

CSR REPORT

SASSE GROUP





WE DEVELOP GOALS FURTHER!

Dear reader,

this CSR Report is full of examples of how we have further professionalised the processes and tasks associated with CSR in our company over the past year. It shows on every page that in corporate social responsibility there is never a time for a „Check. Done.“ is never the case. There is only a continuous building on what has been achieved and a further development of goals.

For the second time, we are combining our CSR report with a GSC declaration. We see this as more than a detailed, fact-based update on our sustainability performance along the 20 GSC criteria and GRI standards. Rather, we are putting progress on record - from the daily thinking and actions of a learning company.

The intensive preoccupation with everything that concerns the sustainability of our actions and the perception of responsibility is reflected in a comparison: all knowledge that we gain in this area is a renewable raw material, is renewable energy for the next changes, the next steps. Under these auspices, CSR and the DNK criteria form integrated components of facility management as offered by our company. Against this background, we would like to express our respect and appreciation to all our clients and employees who are walking this demanding path with us and helping to shape it.

This responsible form of „collaboration“ goes far beyond what is written in the ESG specifications. That is why we see ourselves as a team well prepared for everything else that we will encounter on this path and that will demand our attention.

Yours

Dr. Laura Sasse
Chief Financial Officer | Digital
Responsible for CSR & Sustainability Management

„WE THINK IN TERMS
OF GENERATIONS
FOR THE LONG
TERM AND OFFER
SECURITY AND
STABILITY“.

INHALT

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To save paper, water and energy, we have deliberately produced this report digitally only.
We appreciate that you read it on screen and do not need to print it out yourself.

ABOUT THIS REPORT

Dear reader,

after 2019, 2020 and 2021, this is the fourth CSR report of Sasse Group. The core statements of the reporting period cover the financial year from 1 January 2022 to 31 December 2022.

We have also issued our second declaration on the German Sustainability Code (DNK declaration). In it, we report in detail on our sustainability performance along the 20 DNK criteria and GRI standards. This CSR report is to be understood as a summary of the DNK declaration. Once again this year, the Institute for Applied Sustainability (inas) from Ingolstadt, led by Dr. Michael Tretter, provided us with comprehensive support.

This year, the CSR Report focuses on the topic of governance. This means that we report on how we review and manage aspects and goals of sustainability within our group of companies as well as in the upstream and downstream process chain. We provide an overview of the regulations most important to us for ensuring compliance and describe our due diligence management.

Constructive feedback is a form of „renewable energy“ for us in this process. As with the previous report, we invite you to give us constructive feedback on this CSR report:

- Where can Sasse Group improve?
- What information are you missing?
- Which ideas deserve more attention?

We are happy to continue learning. Your input at csr@sasse.de is very valuable for us.

Our declaration on the German Sustainability Code (DNK), which also fulfils the requirements of the CSR Directive Implementation Act, can be found in the DNK database and as a PDF on our homepage.



TO THE DNK DATABASE



TO THE DNK DECLARATION AS PDF



Deutscher
NACHHALTIGKEITS
Kodex
Berichtsjahr **2022**



Erstellt nach
CSR-Richtlinie-
Umsetzungsgesetz

Further information and details on the information summarised here as well as comparative values for the values for the 2021 financial year can be found in the detailed DNK statement.

AT A GLANCE

SASSE GROUP IS A FAMILY-RUN, INTERNATIONALLY ACTIVE COMPANY.

As a provider of integrated facility management services, we have been a competent partner for the real estate industry, industrial and leisure companies, trade, aviation and transport for over 45 years. Currently, 8,800 employees work for Sasse Group and its subsidiaries.

Our convictions are embodied in the core messages of the corporate policy and summarised under the guiding principle „**Vision, Mission, Values**“. Our values form the basis for our actions and decisions. Our **vision** and **mission** set the direction and describe our mission. The mission statement is specified by goals and measures. They set the pace and define how we want to fulfil our mission.

PERSONAL, HONEST AND DIRECT - SASSE IMAGE MOVIE



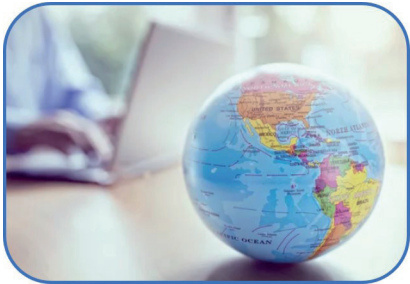
[To Image Movie](#)



Family Business
100%



Expertise since
1976



Present in
6 Countries



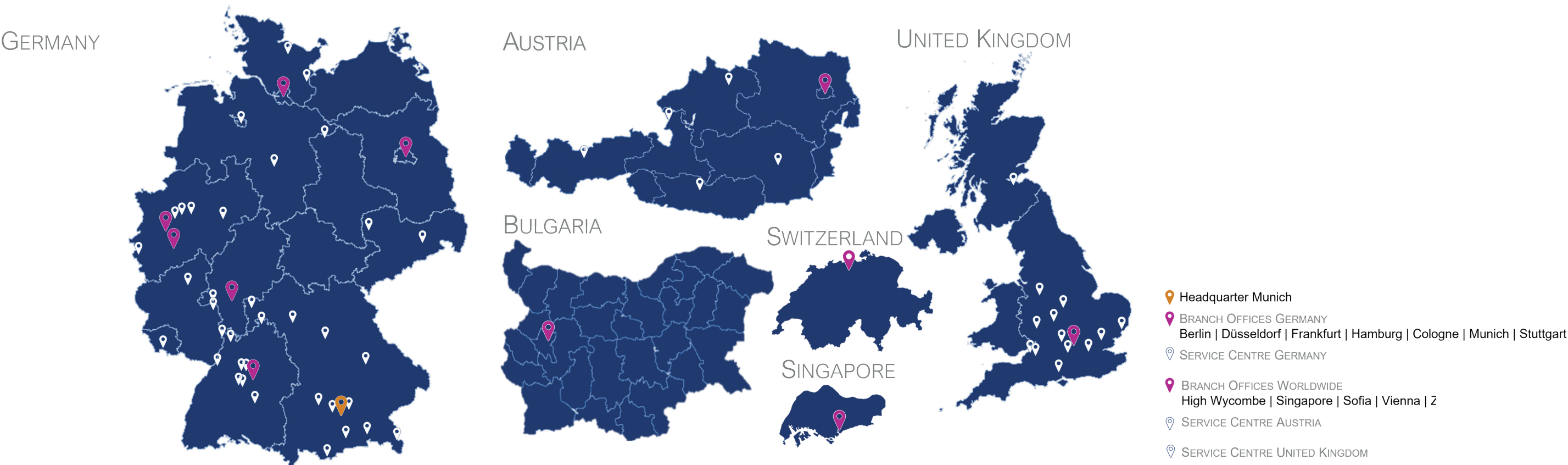
Customer retention
60% >10 a.



