

**THINKING,
ACTING,
DEVELOPING.
WITH RESPONSIBILITY.**



NEW PATHS TO SUSTAINABILITY

Dear Reader,

To clear up a misunderstanding: sustainability and progress are not mutually exclusive. On the contrary: they are inextricably linked. This CSR Report, the third we are now publishing, is full of examples of this.

Whether it's raising the education and training of our managers to a new level or making further improvements in the energy efficiency of our work: We use today's innovations to be a better company tomorrow than we were yesterday. We live and think of this as an ongoing process to which everyone at Sasse Group can contribute.

This attitude has an impact beyond our company. Because they multiply in effect and counter-effect when applied consistently. It makes the far-reaching benefits of the circular economy visible anew every day. Thanks not least to digitalisation, we are increasingly recognising the opportunities and potential offered by holistic facility management. Our services make valuable contributions to the balance sheets of our customers, both large and small - beyond the balance sheet date.

CSR, as we understand it in Sasse Group as a family business, knows no date and no instruction manual. It is deeply rooted in the people who put it into practice with every order and every decision, out of conviction. Which is why, when reading this report about our achievements in the past year, you can be sure that we are already a step ahead.

I invite you: Accompany us on ever new paths to sustainability!

Your's

Dr. Laura Sasse
Member of the Board Finance I Digital
Responsible for CSR & Sustainability Management

**SUSTAINABILITY
IS PART OF
OUR DNA!**

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.

TABLE OF CONTENTS

GENERAL INFORMATION

ABOUT THIS REPORT.....	04
FACTS & FIGURES ABOUT THE COMPANY.....	05
OUR GUIDELINES.....	06
OUR AWARDS & HIGHLIGHTS.....	07

STRATEGY & MANAGEMENT

STRATEGY & MANAGEMENT.....	08
PROCESS CHAIN AND SUSTAINABILITY ASPECTS.....	10
KEY ISSUES AND OBJECTIVES.....	11
OUR SUSTAINABILITY GOALS AT A GLANCE.....	12

ECONOMIC RESPONSIBILITY

SIGNIFICANCE ECONOMIC RESPONSIBILITY.....	13
IN FOCUS: SASSE SERVICE EXCELLENCE.....	14

RESPONSIBILITY AS EMPLOYER

SIGNIFICANCE RESPONSIBILITY AS EMPLOYER.....	15
RESULTS AND KEY FIGURES 2021.....	16
IN FOCUS: SASSE ACADEMY.....	17
BENEFITS FOR OUR EMPLOYEES.....	18

ENVIRONMENTAL RESPONSIBILITY

SIGNIFICANCE ENVIRONMENTAL RESPONSIBILITY.....	19
CONSUMPTION AND GREENHOUSE GAS EMISSIONS.....	20
IN FOCUS: OUR SASSE FOREST.....	21

SOCIAL RESPONSIBILITY

SIGNIFICANCE SOCIAL RESPONSIBILITY.....	22
---	----

APPENDIX

SUSTAINABLE DEVELOPMENT GOALS.....	23
UNITED NATIONS GLOBAL COMPACT.....	23
GERMAN SUSTAINABILITY CODE.....	23

ABOUT THIS REPORT

Dear Reader,

After 2019 and 2020, this is the third CSR Report of Sasse Group. The core statements of the reporting period cover the financial year from January 1st, 2021 to December 31st, 2021. Simultaneously to this year's CSR report, we have issued our **first declaration on the German Sustainability Code (DNK declaration)**.

In it, we report our sustainability performance along the 20 DNK criteria and GRI standards in detail. In both cases, the Institute for Applied Sustainability (inas) from Ingolstadt, led by Dr. Michael Tretter, provided us with professional and comprehensive support.

The focus of the current report is on **our strategic orientation** and on our understanding of corporate sustainability. It is also to be understood as a summary of our Sustainability Code declaration. Our sustainability reporting is currently being restructured. Certain processes need to be restructured, additional key figures recorded and tasks defined. This is also being done with a view to future reporting obligations and customer requirements.

The basis for professional reporting is the strategic anchoring of sustainability goals and criteria. The progress we have demonstrably made in this area within the framework of our strategy process is therefore given special attention in this report. This process is not yet complete and never will be. We can and will continuously improve in all areas.

Constructive feedback is a form of „renewable energy“ for us in this process. This CSR report is therefore accompanied by a request: Please give us feedback.

Where can Sasse Group improve?
What information on sustainability are you missing?

