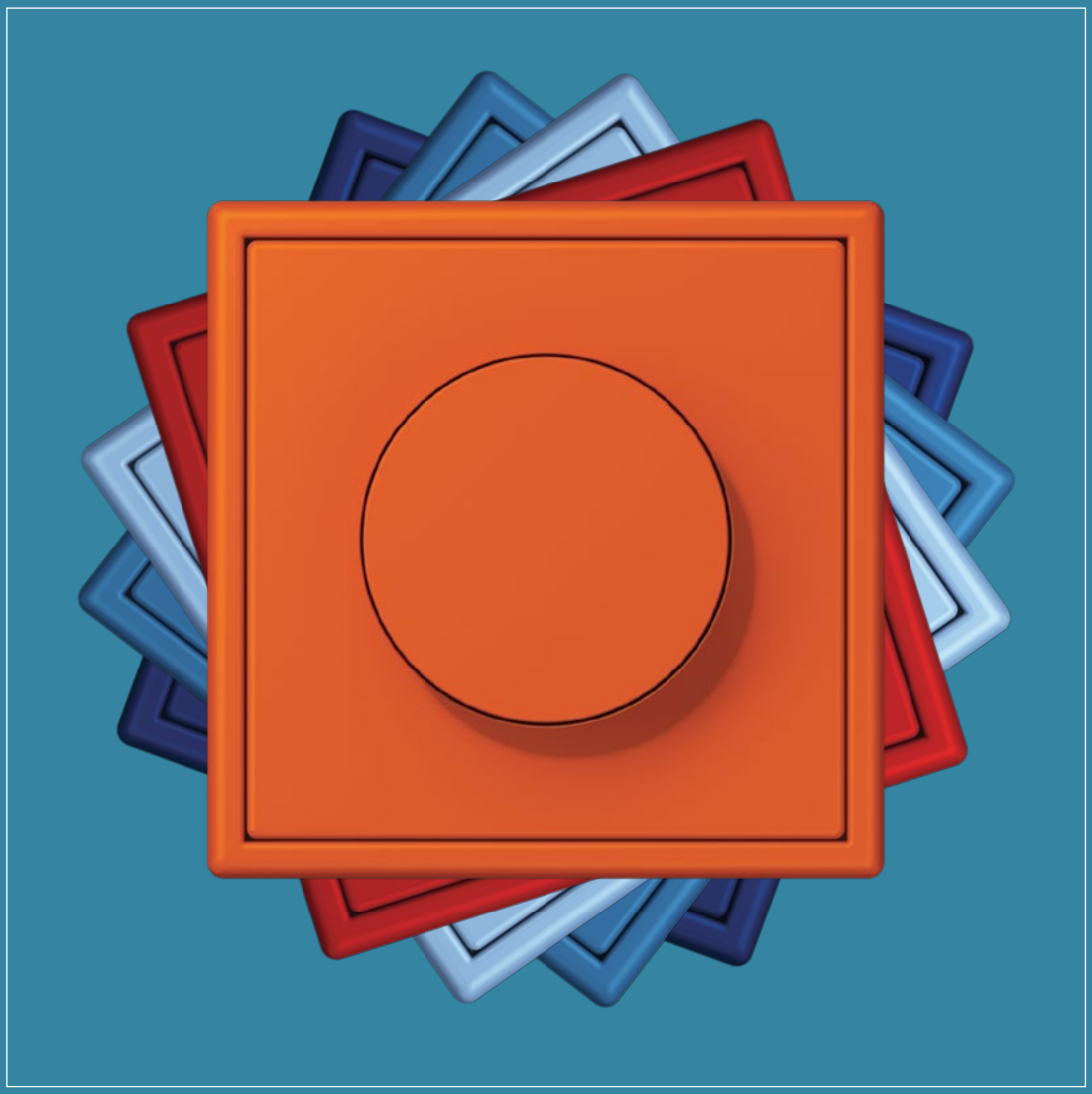
JUNG



SUSTAINABILITY REPORT 2021/22

The Management Board and the Supervisory Board are convinced of the importance and urgency of a JUNG ESG strategy for sustainable corporate governance.

“Sustainability and energy efficiency” are not do-gooder topics for JUNG, but rather a means of focusing on tangible and relevant sustainability measures.

It’s important to get started, and that’s why we’re integrating ESG into JUNG’s strategy.

Progress as tradition

JUNG is a premium supplier of modern building technology. Lighting, blinds, air conditioning, energy, security, multi-media and door communication – the wide range of functions offered by JUNG systems covers all areas of modern electrical installation.

Michael Eyrich-Ravens
Director
Commercial Areas

Jürgen Kitz
Director
Marketing & Sales

Martin Herms
Director
Innovation & Operations

Dear readers,

We live in turbulent times. The effects of climate change are obvious and are causing global crises. For politics and business, these upheavals also offer opportunities. JUNG is aware of its responsibility to protect our habitats – today, tomorrow and for future generations.

According to the Federation of German Industries (BDI), the transformation to achieve greenhouse gas neutrality by 2045 at the latest will require a fundamental transformation of the energy system, the international energy supply, our building and vehicle stock, our infrastructures, and large parts of our manufacturing economy.

