✓



Designation of GRI Standard	Disclosure	Pages/information	BDO
<b>RESPONSIBLE USE OF TECHNOLOGY</b>			
Disclosure 3-3	Management of material topics	26 ff., 71 f.	✓
GRI 418	<b>Customer Privacy 2016</b>		
Disclosure 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	26	✓
<b>SUSTAINABLE PRODUCTS</b>			
Disclosure 3-3	Management of material topics	30, 34 ff., 71 f.	
GRI 416	<b>Customer Health and Safety 2016</b>		
Disclosure 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	31	✓
GRI 302	<b>Energy 2016</b>		
Disclosure 302-5	Reductions in energy requirements of products and services	41 ff.	✓
<b>FAIR WORKING PRACTICES</b>			
Disclosure 3-3	Management of material topics	24, 53, 71 f.	✓
GRI 205	<b>Anti-Corruption 2016</b>		
Disclosure 205-2	Communication and training about anti-corruption policies and procedures	25	✓
Disclosure 205-3	Confirmed incidents of corruption and actions taken	25	✓
GRI 406	<b>Non-Discrimination 2016</b>		
Disclosure 406-1	Incidents of discrimination and corrective actions taken	53	✓
GRI 408	<b>Child Labour 2016</b>		
Disclosure 408-1	Operations and suppliers at significant risk for incidents of child labour	34	✓

Designation of GRI Standard	Disclosure	Pages/information	BDO
GRI 409	<b>Forced or Compulsory Labour 2016</b>		
Disclosure 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	34	✓
GRI 413	<b>Local Communities 2016</b>		
Disclosure 413-2	Operations with significant actual and potential negative impacts on local communities	63	✓
<b>SUSTAINABLE SUPPLY CHAIN</b>			
Disclosure 3-3	Management of material topics	32 ff., 71 f.	✓
GRI 204	<b>Procurement Practices 2016</b>		
Disclosure 204-1	Proportion of spending on local suppliers	33	✓
GRI 308	<b>Supplier Environmental Assessment 2016</b>		
Disclosure 308-1	New suppliers that were screened using environmental criteria	34	✓
GRI 414	<b>Supplier Social Assessment 2016</b>		
Disclosure 414-1	New suppliers that were screened using social criteria	34	✓
GRI 408	<b>Child Labour 2016</b>		
Disclosure 408-1	Operations and suppliers at significant risk for incidents of child labour	34	✓
GRI 409	<b>Forced or Compulsory Labour 2016</b>		
Disclosure 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labour	34	✓
<b>GOOD EMPLOYER</b>			
Disclosure 3-3	Management of material topics	49, 59, 71 f.	✓
GRI 401	<b>Employment 2016</b>		
Disclosure 401-1	New employee hires and employee turnover	51, 55 f.	✓
GRI 405	<b>Diversity and Equal Opportunity 2016</b>		
Disclosure 405-1	Diversity of governance bodies and employees	26, 50 f., 54 f., 60	✓



## Further GRI information

CEWE identifies further information not deemed material topics which, however, is relevant to govern our corporate responsibility. Contains some omissions due to information that is currently unavailable.

Designation of GRI Standard	Disclosure	Pages/information	BDO
GRI 201	<b>Economic Performance 2016</b>		
Disclosure 201-1	Direct economic value generated and distributed <sup>1</sup>	30	✓
Disclosure 201-3	Defined benefit plan obligations and other retirement plans <sup>2</sup>	58	✓
GRI 303	<b>Water and Effluents 2018</b>		
Disclosure 303-1	Interactions with water as a shared resource	47 f.	✓
Disclosure 303-2	Management of water discharge-related impacts	48	✓
Disclosure 303-3	Water withdrawal	47	✓
Disclosure 303-4	Water discharge	48	✓
Disclosure 303-5	Water consumption	47 f.	✓
GRI 403	<b>Occupational Health and Safety 2018</b>		
Disclosure 403-1	Occupational health and safety management system	61	✓
Disclosure 403-2	Hazard identification, risk assessment and incident investigation	61	✓
Disclosure 403-3	Occupational health services	61	✓
Disclosure 403-4	Worker participation, consultation and communication on occupational health and safety	61	✓
Disclosure 403-5	Worker training on occupational health and safety	61	✓
Disclosure 403-6	Promotion of worker health	61	✓

Designation of GRI Standard	Disclosure	Pages/information	BDO
Disclosure 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	61	✓
Disclosure 403-9	Work-related injuries	61	✓
Disclosure 403-10	Work-related ill health	61	✓
GRI 404	<b>Training and Education 2016</b>		
Disclosure 404-2	Programmes for upgrading employee skills and transition assistance programmes	57 f., 60 f.	✓

<sup>1</sup> Disclosures regarding the distribution of economic value are specified in the [Annual Report 2023](#), see P&L, page 118.