Please share your thoughts and ideas with us:

csr@sasse.de

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 DNK-DATABASE



TO DNK-DECLARATION AS PDF



Deutscher
NACHHALTIGKEITS
Kodex
Berichtsjahr **2021**



Erstellt nach
CSR-Richtlinie-
Umsetzungsgesetz

FACTS & FIGURES ABOUT THE COMPANY

Founded in 1976

250 million EUR turnover

100% family-owned with 45 years of experience in facilities management

48 locations

Full-service provider of infrastructural, technical and commercial facilities services

CHAIRMAN OF THE BOARD DR. SASSE AG

- Dr. Eberhard Sasse

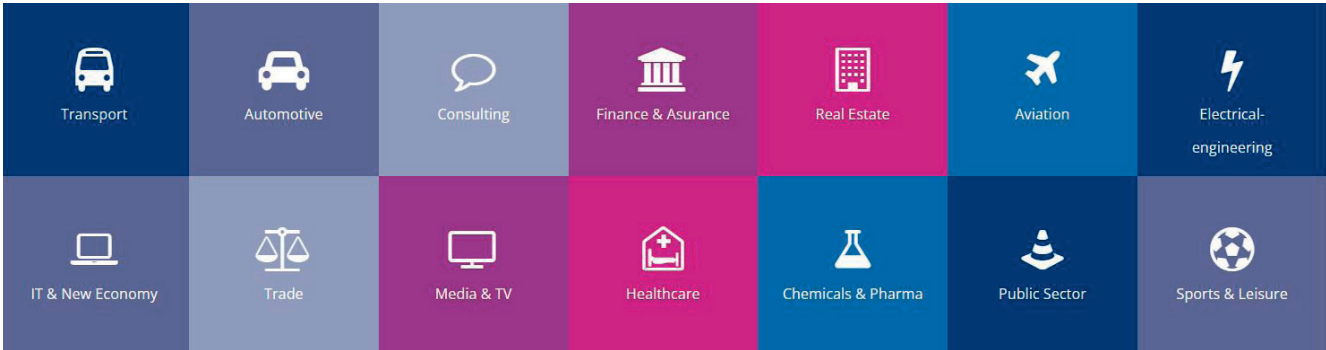
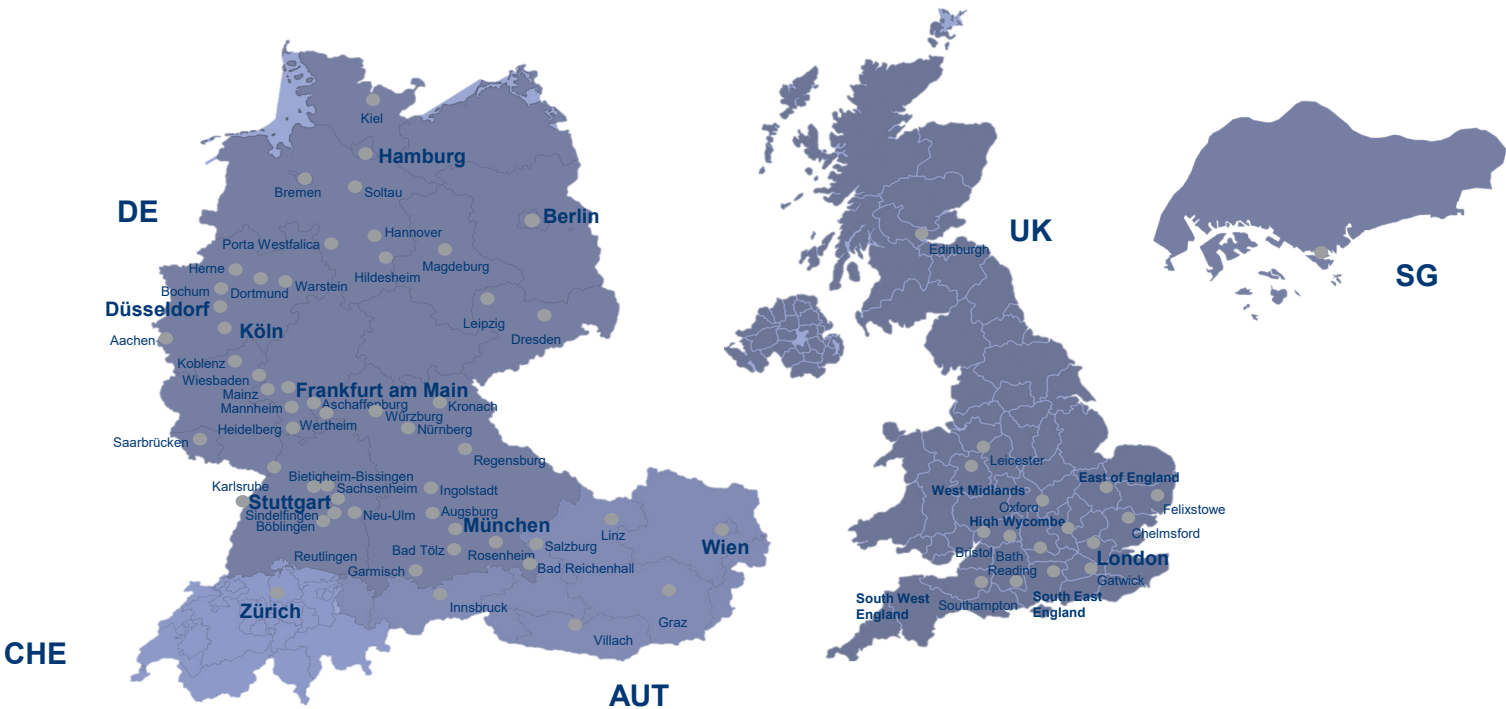
BOARD DR. SASSE AG

- Dr. Laura Sasse, Finance I Digital
- Clara Sasse, Sales I Marketing
- Dr. Christine Sasse, Human Resources I Org.
- Katja Böhmer, Operations I Engineering

6,500 employees from 98 nations



1,500 customers from almost all industries.
60% of them long-standing customers for over 10 years



OUR GUIDELINES

Our convictions are consolidated 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 concretised by goals and measures. They set the pace and define how we want to fulfil our mission.

