Updated environmental statement

in accordance with Regulation (EC) No. 1221/2009 (EMAS)

Initial review: 22/12/2016

with the environmental performance indicators of 2020
for the sites in 22880 Wedel, Germany:
Theaterstraße 6 • Theaterstraße 1
Rosengarten 25 • Feldstraße 170
Von-Linné-Straße 14 • Tinsdaler Weg 183
and in 25436 Tornesch:
Wilfried-Mohr-Straße 1–5 • Lise-Meitner-Allee 33
(validated in accordance with Regulation (EC) No.1221/2009 (EMAS III)
and certified according to DIN EN ISO 14001:2015)

and the subsidiaries and affiliates:
Lyon, France • Rome, Italy
Brno, Czech Republic • Jorvas, Finland
Warsaw, Poland • Algés, Portugal
Bratislava, Slovakia • Malmö, Sweden
Stirling, United Kingdom
(certified according to DIN EN ISO 14001:2015)

medac

2021

CD0010

Version 2

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Preface

Dear Reader,

Since its foundation in 1970, medac Gesellschaft für klinische Spezialpräparate mbH has been dedicated to the support of physicians and patients in diagnosing and treating acute and chronic illnesses. As a global pharmaceutical company we develop, produce and distribute e.g. highly ethical therapeutics and anticancer medicinal products. It follows that we have to deal with this subject and the people involved in a responsible manner.

At the same time, we are well aware that a profit-based approach and technological dealings always go hand in hand with an impact on nature and the environment. Therefore, it is of particular concern to us to monitor and continuously reduce our impact on the environment. The ongoing improvement of our environmental management system is an important measure to meet this goal.

Since the initial certification of our environmental management system in 2016, we have already reached various milestones that have resulted in the saving of energy, prevention of waste and an even more conscious handling of resources in our company. Through our transparent communication on our environmental management system and the individual measures we have made our employees more aware of environmental protection. We take joint responsibility by each and everyone being conscious of environmental protection and therefore contribute to driving forward and promoting sustainable thinking and action in our company successfully in the future.

This environmental statement will provide you with an overview of the foundations of our environmental management system, the areas of responsibility and tasks, as well as of the structures and processes of that system.

The management board of medac.

1 Company profile

1.1 At medac, the focus is on human beings

As a global pharmaceutical company, we have been aware of the special requirements we as a company and our products face since our foundation in 1970 as a company specialising in the manufacturing, production and distribution of products for the treatment and diagnosis of oncological, urological and autoimmune diseases. We assume responsibility for our actions and harness our cumulative expertise to provide safe products of high quality to patients, doctors, healthcare personnel, laboratories and hospitals. Improving our patients' quality of life with therapies that are of the highest quality yet affordable and always available; this is our responsibility.

1.1.1 Therapeutics

We have been supplying innovative therapeutics and medical devices in the fields of oncology, urology and autoimmune diseases such as rheumatism and psoriasis for more than 50 years.

Besides the expansion of our established product portfolio, we focus on the (further) development of needs-driven therapeutics to provide patients with pioneering personalised therapies and to improve their quality of life.

1.1.2 Diagnostics

Precise, patient-specific diagnostics are crucial for optimising therapeutic measures and the best possible treatment outcome. This is why medac not only provides therapeutics but also in vitro diagnostics for immunohistochemistry, serology, and molecular and autoimmune diagnostics. The portfolio ranges from single reagents to fully automatic test systems, and also includes tailored advice on scientific questions and consultations related to the application of our products.

1.2 Sites

Wedel

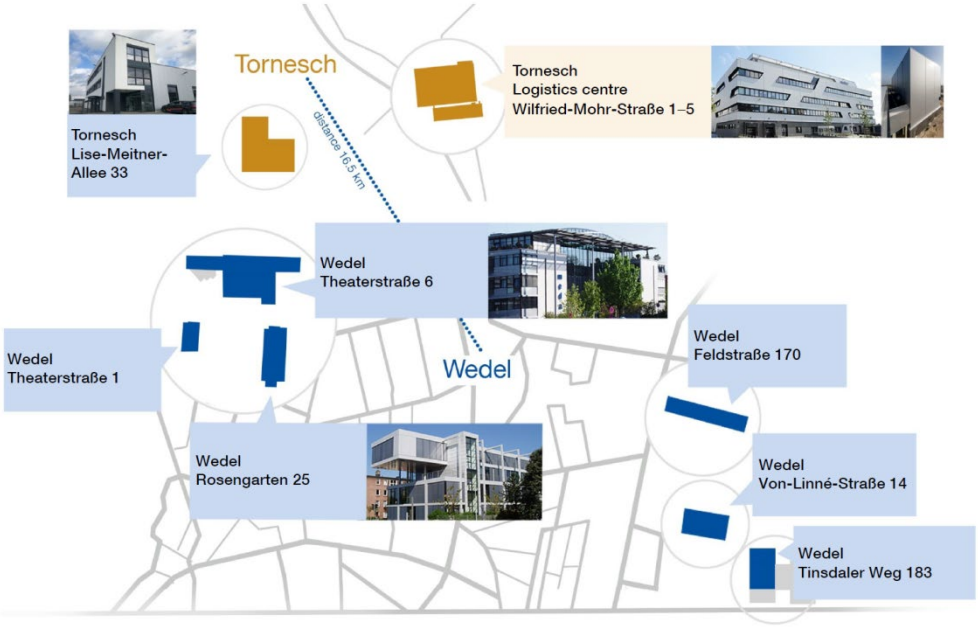
In 1999, medac moved from Hamburg's city centre to the company-owned building at Theaterstr. 6 in Wedel, Schleswig-Holstein. The headquarters are located in a mixed residential and commercial area. Offices as well as *Packaging & Assembly*[1] and a laboratory for quality control are based here. Employees can have lunch at the company-owned restaurant *Jungfernstieg*.

Further offices are located at the properties at Theaterstr. 1, Rosengarten 25 and Feldstr. 170 in Wedel. Leasing of the office sites at Von-Linné-Str. 14 and Tinsdaler Weg 183 was terminated at the end of 2021 and the staff based there relocated to the other sites.

[1] In the *Packaging & Assembly* Wedel department, the medicinal products are packaged and prepared for distribution.

Tornesch

Since 2010, we have been running our centre for logistics that meets the highest process and safety standards at Wilfried-Mohr-Str. 1-5 in an industrial estate in Tornesch. As a distributor of diagnostic products, the medac Diagnostics section is also located here. At this site, too, the employees can eat at a company-owned restaurant, the *Essbar*. In addition, another site near the logistics centre was purchased at Lise-Meitner-Allee 33 in 2019 where further office spaces were set up for our growing number of employees.



The medac sites in Wedel and Tornesch.

1.3 Activities

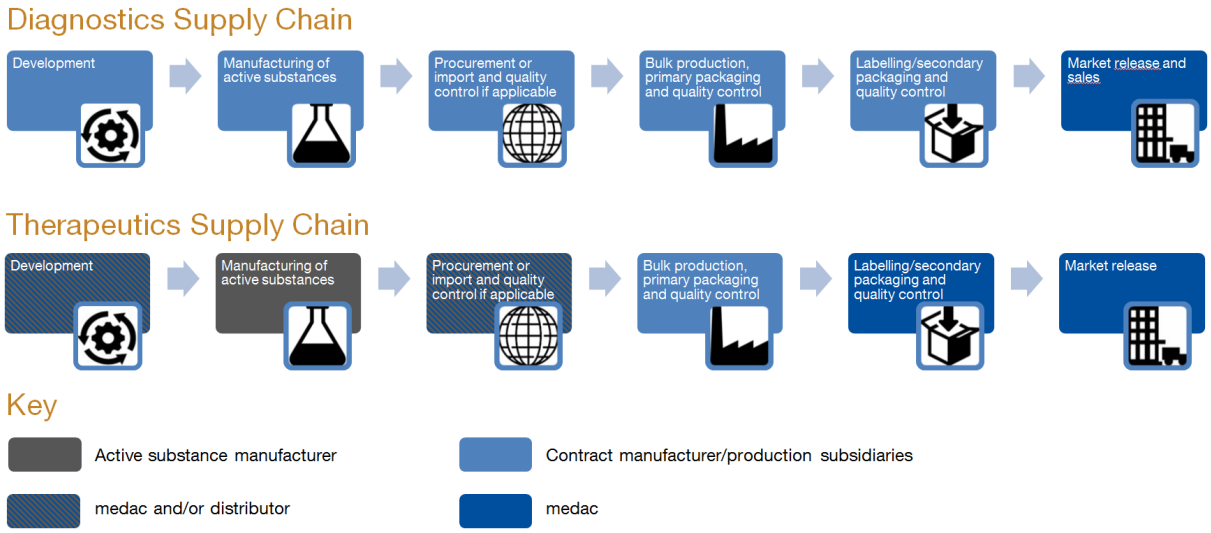
1.3.1 Manufacturing

The manufacturing of medicinal products is undertaken by qualified contract manufacturers in accordance with medac's specifications. In addition, medac owns shares in various companies responsible for the manufacturing and worldwide distribution of its products. Amongst those, the fully owned subsidiaries oncomed manufacturing a.s. in Brno (Czech Republic) and Oncotec Pharma Produktion GmbH in Dessau-Roßlau are the most important producers of therapeutics.

At our site at Theaterstr. 6, medicinal products are labelled or undergo secondary packaging, and all products are checked as part of a thorough quality control. The assembly of the autoinjector, our best-selling product from the autoimmune therapeutics sector, is based at Wilfried-Mohr-Str. in Tornesch.

The production of in vitro diagnostics at the Tornesch site was discontinued in 2020 and any remaining stocks were sold by the middle of 2021. medac will, however, continue to offer commercial goods in the diagnostics field.

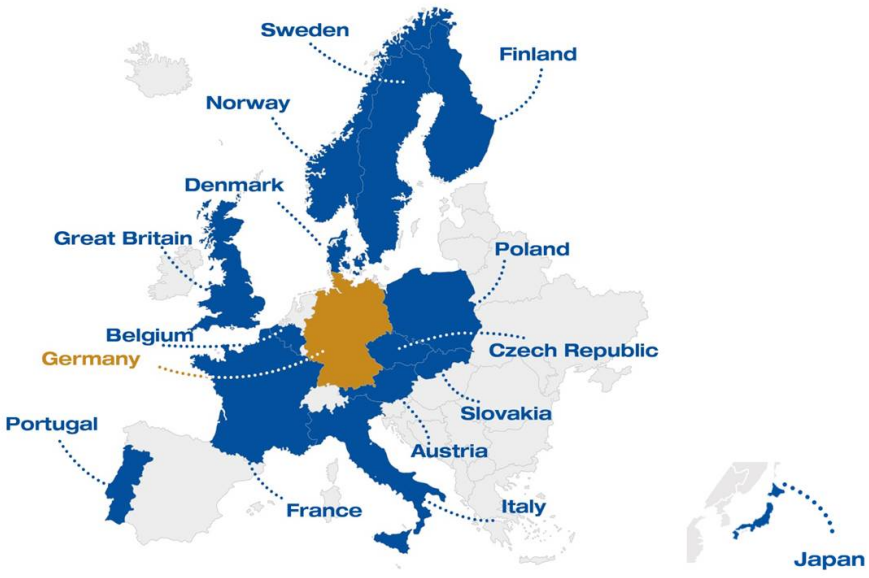
The diagnostics and therapeutics supply chains are illustrated in the following figure:



1.3.2 Development

medac continuously invests in the development of new medicinal products in oncological, haematological, urological and autoimmune indications. Globally, the specialist medicinal products developed by medac encompass more than 2,300 marketing authorisations. Development of medicinal products starts with the active substance and includes early galenic and analytical development as well as pre-clinical and clinical studies and their assessment. The efficacy, safety and quality of our medac products are conclusively confirmed by the respective regulatory authorities of each country.