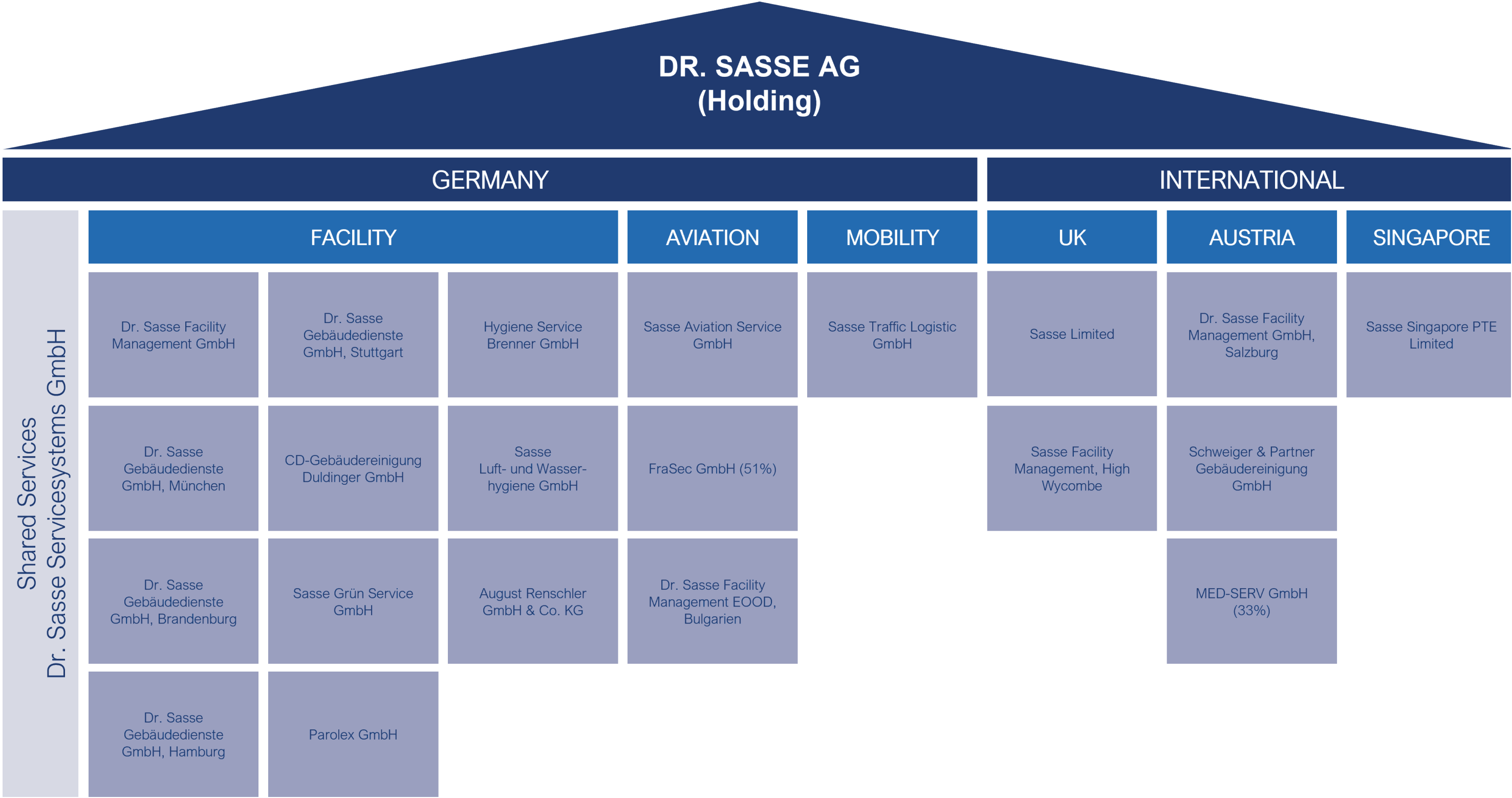
Customers worldwide
~1.500



Employees
~8.800



CORPORATE STRUCTURE



Sasse Group is an internationally active company that comprises the business units Facility, Aviation and Mobility. In principle, the Management Board of Dr. Sasse AG represents the entire Sasse Group externally and manages the business internally. The highest controlling body is the Supervisory Board of Dr. Sasse AG, with Dr. Eberhard Sasse as Chairman. The members of the Management Board are Dr. Laura Sasse, Clara Sasse, Dr. Christine Sasse and Katja Böhmer.

OUR SUSTAINABILITY STRATEGY

For us, corporate sustainability entails the interaction of four areas of responsibility. The ultimate responsibility for the implementation of the sustainability strategy at Group level lies with the Management Board of Dr. Sasse AG, in particular Dr. Laura Sasse. She represents the topic of sustainability on the Executive Board.

ECONOMIC RESPONSIBILITY

How do we face the rules and challenges of the markets - and how do we ensure long-term sustainable profitability?

RESPONSIBILITY AS AN EMPLOYER

What do we and our employees expect from our workplace today - and how do we envisage it tomorrow?

ENVIRONMENTAL RESPONSIBILITY

What importance do we attach to ecology - and what is our contribution to it?

SOCIAL RESPONSIBILITY

Where is our society heading - and how are we helping to shape this movement?

These four areas give structure to our sustainability strategy.

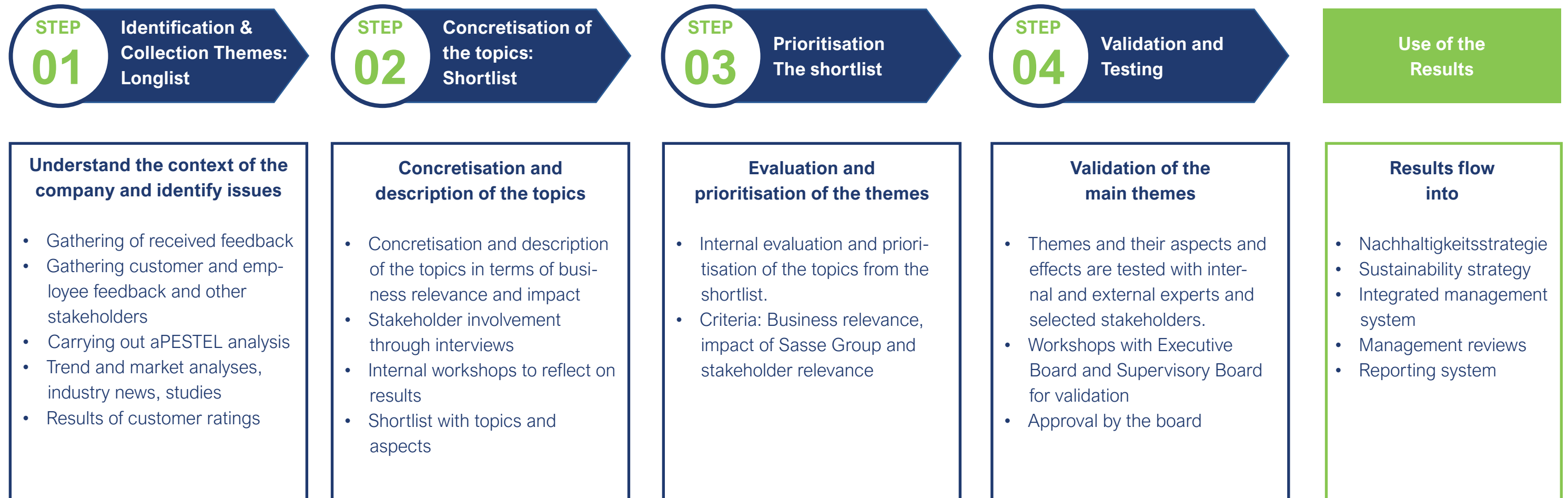
OUR INFLUENCE ON THE SUSTAINABLE DEVELOPMENT GOALS:

Sasse Group is guided by the 17 Sustainable Development Goals (SDG's) of the United Nations. They provide an important framework for our actions.

As part of the ongoing strategy process, we identify the SDG's to which our business activities are particularly related. We assess our impact on the goals - both the positive and negative impact of our business activities.