The construction and operation of buildings currently accounts for over 35% of CO_2 emissions in the EU. The industry and its many players thus have a key role to play in tackling the climate crisis.

Both the existing building stock, which will have to be renovated and energy-efficiently upgraded in the coming years, and new buildings offer savings potential through the use of intelligent solutions. With our products and their energy-saving potential, we are already contributing to building energy efficiency today. This is where we're providing positive impetus to drive the necessary changes.

Our products are known for their durability. By this we mean: timeless design, the highest material and component quality, and intuitive user-friendliness. The interplay of these requirements enables decades of use before the individual components can be returned to the material cycle at the end of their life cycle.

An important step with regard to sustainable value chains and circular economy was the Cradle to Cradle® certification of our most important systems. Besides our switches, our sockets and even our sensory push-buttons have also been certified Bronze. With its building automation solutions, JUNG is making an active contribution to sustainable developments.

At the same time, the challenges posed by political requirements relating to sustainability and their impact on corporate activity are constantly increasing. In August 2021, we established our JUNG ESG Steering Committee and follow the ESG (Environment, Social, Governance) approach, which aims to strike a balance between climate-neutral and socially responsible business practices and good corporate governance. Within this framework, we have set up our sustainability strategy and defined clear targets against which we will measure ourselves in the future. The topic of sustainability is firmly anchored in JUNG's mission.

Signing the ZVEI Code of Conduct is also a commitment to implementing social responsibility in our corporate activities, combined with a commitment to the social market economy.

For 111 years, decisions at JUNG have never been made on the basis of pure profit maximisation. Ethical and social motives as well as loyalty to people are as natural to us as fair play when it comes to our business partners. The Jung family still attaches great importance to all this today, and with Harald Jung, Chairman of the Supervisory Board since 2020, the tradition is set to be continued.

We have compiled our values in the JUNG Corporate Principles. They reflect our attitude toward all stakeholders. We believe that transparency and openness make positive developments possible, which in turn are the basis for new things.

Enjoy immersing yourself in JUNG and its path to a sustainable future.

SUSTAINABILITY REPORT 2021/22

7

Corporate principles

Our corporate culture with its clear corporate values is an essential part of our history. It is built on five pillars:

Vision

We want to inspire people worldwide with smart and beautiful solutions within buildings.

Mission

As a self-determined, globally active family business, we are committed to Made in Germany, focus on tradition and shape progress together. In doing so, we build on innovation and quality. We trust people who work boldly, creatively and sustainably for the future.
We consistently focus on the customer and continue to drive forward internationalisation.

Brand

Progress as tradition.
JUNG develops, produces and distributes smart and beautiful solutions that are designed to be touched and which arouse emotions and inspire.

Values

When we talk about cooperation in the company, we talk about working together.
About the way we want to deal with each other.
Common values help us describe our togetherness.
Values are like a shared team spirit.

Management principles

We want to ensure the continued existence of JUNG. For this, we need goals and clear leadership.
We pursue these goals with the JUNG Management System. Leadership as a management task ensures clarity in role, standards, responsibility and team spirit. Leadership should motivate and increase everyone's identification with JUNG. Leadership is situation-based.

OUR VALUES

The values stand for our corporate culture and our cooperation – they are the basis for our responsibility to act sustainably. It is important to us that these values are not only lived internally, but also shape the cooperation and exchange with our business partners and other stakeholders.

That is why we have asked our colleagues around the world which values are particularly important to them. This is the only way we can operate internationally and at the same time maintain and develop our corporate culture.

This has resulted in six elements that define the way we want to interact with each other: our values.

Respect

For us, respect means recognising the value and dignity of every human being.

For example:

- By dealing with each other in a fair and appreciative manner.
- By finding it enriching that we are all different.

Trust

For us, trust means accepting statements as true, actions as sincere and behaviour as correct.

For example:

- By being honest, transparent and reliable in our cooperation.
- By promoting a high degree of independence and personal responsibility.

Cohesion

For us, cohesion means solidarity, a sense of togetherness and team spirit.

For example:

- By combining loyalty, enthusiasm and joy with “Once JUNG always JUNG”.
- By also standing by each other when there are difficult situations, both operationally and personally.

Humanity

For us, humanity means kindness, helpfulness and compassion.

For example:

- By making and keeping the phrase “The person comes before the switch” a tangible part of our daily interaction.
- By applying to ourselves the motto: “Live and let live”.

Responsibility

For us, responsibility means fulfilling one’s own duties to the best of one’s ability and taking responsibility for the consequences of one’s own behaviour.

For example:

- By thinking in terms of generations and laying the foundations for the future today.
- By seeing ourselves as “entrepreneurs within the enterprise” and acting economically and sustainably.

Professionalism

For us, professionalism means providing target and result-oriented services with knowledge, ability and experience.

For example:

- By setting high standards for our quality and expertise as an innovative premium supplier.
- By constantly developing our way of working, our products and services.

Company history

OUR STORY GOES BOTH WAYS. BECAUSE THE FUTURE NEEDS A PAST. PROGRESS AS TRADITION.

The JUNG story can be told in both directions. It is a story of yesterday and tomorrow. Of tradition and progress. Of people and visions. And of a great deal of passion. Both aspects, the preservation of traditions and values as well as investment in research and sustainable technologies, are deeply rooted in the company's DNA. This is primarily related to the self-image of the founding family, for more than three generations now.