1.3.3 Global marketing and sales



medac's sales and marketing sites

Sales and marketing experts are in charge of launching the medac products – in Germany and world-wide, with the help of our local subsidiaries and branches:

Subsidiaries:

- medac s.a.s, Lyon, France
- medac Pharma S.r.l. (Rome, Italy)
- medac Pharma LLP (Stirling, United Kingdom)
- nippon medac Co., Ltd. (Tokyo, Japan)

Branches:

- medac GmbH – organ. sl. (Brno, Czech Republic)
- medac GmbH – oganizačna zložka Slovensko (Bratislava, Slovakia)
- medac GmbH – sivuliike Suomessa (Jorvas, Finland)
- medac GmbH Sp. z o.o. (Warsaw, Poland)
- medac GmbH (Algés, Portugal)
- medac Scandinavia (Malmö, Sweden)

Besides the non-domestic branches listed above, medac has representative offices in Kazakhstan, Russia and the Ukraine, an operating site in Denmark, and diagnostics branches in Austria and the Czech Republic/Slovakia.

1.4 Field of application of the environmental management system

The sites in Wedel and the logistics centre at Wilfried-Mohr-Str. in Tornesch (validated in accordance with Regulation (EC) No. 1221/2009 (EMAS III) and certified according to DIN EN ISO 14001:2015) are subject to the field of application of the environmental management system. The newly purchased site at Lise-Meitner-Allee 33 has been part of the EMAS certification since 2020 and was additionally included in the field of application of DIN EN ISO 14001 in 2021[1]. Furthermore, the subsidiaries in France, Italy and Great Britain, and the branches in the Czech Republic/Slovakia, Finland, Poland, Portugal and Sweden are certified according to DIN EN ISO 14001:2015. This does not apply to the representative offices in Kazakhstan, Russia and the Ukraine, the Japanese subsidiary, the diagnostics branches, oncomed manufacturing a.s., and Oncotec Pharma Produktion GmbH.

All key figures not listed here that are, however expected to be given under the EMAS III regulation are deemed as not relevant in terms of assessment of environmental aspects and thus as not subject to reporting. This has been agreed upon with the environmental assessor.

[1] As the environmental management systems EMAS III and ISO 14001 are managed together at medac, this environmental statement also contains information on the sites certified according to ISO 14001. The validation by the environmental assessor, however applies exclusively for the sites validated in accordance with EMAS.

Employee numbers[1,2]

Employees [number]	2018/19	2019/20	2020/21	Trend (2018/19–2020/21)
Sites, validated in accordance with Regulation (EC) No. 1221/2009 (EMAS III) and certified according to DIN EN ISO 14001:2015				
Theaterstr. 6	483	510	**554**	↗
Theaterstr. 1	28	24	**30**	↗
Rosengarten	91	90	**96**	↗
Feldstr.	215	205	**221**	↗
Von-Linné-Str.	53	50	**61**	↗
Tinsdaler Weg	61	90	**112**	↗
Wilfried-Mohr-Str.	133	159	**153**	↗
Total number of employees	**1,064**	**1,128**	**1,227**	↗ **(+ 15.3 %)**
Sites, certified according to DIN EN ISO 14001:2015				
Rome (IT)	15	13	**19**	↗
Lyon (FR)	20	24	**26**	↗
Brno and Bratislava (CZ/SK)	13	15	**15**	↗
Jorvas (FI)	8	8	**9**	↗
Warsaw (PL)	35	42	**38**	↗
Algés (PT)	6	6	**6**	⇨
Malmö (SE)	16	16	**16**	⇨
Stirling (UK)	24	24	**23**	↘
Non-domestic sites	**137**	**148**	**152**	↗ **(+ 11.0 %)**
Total number of employees	**1,201**	**1,276**	**1,379**	↗ **(+ 14.8 %)**

[1] The employee numbers are collected per financial year. At medac, the financial year runs from 1 April to 31 March of the following year.

[2] For the financial year 2020/21, temporary staff, students and trainees were included in the total number of employees. For better comparability, this was retroactively taken into account for the previous years.

2 Structure of the environmental management system

Because of the demanding requirements of medicinal product and medical device regulations, all processes and procedures at medac are highly structured and reviewed internally more than once. Thanks to Good Manufacturing Practice (GMP), DIN EN ISO 13485:2016[1], an established quality management system and other quality assurance systems for development, production, storage and sales, medac is in possession of management systems where the requirements of the two environmental management systems DIN EN ISO 14001:2015 and Regulation (EC) No. 1221/2009 (EMAS III) have been implemented.

2.1 Responsibilities

In 2015, the position of Environmental Management Representative was created to be in charge of and implement the environmental management system. Her tasks include the control and coordination of the environmental management system, such as the execution of the annual environmental assessment, the performance of internal audits, the annual preparation of the environmental statement and continuously making staff aware of the environmental management.

2.2 The HSE department

In parallel to the development of the environmental management, the Health, Safety, & Environment (HSE) department was founded in 2015 in order to unite the experts for occupational safety and health protection, product safety, hazardous substances, hazardous goods, fire protection, waste and environmental management in one team. Through cooperating closely, thematic overlaps can thus be recognised and tackled together. Besides helping the management board assume its corporate responsibility vis-à-vis employees, customers, society and the environment HSE supports the specialist department in implementing legal requirements and operational principles.

2.3 Documentation

The central documentation of the environmental management system is done electronically. All important documents are stored on the medac server. Employees can find current information on the environmental management on the intranet or request it from the Environmental Management Representative. Employees at medac's international sites are kept up-to-date by e-mail. In addition, the environmental policy and environmental statement are publicly accessible on the internet on medac's website.

[1] International standard for medical devices - quality management systems

2.4 Compliance with legislation

For all legal requirements applicable to medac mechanisms were installed so they are complied with in terms of environmental impacts. New or amended laws, regulations, directives or provisions are analysed in the index of legal provisions and checked for compliance by the HSE department. The HSE department is part of the Services unit which is subject to compliance with regulations arising from laws on occupational safety, chemicals, immission control, water protection, hazardous goods, energy, soil protection, environment, waste, construction, and hygiene.

All authorisations relevant to our company were identified and entered in the list of relevant authorisations. Important conditions imposed by those authorisations, and compliance with which must be regularly inspected, were entered in the list of recurring due diligence in the medac index of legal provisions. During internal audits, no infringements of the regulations relevant to us were found.

2.5 Emergency precautions

The potential for operational malfunctions resulting in environmental pollution is reduced with the help of comprehensive environmental and health protection, safety and quality concepts. Emergency plans, predetermined containment actions and regular training courses help reduce potential impacts in case of emergency. In order to ensure that all machines and devices are in proper working order and environmental risks are thus reduced, we have also established an electronic CAFM[1] system for the planning, management and control of regular maintenance work.

medac handles hazardous substances in an environment-oriented and responsible manner; this includes a substitution check[2]. All available hazardous substances are included in a continuously updated list of hazardous substances. Employees who come into contact with hazardous substances in their work are instructed regularly on their handling; this applies in particular to cytostatic agents. In the logistics area at Wilfried-Mohr-Str., all employees receive additional, special training on the removal and cleaning of accidentally released hazardous substances.

During the reporting period, there were no instances of significant environmental impact at any of the sites, and we were not informed of any complaints concerning the environment. We have available alarm plans, fire protection systems and individual emergency plans for all possible, conceivable occurrences or incidents.

[1] Computer-aided facility management
[2] Substitution check according to section 7(1), 9(1), 10(1) and 19(2) of the German Ordinance on Hazardous Substances (*Gefahrstoffverordnung*)

2.6 Involvement of employees

The integration of all employees into the continuous improvement process of our environmental performance takes place via three means:

- Possibility of contacting the Environmental Management Representative directly
- Transparent and up-to-date information on environmental management topics and general information of environmental and climate protection; clearly visible in the intranet news on the medac intranet homepage
- The internal “Environmental ideas” suggestion scheme: All submitted ideas are reviewed in terms of feasibility and implemented, if applicable, by the Environmental Management Representative.

Articles presenting the environmental management system in detail can be found on the intranet as part of the HSE page. Here, employees can find information on the certification and the environmental management with the related measures as well as all associated documents such as the environmental policy, environmental programme and the environmental statement.

3 Environmental policy

The basis for the environmental management system is the voluntary commitment of medac to environmental protection. This is reflected in our environmental policy and is communicated to all employees of the company as well as to external parties.

Our goal:

As a responsible, forward-looking pharmaceutical company we strive for an economical use of natural resources. We will take reasonable and practical steps to minimise or eliminate negative effects on the environment and the climate. We implement current regional, national and international compliance obligations consistently and minimise the risks for mankind and the environment by complying with and regularly reviewing the relevant laws, standards, regulations and rules as well as our internal quality management systems. Through targeted measures we have committed to continuously improve our performance concerning labour, health and environmental protection.

This results in the following environmental guiding principles:

1. In order to continuously improve our environmental performance, activities which may have a negative impact on the environment will be measured and evaluated within an environmental management system.
2. Our aim is to continuously reduce the consumption of resources and energy within our means and, wherever possible, to cut emissions and reduce waste in such a way that we contribute to a more sustainable future.
3. medac promotes environmental awareness and the environmental responsibility of its staff. All employees of medac can and should act in an environmentally responsible and resource-conserving way within their area of responsibility and control. Beyond that, each employee is encouraged to share any possible concerns regarding environmental topics.

Our environmental policy is assessed at regular intervals. This is part of the annual environmental audit and the management review.

Based on the results of the environmental audit and the responsibility vis-à-vis the environment and society set out in medac's environmental policy, a range of specific measures are developed annually and summarised in medac's environmental programme. Suggestions for improvements by employees are also taken into account for this.

4 Environmental aspects and impacts

We identify the environmental impact resulting from our activities, products and services and determine those environmental aspects that do or could have a significant impact on the environment. Once all direct and indirect environmental aspects have been recorded, we evaluate their relevance to the environment and our potential to control them with the help of defined criteria. Emissions and mobility/traffic, waste, resources, energy, procurement, and biodiversity were identified as important environmental aspects during the environmental audit. At the certified international sites, the environmental impact is very low as they solely operate as marketing and sales units.