PROCESS OF MATERIALITY ANALYSIS 2021 - 2022



KEY TOPICS ALONG OUR STRATEGIC FIELDS OF ACTION

ECONOMIC RESPONSIBILITY	RESPONSIBILITY AS AN EMPLOYER	ENVIRONMENTAL RESPONSIBILITY	SOCIAL RESPONSIBILITY
<ul style="list-style-type: none"> Economic performance System optimisation (New 2022) Customer Enthusiasm Corporate Culture (New 2022) Digitalisation Compliance & Fair Competition New service concepts (New 2022) Sustainability with suppliers and business partners 	<ul style="list-style-type: none"> Health and safety Education and training Meaningful work (New 2022) Fair pay Appreciation (New 2022) 	<ul style="list-style-type: none"> Use of ecological materials Water consumption & waste water in service provision Raw material & material consumption Soil & water protection (New 2022) Waste management Energy consumption & supply Emissions 	<ul style="list-style-type: none"> Diversity & Equal Opportunities Jobs (create & fill) Human Rights Social engagement

OUR SUSTAINABILITY GOALS AT A GLANCE

ECONOMIC RESPONSIBILITY

- We continue to drive **digitalisation in our core business** in order to make our employees' daily work easier, to make our work better and to offer our customers added value.
 - Status 2022: Innovative solutions have been implemented (e.g. Computer Aided FM, use of robotics).
 - Target 2023/24: To be pursued on an ongoing basis.
- We review and **strengthen our Code of Conduct** for suppliers with regard to social and environmental standards and make improvements.
 - Status 2022: Target achieved; A Supplier Code of Conduct has been issued and distributed to suppliers; All partners comply with and have signed the SCoC.
 - Target 2023/24: Compliance with and effectiveness of the SCoC is reviewed; adjustments made if necessary.
- We **audit our suppliers** and subcontractors regularly.
 - Status 2022: Suppliers have been audited; supplier surveys and assessments are conducted regularly.
 - Goal 2023/24: To be pursued on an ongoing basis
- We anchor further **sustainability-related KPIs** for our core business.
 - Status 2022: Carbon Footprint was established.
 - Target 2023/24: To be pursued on an ongoing basis; recording of consumption indicators in Scope 3 will be expanded.

RESPONSIBILITY AS AN EMPLOYER

- We are expanding our commitment to **training** young people.
 - Status 2022: 11 apprentices in 4 apprenticeship occupations; 2 new apprenticeship occupations introduced; 7 dual students.
 - Target 2023/24: To be pursued on an ongoing basis.
- We collect basic data on **occupational health and safety and human rights** in all companies.
 - Status 2022: Data collected.
 - Target 2023/24: Continually pursued.
- We **reduce occupational accidents** by 10% each.
 - Status 2022: not achieved; there has been an overall increase.
 - Target 2023/24: To be followed up
- We **keep the sickness rate** less than/ equal to 4%.
 - Status 2022: Target achieved.
 - Target 2023/24: less than/ equal to 4%.
- We **create more apprenticeships** for industrial electronics technicians and dual students of business administration and management.
 - Status 2022: Target achieved; new training places created; dual study programme established.
 - Target 2023/24: Create and fill apprenticeship and study positions.
- We are introducing a **group-wide e-learning platform** for training purposes by the end of 2022.
 - Status 2022: Target achieved; platform launched in mid-2022 and 1,722 course completions already achieved.
 - Target 2023/24: Expand training offer

OUR SUSTAINABILITY GOALS AT A GLANCE

ENVIRONMENTAL RESPONSIBILITY

- We increase the **percentage of sustainable products** in total consumption by a further 10%.
 - Status 2022: Target not achieved; share of sustainable products could not be increased (for reasons see criterion 12 in the DNK declaration).
 - Target 2023/24: Target will be pursued further.
- We adopt a travel **policy for sustainable travel**.
 - Status 2022: Target achieved; policy enacted.
 - Target 2023/24: Compliance will be pursued further.
- We increase the share of **renewable energy** in the energy mix of our properties by the end of 2022.
 - Status 2022: Target achieved; all properties were converted to green electricity during the year.
- We are gradually switching to **sustainable office equipment**.
 - Status 2022: individual measures implemented.
 - Target 2023/24: Target will be pursued further.
- We offer employees **alternative means of transport** to the car.
 - Status 2022: Offers have been made available (e.g. JobTicket, JobRad).
 - Target 2023/24: Target is being pursued; further solutions are being offered, e.g. DB Green Card.
- We are gradually converting the vehicle fleet to **hybrid or electric vehicles**.
 - Status 2022: Share of hybrid or electric vehicles increased (to 12%).
 - Target 2023/24: Target will be pursued; change car policy also for other levels and thus continue to increase the share of hybrid and electric vehicles.
- Complete our **corporate carbon footprint** by the end of 2022.
 - Status 2022: Corporate Carbon Footprint has been accounted for.
 - Target 2023/24: Target is being pursued; Scope 3 emissions accounting will be expanded.

SOCIAL RESPONSIBILITY

- We participate in the **social dialogue** for a sustainable economy.
 - Status 2022: Sasse Group participated in the dialogue through various channels.
 - Goal 2023/24: To be pursued on an ongoing basis.
- We create perspectives through targeted **social commitment**.
 - Status 2022: Sasse Group supports specific initiatives.
 - Goal 2023/24: Continually pursued; the approach to the commitment continues to be „create long-term perspectives through long-term support“.
- We join the **Diversity Charter** and are committed to equal opportunities.
 - Status 2022: Diversity Charter was signed; 500 jobs were offered to refugees from Ukraine, among others, under the motto „Perspective 500“.
 - Target 2023/24: To be followed up on an ongoing basis.

REVIEW OF THE ACHIEVEMENT OF OBJECTIVES

The supervisory board of Dr. Sasse AG is the supreme supervisory authority for the achievement of the sustainability goals.

The Executive Board of Dr. Sasse AG has the ultimate responsibility for implementation.

The concretisation and review at the operational level is carried out by the management.

IN FOCUS: „THINKING AHEAD FOR THE CUSTOMER CREATES ADDED VALUE“

Our service is characterised by constant changes among our customers, by ever new impulses in technology and also by ever new or changed legal requirements. As a learning organisation, we are constantly developing, always keeping up to date and delivering the best possible quality for our customers plays a decisive role in our success.

„Thinking ahead for the customer creates added value“ - is not just a saying but one of our recipes for success. For this reason, it was also the focus topic of the 2022 semester.

Thinking ahead for the customer also applies in particular to the sustainability transformation. Among other things, we contribute to the sustainability performance of our customers with the following measures:

- Use of sustainable products
- Smart waste management and data analysis
- Water savings through the use of sustainable work materials
- Use of recyclable working materials
- Reduction in energy consumption through e.g. sensor technology, robotics
- Reduction of paper consumption through digital technologies

In addition, we advise our clients on topics such as...

...improvement of energy efficiency and energy management,
...optimising the use of resources,
...saving water,
...handling chemicals,
...optimisation of packaging,
...improvement in waste management.

In the 2023 financial year, we will conduct a broad-based workshop series with the Institute for Applied Sustainability to develop strategies and action plans to support our clients' sustainability programmes.