VISION

Dr. Sasse AG will continue to be a **family-led company** and reliable business partner in the future. The image of our company shall be characterised by the terms ‘**professional and innovative**’, ‘**correct and stable**’.

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 **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.

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

WHAT MAKES A FAMILY BUSINESS?

It’s not just about ownership. Above all, it is about personal responsibility for employees, customers and partners.

The personality of the entrepreneurs shapes the public image of the company.

The Sasse family stands with its name for the high quality of services and for a responsible, people-oriented management style.

They exemplify an understanding of closeness and attentiveness that permeates the entire company.

OUR AWARDS & HIGHLIGHTS

DB SUPPLIER OF THE YEAR 2020/ 2021

Category General needs and benefits

[Click here for the report](#)



REAL ESTATE BRAND AWARD

Strongest FM Brand 2018/ 2019/ 2020

[Click here for the report](#)

LÜNENDONK LIST 2021

Leading Facility Service Companies in Germany

[Rank 20](#) (previous year rank 21)

ELECTION TO THE PLENARY MEETING OF THE CHAMBER OF COMMERCE

Dr. Laura Sasse elected to the plenary assembly OF THE CHAMBER OF COMMERCE FOR MUNICH AND UPPER BAVARIA

[Click here for the report](#)

GUEST COMMENTARY HANDELSBLATT

Dr. Eberhard Sasse on the topic:

[„Alimentation of the citizens“](#)

„THE FUTURE OF FAMILY BUSINESSES“

Podcast by Clara Sasse on the topic:

[„You can't learn succession at university“](#) (In German)

OUR NEW SASSE IMAGE FILM

A family business is more than a workplace. A team is more than the number of employees. And a vision is more than words on paper. With this conviction, we as Sasse Group made a new image film: personal, honest and direct.

We give an overview of the services for which the name Sasse stands and how we understand our contribution to a prospering economy and society.



[Image film](#)



STRATEGY & MANAGEMENT

The **overall responsibility for the corporate sustainability of Sasse Group** lies with the Executive Board. It is the highest management and steering body.

Dr. Laura Sasse is responsible for sustainability management within the Management Board. The CSR and Sustainability unit coordinates sustainability management at Group level with her.

Katja Böhmer is responsible for quality, environment and occupational health and safety as well as compliance and risk management at Group level.

Social and employee issues are managed at Group level by **Dr. Christine Sasse**, Executive Board Member for HR & Organisation.

The respective management is responsible for the operational implementation of the sustainability strategy in all Sasse Group companies

The Supervisory Board reviews the effectiveness of the sustainability strategy.

CHAIRMAN OF THE BOARD DR. SASSE AG
Task: supervisory body
Responsibility: Dr. Eberhard Sasse

BOARD DR. SASSE AG
Task: Supreme management and steering body

Sustainability/ CSR: Department Dr. Laura Sasse

Quality Environment
Occupational Safety
and Health:
Department
Katja Böhmer

Compliance
Risk:
Department
Katja Böhmer

Human
Resources:
Department
Dr. Christine Sasse

CSR AND SUSTAINABILITY STAFF UNIT
Task: Coordination

DIVISIONS AND OPERATIONS OF SASSE GROUP
Task: Operational implementation
Responsibility: Management & divisional management



Dr. Eberhard Sasse
Chairman of the Board



Dr. Christine Sasse
HR | Organisation



Clara Sasse
Sales | Marketing



Dr. Laura Sasse
Finance | Digital



Katja Böhmer
Operations | Engineering

STRATEGY & MANAGEMENT

For us as a company, **corporate sustainability** means the interplay of four areas of responsibility.

ECONOMIC RESPONSIBILITY

How do we face the rules and challenges of the markets - and how do we implement economics in our environment?

RESPONSIBILITY AS AN EMPLOYER

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

ENVIRONMENTAL RESPONSIBILITY

What importance do attribute to ecology - and what is our contribution to it

SOCIAL RESPONSIBILITY

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

Our responsibility strategy is shaped by these four areas.

EXTERNAL FRAMEWORKS FOR OUR SUSTAINABILITY STRATEGY:

DNK

German Sustainability Code

UN SDG

Sustainable Development Goals

UN GC

Principles of the UN Global Compact

You can find more about the frameworks [here](#).