JUNG solutions and systems are manufactured at the company's two sites in Germany, Schalksmühle and Lünen. For this, in 2011 the company for the first time received the "Made in Germany" certificate from TÜV Nord, which is renewed annually.

With its commitment to production and development in Germany, JUNG is focusing on resource-efficient development and manufacturing processes. JUNG feels connected to its employees and the people in the region – with a lot of entrepreneurial commitment. As an employer with an identity-forming mission statement, JUNG is a reliable contact and is ambitiously involved in sports and society.

The self-image of the global brand is always fed by an awareness of the regional foundation and thinking in terms of generations.

MILESTONES

1912

Inventiveness has a future

When Albrecht Jung founded his company in 1912, three things were important to him: Progress, quality and design. His principles still shape JUNG today and can be felt in all areas. “Progress as tradition” is an attitude and at the same time a commitment to constantly new thinking.

Albrecht Jung founded his small company in 1912, not far from the company’s present-day location in Schalksmühle. His focus was on manufacturing his latest patent-pending invention: a pull switch with a 1/8 turn. It featured innovative, particularly short actuating travel – a principle that still forms the basis of all the company’s switch designs today.

“My grandfather”, says current Supervisory Board Chairman Harald Jung, **“was employed by a company in Schalksmühle as a foreman. He had many good ideas for innovations, but they fell on deaf ears there. So he initially rented some basement space and set up his own business to realise his ideas.”**

His willingness to take risks paid off. Together with his subsequent partner Ernst Paris, Albrecht Jung quickly led the company to commercial success. Just a few years later, Albrecht Jung bought a former school building and a nearby greenhouse, which in 1919 was converted into a temporary production facility. In 1927/1928, the first JUNG factory building was erected in Schalksmühle. Together, Albrecht Jung and Ernst Paris also led the company through two world wars and the subsequent post-war years.

1960

The dawn of a new era.

At the beginning of the 1960s, the second generation took the helm with Siegfried Jung. A few years later, in 1967, Siegfried Jung’s friend Theodor Schulte joined the management team and was made responsible for sales and distribution. Together, the two new men at the helm continued to increase the commercial success of the family-owned company. In addition to a high quality standard, the design factor became increasingly important. As early as the 1960s, the company presented a push-button switch to complement the toggle and rotary models that had been in use until then. With the development of the first range with a maximum switch area, JUNG finally set new standards in functionality, design and ease of use. The LS 990 switch range, introduced to the market in 1968, remains a timeless classic among switch ranges.

1993

The third generation.

In 1993, the founder’s grandson Harald Jung took over the running of the company in the third generation. As a managing partner, he was in charge of marketing and sales. He was initially supported by Heinz-Jürgen Kuhn and Malte Vinck, before Michael Eyrich-Ravens and Martin Herms joined the company management. The new management also put its faith in the guiding principle that guarantees success in the market to this day: Progress as tradition.

2020

Establishment of the Supervisory Board

In March 2020, Harald Jung moved to the Supervisory Board as Chairman. Since then, the management of JUNG has been in the hands of Michael Eyrich-Ravens, who since 2008 has been responsible for the commercial area; Martin Herms, who since 2007 has been responsible for the innovation and operations areas; and Jürgen Kitz, who since 2020 has been director of sales and marketing.

Since its foundation, JUNG has grown continuously and been a leader in the enormous development of electrical engineering. Each further development of the range has expanded the business area, including to include light switches, blind control systems, security systems, sensor technology, radio, KNX and energy monitoring. With over 1,600 employees, 20 subsidiaries and representatives in around 70 countries, JUNG is one of the leading medium-sized companies in the electrical industry worldwide.

Standort Schalksmühle

MADE IN GERMANY …

Our roots lie in Germany’s Sauerland region.
This is where we still produce our full range of products.
Made in Germany.

Schalksmühle site

The family-owned business has been based in Schalksmühle since the company was founded, and the company head-quarters are still located here today – the administration, development centre, tool-making, socket production, sales, training centre and metalworking.

Volmestraße 1, 58579 Schalksmühle, Germany

Production area	4,690 m²
Administration area	6,054 m²
Total area	10,744 m²
Employees	541

Lünen site

Kupferstraße 17 – 19, 44532 Lünen, Germany

Production area	6,753 m²
Administration area	502 m²
Total area	7,255 m²
Employees	338

The production facility in Lünen is characterised by highly flexible manufacturing processes and process automation. It focuses on producing switches, KNX push-buttons, covers and customised small series. The fulfilment of even unusual customer requirements in an extremely wide range is one of JUNG’s strengths here.
The central distribution logistics are also located at Lünen, with customers worldwide being supplied with JUNG products from the site.

… PRESENT WORLDWIDE.

Lünen Site

Subsidiaries & Agencies Worldwide

For many years, we have been expanding our international activities and are now represented by 20 subsidiaries and 70 agencies in Europe, the Middle East, Asia and North America.

In doing so, we are committed to combining international growth with local social responsibility. Through local customer support, we are deeply rooted in the individual locations and countries and receive direct feedback from the different markets. This is ensured by over 1,600 employees and a large number of cooperation partners.