For the rented properties at Von-Linné-Str. and Tinsdaler Weg, and the international subsidiaries and affiliates, it is not always possible to compile data on environmental indicators. This is because, for instance, disposal, water or energy consumption is handled as part of the utility costs and no exact consumption can be calculated. In those cases, a footnote indicates which sites or properties are not included in the data provided. If, on the other hand, a certain environmental aspect is only relevant for a few sites or properties, only those sites or properties are listed where this environmental aspect applies.

As the site at Lise-Meitner-Allee was only purchased in 2019, the environmental performance indicators there have only been recorded since 2020. The front building was converted and was occupied in March 2021.

4.1 Environmental aspects using the autoinjector life cycle as an example

The assessment of the environmental aspects is based on the environmental impacts caused by medac. Indirect environmental impacts are also caused by previous and subsequent production steps. We have identified these impacts using the autoinjector as an example.

Life-cycle phase	Type of impact	Environmental aspect	Cause
Development/ design	indirect	Waste production	The product is designed for single use for safety reasons (functionality guaranteed, sterility ensured, no need for preservation agents, etc.)
		Consumption of material and resources	Pharmaceutical development governed by regulations, e. g. required authorisation tests
Intermediate products	indirect	Consumption of material, resources and energy, emissions	Production of the active substance, the product solution, the primary packaging material, the autoinjector and the secondary packaging at suppliers
Transport	indirect	Emissions	Transport of the intermediate products to the suppliers and the medac logistics centre in Tornesch by logistics companies
PEN assembly	direct	Discussion of the environmental aspects caused by the medac in section 4	
Use	indirect	sewage	Drug residues from patient excretion
Handling at the end of the life cycle	indirect	Waste production	Proper disposal after single use by the user

The life cycle of the autoinjector.

4.2 Emissions and mobility/traffic

The CO_2e emissions (CO_2 equivalents) at medac amounted to approx. 3,944 t CO_2e in 2020, which corresponds to approximately 3.2 t CO_2e per employee. 60 % of the CO_2e emissions are emitted within the organisational boundaries (*Scope 1 per GHG Protocol*[1]), another approx. 32 % are caused by purchased energy (*Scope 2*). The emissions caused by business flights were approx. 286 t CO_2e in 2020 and thus account for approx. 8 % of our total emissions in *Scope 3*.

Scope 1 emissions

Approx. 51 % of the emissions included in Scope 1 were caused by natural gas consumption in 2020. Furthermore, 47 % originated from the fuel consumption of our company-car fleet. With a small proportion of 2 %, emissions are caused by the fuel consumption of our emergency generators, non-avoidable loss of coolant of

[1] The *Greenhouse Gas* (GHG) *Protocol* is an international standard for the accounting of greenhouse gasses which divides the origin of CO_2 emissions into three scopes.

cooling units, propane for industrial trucks and inner-company transport between the Wedel and Tornesch sites.

In order to reduce the emissions caused by the company cars that we use for company and personal business, the number of vehicles leased by medac is reduced continuously. In addition, the emissions caused by the individual vehicles are given in the car policy, and emissions are taken into consideration during the selection process for new vehicle models. Employees who choose a less emissions-intensive class of vehicles receive a financial advantage in the form of extra car equipment. Furthermore, medac promotes the work commute by public transport through subsidising the “HVV ProfiTicket” (job ticket) by Hamburg’s public transport service.

In addition to company cars as a means of transport, the *Business Bike Leasing* scheme has been used intensively since its introduction in 2019. The use of electric bikes/pedelecs is also promoted through the provision of charging stations at the Theaterstr. 6 and Feldstr. sites. Furthermore, annual participation of “Team medac” in the Germany-wide event STADTRADELN is very popular. During this year’s event period, the team members rode their bikes for 3,614 climate-neutral kilometres.

The shared medac car runs on electricity only.

In order to make inter-company travel more environmentally friendly, a purely electric shared car was purchased by the Services unit already in 2017. The company mail has also been delivered by electric car since 2019.

Scope 2 emissions

In 2020, 1,189 t CO_2e were emitted through our electricity consumption. By procuring certified green electricity from January 2022, we can neutralise the *Scope 2* emissions. At the same time, we continue to check measures to reduce our electricity consumption and have already implemented effective measures to reduce our emissions through converting to LED in some areas such as the dispatch and incoming goods area of the logistics hall in Tornesch. At the end of 2020, the share of renewable energies in the electricity mix procured by medac was already 74.0 %; at the Lise-Meitner-Allee site it was even as high as 82.0 %.

Scope 3 emissions

Until now, we have recorded the CO_2e emissions caused by business flights in the *Scope 3* emissions. Due to reduced travel activities during the Corona pandemic, these declined by 82.5 % compared to the previous year. In order to promote environmentally conscious travel in the long term, medac-wide rules on environmentally friendly trips were included in the 2021 update of the *Travel Policy*. Furthermore, some events and trade fairs were held virtually with success during the Corona pandemic. The medac staff already travels under the bahn.business scheme in Deutsche Bahn trains using 100 % green electricity.

Further indirect emissions are caused by the transport of waste to the waste management facilities and by goods deliveries. In the area of food deliveries for our staff restaurants at Theaterstr. 6 and Wilfried-Mohr-Str., the delivery frequency of one wholesaler was reduced from two regular food deliveries per week to one delivery each by pooling of the delivery and improvement of storage.

Noise emissions are also caused by the lorries delivering and collecting goods as well as the test runs of the emergency generators at Theaterstr. 6 and Wilfried-Mohr-Str. In addition, noise emissions are caused by employees arriving at and departing from work at all sites.

The production processes at medac do not produce dust. Only the lorry and passenger car traffic may produce particulate matter as well as raise normal amounts of road dust.

Our objectives and environmental measures for the reduction of emissions

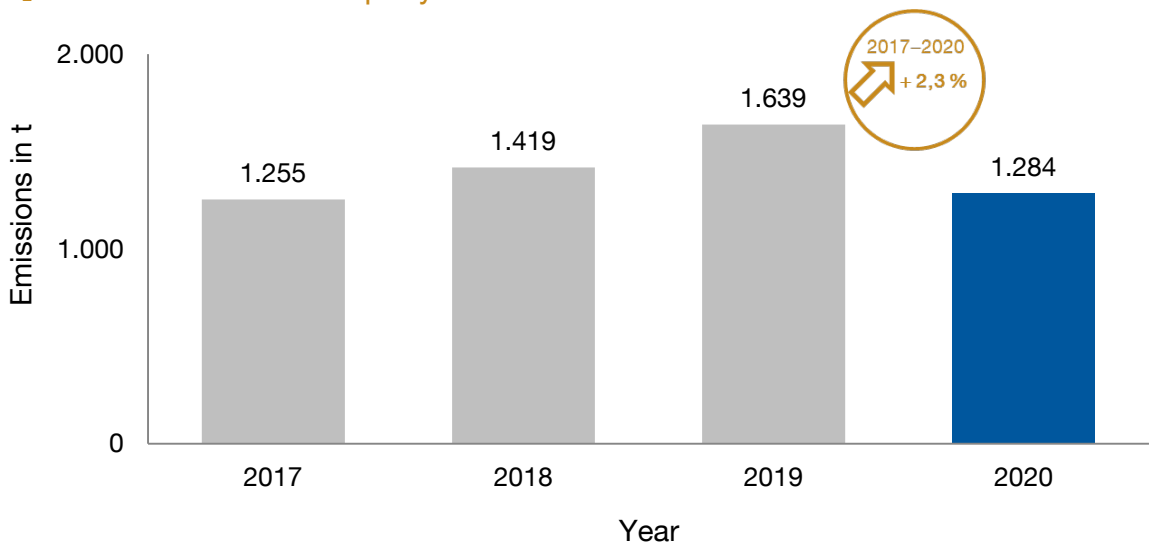
1st goal: Reduction of the emissions caused by the German company fleet by 2 % compared to the calendar year 2017; i.e. less than 1,239 t CO_2e in the calendar year 2020		
→ CO_2e emissions increased by 2.3 % compared to 2017. This is due in particular to the change of conversion factors; the absolute fuel consumption is below that of 2017.		
Measures	**Status**	
1. Taking the WLTP[1] into consideration for the selection of vehicles in the car policy and choosing the lower-emission model for otherwise identical vehicles	…	This is implemented successfully during vehicle selection.
2. Check whether a maximum permissible limit for CO_2 can be introduced into the car policy	⇨	This is currently checked for feasibility by the responsible department.
3. Check whether the car policy can be supplemented with vehicles with alternative drive systems	☑	Vehicle models with electric drive were included in the new car policy and will be an available leasing option for employees in the future.

[1] Worldwide harmonized Light vehicles Test Procedure

Measures	Status	
4. Installation of a charging station for electric bikes/pedelecs to complete the charging infrastructure concept at the Wilfried-Mohr-Str. site	☒	Installation is postponed for the moment as the location of the station can only be determined in the course of planned conversion work at Wilfried-Mohr-Str.
5. Participating again as a company in the bike event STADTRADELN 2021	☑	"Team medac" participated successfully once more during the event period between 17 May and 6 June 2021.
6. Check whether a car sharing option for employees could be introduced	☒	As many employees have been increasingly working from home during the Corona pandemic, this measure will be postponed for the moment and re-evaluated at a later point in time.
2nd goal: Reduction of the direct emissions caused by medac in Wedel and Tornesch (without Tinsdaler Weg and Von-Linné-Str.) by 2 % compared to the calendar year 2018, i.e. less than 2,832 t CO_2e during the calendar year 2021		
→ This goal was already achieved in 2020 with a reduction of 16.3 %		
1. Check whether to order TÜV-certified green electricity from the current electricity supplier	☑	The order was placed and medac will procure certified green electricity from the start of 2022 onwards.
3rd goal: Promotion of environmental awareness when booking business trips		
→ Positive trend points towards goal achievement but the goal is not quantifiable.		
1. Check which instruments can be integrated in the new travel management tool to increase awareness of environmental impact caused by trips	☑	For example, the new booking platform includes information on the CO_2 emissions of the means of transport and tips on environmentally conscious travel.