Sasse 

MAY WE PRESENT

FRANZI

Robotics for efficient and resource-saving cleaning

Water consumption:
20 liters in 10 hours
80x less than normal cleaning

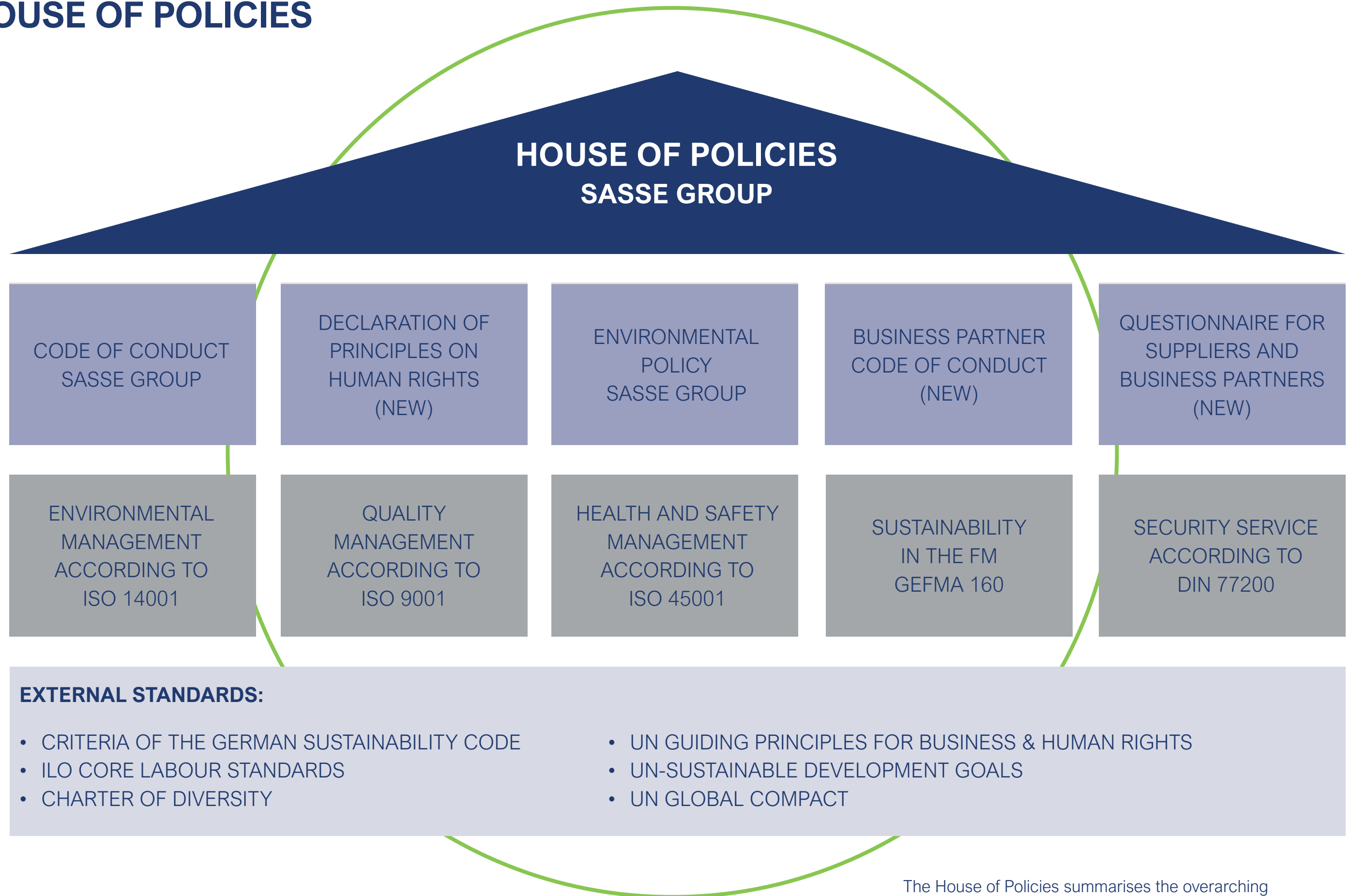
Area:
1.650 m² per hour

Charging time:
2 hours for up to 10 hours cleaning

LIONSBOT

Sasse 

HOUSE OF POLICIES



The House of Policies summarises the overarching principles and rules of Sasse Group.

CORPORATE DUE DILIGENCE

SIGNIFICANCE FOR SASSE GROUP

We are committed to ensuring that human rights are respected and upheld in our value chain. The implementation of our **corporate duties of care** for people and the environment is a focus topic for us that we are currently pursuing with increased vigour.

We have set up a **management system to implement our due diligence obligations**. Existing processes are integrated into it and new processes and procedures are developed where necessary.

Our internal basis for respecting and complying with human rights is our **Code of Conduct**, which is substantiated by topic-related guidelines and instructions. The **Human Rights Policy Statement** again specifically addresses human rights aspects. Both statements define the principles of our actions.

The **Business Partner Code of Conduct** specifically addresses our business partners, transfers our principles to the upstream and downstream value chain and is binding for cooperation with Sasse Group.

TARGETS FOR 2023/2024

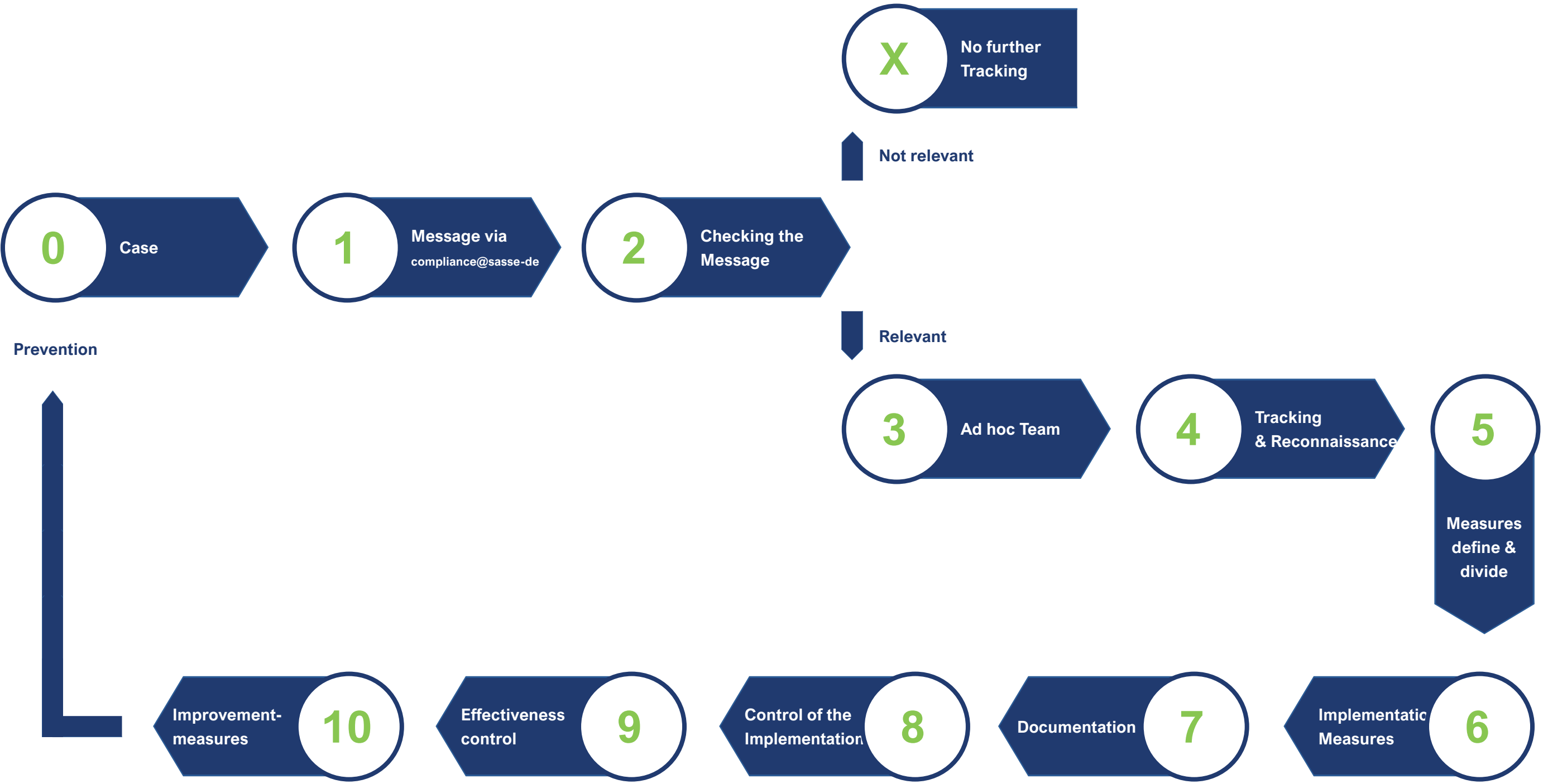
- We continue to audit our suppliers and subcontractors on a regular and according to plan
- We will integrate our Business Partner Code of Conduct into training courses and communicate it even more intensively
- We will collect basic data on occupational health and safety and human rights in all our companies.