<sup>2</sup> Detailed pension scheme information is specified in the [Annual Report 2023](#), see Consolidated Financial Statements, Item D, Comments on the Balance Sheet, pages 146 ff.



## Independent auditor's report on the sustainability report

### Independent auditor's report on a limited assurance engagement on sustainability information<sup>1</sup>

#### To the Supervisory Board of CEWE Stiftung & Co. KGaA, Oldenburg

We have audited the disclosures marked with an “√” in the Sustainability Report of CEWE Stiftung & Co. KGaA, Oldenburg, for the period from January 1, 2023 to December 31, 2023 subject to a limited assurance engagement. Our assurance engagement relates exclusively to the disclosures marked with the symbol “√”.

#### Responsibility of the executive directors

The executive directors of the company are responsible for the preparation of the Sustainability Report in accordance with the principles stated in the Sustainability Reporting Standards of the Global Reporting Initiative (hereinafter: GRI criteria) and for the selection of the disclosures to be assessed.

This responsibility of the executive directors includes the selection and application of appropriate sustainability reporting methods and making assumptions and estimates about individual non-financial disclosures that are reasonable in the circumstances. Furthermore, the executive directors are responsible for such internal controls as executive directors determine to enable the preparation of a sustainability report that is free from material misstatement, whether due to fraud or error.

#### Independence and quality management of the auditor's firm

We have complied with the German professional regulations on independence as well as other professional conduct requirements.

Our auditing firm applies the national legal regulations and professional pronouncements – in particular the professional statutes for auditors and certified public accountants (BS WP/vBP) as well as the IDW Quality Management Standards issued by the Institute of Public Auditors in Germany (IDW), and accordingly maintains a comprehensive quality management system that includes documented regulations and measures relating to compliance with professional conduct requirements, professional standards, and authoritative statutory and other legal requirements.

#### Auditor's responsibility

Our responsibility is to express a conclusion with limited assurance on the information marked with the “√” in the Sustainability Report based on assurance engagement.

We conducted our audit in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): “Assurance Engagements other than Audits or Reviews of Historical Financial Information”, issued by the IAASB. This Standard requires that we plan and perform the assurance engagement to obtain limited assurance about whether any matters have come to our attention that cause us to believe that the disclosures marked with a “√” in the Sustainability Report of the company for the period from January 1, 2023 to December 31, 2023 – with the exception of the external sources of documentation or expert opinions in the Sustainability Report – have not been prepared, in all material respects, in accordance with the relevant GRI criteria. This does not imply that a separate audit opinion is expressed on each of the disclosures. In a limited assurance engagement, the procedures performed are less extensive than in a reasonable assurance engagement, and accordingly, a significantly lower level of assurance is obtained. The procedures selected depend on the practitioner's professional judgment.

<sup>1</sup> We have performed a limited assurance engagement on the German version of the sustainability report and issued an Independent Practitioner's Report in German, which is authoritative. The following text is a translation of the original German Independent Practitioner's Report.



In the course of our assurance engagement we have, among other things, performed the following assurance procedures and other activities, particularly:

- Obtainment of an understanding of the structure of the sustainability organization and stakeholder engagement
- Inquiries of management and employees involved in the preparation of the Sustainability Report about the preparation process, the internal control system related to this process, and selected disclosures in the Sustainability Report.
- Identification of probable risks of material misstatements in the Sustainability Report based on the GRI criteria
- Analytical assessments of selected quantitative disclosures in the Sustainability Report
- Inspection of selected internal and external documents
- Assessment of the presentation of selected sustainability performance disclosures

### Assurance opinion

Based on the assurance procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the disclosures marked with an “√” in the Sustainability Report of CEWE Stiftung & Co. KGaA, Oldenburg, for the period from January 1, 2023 to December 31, 2023 have not been prepared, in all material respects, in accordance with the relevant GRI criteria.