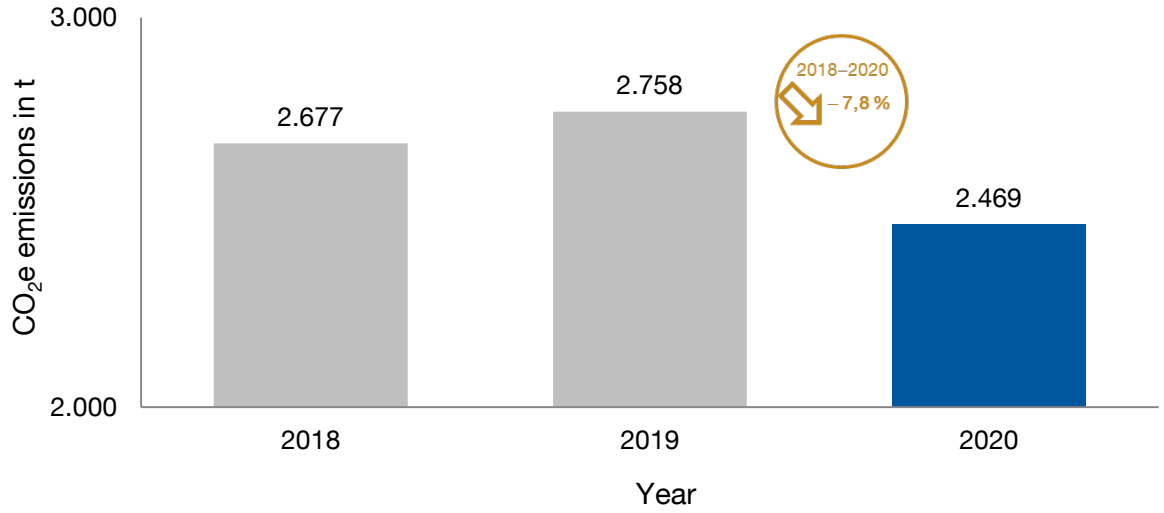
⇨ in progress … ongoing ☑ completed ☒ postponed ☐ not started yet

CO_2e emissions of the company car fleet in t



The emissions caused by the company cars used for company and personal business declined significantly in 2020 which was in particular due to the Corona pandemic and the related reduction in travel and simultaneous increase in working from home. Nevertheless, there was an increase compared to 2017 as the emission factors for the environmental data were updated in 2020. The update of the car policy and the travel policy in 2021 resulted in guidelines to continue the reduction and prevention of emissions caused by business trips in the future.

Direct CO_2e emissions in Wedel and Tornesch in t[1]



The direct CO_2e emissions declined in particular due to the less frequent use of the company cars. No coolant had to be replenished in 2020; all other direct CO_2e emissions remained constant on the whole.

Total emissions in t

CO_2e [t]	2018	2019	2020[2]	Trend (2018– 2020)
Scope 1				
Natural gas[3]	1,061	1,038	**1,144**	↗
Propane gas	1	1	**0**	↘
Diesel (emergency generator Tornesch)	9	9	**12**	↗
Fuel oil (emergency generator Tornesch)	6	–	**13**	↗
Loss of coolant[4]	169	59	**0**	↘

[1] Without Tinsdaler Weg and Von-Linné-Str.
[2] The absolute numbers decreased in 2020 or stayed the same; however, the accompanying CO_2e emissions increased due to the update of the conversion factors.
[3] Without Feldstr., Von-Linné-Str. and Tinsdaler Weg
[4] The coolants used for the cooling systems and refrigerators at medac are R134a, R404a, R410a and R407c. The coolants used are continuously reviewed for more environmentally friendly substitutes by the manufacturers to keep potential emissions as low as possible.

CO_2e [t]	2018	2019	2020	Trend (2018– 2020)
Scope 1				
Diesel (internal transport)[1]	12	12	**16**	⇗
Diesel (company-car fleet)	1,343	1,529	**1,164**	⇘
Diesel (company-car fleet)	76	110	**120**[2]	⇗
Scope 1 emissions	**2,677**	**2,758**	**2,469**	⇘ **(– 7.8 %)**
Scope 2				
Electricity[3]	1,632	1,506	**1,187**	⇘
Scope 3				
Flights	1,886	1,629	**286**	⇘
Total annual emissions of greenhouse gas in CO_2e	**6,195**	**5,893**	**3,944**	⇘ **(– 36.3 %)**

Annual total emissions into the atmosphere [t]	2018	2019	2020	Trend (2018–2020)
SO_2	1.8	1.7	**1.8**	⇨
NO_X	3.8	3.3	**3.7**	⇘
Particulate matter	0.3	0.2	**0.2**	⇘

4.3 Waste

Waste at medac is produced in the logistics and PEN assembly areas, and in the staff restaurants as well as through laboratory and office activities. In 2020 there was a volume of non-hazardous waste of 570.9 t. At Theaterstr. 6, – besides the waste from the staff kitchens, – paper, cardboard and cardboard boxes, file shredding and mixed and separated packaging by the *Packaging & Assembly* unit are the main waste fractions. At Wilfried-Mohr-Str., due to the site being a logistics centre, packaging from paper, cardboard and cardboard boxes make up a large part of the waste volume. In addition, an increased amount of plastic packaging waste is incurred through the fully automatic PEN assembly installed in December 2019, as the PEN components are delivered in plastic trays, nests and tubs. Hazardous waste other than cytotoxic and cytostatic agents were mainly electronic waste and infectious waste.

[1] Internal transport includes two lorries with a transport capacity of 7.5 t which are used for goods logistics between the Wilfried-Mohr-Str. and Theaterstr. 6 sites. As fuel consumption is not recorded, the information is based on estimates.

[2] Petrol consumption decreased; however, the accompanying CO_2e emissions increased due to the update of the conversion factors.

[3] Without Tinsdaler Weg and Von-Linné-Str. The calculation was performed with the CO_2 emission factors provided by the electricity provider.

Office waste

For some years already, a consistent waste separation concept has been applied in the staff kitchens to collect waste according to type and continuously reduce the amount of residual waste. In order to continuously promote staff awareness of waste separation, this is part of the annual HSE training. Furthermore, an online waste quiz could be completed in 2020 on the occasion of the European Week for Waste Reduction with the chance to win zero waste items. The quiz was a huge success and many employees took part.

European Week for Waste Reduction logo.

Commercial waste

The German Commercial Waste Ordinance (*Gewerbeabfallverordnung*, GewAbfV) is implemented in all producing units and compliance with it is regularly checked in inspections and internal audits. In order to prevent waste and bolster the recycling economy, we hand over a large part of our waste to a local buyer of recyclable materials, who in turn processes these to plastic flakes and regranulates. In this way, the materials can be returned for reuse to the cycle. Additionally, reusable transport boxes are used whenever possible and when in compliance with drug safety to avoid non-returnable packaging waste.

Staff restaurants

Principally, in both staff restaurants menus are planned in such a way that as little food as possible will be wasted and that the different food items can be used in various creations and dishes. Rolls left over from breakfast are sliced and offered to staff on the side at lunchtime instead of additionally purchased baguettes. This results in a reduction of food waste and offers staff more varied bread side dishes. If food waste nevertheless occurs it is collected separately and picked up by the BioCycling GmbH and USN (*Umwelt Service Nord*) from the two company restaurants in Wedel and Tornesch and used for the sustainable generation of energy.

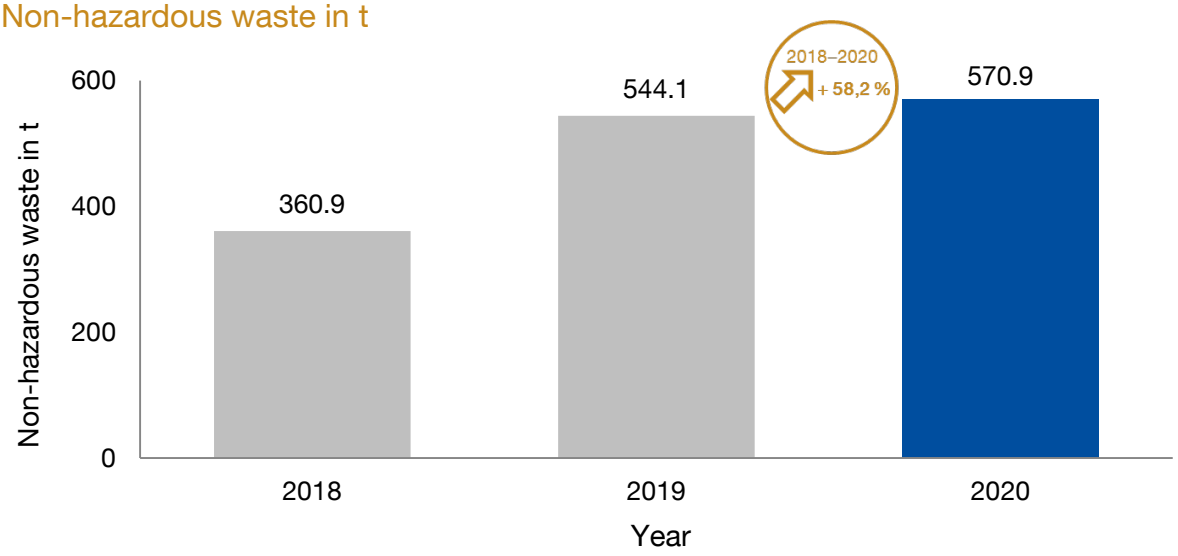
Our objectives and environmental measures for the reduction of waste

1st goal: Reduction of the residual waste ratio in the offices through the implementation of further measures to promote waste separation		
→ Positive trend points towards goal achievement but the goal is not quantifiable.		
Measures	**Status**	
1. Introduction of a waste separation concept at the new site Lise-Meitner-Allee 33	☑	Waste separation was introduced successfully upon occupation of the site by the staff in spring 2021.

Measures	Status	
2. Introduction of waste separation for sales packaging in the staff restaurants in Wedel and Tornesch	☑	This was implemented.
3. Introduction of consistent labelling for waste containers to improve waste separation	⇨	Consistent labelling for the waste types in the staff kitchens is pursued continuously for converted and newly occupied sites. Subsequently, this will be done successively at all medac sites.
2nd goal: Increasing awareness of staff regarding waste separation and reduction		
→ Positive trend points towards goal achievement but the goal is not quantifiable.		
1. Participation in the European Week for Waste Reduction 2021	☒	Participation in 2021 was not possible due to missing capacities for the planning of such an event week.
2. Participation in a recycling programme for pens	☐	As the majority of employees are currently working from home due to the Corona pandemic, this measure has not been implemented yet.
3. Update and communication of the waste management manual	⇨	The waste management manual is currently being updated.