CERTIFIED SYSTEMS FOR ANCHORING & IMPLEMENTATION:

- Quality Management DIN ISO 9001
- Occupational health and safety management system DIN EN ISO 45001
- Environmental management system DIN EN ISO 14001
- Sustainability in FM GEFMA 160

REVIEW OF SUSTAINABILITY PERFORMANCE:

- TÜV RHEINLAND
- BRITISH ASSESSMENT BUREAU
- ECOVADIS
- INTERNAL AUDITS



British Assessment Bureau

Certification is conditional on maintaining the required performance standards throughout the certified period of registration
The British Assessment Bureau, 30 Tower View, Kings Hill, Kent, ME19 4UY

The management system of Certificate Number 187352
Sasse Limited incorporating Sasse Facilities Management Limited
Unit 4, The Valley Business Centre, Gordon Road, High Wycombe, Buckinghamshire, HP13 6EQ
has been assessed and certified as meeting the requirements of

ISO 9001:2015
for the following activities

Provision of infrastructural, technical and commercial facilities management through Soft and Hard services to transport, aviation and commercial sectors within the UK

Further clarifications regarding the scope of this certificate and the applicability of requirements may be obtained by consulting the certifier.



UKAS
MANAGEMENT
SYSTEMS
8289

Valid from
Initial Certification: 01 April 2011
Latest Issue: 30 May 2022
Expiry Date: 31 March 2023
subject to annual assessments





Authorised by
Mike Tims
Chief Executive
Officer

www.british-assessment.co.uk
Certificate issued by Amvivo Group Limited, trading as British Assessment Bureau
To confirm the 'Live Status' of this certificate please use the 'Certificate Verification' tool located at www.british-assessment.co.uk

Sasse

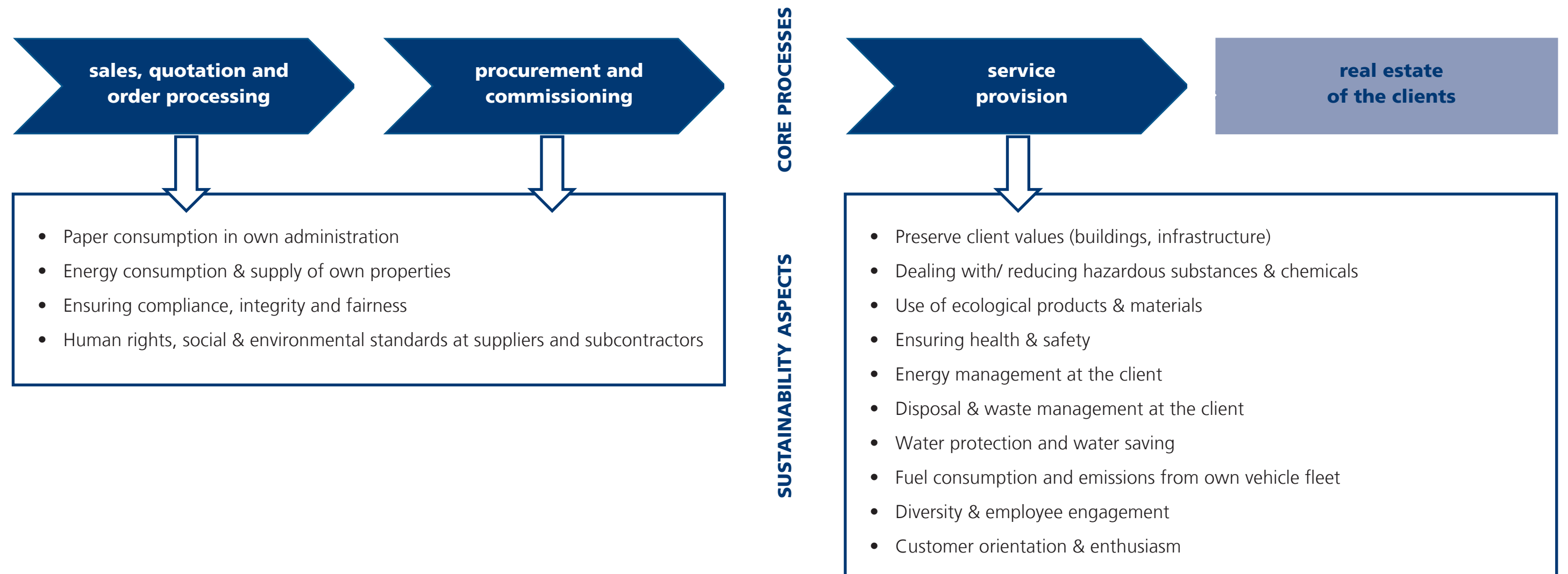
STRATEGY & MANAGEMENT

9

PROCESS CHAIN AND SUSTAINABILITY ASPECTS

Another important building block for our sustainability strategy is the **analysis of our core processes** with the aim of identifying relevant environmental and social aspects and deriving corresponding goals and measures.