BAUSTEINE UNSERES SORGFALTSPFLICHTENMANAGEMENTS



OUR COMPLAINT MANAGEMENT AND WHISTLEBLOWING SYSTEM

Suspected cases, breaches of rules or violations of internal and external principles, rules and standards can be reported anonymously at any time by e-mail to compliance@sasse.de via our complaints procedure. Every report is investigated and appropriate measures are implemented if necessary.



ENVIRONMENT

SIGNIFICANCE FOR SASSE GROUP

Solving environmental and climate issues is a central task for our company. Our corporate policy therefore also includes the obligation to continuously improve the environmental performance of our group of companies.

At the same time, we want our services to help our customers improve their sustainability performance. We are committed not only to the general protection of the environment by preventing negative environmental impacts, but also to continuously improving our services so that we can actively contribute to environmental protection.

ANCHORING IN SASSE GROUP

The implementation of our environmental goals is specifically ensured by the environmental management system (EMS) as well as by the overarching sustainability management.

The certified EMS includes...

- ...the identification and evaluation of relevant environmental aspects and the resulting risks and impacts,
- ...the definition of goals and measures,
- ...the implementation and progress monitoring,
- ...as well as countermeasures in the event of a potential failure to meet targets.

-> Environmental aspects are firmly integrated into corporate policy

- Certification of all companies according to ISO 14001
- Selection criteria for products & materials: Cradle to Cradle Standard
- Certification of climate-neutral product
- Gold Standard Climate Security & Sustainable Development for products
- EU Ecolabel for products
- Environmental targets are set and monitored annually for all companies

WE PLACE PARTICULAR FOCUS ON THE FOLLOWING KEY PERFORMANCE INDICATORS

Consumption of hazardous substances

Result 2022: 21,565 litres

Consumption of sustainable cleaning agents

Result 2022: 8,870 litres

Total consumption of cleaning agents

Result 2022: 231,587 litres

Number of environmentally relevant measures from internal audits

Result 2022: 23

PROGRESS AND RESULTS FROM THE 2022 BUSINESS YEAR

- All branches of Sasse Group switched to green electricity during the year
- JobTicket and JobRad for our employees were introduced
- Conversion of our own vehicle fleet to electric mobility: in 2022, the share is 12
- Corporate Carbon Footprinting was established and published

TARGETS FOR 2023/2024

- Increase the percentage of sustainable products
- Increased use of environmentally compatible and biodegradable cleaning chemicals
- Increased use of low-energy and low-pollutant operating and working materials
- Responsible and economical use of resources
- Implementation of measures to increase energy efficiency
- Successive conversion to sustainable office equipment
- Further development of the corporate carbon footprint, focus on Scope 3 emissions
- Continuation of the conversion of the company's own vehicle fleet to electric mobility
- Introduction of DB Green Card

IN FOCUS: CORPORATE CARBON FOOTPRINT

THG BALANCE SHEET FOR THE YEAR 2022

The carbon footprint of Sasse Group was assessed in accordance with the Greenhouse Gas Protocol Corporate Standard. The scope of the balance includes direct emissions from the company's own vehicle fleet (Scope 1), indirect emissions from energy purchases (Scope 2) for the offices and properties and for the Group's electric vehicles, as well as indirect emissions from the value chain (Scope 3), which arise from the use of cleaning agents and hazardous substances as well as from employee commuting and business travel.

The calculation is based on emission factors from various sources. Factors from the United States Environmental Protection Agency (EPA), the Life Cycle Inventory database Ecoinvent, the German Federal Environment Agency, Statista and official government websites (UK) were used for the accounting for the year 2022. Market-based emission factors were used to account for energy purchases in Scope 2. This means that the emissions from energy purchases take into account supplier-specific emission factors or emission factors that take into account contractually guaranteed properties (e.g. „green electricity certificates“).

In future years, it will be necessary to further improve the data situation and, if necessary, to use even more specific emission factors in order to be able to balance greenhouse gas emissions even more precisely. In particular, the emissions caused by our service provision and by our customers will have to be determined to a greater extent in the future.

COMMUTE OF SASSE EMPLOYEES 2022

- Public transport bus: 648,633 kilometres
- Public transport underground, suburban railway: 1,871,772 kilometres
- Passenger car with combustion engine: 1,924,853 kilometres
- Rail: 466,568 kilometres
- Bicycle: 142,094 kilometres
- On foot: 104,150 kilometres
- Car with electric or hybrid engine: 41,693 kilometres
- Business trips by plane: 456,961 passenger kilometres

GREENHOUSE GAS EMISSIONS: 938 TCO_{2EQ}*

CALCULATED GREENHOUSE GAS EMISSIONS OF SASSE GROUP 2022

TOTAL: 3.036 TCO_{2EQ}*

SCOPE 1: 1.838 TCO_{2EQ}*

SCOPE 2: 135 TCO_{2EQ}*

SCOPE 3: 1.063 TCO_{2EQ}*

SASSE FLEET 2022

Our fleet (entire group) consists of 281 vans, 261 cars and one motorbike.

- Consumption of petrol E5: 182,259 litres
- Consumption of diesel B7: 605,322 litres
- Consumption of natural gas: 393 kWh
- Electricity consumption: 6,537 kWh

GREENHOUSE GAS EMISSIONS: 1.841 TCO_{2EQ}*

OFFICES AND PROPERTIES 2022

- Electricity consumption in offices and properties: 202,362 kWh

GREENHOUSE GAS EMISSION: 81 TCO_{2EQ}*

- District heating consumption in offices and properties: 335,725 kWh

GREENHOUSE GAS EMISSION: 52 TCO_{2EQ}*

CLEANING AGENTS AND HAZARDOUS SUBSTANCES USED 2022

- Cleaning chemicals: 231,587 litres
- Hazardous substances: 21,565 litres

GREENHOUSE GAS EMISSION: 124 TCO_{2EQ}*

SOCIAL

SIGNIFICANCE FOR SASSE GROUP

Our success is based above all on the **people** who work with us (our employees) and for whom we work (our customers). Customer enthusiasm can only be achieved with satisfied, committed and well-trained employees. Issues such as health and safety, training and further education, diversity and equal opportunities, fair pay, appreciation and meaningful work are of particular importance to us. We attach particular importance to comprehensive diversity management.