### Restriction of use

We draw attention to the fact that the assurance engagement was conducted for the company's purposes and that the report is intended solely to inform the parent company about the result of the assurance engagement. Consequently, it may not be suitable for any other purpose than the aforementioned. Accordingly, the report is not intended to be used by third parties for making (financial) decisions based on it. Our responsibility is to the parent company alone. We do not accept any responsibility to third parties. Our assurance opinion is not modified in this respect.

### General engagement terms

This engagement is based on the “Special Engagement Terms and Conditions of BDO AG Wirtschaftsprüfungsgesellschaft” of March 1, 2021, agreed with the company as well as the “General Engagement Terms and Conditions for Auditors and Auditing Firms” of January 1, 2017, issued by the IDW ([www.bdo.de/en-gb/engagement-terms-conditions](https://www.bdo.de/en-gb/engagement-terms-conditions)).

Munich, March 19, 2024

BDO AG Wirtschaftsprüfungsgesellschaft

**Thorben Kunze**






Wirtschaftsprüfer

(German Public Auditor)

**Carmen Auer**



## SDG Index

Sustainable Development Goal (SDG)	CEWE measures
 <p><b>SDG 1:</b> end poverty in all its forms everywhere</p>	<p>A close partnership between SOS Children's Villages worldwide and CEWE (annual donation) since 2013</p>
 <p><b>SDG 2:</b> end hunger, achieve food security and improved nutrition and promote sustainable agriculture</p>	<p>Varied choice of midday meals incl. vegetarian/vegan alternatives; in Oldenburg and at other locations, CEWE covers some of the costs so that food remains affordable for all employees</p>
 <p><b>SDG 3:</b> ensure healthy lives and promote well-being for everyone of all ages</p>	<p>Flexible working hours, part-time agreements and additional free time granted to senior workers to enable age-appropriate working models</p> <p>Measures within Occupational Health and Safety (sports, first-aid training, flu vaccine, health checks, bicycle leasing, etc.)</p>
 <p><b>SDG 4:</b> ensure inclusive and equitable quality education and promote lifelong learning opportunities for all</p>	<p>Early retention of junior executives with the GROW talent development programme</p> <p>All types of continued professional development measures within the CEWE Forum (incl. internationally) and CEWE Wissen (specific to individual locations)</p> <p>Endowed chair for the expansion of digital research in the region</p> <p>Network and cooperation with education and research facilities (knowledge transfer and support for junior recruits)</p> <p>Attending fairs to attract young pupils/ students/ skilled experts</p> <p>Overseeing internships and final dissertations</p> <p>Academic commitment with five scholarships awarded to universities (Deutschlandstipendium)</p> <p>Qualification rate in Germany is 6.2% (training even above requirements)</p>
 <p><b>SDG 5:</b> achieve gender equality and empower all women and girls</p>	<p>Joined the Diversity Charter: roll-out and implementation of the Diversity Week which sensitises employees for this subject with the help of hands-on campaigns, interviews, etc.</p> <p>Hertie Foundation certificate "audit berufundfamilie" since 2014</p> <p>Balancing career and family: cewelino (daycare facility), second daycare facility cewelino 2 opened in 2022</p> <p>Zukunftsfest 4.0 recertified in December 2022</p> <p>Share of women in workforce around 48% across the whole CEWE Group (as of 2022)</p> <p>Equality network since 2021, equality committee of the works council and support from the Board of Management in the person of Christina Sontheim-Leven</p> <p>2022, first woman on the Board of Management as Director HR and Organisational Development with Christina Sontheim-Leven</p> <p>Supervisory Board with a quota of over 50% women</p>



**Sustainable Development Goal (SDG)****CEWE measures**

**SDG 6:** ensure availability and sustainable management of water and sanitation for all

High recovery rate of over 95% of silver with electrolytical de-silvering of the processing solutions and a high recycling rate of 89% for chemical processing solutions

Hazardous waste, e.g., photo chemicals or imaging oils with a share of only 5.0% in the total amount of waste, and recycling over 90% of these

Use of process-free plate technology in preparing plates for the offset printing of business print products to save resources, such as water, chemicals, rubbering and energy

Strict monitoring of waste water and falling below legal thresholds on the entry of emissions to keep waste water quality as high as possible