1928

The foundation block

Dortmund architect Fritz Stutzkeitzki BDA realised the Founder's Villa for Albrecht Jung and his family on the slope next to Bergstraße in Schalksmühle. The villa was for many years home to three generations of the Jung family and directly borders the JUNG factory.

JUNG FOUNDER'S VILLA

2023

The future needs an origin

In the future, the former residence of the company founder will become a think tank and find a new purpose as a meeting and service centre for the JUNG brand.

At the beginning of 2017, an open design competition for young architectural firms was announced for the conversion and extension of the historic villa dating from 1928. The competition brief was the preservation and transformation of the Founder's Villa and the construction of a new pavilion.

The first prize was awarded by the expert jury, consisting of Prof. Sabine Keggenhoff, Elke Reichel, Peter Cachola Schmal, Prof. Jan Kleihues, Prof. Roger Riewe and Prof. Michael Schumacher, to the office of nga Nehse & Gerstein Architekten BDA from Hanover. According to the jury, the design is convincing due to "its architectural qualities, the siting and proportioning of the new building and the respectful treatment of the existing villa." It strengthens the identity of the site by freeing up the existing villa, generating new vistas and perspectives, and significantly enhancing the gardens through the resulting spatial setting.

In 2023, the construction work including the outdoor areas will be completed and the villa will be used for its new purpose as an office, conference venue and event location.

Sustainability strategy

The construction and operation of buildings have key roles to play in addressing the climate crisis and mitigating further global warming. In addition to enormous resource consumption and significant waste generation, these industries account for 40% of energy consumption and over 35% of greenhouse gas emissions in the EU.[1]

According to the Federation of German Industries (BDI), Germany is facing the greatest transformation in its post-war history. Achieving greenhouse gas neutrality by 2045, as mandated by law, will require a fundamental transformation of our energy system, our international energy supply, our building and vehicle stock, our infrastructure, and large parts of our manufacturing economy.[2]

1 European Commission – Services: Energy – In Focus (02/17/2020). Energy efficiency of buildings. Brussels. https://commission.europa.eu/system/files/2020-03/in_focus_energy_efficiency_in_buildings_de.pdf

2 BDI – Bund Deutscher Industrie: Klimapfade 2.0 – Aufbruch in die Klima-Zukunft (Federation of German Industries (BDI): Climate Pathways 2.0 – Moving into the Climate Future) (21.10.2021) https://bdi.eu/artikel/news/klimapfade-2-0-deutschland-braucht-einen-klima-aufbruch/

3 Internationaler Verein (ed.) Green Controlling. Guideline for the successful integration of ecological objectives in corporate planning and control

JUNG HAS SET ITSELF THE GOAL OF BEING IN THE TOP GROUP[3] WITH ITS SUSTAINABILITY STRATEGY.

We see ourselves as being well above the average within the industry. This positioning means taking responsibility for sustainable business, the environment and people, which we aim to ensure both internally and through our product offering.

In August 2021, in order to give the topics of sustainability and energy efficiency the necessary importance, we established the JUNG ESG Steering Committee. It clearly states JUNG's understanding of sustainability: Environmental, Social and Governance (ESG). Members are the entire management, departmental heads and the sustainability department installed by the management.

Two key areas have emerged for our holistic JUNG sustainability strategy:

1. Sustainable products and solutions and their lasting impact on customers
The contribution of our products to meeting our customers' climate targets.

2. Sustainable value creation processes
Our company's position on sustainability issues. This includes our manufacturing, assembly, supply and logistics processes as well as our energy management.

To further flesh out these two areas, we have analysed JUNG's impact on the economy, the environment and people, as well as human rights.

The background to this is sustainability aspects, which are becoming increasingly relevant as a result of corporate and social developments. Additional impetus came from numerous personal discussions with various stakeholders, such as committed employees, customers, suppliers, associations and politicians.

A first key step was the decision to carry out the Cradle to Cradle® certification of our products. In November 2021, numerous products, both switches, sockets and technical KNX push-buttons, were awarded Bronze certification.

In a sustainability manual, which is continuously being updated and further developed, concrete measures, specifications and processes have been defined in order to implement sustainable objectives in practice. New roles and committees have been created for this purpose. Monitoring is done through transparent reporting to the ESG Steering Committee. Optimisation potentials and improvement opportunities can thus be quickly identified, implemented and realised.

With this first JUNG Sustainability Report for 2021/2022, we have created the opportunity to ensure comparability of our efforts to date, our progress and improvements in the future. In it, we have set ourselves goals against which we will be measured in the future.

In October 2022, our sustainability department was expanded by an additional employee, who has new capacity to take the lead in coordinating upcoming sustainability projects and bring them to a successful conclusion.