This analysis is thus an important step towards the continuous improvement of our sustainability performance.



Customer property

KEY ISSUES AND OBJECTIVES

The analysis of our **process chain** is supplemented with environment and stakeholder analyses. One goal of the strategy process is to obtain a meaningful picture of the interactions between our business activities and the **economic, political, social** and **ecological corporate environment**.

The results of the analyses show that **employee- and customer-related issues** are of great relevance to us, both from an inside-out and an outside-in perspective.

For us, this means: As a personnel- and wage-intensive service company, we place the **interaction with our employees at the centre**. Responding to our employees and creating the best possible working environment for them is a top priority.

As a service-oriented company, we **focus on the business relationships with our clients**. We identify with the individual needs of our clients and contribute to their added value through innovative solutions.

Our overriding strategic goal is to combine **customer enthusiasm, environmental protection** and **social added value**. This is achieved with satisfied, committed and well-trained employees and a strong customer orientation.

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 strategy process, we have identified the SDGs with which our business activities are particularly connected. We can have a direct influence on these in our area of responsibility.



OUR SUSTAINABILITY GOALS AT A GLANCE

ECONOMIC RESPONSIBILITY

- We continue to drive **digitalisation** in our core business to make everyday life easier for employees and our work better, e.g. through the purchase of cleaning robots and the introduction of washroom sensors.
- We are reviewing and strengthening our **Code of Conduct** for Suppliers with regard to social and environmental standards and are making improvements.
- We regularly **audit** our suppliers and subcontractors.
- We anchor further **sustainability-related KPIs** for our core business.

RESPONSIBILITY AS AN EMPLOYER

- We are expanding our commitment to the **education of young people**.
- 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 agreements, number of occupational accidents and sick days, number of trained employees by position.
- We will reduce **occupational accidents** by 10% by the end of 2022.
- We keep the **sickness rate** lower than/ equal to 4% also in 2022. 2021: 3.97%.
- We create more **apprenticeships** for industrial electronics technicians and **dual students** of business administration and management.
- We will introduce an **e-learning platform** for training purposes by the end of 2022.

ENVIRONMENTAL RESPONSIBILITY

- We will increase the percentage of **sustainable products** in total consumption by a further 10% by the end of 2022. At the end of 2021, the percentage corresponds to 5% = use of sustainable means in relation to the total volume of cleaning chemicals.
- We always comply with our **travel policy** for sustainable travel.
- We will increase the share of **renewable energy** in the energy mix of our properties by the end of 2022, e.g. by switching to green electricity.
- We are gradually switching to **sustainable office equipment**.
- We continue to offer employees more **alternative means of transport** to the car.
- We continue to successively convert the vehicle fleet to **hybrid or electric vehicles**.
- We will complete our **corporate carbon footprint** by the end of 2022.

SOCIAL RESPONSIBILITY

- We participate in the **social dialogue** for a sustainable economy.
- We create **perspectives** through targeted social commitment.
- We are committed to **equal opportunities** for all.



charta der vielfalt

UNTERZEICHNET

ECONOMIC RESPONSIBILITY

SIGNIFICANCE FOR SASSE GROUP

Economic success is a prerequisite and obligation for implementing our understanding of social responsibility. We contribute to prosperity and development in the places where we are active. We provide jobs, pay taxes and participate in the discourse on a sustainable economy.

Our core business is to care for, maintain, supply, protect and operate our customers' facilities. This way, we make a significant contribution to ensuring that facilities and objects are maintained for as long as possible - perhaps the most effective way of conserving resources. In dialogue with our customers, we look for ways to protect the environment, reduce emissions and avoid waste. The basis of our customer relations is trust in our performance. We identify with the needs of our clients and contribute to their added value through innovative solutions.

ANCHORING IN SASSE GROUP

The Management Board of Dr. Sasse AG represents Sasse Group externally and manages the business internally. It is responsible for the policy and strategy of Sasse Group.

The highest controlling body is the Supervisory Board of Dr. Sasse AG, with Dr. Eberhard Sasse as Chairman. The respective division management or executive board is responsible for the operational implementation of corporate sustainability in the various business divisions and operations. The management of the operating companies is responsible for specifying the goals of the overall strategy and implementing them in their processes.

IMPORTANT STANDARDS AND GUIDELINES FOR SASSE GROUP:

- DR. SASSE CODE OF CONDUCT.
- DIN EN ISO 9001: QUALITY MANAGEMENT
- ECOVADIS SUSTAINABILITY RATING
- GEFMA 160: SUSTAINABILITY IN FACILITY MANAGEMENT
- DIN 77200: SECURITY SERVICES