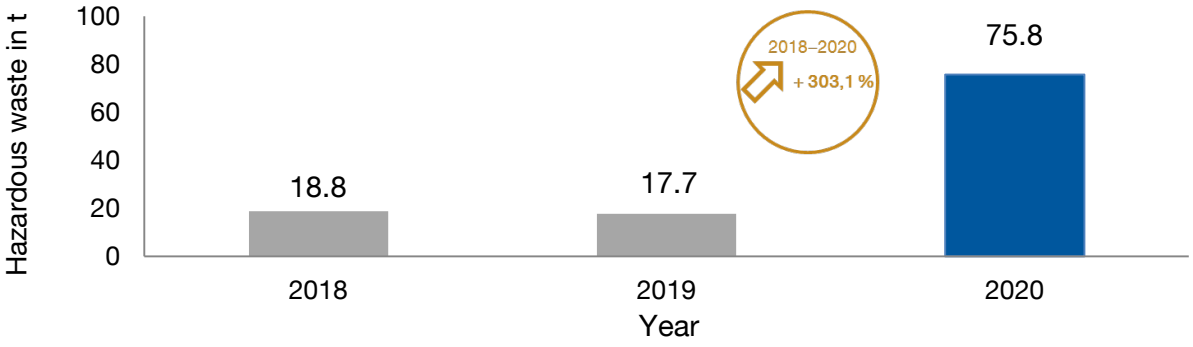
⇨ in progress ... ongoing ☑ completed ☒ postponed ☐ not started yet

Non-hazardous waste in t



The increasing amounts of non-hazardous waste are mainly due to the accompanying increase in production. The increase of plastic waste in Tornesch by approx. 59.5 % was caused in particular by the installation of the PEN assembly as the PEN components are delivered in plastic trays and tubs.

Hazardous waste in t



Approx. 88 % of hazardous waste are caused by cytostatic waste produced at Wilfried-Mohr-Str. This increased significantly in 2020 as reject volumes are now produced due to the installation of the fully automatic PEN assembly. In order to prevent hazardous waste as much as possible also for occupational health and safety and economic reasons, continuous measures to optimise the planning and to reduce the potential for errors are checked for feasibility.

Waste in t, listed by site[1]

Waste [t]	2018	2019	2020	Trend (2018–2020)
Waste fractions, across all sites				
Residual waste[2]	51.0	87.1	**52.4**	⇗
Paper and cardboard[2]	124.8	193.7	**223.1**	⇗
Organic waste[2]	15.0	15.0	**18.1**	⇗
File shredding	37.0	39.8	**24.6**	⇘
Other waste fractions, Theaterstr. 6				
Mixed packaging (punching waste, mixed packaging)	34.4	47.8	**56.6**	⇗
Slurries from the company-own sewage treatment (grease separator)	14.0	14.0	**15.8**	⇗
Biodegradable kitchen and canteen waste	5.2	7.2	**5.0**	⇘

[1] If the quantity has not been collected in tonnes, the conversion factors by the Bayerische Landesamt for Statistik und Datenverarbeitung (Bavarian state office for statistics and data processing) were used: https://www.statistik.bayern.de/service/erhebungen/bauen_wohnen/abfall/abfallarten/index.php (12.08.2021).
[2] Without Tinsdaler Weg. Estimate based on the cycle of collection, and the size and volume of the container

Separately collected packaging waste (styrofoam, plastics, glass packaging)	11.5	12.5	**15.2**	⇗
Bulky waste	–	–	**1.9**	⇗
Other waste fractions, Wilfried-Mohr-Str.				
Plastics	26.9	77.5	**123.6**	⇗
Slurries from the company-own sewage treatment (grease separator)	14.0	17.2	**17.2**	⇗
Wood	11.1	14.9	**13.3**	⇗
Packaging made from glass	-	-	**0.2**	⇗
Mixed packaging	9.8	1.4	–	⇘
Biodegradable kitchen and canteen waste	3.5	3.7	**3.9**	⇗
Waste (NOS)[1]	1.2	2.9	–	⇘
Packaging made from wood	1.1	–	–	⇘
Chemicals used	0.4	0.3	–	⇘
Mixed metals	–	0.4	–	⇨
Mixed construction and demolition waste	–	8.7	–	⇨
Total annual generation of non-hazardous waste	**360.9**	**544.1**	**570.9**	⇗ **(+ 58.2 %)**
Total annual generation of hazardous waste	**18.8**	**17.7**	**75.8**	⇗ **(+ 303.1 %)**
Thereof cytotoxic and cytostatic medicinal products	16.4	15.3	72.0	⇗ **(+ 77.2 %)**

[1] NOS: Not Otherwise Specified.

4.4 Resources and material efficiency

The largest part of resource consumption at medac is caused by the PEN assembly and the packaging, labelling and dispatch of therapeutic products. As a pharmaceutical company, we are subject to the strict requirements of GMP in order to meet the high standards concerning the quality of our products. Due to these strict legal requirements and long marketing authorisation procedures there is very little room to further minimise the resources used. Due to the variety and heterogeneity of the used materials, the low possibility of influence by the environmental management system and due to confidentiality, these resources are not specified in this environmental statement.

Use of packaging materials

In order to ensure the best possible quality of our products during transport and to protect them against external influences, the packaging needs to be exceptional. Approx. 21.3 t of paper, cardboard and cardboard boxes, and 3.4 t of plastic and plastic composite materials were used for this purpose in 2020. The consumption of shipping materials declined significantly by approx. 24.7 % compared to the previous years. This is due to the reduced dispatch volume in 2020 and the related reduction of the shipping materials used. Wherever possible, the use of secondary raw materials and the use of more environmentally friendly materials is attempted continuously. In this context, a bubble wrap made from at least 50 % recyclable material has been used since the beginning of 2020. Furthermore, the cooling elements were replaced with a more environmentally friendly alternative of a composite foil, 50 % of which are made up out of organic-based production waste from sugar cane without endangering the high GMP requirements. At the same time, dispatch is being continuously improved in terms of material efficiency through process optimisations such as the standardising of foil wrapping the pallets ready for shipping.

Paper consumption

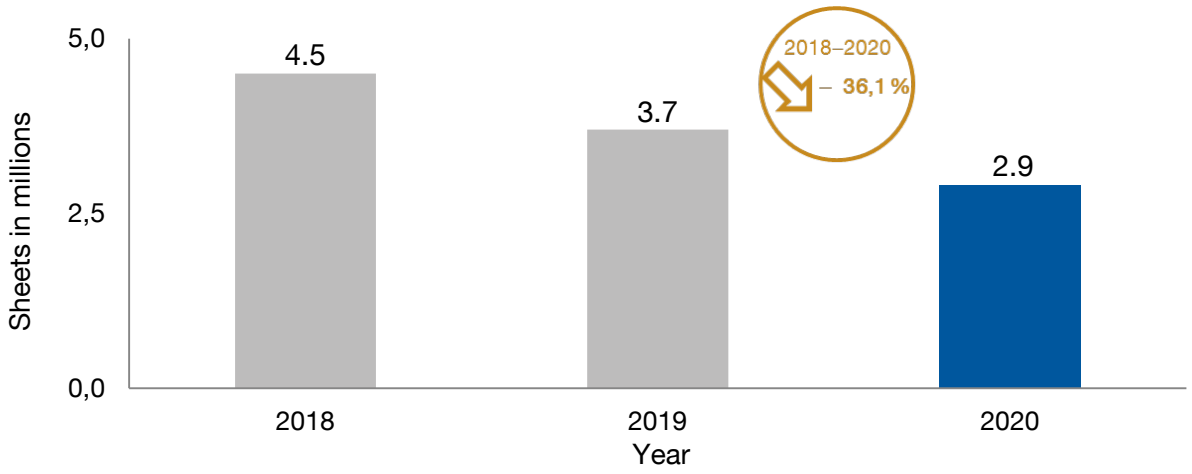
For some years, digitisation has been promoted at medac to use as little paper as possible as well as to reduce material costs and to make processes more efficient. Therefore, digitisation is an integral component of each business-unit strategy within the *one medac 2025* corporate strategy. In 2020, approx. 2.9 million sheet of A4 paper were used. At the time of the introduction of the environmental management system in 2016, consumption was around 5.7 million sheets of paper. Thus, we managed to reduce consumption by almost 50 % through these extensive digitisation measures.

Our objectives and environmental measures for the reduced use of resources

1st goal: Reduction of paper consumption by 2 % in comparison to the calendar year 2018, i.e. consumption of less than 4,833,617 sheets of A4 paper during the calendar year 2021		
→ This goal was already achieved in 2020 with a reduction of 36.1 %.		
Measures	**Status**	
1. Introduction of the IT service management tool for the successive digitisation of paper-based requests	⇨	The project was not completed in time for the validation of the environmental statement; however, implementation is scheduled for the end of 2021.
2. Acquisition of tablets for inspections and daily operations for the HSE and Facility Management departments	⇨	Currently, the Facility Management has test devices for the monitoring of systems. Due to missing interfaces, tablets could not be introduced yet comprehensively across the Services unit.
2nd goal: Check for environmentally friendly alternatives to the secondary packaging of our medicinal products		
→ Positive trend points towards goal achievement but the goal is not quantifiable.		
1. Check whether an organic-based, biodegradable material from maize starch could be used for the package insert of selected products	⇨	In the spirit of plastic avoidance, various environmentally friendly materials were tested and a fresh fiber paper was selected.

⇨ in progress … ongoing ☑ completed ☒ postponed ☐ not started yet

Paper consumption in A4 sheets



In comparison to 2018, paper consumption decreased by 36.1 %, which can be traced back to many digitisation projects having been realised at the same time. Paperless work is additionally promoted by the increase in employees working from home during the Corona pandemic. Following up on this positive trend in the reduction of paper consumption, we see other possibilities to continue this reduction and will pursue this as a medac-wide goal as part of the *one medac strategy 2025.* All plans will be visualised in a digitisation road map and pursued according to a set schedule.

Mass flow of key materials used in t

Secondary packaging materials [t]	2018	2019	2020	Trend (2018–2020)
Paper, cardboard and cardboard boxes	28.5	28.5	**21.3**	↘
Plastics/foil	4.3	4.3	**3.4**	↘
Total secondary packaging materials	**32.8**	**32.8**	**24.7**	↘ **(– 24.7 %)**

Paper consumption [A4 sheet]	2018	2019	2020	Trend (2018–2020)
Sites, validated in accordance with Regulation (EC) No. 1221/2009 (EMAS III) and certified according to DIN EN ISO 14001:2015				
Wedel and Tornesch (DE)	4,506,462	3658411	**2,881,556**	↘ **(– 36.1 %)**
Sites, certified according to DIN EN ISO 14001:2015				
Rome (IT)	53,300	52,950	**4,250**	↘
Lyon (FR)	200,000[1]	200,000	**200,000**	⇨
Brno and Bratislava (CZ/SK)	12,500	12,500	**4,000**	↘
Jorvas (FI)	10,000	9,700	**11,400**	↗
Warsaw (PL)	90,000	60,000	**65,000**	↘
Algés (PT)	20,000	18,000	**12,500**	↘
Malmö (SE)	15,000	6,000	–[2]	↘
Stirling (UK)	25,000	6,000	**5,000**	↘
Total paper consumption	**4,932,262**	**4,018,161**	**3,183,706**	↘ **(– 35.5 %)**

4.5 Energy

For the introduction of the environmental management system, the energy sources used and energy consumers were identified and reviewed for improvement. To identify further savings potential, the existing building technology and the energy consumption figures at the Theaterstr. 6, Rosengarten and Wilfried-Mohr-Str. sites were inspected and assessed by an external energy consultant in 2018. This resulted in the identification of possible energy efficiency measures which were assessed internally and implemented wherever possible.