Management

ESG STEERING COMMITTEE

Responsibility and tasks of the ESG Steering Committee

- Monitor the current and potential sustainable impact of our products and production
- Define goals and KPIs, set timeframes
- Make strategic decisions to avoid and eliminate environmental impacts
- Issue investment approvals to achieve set sustainability targets
- Define roles, committees and processes, as well as tasks and measures
- Evaluate the process results
- Develop necessary guidelines and evaluate certifications, audits, partnerships, etc.
- Engage in regular exchange with relevant stakeholder groups in order to incorporate their perspectives and demands
- Pursue and further develop the overarching JUNG Sustainability Strategy

Sustainability Department

- Coordination and tracking of sustainability projects
- Evaluation of data, facts and results
- Make recommendations for action
- Point of contact for sustainable developments

Department Heads

- Establishment of working groups for sustainability topics arising within the specialist department
- Analysis of the status quo
- Evaluate, define and implement improvement potentials

In-house processes

- Implementation of the sustainability goals
- Topic-related feedback on progress and developments
- Suggestions for optimisation potentials

Relevant stakeholders

State institutions

- National authorities
- European Union

IMPACTS AND MATERIAL TOPICS

During the evaluation process, we prioritised the following principles, as their implementation has a direct impact on our sustainability efforts.

The management is responsible for implementing this sustainability strategy. It drives the continuous improvement of related aspects and creates the necessary conditions.

1. JUNG solutions for building energy efficiency

As a premium supplier of building technology, our products have a direct impact on building energy efficiency. The intelligent control of buildings reduces energy demand and generates fewer CO_2 emissions.

With our smart-home and smart-building solutions, users have the opportunity to measure and analyse their electricity consumption and thus implement changes in use in a targeted manner.

Building energy efficiency has a significant impact on the environment. Solutions for sensor technology and energy management are thus becoming highly relevant. This is precisely where JUNG wants to make its contribution.

The intelligent control of large buildings shows significantly higher effects than use in private homes. However, the fundamental aim is to highlight the energy-saving potentials that can be achieved through the sensitive and conscious use of resources.

→ **Further background starting on page 41: Product/material GRI 301**

2. JUNG involves the supply chain – sustainable value chain

JUNG maintains long-standing partnerships with its suppliers. Principles such as compliance with fair business practices, fair working conditions, human rights and environmental standards form the basis of our cooperation. We will work intensively on this to positively influence the entire value chain and set standards for sustainable business.

Where possible, we give preference to suppliers in our immediate vicinity, so that currently 90% of our suppliers are located in Germany.

Systematic alignment with our principles and compliance with them is a key criterion for awarding contracts, along with quality and price.

→ **Further background starting on page 58: Suppliers GRI 204**

3. JUNG is committed to reducing emissions in accordance with the European Climate Change Act

A global challenge in climate protection is the reduction of emissions. Based on our CO_2 footprints, we have evaluated our direct and indirect emissions. The reduction of CO_2 emissions in Scope 1 and Scope 2 are clear targets for JUNG.

With the help of progressively implemented energy management, we are already evaluating various options so that necessary decisions for investments and new policies can be made.

→ **Further background starting on page 64: Energy GRI 302 & Emissions GRI 305**

4. JUNG Corporate Principles

Our corporate principles reflect our attitude as a company and our values in dealing with each other. They are based on respect, trust, cohesion, humanity, responsibility and professionalism.

As an internationally-active company, cooperation with different cultures is a matter of course for us. Social structures, cultural backgrounds, religion and politics are very different around the world. Our values are therefore the basis for encounters between equals. A key aspect in a globalised world.

→ **Further background starting on page 7**

5. JUNG is committed to the responsible use of resources and the environment

In addition to economic criteria, JUNG also takes into account environmental protection aspects in its decisions in order to constantly reduce the ecological impact of the company's activities.

To this end, we would like, among other things:

- To make the use of resources along the entire value chain environmentally friendly and efficient
- To avoid waste as well as harmful emissions and toxicological pollution
- To reduce energy consumption in buildings through intelligent solutions and efficiency improvements

→ **Further background on GRI 301 material from page GRI 301 from page 48 and environmental topics from page 63**

6. JUNG shows responsibility towards its employees

Our employees form the basis for the continued success of our company.

Consequently, among other things, we would like:

- To ensure fair working conditions and adequate remuneration
- To offer equal professional opportunities, personal promotion, support and individual development
- To ensure comprehensive occupational health and safety
- To achieve long-term commitment to the company

→ **Further background starting on page 80: Employment GRI 401 & Employee-employer relationship GRI 402**

7. JUNG shows responsibility towards society

JUNG takes its social responsibility seriously and makes its active contribution through a wide range of activities, including in the fields of education, culture, social affairs, sports and healthcare. In particular, JUNG makes a contribution to society through stable employment relationships.

→ **Further background information on our social commitment from page 90**

8. JUNG is committed to its customers

Environmental and climate protection as well as the safeguarding of social standards are decisive for us along the entire value chain. In addition, our customers benefit from the durability of our products, to which we attach great importance. By setting the highest quality standards, selecting the best materials, and conducting regular product testing above applicable standards, we achieve a long product life to provide our customers with a long-lasting increase in their building efficiency and more cost-effective operation. This concept is optimally complemented by our long-term spare parts availability.

In this way, we offer our customers sustainable and future-proof solutions and support them in achieving their own sustainability goals.

→ **Further background information on our customers starting on page 60.**

GOALS WE SET FOR OURSELVES

Continuous improvement processes are already being pursued and implemented in all areas of the company. In our first sustainability report, we have compiled the status quo of our sustainability measures to date and defined targets against which we will measure ourselves in the future.