Keeping fresh water consumption low at a level of less than 3.0 l/m<sup>2</sup> with the help of cascading for the final rinsing, eco-wash technology and water dosage equipment, among other things



**SDG 7:** ensure access to affordable, reliable, sustainable and modern energy for all

Use of regenerative energy from photovoltaic systems and geothermal energy, for example, as well as buying in renewable energy to cover the electricity demand

Energy-conscious behaviour and implementation of energy-saving measures, such as the optimisation of machine running times or powering down CEWE Photostations at night

Implementation of a DIN EN ISO 50001 Energy Management System at all German CEWE production sites and at SAXOPRINT that are regularly audited by a third party



**SDG 8:** promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

Financial incentives (e.g., pension schemes, share programme)

The IGBCE collective bargaining agreement for photo-processing companies applies to CEWE

Qualification rate 6.2% in Germany (training even above requirements)

80% rate of satisfied employees according to Great Place To Work® employee survey; named as one of the top 100 Best Workplaces in the “Germany’s Best Workplaces” contest

Innovation Days, Ship It Days, Inno Lounge etc. (involving employees in growing the product portfolio; presentation, discussion and evaluation of product proposals by employees)

Research and development support

Supplier Management System with BME Code of Conduct (sustainability requirements through supply chain)

Allianz der Chancen: stronger professional training and tailored continued professional development and qualification measures

Diversity Charter membership since 2017 (prejudice-free working environment for all employees)

UN Global Compact and annual progress report, online reporting required as of 2023 fulfilled

Measures within Occupational Health and Safety (sports, first-aid training, flu vaccine, health checks, bicycle leasing, etc.)

**Sustainable Development Goal (SDG)****CEWE measures**

**SDG 9:** build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

Innovation Days, Ship It Days, Inno Lounge etc.

Research and development involvement

Collaboration with universities of applied sciences in various fields (e.g., endowed chair, behind-the-scenes tours for students, collaboration on projects with Jade University of Applied Sciences)

Customer Charter Responsible Digitisation

Capital expenditure in corporate infrastructure, e.g., new buildings in Koźle and Freiburg based on modern standards and sustainability aspects

Improving production processes through intra-Group mechanical engineering to advance sustainable industrialisation



**SDG 10:** reduce inequality within and amongst countries

Partnership with SOS Children's Villages worldwide: not just financial assistance, but also selective volunteering engagement by employees from CEWE locations

Support for indigenous people under the Kasigau Wildlife Corridor climate protection project (Kenya) through jobs, the promotion of women and educational aid (CCBS Gold Level)

Diversity Charter membership since 2017 (prejudice-free working environment for all employees)

Supplier Management System with BME Code of Conduct



**SDG 11:** make cities and human settlements inclusive, safe, resilient and sustainable

Implementation of a DIN EN ISO 14001 Environmental Management System at all larger production sites that are regularly audited by a third party

Support for regional charity projects and relief organisations in the cities and communities of the locations to bolster society

Development of a sustainable mobility strategy through measures including low-consumption and hybrid company vehicles, encouraging business travel by train and regional mobility offerings for employees, such as a bicycle leasing programme or commuter job tickets for public transport

Structured waste management to professionally dispose of waste that is produced and recycle it most efficiently in addition to reducing the amount of waste produced in the long run

Energy-conscious behaviour and implementation of energy-saving measures, for example, the optimisation of machine running times or powering down CEWE Photostations at night

Use of regenerative energy from photovoltaic systems and geothermal energy, for example, as well as buying in renewable energy to cover the electricity demand

Reducing and correcting the treatment of unpreventable air emissions from printing and finishing machinery, such as ozone and volatile organic compounds

Pursuit of long-term goals in the form of Science Based Targets for reducing greenhouse gas emissions as well as annual reporting on the status of achieving those targets

**Sustainable Development Goal (SDG)****SDG 12:** ensure sustainable consumption and production patterns**CEWE measures**

Supplier Management System with BME Code of Conduct (sustainability requirements through supply chain)

CEWE Supplier Sustainability Award to back the notion of sustainability between suppliers and companies

Sustainable product development, also by way of substituting materials such as, for example, by launching sustainable advent calendar trays or extending the product lifecycle

Ongoing sustainability evaluation in relation to the portfolio with a view to the entire product life

Collaboration with local suppliers (46% local sourcing)