[1] The significant increase of paper consumption in France is explained by increased staff numbers with simultaneously increased business activities at the site.

[2] As the affiliate shares office materials with other companies at the site, consumption can no longer be calculated reliably.

We use modern means of self-energy production at the sites that we own. For example, we have a geothermal plant to generate geothermal energy at the Rosengarten site. medac operates a combined heat and power plant for generating electricity and heat at Wilfried-Mohr-Str. in Tornesch; furthermore, electricity from solar energy is generated by a photovoltaic system with an installed performance of 91 kWp at the new site at Lise-Meitner-Allee.

Electricity

In 2020, a total of 5,582 Mwh of electricity was consumed at the Wedel sites (without Tinsdaler Weg and Von-Linné-Str.) and in Tornesch. Electricity consumption was reduced by approx. 6.9 % compared to 2018. This reduction is due, for example, to the successive switch of the existing lighting to LED technology. In addition, the lighting of the incoming goods and logistics area in the Tornesch logistics centre was switched to LEDs in June 2019. The increase in working from home during the Corona pandemic also resulted in a reduction of direct energy consumption at the office sites.

Energy-efficiency measures are taken into consideration and implemented in particular for new construction and conversion projects at medac. Due to the lease at the Tinsdaler Weg and Von-Linné-Str. sites expiring by December 2021 and the simultaneous implementation of measures for the consolidation and modernisation of the office spaces at the Rosengarten sites, we will be able to achieve higher energy efficiency in the future. At the same time, the lighting technology at the Rosengarten site was converted to more energy-saving LED lighting during the conversion work. The use of motion detectors for the lighting of the bathrooms and toilets at Theaterstr. 6 additionally promotes targetted electricity use. At most of our non-domestic sites the lighting was also switched to LED during the past few years.

Natural gas

The Theaterstr. 6, Theaterstr. 1, Rosengarten, Wilfried-Mohr-Str., Lise-Meitner-Allee, Rome (IT), Brno/Bratislava (CZ/SK), and Stirling (UK) sites are heated with natural gas. In 2020, 4,577 MWh of natural gas were used at the sites in Wedel and Tornesch, which is a reduction of 13.0 % compared to the base year 2018.

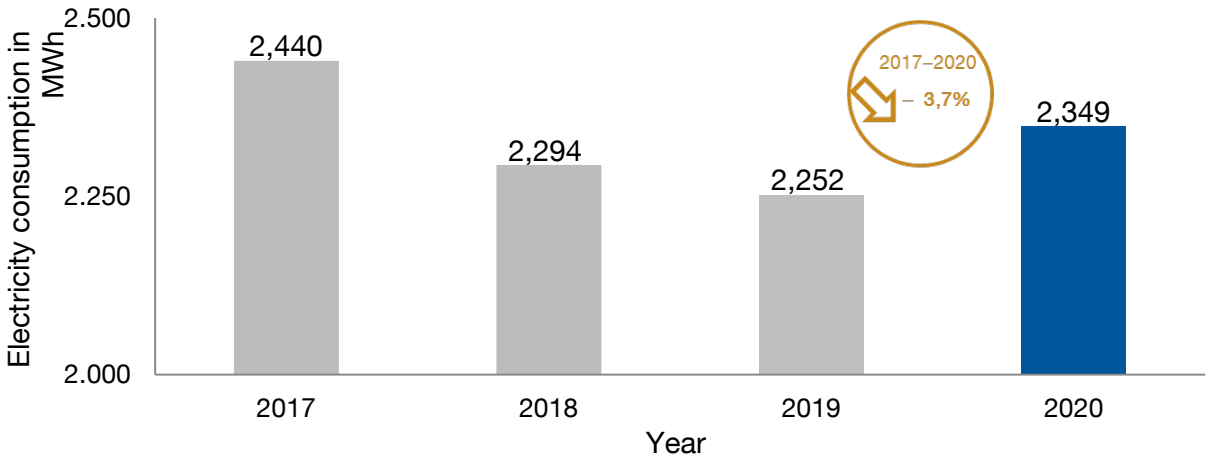
Further energy consumption is generated by the fuel consumption of the company car fleet, inter-company transport and the emergency generators as well as by the use of propane gas for the industrial trucks.

Our objectives and measures for the reduction of energy consumption

1st goal: Reduction of the total electricity consumption in Tornesch by 3 % (≙ 89 MWh) compared to the calendar year 2017, i.e. less than 2,876 MWh of energy consumption during the calendar year 2020		
→ This goal was already achieved in 2020 with a reduction of 20.8 %.		
Measures	**Status**	
1. Installation of motion detectors in the bathrooms and staff kitchens when the existing lighting becomes defective or is due to be converted	…	This is being implemented continuously.
2nd goal: Reduction of the total electricity consumption per employee at the Wedel sites (excluding Tinsdaler Weg and Von-Linné-Str.) by 2 % (≙ 76 kWh) compared to the calendar year 2017, i.e. less than 3,703 kWh of energy consumption during the calendar year 2020		
→ This goal was achieved with a reduction of 3.6 %.		
1. Installation of motion detectors in the bathrooms and staff kitchens when the existing lighting becomes defective or is due to be converted	…	This is being implemented continuously.
2. Check whether the recommendations made in the energetic assessments of the cooling facilities at Theaterstr. 6 and Rosengarten can be implemented	☑	The recommendations were checked; however, implementation was assessed as currently not possible for economic reasons due to the high investment volume and related extensive technical refitting of the systems needed.
3rd goal: Compilation of the energy data for the new site at Lise-Meitner-Allee and implementation of initial energy-saving measures		
→ Positive trend points towards goal achievement but the goal is not quantifiable.		
1. Inclusion of the energy data in the annual environmental audit	☑	This was implemented as part of the 2021 environmental audit.
2. Installation of motion detectors in the less frequented areas of the front building	☒	Due to the limited budget for the conversion measure this was not implemented; however, it is supposed to be taken into consideration in case of a defect or during future conversion.
3rd goal: Taking energy efficiency and energy saving into account for planned new construction and extension projects		
→ Positive trend points towards goal achievement but the goal is not quantifiable.		
1. Check whether energy-efficiency measures can be implemented under consideration of economic efficiency	☑	This is continuously reviewed in agreement with the contracted architect.

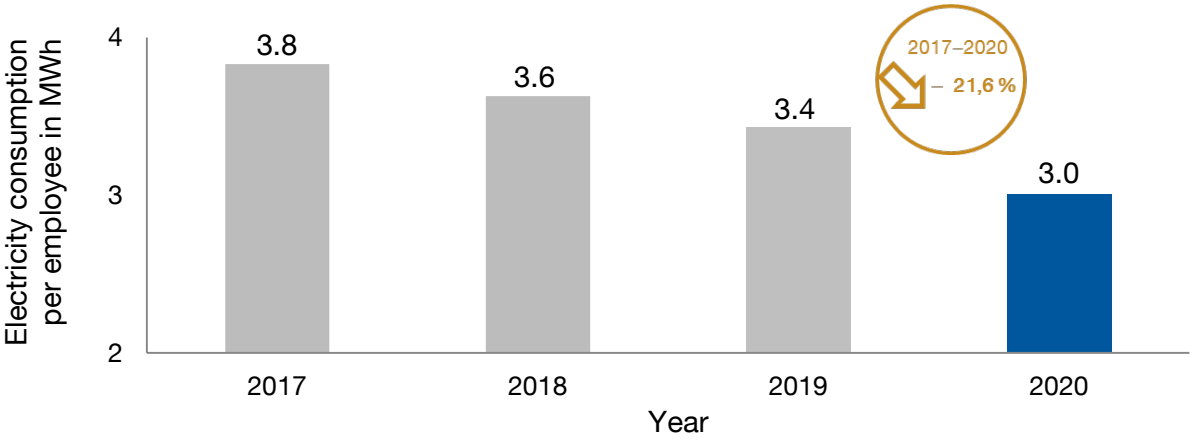
⇨ in progress … ongoing ☑ completed ☒ postponed ☐ not started yet

Electricity consumption at Wilfried-Mohr-Str. in MWh



Electricity consumption at Wilfried-Mohr-Str. was reduced continuously from 2017 to 2019. This was facilitated by e.g. the LED conversion of the incoming goods and dispatch area. The increase in electricity consumption in 2020 is probably due to the installation of the PEN assembly and the two-shift system introduced because of the Corona pandemic.

Electricity consumption per employee in Wedel in MWh[1]



Electricity consumption per employee has decreased significantly by approx. 21.6 % since 2017. Besides the continuous conversion of the existing lighting to LED technology and the continuous promotion of electricity use with an awareness of it as a precious resource, the increase of approx. 16.1 % in the number of employees also contributed to the positive development.

[1] Without Von-Linné-Str. and Tinsdaler Weg

Use of renewable energy in MWh

Total consumption of renewable energy [MWh]	2018	2019	2020	Trend (2018–2020)
Wedel[1]	1,346	1,766	**1,844**	⇗
Tornesch[2]	1,277	1,398	**1,507**	⇗
Proportion of the total annual consumption [%]	26	29	**34**	⇗ **(+ 30.8 %)**

Energy consumption in MWh

Electricity [MWh][3]	2018	2019	2020	Trend (2018–2020)
Sites, validated in accordance with Regulation (EC) No 1221/2009 (EMAS III) and certified according to DIN EN ISO 14001:2015				
Theaterstr. 6	2,416	2,281	**2,191**	⇘
Theaterstr. 1	20	19	**18**	⇘
Rosengarten	412	439	**422**	⇗
Feldstr.	117	104	**69**	⇘
Wilfried-Mohr-Str.	2,294	2,252	**2,349**	⇗
Lise-Meitner-Allee	–	–	**15**	⇗
Total electricity consumption	**5,259**	**5,095**	**5,064**	⇘ **(– 3.7 %)**
Sites, certified according to DIN EN ISO 14001:2015				
Rome (IT)	21	21	**17**	⇘
Lyon (FR)	23	23	**23**	⇨
Brno and Bratislava (CZ/SK)	5	5	**5**	⇨
Warsaw (PL)	16	16	**14**	⇘
Algés (PT)	8	7	**5**	⇘
Stirling (UK)	12	10	**10**	⇘
Total electricity consumption	**5,344**	**5,177**	**5,138**	⇘ **(– 3.9 %)**

[1] Without Von-Linné-Str. and Tinsdaler Weg
[2] From 2020, this also includes the new site Lise-Meitner-Allee 33.
[3] Without Jorvas (FI) and Malmö (SE) as electricity is billed as part of the rent and there is thus no overview of the actual consumption.