Dr. Laura Sasse with cleaning robot Franzi

GOALS FOR 2022/ 2023

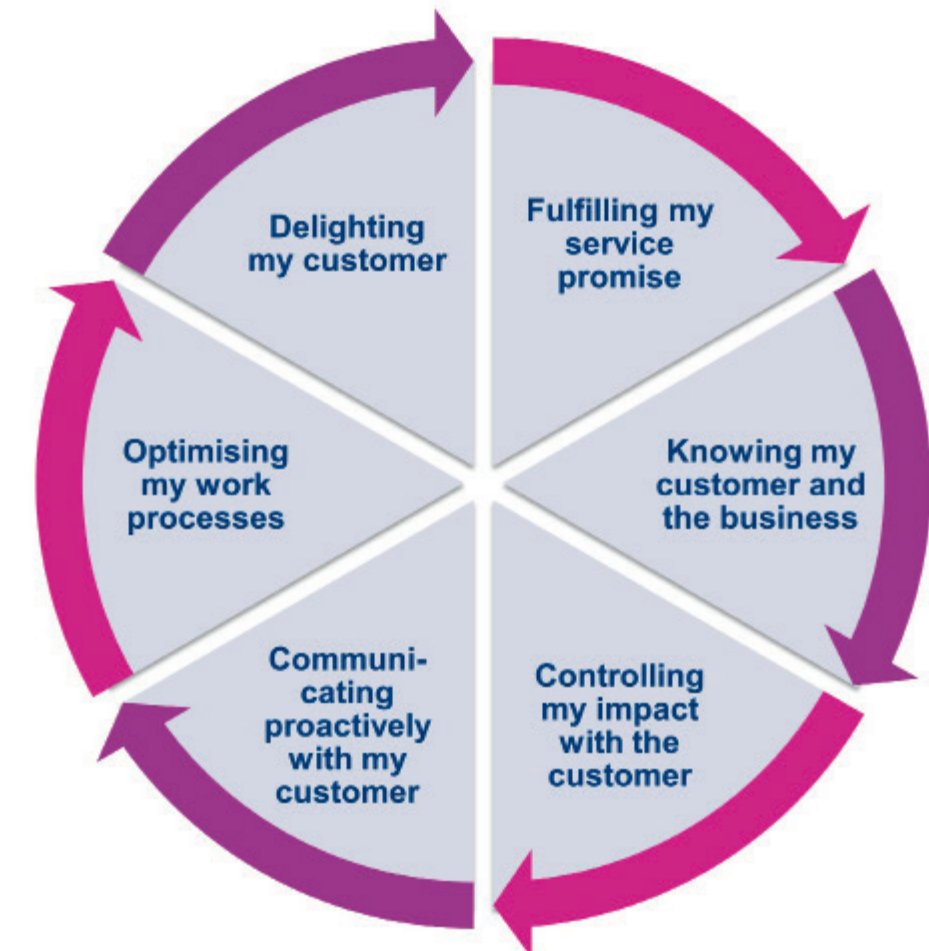
- We continue to drive digitalisation in our core business to make everyday life easier for employees and our work better.
- We are reviewing and strengthening our Code of Conduct for suppliers with regard to social and environmental standards and will make improvements.
- We audit our suppliers and subcontractors regularly.
- We anchor further sustainability-related KPIs for our core business

IN FOCUS: SASSE SERVICE EXCELLENCE

Goal: Customer enthusiasm, environmental protection and social added value go hand in hand.

KEY ISSUES WERE DISCUSSED IN OUR SERVICE EXCELLENCE WORKSHOPS:

- How can service excellence be anchored in our corporate strategy and culture?
- Which service innovations are missing from our service portfolio?
- What service offering do customers expect in the future?
- What are key enthusiasm factors?
- How can employees be actively involved in the Service Excellence programme?
- How can service innovations improve the sustainability performance of us and of our customers?



The Sasse Service Excellence Wheel summarises the core tasks with the customer

WE ADVISE & SUPPORT OUR CLIENTS ON THE FOLLOWING TOPICS, AMONGST OTHERS:

- Improving energy efficiency and energy management
- Optimising the use of resources
- Saving water
- Handling chemicals
- Optimisation of packaging
- Improvements in waste management

WE IMPLEMENT INNOVATIVE SOLUTIONS FOR OUR CUSTOMERS. AMONGST OTHER THINGS, IN 2021...

- ...several cleaning robots were tested and introduced
- ...software for the automatic creation of instruction documents was introduced
- ...the „i-Academy“ e-learning platform was introduced
- ...we continued the roll-out of an app for controlling, executing and documenting the provided service.

RESPONSIBILITY AS EMPLOYER

SIGNIFICANCE FOR SASSE GROUP

Our success is based on the **satisfaction and enthusiasm** of the people who work with us (our employees) and for whom we work (our customers). **Customer satisfaction and enthusiasm**, in turn, can only be achieved with satisfied, committed and well-trained employees.

Even if the term „facility management“ seems very technical, our work is first and foremost about people. As a personnel- and wage-intensive service company, we focus on how we **treat our employees**. Responding to them and creating the best possible working environment for them is a top priority.