ANCHORING IN SASSE GROUP

The ultimate responsibility for anchoring and ensuring social issues, employee rights and qualification at group level lies with the Executive Board of Dr. Sasse AG, in particular with Dr. Christine Sasse, Head of HR & Organisation. In the companies of the group, the respective management is responsible for the operational implementation.

The **Code of Conduct** of Sasse Group defines the fundamental ethical principles of conduct for all domestic and foreign organisational units. The Code of Conduct is concretised by corresponding topic-related management systems, guidelines and procedural instructions. A certified **management system for health and safety in accordance with ISO 45001** has been implemented throughout the Group.

TARGETS FOR 2023/2024 IN THE AREA OF EMPLOYEE RIGHTS

- We collect basic data on occupational health and safety and human rights in all companies. This includes, for example, the percentage of employees with collective bargaining agreements, number of occupational accidents and sick days, number of trained employees by position.
- We reduce occupational accidents
- We keep the sickness rate lower than/ equal to 4%.



Sasse-Team aus München

Our **social commitment** combines social aspects with corporate goals. For example, we get involved in the social discourse in a targeted way. Those who have a say can help shape the future. For example, the Sasse family is involved in the board of trustees of the Stiftung Lichtblick foundation, the Newmilins Regeneration Association, and in the general assembly of the Chamber of Industry and Commerce for Munich and Upper Bavaria.

Our social commitment is divided into **four main areas**: perspectives for children, perspectives through participation, perspectives for the climate and for sport.

GOALS FOR 2023/2024 IN THE AREA OF SOCIAL ENGAGEMENT

- We participate in the social dialogue for a sustainable economy
- We create perspectives through targeted social commitment
- We are committed to equal opportunities in society
- We continue our previous activities

RESULTS AND KEY FIGURES 2022

GENDER DISTRIBUTION:

- Male: 47%
- Female: 53%

AGE GROUPS:

- up to 25 years: 6%
- 26 - 35 years: 16%
- 36 - 44 years: 21%
- 45 - 50 years: 18%
- 51 years and older: 39%

MANAGEMENT POSITIONS:

- 40% of leadership positions are held by women

GENERAL RESULTS:

- „Motivating leadership“ and „Thinking ahead for the customer creates added value“ were the focus topics of the 2022 seminar year.
- 11 young people were in training with us in 2022 and 7 students in dual studies
- 863 employees were trained and 20 different further training measures were carried out
- Sickness rate in 2022 was kept below/ equal to 4%. The average sickness rate across the Group is 3.86%, just below the previous year's figure (3.97) and below the national average for services
- People from 98 nations, with different levels of education, social backgrounds or with physical disabilities work for our company.

CAUSES OF ACCIDENTS AT A GLANCE:

- Fall: 3%
- Slips: 31%
- Needlestick injuries: 12%
- Bumping: 14%
- Pinching: 2%
- Cut injuries: 7%
- Commuting accident: 10%
- Other: 16%



IN FOCUS: E-LEARNING





MAKING KNOWLEDGE AVAILABLE ANYTIME AND ANYWHERE


The Sasse Academy is pursuing this goal by setting up a new learning management system (LMS). In this way, we want to eliminate the conflicts that arise time and again when the fixed training dates can no longer be met at short notice. In addition, the LMS offers the possibility to cover a much larger number of topics and thus provide quick assistance for everyday work. The e-learning courses can be easily integrated into everyday (work) life. There are offers to listen to as a podcast on the way to the customer as well as topics that are well illustrated with videos that encourage people to follow along. New formats are also emerging for working on complex topics at the desk with screenshots and subsequent quizzes.

TAILOR-MADE TRAINING AND LEARNING CONTEN

This is what our Sasse Academy stands for, and the e-learnings are designed to reflect exactly what our employees are interested in and what is relevant to their job. All this in an appealing format where learning and further education are fun. We are currently working primarily on e-learning for the target group of area managers, site managers, foremen and technicians. The e-learnings and the target groups will be gradually expanded. When the LMS is launched, there will already be a large number of e-learnings that might be of interest to some of you. An e-learning course lasts a maximum of 60 minutes and can therefore be optimally integrated into everyday working life.

OUTLOOK 2023 - CSR

 Kurs 



Autor:
Lara Falkenhagen

KURSDetails

Dauer

30min

Module

0 von 14

Start

CSR - Corporate Social Responsibility (Part 1: The basics)

This training introduces the most important basic concepts of corporate sustainability and provides an overview of the concrete implementation of guidelines and laws in the Dr. Sasse Group.

WHAT IS SUSTAINABILITY?

"Sustainable development is development that meets the needs of the present without risking that future generations will not be able to meet their needs." (Brundtland Report of 1987)

BENEFITS FOR OUR EMPLOYEES

Our employees are the key to our success. That's why we want our employees to feel comfortable with us. Nowadays, it is hard to imagine an atmosphere of well-being in any company without employee benefits.

WHAT WE OFFER OUR EMPLOYEES!

JOBRAD

Why do we offer JobRad to our employees?...because we not only think sustainably, we also act sustainably!





Sasse

Betriebliche Altersversorgung

WIR DENKEN SASSE.
WIR DENKEN VORSORGE.

COMPANY PENSION SCHEME

We offer our employees a company pension scheme. Today, the statutory pension is only a basic provision and additional cover is advisable.

Our employees benefit from our group offer and can freely choose their desired monthly amount. Anyone can take advantage of this offer.

CORPORATE BENEFITS

Well-known brand suppliers grant you permanent discounts on their products and services in various product categories, e.g. cars, travel, fashion, technology and leisure, via the employee platform.

The platform is continuously expanded with new suppliers and offers.



Sasse

EMPLOYEES RECRUIT EMPLOYEES



corporatebenefits
Ihre Mitarbeiterangebote

Kennen Sie schon Ihre Mitarbeiterangebote?

Liebe Kolleginnen und Kollegen,

viele von Ihnen nutzen unsere Mitarbeiterangebotsplattform aktiv und konnten bereits bei vielen namhaften Anbietern sparen. Wenn Sie noch nicht angemeldet sind, registrieren Sie sich am besten gleich und nutzen Sie die dauerhaften attraktiven Nachlässe.

Wir wünschen Ihnen viel Freude beim Stöbern und Einkaufen.



Sport

bis zu 40%

Mode

bis zu 80%

Freizeit

bis zu 60%

Technik

bis zu 60%

1 Rufen Sie die Plattform auf:
<https://sasse.mitarbeiterangebote.de>

2 Einmalige Registrierung mittels Firmen- oder privater E-Mail-Adresse und dem Registrierungscode: **+Sasse2020+**

3 Einloggen und sofort attraktive Angebote wahrnehmen

Ihre Vorteile:

- ✓ Dauerhafte Preisnachlässe z.B. auf Reisen, Mode, Technik, Mobilfunk u.v.m.
- ✓ Zugriff auf Angebote von über 800 Top-Markenanbietern von zuhause und unterwegs
- ✓ Monatliche Erweiterung des Angebots

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REWARDS FOR EMPLOYEE RECRUITMENT

Employees suggest a suitable candidate as a specialist or manager.

If we welcome the potential employee on board, the recruiting employee receives a bonus.