Natural gas [MWh]	2018	2019	2020	Trend (2018–2020)
Sites, validated in accordance with Regulation (EC) No 1221/2009 (EMAS III) and certified according to DIN EN ISO 14001:2015				
Theaterstr. 6	2,028	2,066	**1,875**	↘
Theaterstr. 1	50	57	**40**	↘
Rosengarten	196	153	**199**	↗
Wilfried-Mohr-Str.	2,988	2,875	**2,446**	↘
Lise-Meitner-Allee	–	–	**17**	↗
Total heat energy consumption[1]	**5,262**	**5,151**	**4,577**	↘ **(– 13.0 %)**
Sites, certified according to DIN EN ISO 14001:2015				
Rome (IT)	4	5	**3**	↘
Brno and Bratislava (CZ/SK)	17	17	**17**	⇨
Stirling (UK)	23	20	**21**	↘
Total heat energy consumption[2]	**5,306**	**5,193**	**4,618**	↘ **(– 13.0 %)**
Other energy consumption [MWh]	**2018**	**2019**	**2020**	**Trend** (2018–2020)
Fuel for emergency generators				
Fuel oil (emergency generator Tornesch)	23	–	**40**	↗
Diesel (emergency generator Tornesch)	36	38	**37**	↗
Fuel for vehicles				
Diesel (fleet)	5,422	6,172	**3,705**	↘
Petrol (fleet)	310	451	**383**	↗
Diesel (inter-company transport)	50	50	**50**	⇨
Propane gas (industrial truck)	5	6	**0**	↘
Total other energy consumption	**5,666**	**6,717**	**4,215**	↘ **(– 23.4 %)**
Total energy consumption Wedel and Tornesch [MWh]	**16,187**	**16,963**	**13,856**	↘ **(– 14.4 %)**

[1] Not adjusted for degree days

Electricity generated by combined heat and power plant [MWh]	2018	2019	2020	Trend (2018–2020)
Wilfried-Mohr-Str.	735	738	**510**	↘ **(– 30.6 %)**

4.6 Procurement

The quality of our suppliers is continuously evaluated through aspects such as delivery reliability or complaints processing but also by assessing the quality of the documents supplied in regular intervals.

As part of the medac supplier qualification, an extended voluntary disclosure form for suppliers was developed in 2018, which included for instance the collection of information on existing environmental protection, fire protection and other occupational health and safety standards at the suppliers. Since then, a project by the Environmental Management and Supplier Qualification has been ongoing to strengthen and make sustainability requirements for the supply chain more transparent.

Raised flower beds on the patio of the Jungfernstieg *company restaurant in Wedel.*

In our staff restaurants the procurement of environmentally friendly food was extended further. Sustainable procurement standards and other dedicated activities to make the company restaurants environmentally friendly were inspected and certified in 2021 by the *greentable*[1] initiative. With the sustainable business seal we meet the criteria for sustainable procurement, environmental compatibility of the food and our commitment to improved animal welfare. A new measure for sustainable procurement by our company restaurants is the installation of raised flower beds for growing our own herbs and snack vegetables. Besides considering the harvest for use in our company restaurants, we also took care to ensure added ecological value when drawing up the planting plan and planted insect-friendly flowers.

Environmental friendliness in procurement is being driven forward in other areas of medac, too. For example, suppliers of office furniture are selected according to their possession of an environmental seal. In addition, a tree sponsorship in a local reforestation project can be given to new hires instead of the customary bouquet of flowers.

[1] https://www.greentable.org/restaurant/medac-betriebsrestaurants/

Our objectives and measures for the promotion of environmentally friendly procurement

Goal: Increased use of sustainable goods when procuring office supplies, in the kitchens and for catering		
→ Positive trend points towards goal achievement but the goal is not quantifiable.		
Measures	**Status**	
1. Continuation of a concept for sustainable procurement in the company restaurants in Wedel and Tornesch	…	This is being implemented continuously. Our positive efforts were rewarded in 2021 with the *Greentable* certification.
2. Selection of new office furniture with an eye on the environmentally friendly production, longevity and recycling of the materials	…	This is taken into consideration continuously when selecting new office furniture or designing work environments.
3. Expanding the choice of environmentally friendly office supplies	⇨	A new web shop for office supplies was implemented. Currently, we are checking together with the provider to what extent environmentally friendly office supplies can be added to the product range.
4. Introduction of a veggie day in the medac-own company restaurants *Jungfernstieg* and *Essbar*	☑	Instead of a veggie day, a veggie week was introduced in 2021 as part of the World Vegetarian Day on 1 October.

⇨ in progress … ongoing ☑ completed ☒ postponed ☐ not started yet

4.7 Biodiversity

We plant the grounds and patios at the properties that we own; the planting provides shelter and nesting grounds as well as food for birds and insects. The roof of the headquarters at Theaterstr. 6 was planted to promote biodiversity. In addition, nesting boxes were installed at the Theaterstr. 6 and Wilfried-Mohr-Str. sites in 2019. A 1,000 m² blooming meadow was planted on the medac grounds at Merianstr. across from the logistics centre in Tornesch in 2020. With seeds adapted to local conditions the meadow is an attractive source of food and provides nesting grounds for insects, birds and small animals.
Our British subsidiary too is contributing to the promotion of biodiversity by cooperating with a file shredding company that transfers the shredded paper for recycling. Through these activities, approximately 2,180 trees were saved in 2020 from being chopped down.

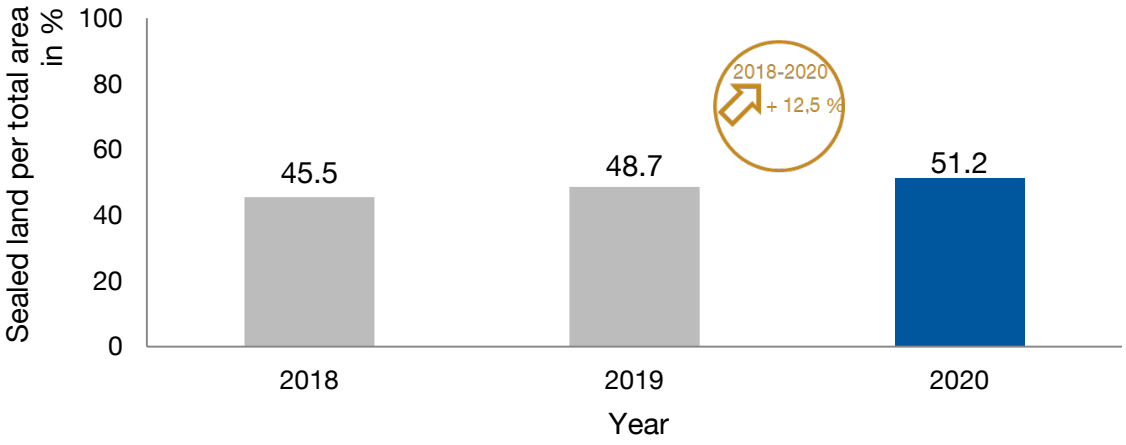
The medac blooming meadow provides food and nesting grounds for insects, small animals and birds.

Our objectives and measures for the promotion of biodiversity

Goal: Promotion of biodiversity on the company grounds → Positive trend points towards goal achievement but the goal is not quantifiable.		
Measures	**Status**	
1. Continuing to be a tree sponsor on the grounds of the *Streuobst-wiesenverein Apfelsortenvielfalt Wedel e.V.*	☑	The tree sponsorship continues to be maintained.
2. New design of the outside area of Theaterstr. 6 to promote biodiversity and improve the quality of spending time there	☒	This was put on hold in 2021 because of delays in the statics calculation. Instead, a biodiversity-promoting rainwater retention basin will be installed during the extension work on the logistics grounds at Wilfried-Mohr-Str.
3. Initiation of further measures for the promotion of biodiversity on the medac company grounds	⇨	In the summer of 2021, raised flower beds were set up for the company restaurants at Theaterstr. 6 and Wilfried-Mohr-Str. Currently, we are checking the installation of an insect hotel near the newly planned rainwater retention basin at Wilfried-Mohr-Str.

⇨ in progress … ongoing ☑ completed ☒ postponed ☐ not started yet

Degree of land sealing in %



The degree of land sealing of the medac areas rose by approx. 8.1 % compared to the previous year, which is due to the purchasing of the new site at Lise-Meitner-Allee. Due to the extension in form of a packaging centre at the Wilfried-Mohr-Str. site the degree of sealed land will increase next year. In addition to the creation of compensation areas required by the authorities, a biodiversity-promoting rainwater retention basin is planned as part of the extension work to create new nesting and resting grounds for insects, birds and small mammals.

Land use in m²

Land use [m²]	2018	2019	2020	Trend (2018–2020)
Sites, validated in accordance with Regulation (EC) No 1221/2009 (EMAS III) and certified according to DIN EN ISO 14001:2015				
Sealed land	32,314	34,727	**39,454**	⇗
Near-natural areas at the sites[1] [2]	23,454	21,361	**22,379**	⇘
Near-natural area off the sites	15,244	15,244	**15,244**	⇨
Total land use	**71,012**	**71,332**	**77,077**	⇗ **(+ 8.5 %)**
Sites, certified according to DIN EN ISO 14001:2015				
Rome (IT)	360	360	**360**	⇨
Lyon (FR)	812	812	**812**	⇨
Brno and Bratislava (CZ/SK)	320	320	**320**	⇨
Jorvas (FI)	91	91	**91**	⇨
Warsaw (PL)	342	432	**432**	⇗
Algés (PT)	170	170	**170**	⇨
Malmö (SE)	333	275	**275**	⇘
Stirling (UK)	197	197	**197**	⇨
Total land use	**73,637**	**73,989**	**79,734**	⇗ **(+ 8.3 %)**

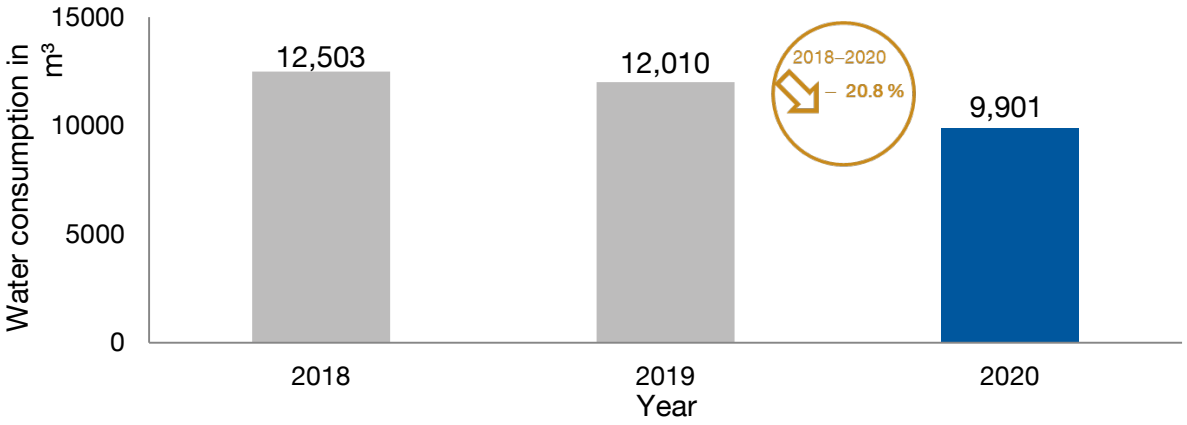
4.8 Water

Water is used at medac in the sanitary facilities, laboratories, employee kitchens and the staff restaurants and, to a small extent, for irrigation of the planted grounds. When building the administration building at Theaterstr. 6 and the logistics building in Tornesch, water-saving devices such as toilets with a water-saver button were installed as standard.