KEY TOPICS:

- Health and safety
- Training and development
- Diversity & Equal Opportunities
- Fair wages
- Jobs (create & fill)
- Human Rights

ANCHORING IN SASSE GROUP

The ultimate responsibility for **anchoring employee rights** lies with the Executive Board of Dr. Sasse AG. Dr. Christine Sasse, Head of HR & Organisation, is responsible for **social and employee issues** at group level. In the companies, 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 specified by corresponding topic-related **management systems and guidelines**, such as ISO 45001.



Sasse-Team Munich

GOALS FOR 2022/ 2023

- We will expand our commitment to the education of young people.
- We will collect basic data on occupational health and safety and human rights in all companies. This includes, for example, the percentage of employees with collective agreements, number of occupational accidents and sick days, number of trained employees by position.
- We will reduce occupational accidents by 10% each by the end of 2022.
- We will keep the sickness rate lower than/ equal to 4% also in 2022. Status 2021: 3.97%.
- We create additional apprenticeships for industrial electronics technicians and dual students of business administration/FM.



Mirko Bieberstein
Operations manager

RESULTS AND KEY FIGURES 2021

GENDER DISTRIBUTION:

- Male: 44%
- Female: 56%

AGE GROUPS:

- under 30 years old: 12%
- 30-50 years old: 46
- over 50 years old: 42

85 % permanent staff

42 years
average age



40% women in
management

98 different
nationalities

MANAGEMENT POSITIONS:

- 40% of management positions are held by women.

GENERAL RESULTS:

- Conversion to ISO 45001 and related information to all stakeholders was achieved.
- From 01.01.2021, support will be provided internally by the occupational safety specialists.
- Sasse service excellence was the focus of the 2021 seminar year.
- Eight young people were in training with us in 2021
- 970 employees were trained and 21 different further training measures were carried out
- The sickness rate in 2021 was kept below/ equal to 4%. The average sickness rate across the Group is 3.97%, which is just below the national average for services.
- Occupational accidents were reduced by 10% in each case
- People from 98 nations, with different levels of education, social backgrounds or with physical disabilities work for our company.

CAUSES OF ACCIDENTS:

- Falling: 33%
- Slips: 12%
- Needlestick injuries: 12
- Bumping: 6%
- Pinching: 4%
- Cuts: 2%
- Other: 31%

Academy Programme 2021



WE BRING OUR EMPLOYEES IN TOP-FORM

**WE THINK SASSE.
WE THINK EDUCATION.**

IN FOCUS: SASSE ACADEMY

WAY AHEAD FOR TALENTS

Training and qualification have a high priority at Sasse Group. The focus is on promoting and developing individual talents. Professional qualification has long since ceased to be a state of affairs, but rather an attitude - towards progress in science and technology, towards changes in procedures and processes and towards the increasing networking of workplaces and tasks. In Facilities management we receive double impulses in this field: from within, as a learning company that develops and changes; from outside, through expanded and new tasks set by our customers.

MIX OF NEW IDEAS AND EXPERIENCED VALUES

The range of services is deliberately broad-based. It is based on new ideas that come to us as well as on experience on which we build our „Service Excellence“ together with you. Because for leadership tasks that do justice to today's working world and the digitalisation of work processes, you need not only good leadership skills and talent development, but above all reliable support in change processes, innovation management and the handling of digital tools.

TRAINING WITH A FUN EFFECT

In addition to our face-to-face events and webinars, we are developing an extensive range of interactive formats in the sense of contemporary „edutainment“ on our digital learning platform. This allows us to offer our employees personal training flexibly, when and where it suits you - online on your PC, or offline on the bus or train on your way to work.

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!

CYCLE TO WORK SCHEME

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



Welcome to The Hive

- Sign in with Google
- Sign in with Facebook
- Sign in with LinkedIn
- Sign in with your email

About The Hive

Welcome to the Sasse Hive – the online home for all Sasse team members.

REWARD GATEWAY “THE HIVE”

The Hive (provided by Reward Gateway) recognises the hard work of everyone at Sasse UK, through employee to employee recognition, providing the latest in-house news and housing your employee discounts.

The Hive (provided by Reward Gateway) benefits portal is exclusive for all Sasse UK members.

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.



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

APPS

Google Play

App Store

QR Code

Corporate Benefits

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

adidas

lacomi

Thibbe

JOCHEN SCHWEIZER

GO

GARMIN

eventim+

Qualiforce

hp

ReemAnet

Apple

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.

ENVIRONMENTAL RESPONSIBILITY

SIGNIFICANCE FOR SASSE GROUP

The topic of environmental & climate protection are becoming key performance indicators for our company. Solving environmental & climate issues are central tasks for us. Through our services, we can also contribute to improving the environmental performance of our clients.

We are committed not only to the overall protection of the environment & climate by reducing & preventing negative impacts, but also to conduct service delivery activities in a manner that protects the natural environment from harm and degradation.