UK CSR STRATEGY



INTRODUCTION

A MESSAGE FROM BENNY WUNDERLICH

Today's world is characterised by significant environmental and social challenges that need to be actively addressed. This includes our organisation and all related activities. As a business we realise that we have a much larger role to play in helping to solve some of these challenges for both our present and future society. Running a successful business and delivering for our customers, employees, and shareholders is critical, but we have an opportunity and a responsibility to do more.

As a responsible company we aim to create a conscious culture to empower our people to be able to tackle these challenges and opportunities alike. We stand for a sustainable and meaningful approach and see it as our duty to firmly anchor CSR in our corporate strategy which is set out in our CSR report and this document.

During such times of great uncertainty, we have managed to continue our long-term growth plans and to win more talented people for our organisation. We learned to be agile and quickly adapted to the new work environment through the pandemic such as the introduction of hybrid working and took advantage of the digital opportunities to the benefit of our people and clients. At the same time, we want to support our customers in their CSR strategies and thus make our contribution.

Our new hygiene concepts, robotic technologies, and digitalisation initiatives offer the first sustainable solutions in this regard. Our decision to become a Real Living Wage Employer during the pandemic was also an important component of our CSR strategy.

Whilst we are just a small piece of the puzzle, we believe that the way we act today shapes the world of tomorrow.

Sincerely,

Benny Wunderlich
Managing Director Sasse UK



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ABOUT THIS UK CSR STRATEGY REPORT

Dear Reader,

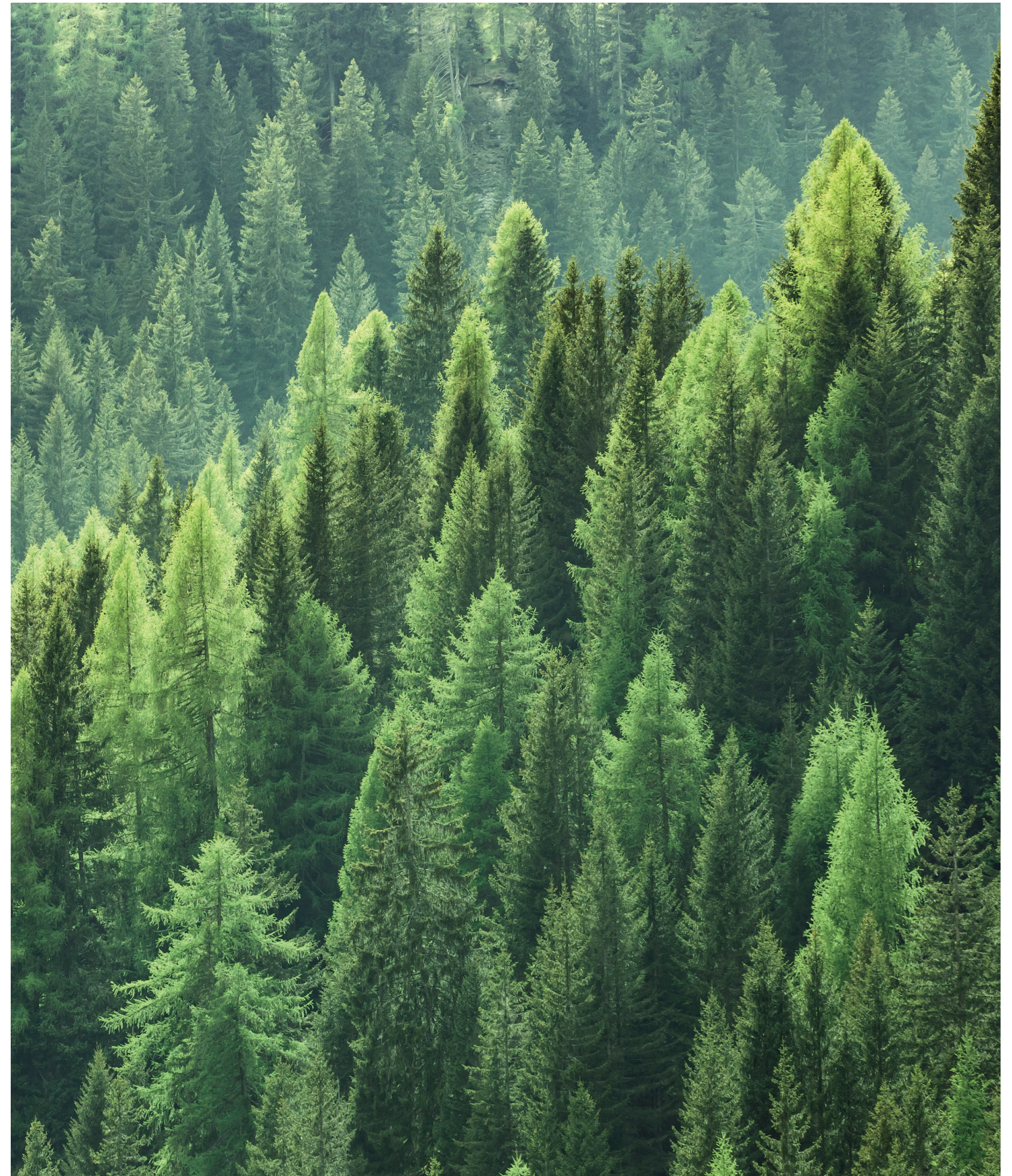
This is the first localised CSR Strategy Report for Sasse UK and seeks to align our local values with the group whilst focusing on our regional contribution in terms of corporate social responsibility within the United Kingdom.

The UK vision is aligned with the group vision, mission and values but with a special focus on people, specifically our people and their local communities. People are at the heart of everything we do and we seek to ensure that the focus on people both at a micro and macro level remains at the heart of our business and ensuring sustainable futures for our people and business.

We seek to do this through focusing on our customer needs, service delivery and the impact these have on the local environment. We want to approach CSR the same as we approach all areas of our business; through dynamic leadership, agile and innovative processes and by actively encouraging our people to act sustainably and help lead the business from a sustainable work perspective.

We are using 2023 as our goal setting report – we will use this year to gain further insights into how we use resources and how this usage is tracked, communicated and – this year is about obtaining the hard facts so that from 2024 our CSR goals and responsibilities can be firm and demonstrate clear commitment to ensuring we are a leading sustainable partner; and continue to be able to demonstrate our commitment to acting responsibly.

We welcome feedback from our clients and staff – please contact us by email at uk@sasse-group.com or via the ‘Sasse Speaks’ function via our internal platform, the Hive.



FACTS & FIGURES UK



Employees
1,300



Customers
200+



Revenue
£ 30 Million



Transport



Automotive



Consulting



Finance &
Assurance



Real Estate



Aviation



IT &
New Economy



Healthcare



Public Sector



Sports &
Leisure

PRINCIPLES OF OUR RESPONSIBILITY

As a company we are part of society and bear responsibility for it. We try to live this self-conception every day. Our **vision**, **mission** and **values** provide orientation for every employee in their daily actions. **International agreements** shape our image of a sustainable world. **External audits** ensure that we live up to our own standards.



VISION

Sasse Group will continue to be a family-led company and a reliable business partner in the future. The image of our company shall be characterized by the terms:

- ‘Professional and innovative’
- ‘Respectable and consistent’



MISSION

We identify ourselves with our clients’ individual needs. Through innovative solutions, we create value for our clients. Our ultimate goal is high customer satisfaction, achieved through **Sasse Service Excellence**.