Fresh water is obtained from the communes and waste water is passed into the public sewer system. In 2020, approx. 9,901 m³ of fresh water were consumed in Wedel and Tornesch, which corresponds to a reduction of approx. 17.6 % compared to the previous year. This significant reduction is due in particular to the decrease in water consumption at the office sites, which is probably related to the increase in working from home during the Corona pandemic.

[1] Near-natural areas are areas that are intended for the preservation of nature or the return to their natural state, and for the promotion of biodiversity.
[2] As the sites at Feldstr., Von-Linné-Str. and Tinsdaler Weg are rented properties, the near-natural areas of these properties were not counted.

Water consumption in m³



Water consumption per employee has decreased by approx. 20.8 % since 2018. The significant reduction during 2020 is probably due to the increase in working from home during the Corona pandemic.

Water consumption in m³

Total annual water consumption [m³]	2018	2019	2020	Trend (2018–2020)
Sites, validated in accordance with Regulation (EC) No 1221/2009 (EMAS III) and certified according to DIN EN ISO 14001:2015				
Theaterstr. 6	5,055	5,055	**2,717**	↘
Theaterstr. 1	248	239	**506**	↗
Rosengarten	747	747	**392**	↘
Wilfried-Mohr-Str.	6,453	5,969	**6,260**	↘
Lise-Meitner-Allee	–	–	**26**	↗
Total water consumption	**12,503**	**12,010**	**9,901**	↘ **(– 20.8 %)**
Sites, certified according to DIN EN ISO 14001:2015[1]				
Rome (IT)	127	296	**184**	↗
Warsaw (PL)	182	193	**101**	↘
Algés (PT)	26	25	**12**	↘
Total water consumption	**13,015**	**12,534**	**10,198**	↘ **(– 21.6 %)**

[1] Without Jorvas (FI) and Malmö (SE), Lyon (FR), Brno (CZ/SK) and Stirling (UK) as water is billed as part of the rent and there is thus no overview of the actual consumption.

4.9 General

We would like to advertise our commitment to environmental protection, to link up with other change makers, and to encourage other companies to become more active in terms of climate protection. To this end, medac has been involved in Wedel's climate-protection initiative "Klimapartner für Wedel"[1] since October 2017. As a founding member, medac is also involved in all publicity-generating activities that are carried out together with other Wedel companies. During the Corona pandemic, publicity-generating activities were not possible; however, the members meet regularly for professional exchange on the handling of climate-protection measures.

"Klimapartner für Wedel" logo.

Within medac, too we would like to continue to heighten awareness for environmental management and climate protection. The annual mandatory HSE training provides all employees with an overview of how the environmental management system works and current measures of the environmental programme. In addition, a suggestion scheme was established with the introduction of the environmental management system to allow employees to address ideas and suggestions on environmental protection at any time.

Our general goals and measures

Goal: Improvement of information concerning the environmental management, occupational safety and fire safety		
→ Positive trend points towards goal achievement but the goal is not quantifiable.		
Measures	**Status**	
1. Participation in the Wedel climate protection initiative "Klimapartner für Wedel"	…	Due to the Corona pandemic and the reappointment for the position of the climate protection manager in Wedel no publicity-generating activities could be planned for 2020. medac continues to participate in the network meetings and is involved in e.g. the creation of a mobility concept in Wedel.
2. Realisation of interactive events at the traditional orchards as part of the tree sponsorship (e.g. guided tours, harvesting, making juice)	☒	This was not possible because of the Corona pandemic.
3. Introduction of a new section, "Environmental news" on the homepage of the medac intranet for the publication of general and current information on the environmental management system	☑	Instead of an environmental-news only section, a newsletter on the services unit was introduced instead to communicate the unit's activities in more detail. Environmental topics will be communicated as required in this newsletter.

[1] https://www.wedel.de/rathauspolitik/stadtverwaltung/stadtentwicklung/klimaschutzmanagement/klimapartner-fuer-wedel-die-wirtschaft-geht-voraus

Goal: Improvement of information concerning the environmental management, occupational safety and fire safety		
→ Positive trend points towards goal achievement but the goal is not quantifiable.		
Measures	**Status**	
1. Holding an employee event to increase awareness of the topics managed by the Health, Safety, & Environment (HSE) and Health Management units	…	Because of the Corona pandemic the event was postponed until 2022.

⇨ in progress … ongoing ☑ completed ☒ postponed ☐ not started yet

5 Update of the medac environmental programme

Based on the results of the environmental audits, the external audits of the environmental management system and the responsibility vis-à-vis the environment and society set out in the environmental policy, a range of tangible annual measures were developed and have been summarised in medac's environmental programme. Suggestions for improvements by employees were taken into account for this as well.

The updated environmental programme for 2022 includes the following measures:

Key area: Air/emissions and mobility	**Budget**	**Deadline**
1st goal: Reduction of the *Scope 1* CO_2e emissions caused by the company cars by 5 % compared to the calendar year 2019[1], i. e. less than 1,475 t CO_2e in the calendar year 2023		
Measures: Reduction of emissions by the company-car fleet		
1. Consulting the WLTP[2] when selecting new vehicles in the car policy and choosing the lower-emission model for otherwise identical vehicles	/	ongoing
2. Check whether a maximum permissible limit for CO_2 can be introduced into the car policy	/	12/2022
3. Installation of a charging station for electric bikes/pedelecs to complete the charging infrastructure concept	/[3]	10/2022
Measure: Promotion of climate-friendly mobility and employee health		
1. Participating again as a company in the bike event STADTRADELN 2022	500 €	06/2022

Key area: Waste	**Budget**	**Deadline**
1st goal: Reduction of the non-hazardous waste volume[4]		
Measures: Reduction of the residual waste ratio		
1. Update the overview of non-harzarduous waste flows for the subsequent derivation of measures for waste reduction	/	04/2022
2. Review of specific production waste for recyclability	/	12/2022
3. Successive introduction of uniformly labeled waste containers to promote waste separation	/	12/2022
Measures: Increasing employee awareness of waste prevention and separation		
1. Participation in the European Week for Waste Reduction	500 €	12/2022
2. Update and communication of the waste management manual	/	04/2022

[1] As 2020 is not representative in terms of fuel use because of the Corona pandemic, 2019 was taken as basis.
[2] *Worldwide harmonized Light vehicles Test Procedure*
[3] The extra costs are covered by the Facility Management unit's budget.
[4] Quantification of the goal is not possible.

Key area: Resources and material efficiency	Budget	Deadline
1st goal: Reduction of the paper consumption per employee by 40 % in comparison to the calendar year 2019, i.e. consumption of fewer than 1,976 sheets of A4 paper per employee during the calendar year 2023		
Measure:		
1. Implementation of the digitisation road map as part of *one medac 2025*	/	12/2025

Key area: Energy	Budget	Deadline
1st goal: Reduction of the total electricity consumption per employee in Tornesch by 5 % compared to the numbers at the end of the calendar year 2020, i.e. less than 14.68 MWh of energy consumption per employee during the calendar year 2023		
Measures:		
1. Installation of motion detectors in the showers and staff kitchens when the existing lighting becomes defective or is due to be converted	/[1]	ongoing
2. Conversion of cold lock 1 and 3 in the logistics hall to LED and equipment with motion detectors	/[1]	12/2022
2nd goal: Reduction of the electricity consumption per employee in Wedel by 2 % compared to the numbers at the end of the calendar year 2020, i.e. less than 2.52 MWh during the calendar year 2023		
Measure:		
1. Installation of motion detectors in the showers and staff kitchens when the existing lighting becomes defective or is due to be converted	/[1]	ongoing
3rd goal: Taking energy efficiency and energy saving into account for planned new construction and extension projects [2]		
Measure:		
1. Check whether energy-efficiency measures can be implemented under consideration of economic efficiency	/[3]	ongoing

Key area: Procurement	Budget	Deadline
1st goal: Increased use of sustainable goods when procuring office supplies, in the kitchens and for catering[2]		
Measures:		
1. Continuation of a concept for sustainable procurement in the company restaurants in Wedel and Tornesch	/	ongoing
2. Expanding the choice of environmentally friendly office supplies	/[4]	12/2022
2nd goal: Development of medac-wide environmental standards for procurement[2]		
Measure:		
1. „Sustainable supply chain" project for the systematic collection of current environmental standards of the medac suppliers	/	ongoing

[1] The extra costs are covered by the Facility Management unit's budget.
[2] Quantification of the goal is not possible.
[3] The extra costs are covered by the construction project budget.
[4] The extra costs are covered by the Supporting Services unit's budget.

Key area: Biodiversity	Budget	Deadline
1st goal: Promotion of biodiversity on the company grounds[1]		
Measures:		
1. Continuing to be a tree sponsor on the grounds of the *Streuobstwiesenverein Apfelsortenvielfalt Wedel e.V.*	/	10/2022
2. Initiation of further measures for the promotion of biodiversity on the medac company grounds	/	ongoing
3. Creation of a biodiversity-enhancing rain retention basin at the site Wilfried-Mohr-Straße	/[2]	06/2022

General measures	Budget	Deadline
1st goal: Improvement of information concerning the environmental management, occupational safety and fire safety[1]		
Measures:		
1. Participation in the Wedel climate protection initiative "Klimapartner für Wedel" and the *„Unternehmensforum Nachhaltigkeit"* of the *NORDAKADEMIE*	/	ongoing
2. Holding an employee event to increase awareness of the topics managed by the *Health, Safety, & Environment* (HSE) and *Health Management* units	€10,000	12/2022

[1] Quantification of the goal is not possible.
[2] The extra costs are covered by the construction project budget.

Image sources

- https://de.freepik.com/freie-ikonen/erlenmeyerkolben_749068.htm (accessed on 25/02/2020)
- https://de.freepik.com/freie-ikonen/weltweit_809015.htm#term=globus%20grid&page=1&position=13 (accessed on 25/02/2020)
- http://logistik-pro.de/content_cliparts.php?id=16 (accessed on 25/02/2020)
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- http://logistik-pro.de/content_cliparts.php?id=16 (accessed on 25/02/2020)

Contact

For further information and questions, comments and criticism, please contact our Environmental Management Representative, Hannah Frühholz, at any time.

Hannah Frühholz

Umweltmanagementbeauftragte
Health, Safety & Environment (HSE)

E-mail: environment@medac.de
Tel.: +49 4103 8006-8903
Fax: +49 4103 8006- 8474

Theaterstr. 6
22880 Wedel
https://www.international.medac.de/home/