JUNG Corporate Principles

Taking responsibility towards our employees and business partners as well as society is a matter of course for JUNG.

In order to anchor the JUNG corporate principles in the minds of all employees, the roll-out process is being continued in information events and workshops as part of an extensive communication campaign.

JUNG solutions for building energy efficiency

Sustainability is anchored in research & development as an integral part of future product developments. New products are then evaluated.

JUNG involves the supply chain – sustainable value chain

In the future, we will include firm agreements on sustainable topics in our contracts in order to also represent a clear position to our business partners and demand compliance with our JUNG values.

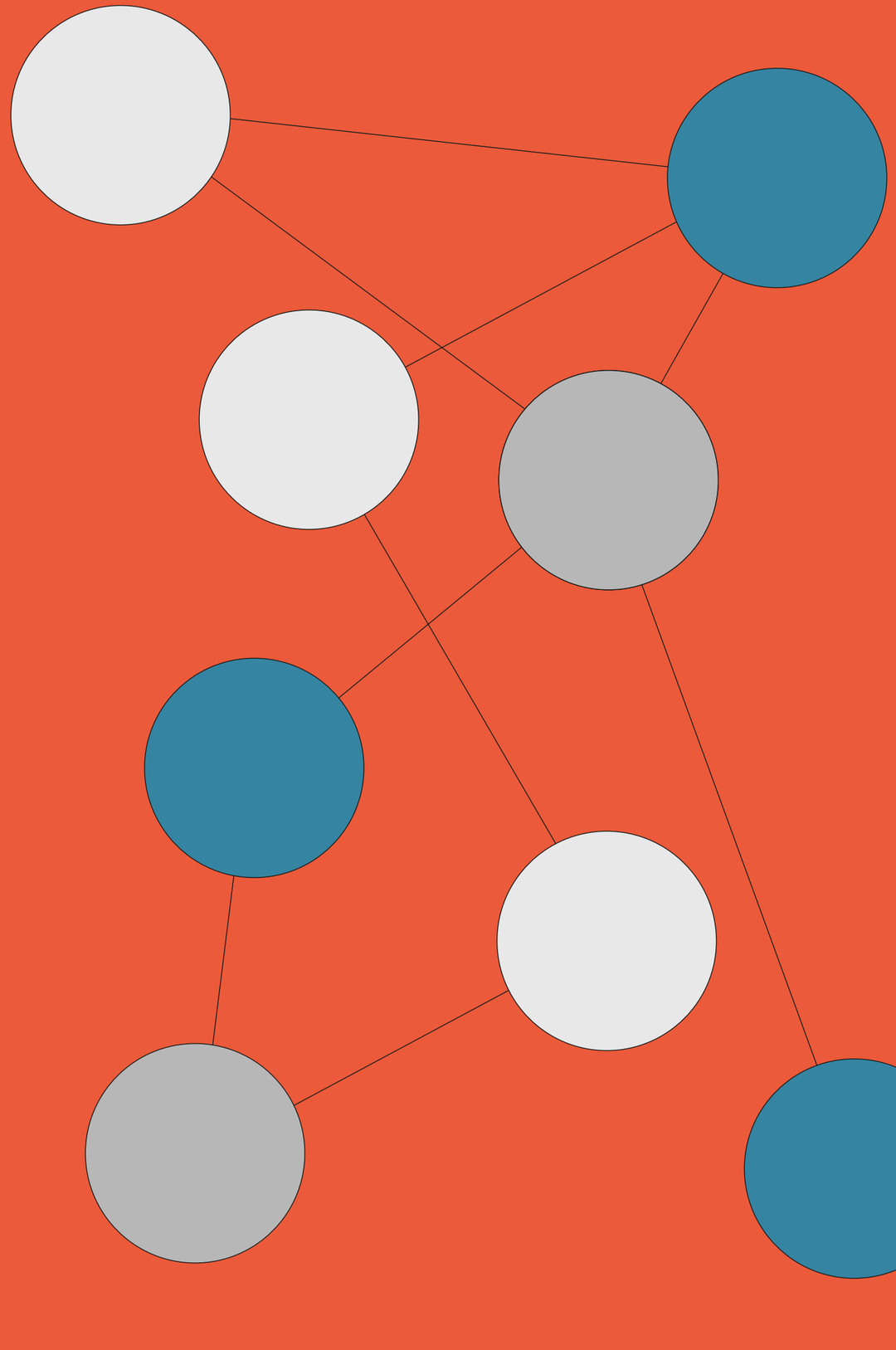
JUNG is committed to reducing emissions in accordance with the European Climate Change Act

The reduction of site emissions (Scope 1+2) is the basis for making our contribution to achieving the climate targets. Among other things, this involves putting our energy generation to the test. The goal must be to expand the share of renewable energies in the medium to long term.

JUNG is committed to the responsible use of resources and the environment

We continuously analyse, optimise and further develop existing waste streams and recyclable material cycles.

We see reusing, reducing and recycling as a fundamental task in order to conserve resources and return products to the material cycle.



STAKEHOLDERS

Stakeholders increasingly expect companies to operate sustainably and demand this as a binding requirement. JUNG has always engaged actively with different interest groups. This is the only way we can reconcile internal and external interests and concerns and respond quickly to needs.