VALUES

Our conviction of thinking and acting in a sustainable manner is reflected in our responsibility towards the state, towards society and towards the environment. Based on this responsibility, we regard it as our duty as a company to contribute to our country’s **economic and social progress**. Mutual respect and responsible interaction with our valued employees lie at the very core of our actions and beliefs.

PRINCIPLES OF OUR RESPONSIBILITY

International standards are benchmark of our social responsibility.

In our corporate social responsibility, we are guided by the ten guidelines of the UN Global Compact and the **United Nations Global Sustainable Development Goals**, SDGs.

These standards are closely related to the **vision, mission, values** and strategy of Sasse Group. Ultimately, it is people who act responsibly – for each other in the company, for our customers and partners, for everyone who is affected by our work and its results.



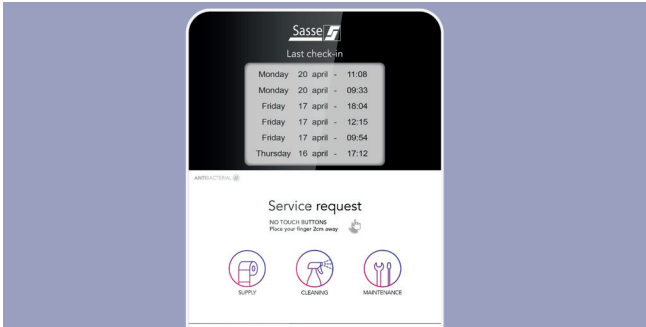
We have our work reviewed regularly

Recognised **certifications** and external **audits** reveal where we are on the right track and where we need to adjust.

We are aware that the interaction between economy and ecology is not a matter of arithmetics. One requires the other when looking beyond one's own horizon and the present. At Sasse Group, we therefore build business models, processes and relationships in such a way that we live up to our responsibility at all levels – and that every employee can go about his or her work with a clear conscience.

ECONOMIC GOALS

In line with our commitment to innovation in the sector, we will utilise our Head Office as an ‘innovation hub’ to trial technologies including Robotics, Sensorics and digital automation.



Implementation of review and audit of suppliers and sub-contractors; taking control of our supply chain to ensure continuous improvement

In addition to innovations utilised in the Aviation sector, introduction and development of robotics within FM and Transport / Mobility divisions where this is of advantage.



Sasse intend to introduce and trial “Sasse On-Demand” - Cleaning where it’s required, when it’s required and with purpose.

EMPLOYER GOALS

Sasse’s aim is to become a recognised Real Living Wage employer by the end of 2023.



Advancement of our Management Trainee Programme with an aim to upskill and retain workplace talent.

Introduction of an Enhanced Employee Benefit Scheme to complement our Reward & Recognition programme.



Induction video for the UK companies.

ENVIRONMENTAL GOALS

SOCIAL GOALS

The measurement of current product usage and materials to create a baseline to implement reduction targets for 2023/2024.



Sasse will continue to support our appointed UK charities - Newmilns Regeneration Association and Macmillan Cancer Support, together with supporting our customers with their local charities.



Commitment to replace obsolete equipment with environmentally friendly replacements where efficient and practical.

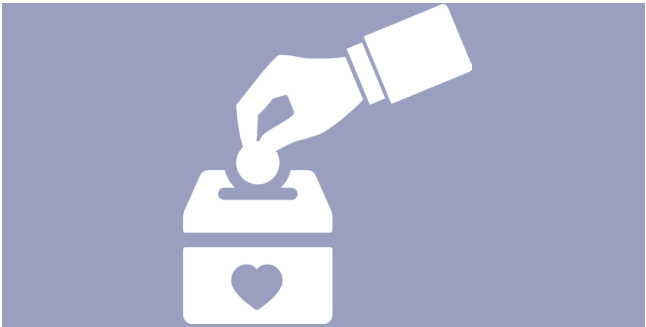


Sasse commit to supporting local community projects with activities and initiatives that are relevant to the communities in which we work.

The introduction of an Enhanced Travel Scheme, to include initiatives surrounding sustainable and cleaner travel in our operations.



The introduction of donation boxes at Sasse Head Office to support local and national charity initiatives.



Sasse aim to become an ISO 50001:2018 Energy Management System accredited company by 2025.

OUR SASSE FOREST

FOREST AS A KEY ROLE

Sasse Group is making its contribution to the sustainable development of the forest - and thus to greater compensation of harmful CO2 gasses. Since 20 years, we have maintained and developed an area of **157 hectares of forest**, in which **175,000 trees** grow. This way, **45,000 tonnes of carbon dioxide** are neutralised **per year**.

A forest is a **multi-generation project**. This can be easily observed around the Sasse Academy in Scotland. The forest, which has grown and been cultivated for centuries, is the result of human work that has always set its field of vision on tomorrow.

The Sasse forest is a so-called **plenter forest**. This means that, unlike the usual practice in the timber industry, entire areas are not felled and then replanted. Instead, the foresters go through the stand and decide individually which trees are ready to be felled.

WE ALSO THINK ABOUT FUTURE GENERATIONS

As a family business, we not only have today's generations in mind, but also those of the future. We view it as part of our social responsibility to protect natural habitats and at the same time to counteract climate change.

The Sasse forest is an example of how we, as a family business, follow principles from our own self-image. This image is strongly echoed by the public under the heading of ESG (Environmental Social Governance).



HOW AND WHAT WE REPORT



SCOPE 1
Motor Fleet Consumption
(diesel/petrol/electric)



SCOPE 2
Energy Consumption
(electricity/space heating/water)



SCOPE 3
Consumption of Cleaning Material
(chemicals/dangerous chemicals)



SCOPE 3
Packaging Material, Number of Chemicals (by unit)



SCOPE 3
Staff Travel distance
(foot, bike, car, tube, bus, train)



SCOPE 3
Staff travel type
(foot, bike, car, tube, bus, train)



SCOPE 3
Flights (distance, number)



WE THINK SASSE.
WE THINK CSR.



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APPENDIX

SUSTAINABLE DEVELOPMENT GOALS

Sustainable Development Goals. 17 goals that change our world.



Source: unric.org/de/17ziele/

UN GLOBAL COMPACT

The Ten Principles of the UN Global Compact:

1. Businesses should support and respect the protection of internationally proclaimed human rights.
2. Businesses should make sure that they are not complicit in human rights abuses.
3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. Businesses should uphold the elimination of all forms of forced and compulsory labour.
5. Businesses should uphold the effective abolition of child labour.
6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.
7. Businesses should support a precautionary approach to environmental challenges.
8. Businesses should undertake initiatives to promote greater environmental responsibility.
9. Businesses should encourage the development and diffusion of environmentally friendly technologies.
10. Businesses should work against corruption in all its forms, including extortion and bribery.

Source: unglobalcompact.org/about

GERMAN SUSTAINABILITY CODE

The 20 criteria of the German Sustainability Code.

Strategy 01	Materiality 02	Objectives 03	Depth of the Value Chain 04
Responsibility 05	Rules and Processes 06	Control 07	Incentive Schemes 08
Stakeholder Engagement 09	Innovation and Product Management 10	Usage of Natural Resources 11	Resource Management 12
Climate-Relevant Emissions 13	Employee Rights 14	Equal Opportunities 15	Qualifications 16
Human Rights 17	Corporate Citizenship 18	Political Influence 19	Conduct that Complies with the Law and Policy 20

Source: deutscher-nachhaltigkeitskodex.de/Home/DNK/Criteria

**THINKING OF
TOMORROW,
TODAY!**

IMPRINT

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