Sourcing of paper and wood from responsible forestry based on FSC® certification

Low complaints rate of 0.59% due to process controls and high quality criteria

Maintaining and improving the high waste recycling rate of 89%

Improve waste ratio and maintain below 30% by reducing scraps and optimising processes

Uphold low percentage of plastics &lt;5% in packaging and, wherever possible, reduce further

Since 2010, sustainability reporting; since 2014, based on GRI Standards

Annual environmental reporting under the Carbon Disclosure Project for transparent and publicly available inspection of the company's environmental impacts

Strict monitoring of waste water and falling below legal thresholds on the entry of emissions to keep waste water quality as high as possible

Use of process-free plate technology in preparing plates for offset printing of business print products to save resources, such as water, chemicals, rubbering and energy

Hazardous waste, e.g., photo chemicals or imaging oils with a share of only 5.0% in the total amount of waste, and recycling over 90% of these

Keeping fresh water consumption low at a level of less than 3.0 l/m<sup>2</sup> with the help of cascading for the final rinsing, eco-wash technology and water dosage equipment, among other things

High recovery rate of over 95% of silver with electrolytical de-silvering of the processing solutions and a high recycling rate of 89% for chemical processing solutions

**Sustainable Development Goal (SDG)****CEWE measures**

**SDG 13:** take urgent action to combat climate change and its impacts

Implementation of a DIN EN ISO 14001 Environmental Management System at all larger production sites that are regularly audited by a third party

Implementation of a DIN EN ISO 50001 Energy Management System at all German CEWE production sites and at SAXOPRINT that are regularly audited by a third party

Sourcing of paper and wood from responsible forestry based on FSC® certification

Shipping in Germany in collaboration with UPS Carbon Neutral Shipment, GOGREEN by Deutsche Post AG and DPD – Driving Change

Development of a sustainable mobility strategy through measures including low-consumption and hybrid company vehicles, encouraging business travel by train and regional mobility offerings for employees, such as a bicycle leasing programme or commuter job tickets for public transport

Use of regenerative energy from photovoltaic systems and geothermal energy, for example, as well as buying in renewable energy to cover the electricity demand

Under the Kasigau Wildlife Corridor climate protection project (Kenya) in the shape of forest preservation and reforestation (VCS Verified & CCBS Gold Level)

Pursuit of long-term goals in the form of Science Based Targets for reducing greenhouse gas emissions as well as annual reporting on the status of achieving those targets



**SDG 14:** conserve and sustainably use the oceans, seas and marine resources for sustainable development

Ongoing sustainability evaluation in relation to the portfolio to detect and counter impacts on water bodies early

Uphold low percentage of plastics <5% in packaging and, wherever possible, reduce further



**SDG 15:** protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

Support through climate action projects under the Kasigau Wildlife Corridor climate protection project (Kenya) in the shape of forest preservation and animal protection (VCS Verified & CCBS Gold Level)

Sourcing of paper and wood from responsible forestry based on FSC® certification

Ongoing sustainability evaluation in relation to the portfolio to detect and counter impacts on terrestrial ecosystems early

Cooperation with NABU

**Sustainable Development Goal (SDG)**

**SDG 16:** promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

**CEWE measures**

Implementation of a DIN EN ISO 14001 Environmental Management System at all larger production sites that are regularly audited by a third party

Implementation of a DIN EN ISO 50001 Energy Management System at all German CEWE production sites and at SAXOPRINT that are regularly audited by a third party

Best Managed Companies Award 2022

Data protection and data security as well as the development of a Customer Charter

Compliance policies (honest and fair conduct) and external ombudsman

Corporate Governance Code (transparency of communication, reporting on finances, risk approach)

UN Global Compact and annual progress report, online reporting as required as of 2023 fulfilled

Supplier Management System with BME Code of Conduct (sustainability requirements through supply chain)

SOS Children's Villages worldwide partnership

Working together with federations (e.g., Employer's Federation Oldenburg, DVF)

Partnerships with other companies, local networks (N3 Sustainability Network NorthWest)

Support for and involvement of indigenous people under the Kasigau Wildlife Corridor climate protection project (Kenya) to uphold harmony between humans and nature in the long term (CCBS Gold Level)

B.A.U.M. membership



**SDG 17:** strengthen the means of implementation and revitalise the global partnership for sustainable development



## Legal information

This sustainability report is also available in German.  
We would be pleased to send you a copy upon request.

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