Our internal stakeholders include the Supervisory Board, the shareholders, the management, and our employees. Within the company, we promote and live an active and open dialogue. A regular and interactive exchange of information takes place in personal conversations, meetings, surveys, training sessions, events, via the intranet, e-mails and the “bulletin board”.

Our external stakeholder groups are structured more diversely. Contact with suppliers, associations, networks, research and science, politics, NGOs and society takes place in a target group-oriented manner in personal discussions at trade fairs, congresses, events, round tables, lectures and in podcasts. In this way, we continuously gain knowledge of our stakeholders’ needs worldwide through our subsidiaries and sales partners.

In addition, we are in contact with customers from architecture, private, commercial and industrial end customers, specialist wholesalers, specialist trades and specialist planning through our customer service, technical consulting, seminars and training courses as well as in the JUNG Academy. General information and news are published via social media, newsletters and our multilingual website.

CODE OF CONDUCT

The ZVEI Code of Conduct (CoC) already provides a common set of values for the member companies of the ZVEI – the German Electrical and Digital Manufacturers' Association.

The code is distinguished by a clear commitment to implementing social responsibility in corporate activities, combined with a commitment to the social market economy. It has been signed by more than a thousand companies so far. By aligning the ZVEI CoC with the most important international agreements, it also contributes to the implementation of the SDGs.

In the autumn of 2022, JUNG signed the ZVEI Code of Conduct and has therefore clearly committed itself to implementing its key contents in its corporate strategy.

ZVEI's perspective on the Sustainable Development Goals (SDGs)
"The SDGs provide all companies, regardless of size, with guidance for forward-looking and responsible business practices within their respective capabilities. This is because every core business of a member company offers the potential to both operate sustainably and mitigate potential negative impacts across the entire value chain.

The integration of the SDGs into their corporate strategy and their transparent further development has a highly relevant socio-ecological effect on the one hand and an economically promising effect on the other. The important thing is to remain credible and always shed light on both the positive and potentially negative impacts of your business activities."

On this basis, 5 of the total 17 SDGs were identified on which our business activities have a direct impact. Based on the status quo and developments to date, we have defined potential for further positive development in the future.