KEY ISSUES:

- Use of ecological materials
- Handling/reduction of hazardous substances
- Raw material and material consumption
- Energy consumption & supply
- Water consumption & waste water
- Soil & water protection
- Fuel consumption & emissions
- Waste disposal & waste management

ANCHORING IN SASSE GROUP

- Environmental aspects are firmly integrated into the corporate policy
- Environmental management system: Certification of all companies according to ISO 14001
- Selection criteria for products & materials:
 - Cradle to Cradle Standard
 - Certification of climate-neutral products
 - Gold Standard Climate Security & Sustainable Development for products
 - EU Ecolabel for products
- Environmental targets: Set and monitored annually for all operations



GOALS FOR 2022/ 2023

- We will increase the percentage of sustainable products in total consumption by a further 10% by the end of 2022. At the end of 2021, the percentage corresponds to 5% = use of sustainable means in relation to the total volume of cleaning chemicals.
- We always comply with our travel policy for sustainable travel.
- We increase the share of renewable energy in the energy mix of our properties by the end of 2022, e.g. by switching to green electricity.
- We are gradually switching to sustainable office equipment.
- We continue to offer employees more alternative means of transport to the car.
- We continue to gradually convert the vehicle fleet to hybrid or electric vehicles.
- We will complete our corporate carbon footprint by the end of 2022.

CONSUMPTION AND GREENHOUSE GAS EMISSIONS*

PROCEDURE

We follow the Greenhouse Gas Protocol Corporate Standard when calculating and balancing our carbon footprint. In addition to direct emissions, the company’s indirect emissions are also taken into account.

The calculations are based on emission factors from various sources. Factors from the Environmental Protection Agency (EPA), the Ecoinvent database, the German Federal Environment Agency, Statista and official government websites (UK) were used.

NEXT STEPS

Next, the data situation and availability must be further improved and expanded. Our goal is to record greenhouse gas emissions as completely and in as much detail as possible. In addition, we will use more specific emission factors, if available. On this basis, we can define concrete reduction targets for our company in the further process.

CALCULATED GREENHOUSE GAS EMISSIONS OF SASSE GROUP 2021
TOTAL: 3,250 TCO₂ÄQ

This is roughly equivalent to the amount of CO2 neutralised by 12,300 trees.

SASSE FLEET 2021

Our fleet (entire group) consists of 207 vans, 209 cars and 4 motorbikes.

- Consumption petrol E5: 161,850 litres
- Consumption of diesel B7: 653,284 litres
- Consumption of natural gas: 1,931 kWh
- Electricity consumption: 12,640 kWh

GREENHOUSE GAS EMISSION: 1,916 TCO₂ÄQ

OFFICES AND PROPERTIES 2021

- electricity consumption in offices and properties 2021: 104,264 kWh

GREENHOUSE GAS EMISSION: 38 TCO₂ÄQ

- District heating consumption in offices and properties 2021: 335,725 kWh

GREENHOUSE GAS EMISSION: 52 TCO₂ÄQ

BIOGENEOUS GAS EMISSIONS 2021: 129 tCO₂

Sources: Data collection Dr. Sasse Group, GHG Protocol Corporate Standard, Ecoinvent, EPA, Umweltbundesamt, Statista, GOV.UK, Nature Consulting
*If values are not or not yet available, the data from 2020 was used.



Sasse Forest

IN FOCUS: 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.

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).

SOCIAL RESPONSIBILITY

SIGNIFICANCE FOR SASSE GROUP

As a company, we act with and within **society**. Our behaviour has an influence on people, institutions or companies and vice versa. That is why we keep an eye on **social issues** and want to create perspectives through targeted commitment.

As a company, we have an **economic** and **social** impact. We provide jobs, pay taxes and participate in the discourse on a sustainable economy.

ANCHORING FOR SASSE GROUP

Social responsibility is not a marginal issue for us. Our **social commitment** combines social aspects with entrepreneurial tasks. For example, we are specifically involved in social issues. Those who have a say can help shape things.

For example, the Sasse family is involved in the board of trustees of the Lichtblick Foundation in Germany, the Newmilns Regeneration Association in Scotland, as well as in the general assembly of the Chamber of Industry and Commerce for Munich and Upper Bavaria.

Social responsibility is anchored at the highest corporate level in the Board of Directors and at the Supervisory Board.

Four focal points are defined in the concept for social commitment:

- Prospects for children
- Perspectives through participation
- Perspectives for the climate
- Perspectives for sport



Dr. Laura Sasse at the cheque presentation to the Lichtblick Foundation in Munich

GOALS FOR 2022/ 2023

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

APPENDIX

SUSTAINABLE DEVELOPMENT GOALS

Sustainable Development Goals. 17 goals that change our world.



Quelle: 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

Publisher: Dr. Sasse AG | Am Westpark 1 | 81373 Munich |

T: +49 (0) 89 21211323 | Mail: sasseag@sasse.de | sasse-group.com

Management Board: Dr. Laura Sasse, Clara Sasse, Dr. Christine Sasse, Katja Böhmer

Registered office: Munich

Munich Local Court: HRB 113742

VAT ID Dr. Sasse AG: DE129331396

Design & Implementation: Maddalena Anders, Dr. Laura Sasse