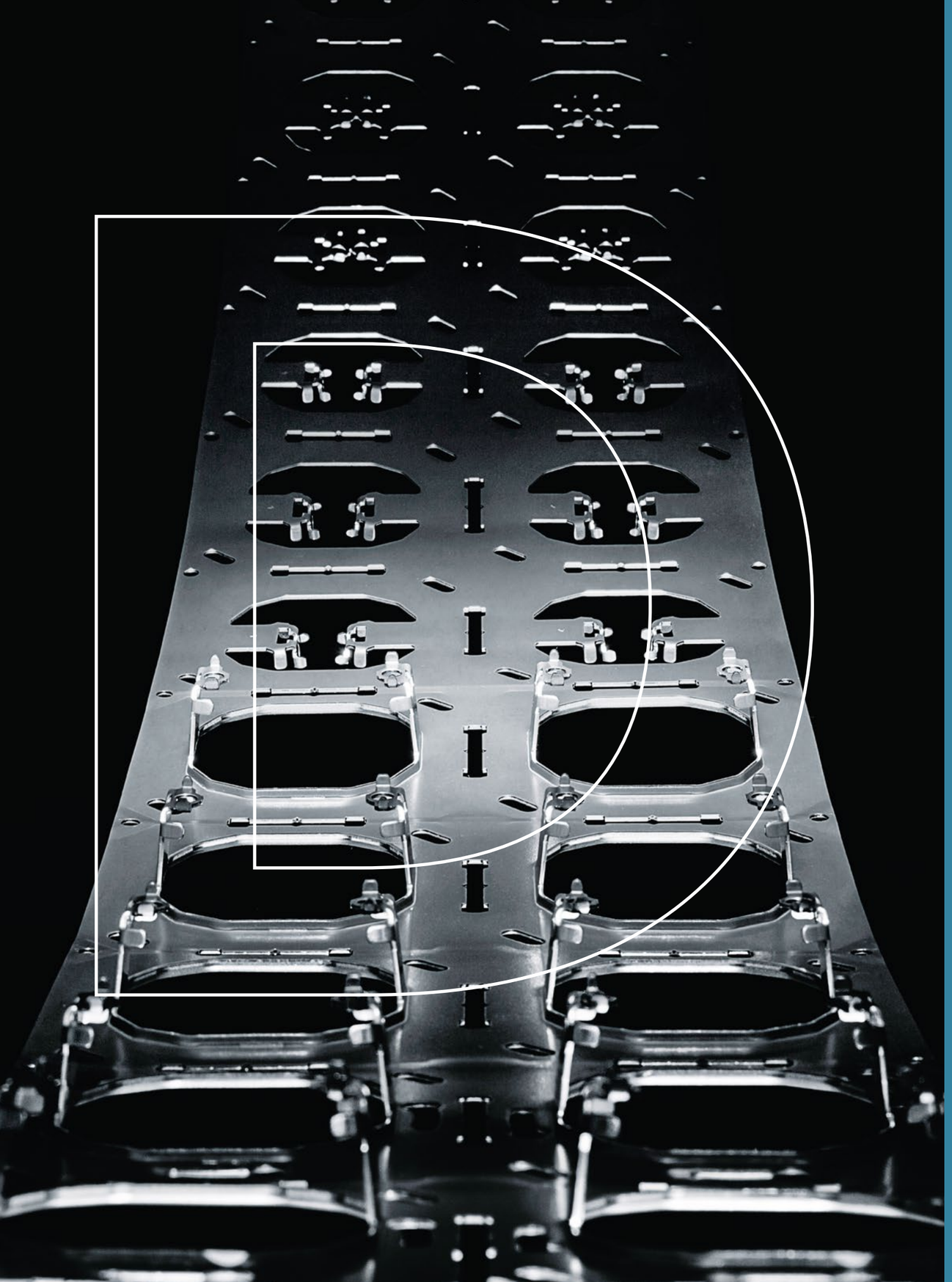
ZVEI Code of Conduct

- Commitment to socially-responsible corporate governance
- Fair competition and anti-corruption
- Respect for human rights, especially the protection of privacy and freedom of expression
- Environmental protection
- Compliance with laws and other statutory regulations
- Inclusion of the interests of consumers
- Prohibition of child labour, forced labour and any form of discrimination
- Citizenship

SUSTAINABLE DEVELOPMENT GOALS (SDGS)

SDGs:	Our contribution:	Potentials:
4 QUALITY EDUCATION	• Training in commercial, manual and technical professions • Supervision of student research projects, offer of dual degrees/combined study programmes • Continuous further training offer and measures • Support with finding apprentices in the electrical trade	• Offer more apprenticeships • Expand training opportunities and make them even more attractive
8 DECENT WORK AND ECONOMIC GROWTH	• We offer secure jobs, fair and above-average pay • Flexible working hours to reconcile work and family life • Economic continuity and stable growth for employees and business partners	• Provide additional social offerings and benefits beyond contractual pay
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	• JUNG stands for progress as tradition • Lasting innovations through research and development • The realisation of energy savings through innovative infrastructure	• Expansion of renewable energies and the sustainable vehicle fleet • New solutions for building energy efficiency • Definition of sustainability and circularity as the basis of research and development
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	• Our sustainability strategy: sustainable products and sustainable production • Durable, long-lasting products that can be recycled at the end of their life cycle: Bronze Cradle to Cradle® Certification • Building and energy efficiency for private customers with JUNG Home • 100% "Made in Germany" production using state-of-the-art production technology	• New solutions for building energy efficiency • New systems for the reuse and recycling of components • Improvement of C2C certification
17 PARTNERSHIPS FOR THE GOALS	• Advancing sustainable developments through numerous memberships and commitments • Own lecture and discussion platform as well as podcasts to enable important exchange in the architecture, construction and electrical industries	• Expansion of international partnerships to achieve the SDGs • Demanding sustainability goals from business partners • Clear positioning of JUNG on sustainable topics

Product



JUNG's corporate history began in 1912 with the invention and production of a light switch. Today, our products are appreciated worldwide as guarantors of high-grade, reliable quality.

Quality across all product elements is the basis for creating durable solutions that last for decades, both in terms of aesthetics and function.

Sustainable longevity means considering the entire life cycle of a product – from the design and the materials and technical components used through to its ease of use. At best, the latter leads to energy-efficient use and thus energy savings.

WHAT DISTINGUISHES OUR PRODUCTS

Timeless design

Our design standards follow simple principles:

- Timeless but not boring.
- Modern but not fashionable.
- Aesthetic and functional in handling.

The best proof of this is our LS 990 design classic. The flat switch was introduced to the market as far back as 1968. With its timeless aesthetics, reduced form, clear structure and great ease of use, it continues to impress our customers even after more than 50 years.

Quality down to the finest detail

JUNG is characterised by a unique product quality depth. This means we select each individual component – no matter how small – with great care. The result: Durable mechanics and technical components at the highest quality level.

This differentiation is important in that a durable mechanism ensures that a switch or socket will function properly throughout its life cycle. To ensure this, our systems are tested beyond many times the standard requirements. With our push-buttons, the technical components also guarantee functionality over the entire service life.

Ease of use

Even the best product makes little sense if it cannot be used easily and properly. A toggle switch is still relatively simple to use. Both its feel and appearance should be attractive.

Smart home and smart building technologies are different. Their use via a display screen or app should be intuitive, clear and user-friendly. In order to use energy efficiently, reduce power consumption and cut CO_2 emissions, energy management and the analysis of consumption data should be as easy as possible. That's why all our systems follow a simple concept: smart and beautiful.

Durable mechanics and technical components

JUNG also pays the utmost attention to product safety. All electrotechnical products naturally comply with the applicable legal requirements – including in international markets. They are tested for electromagnetic compatibility (EMC) and manufactured according to VDE standards. In addition, they are subject to strict internal quality requirements, some of which go well beyond the official standards and extend to 100% testing of the entire batch. KNX and smart home building system technology hardware and software components are subjected to extensive functional testing before shipment.

Our quality features also encompass the fact that all solutions and systems are developed and manufactured at our two sites in Germany, Schalksmühle and Lünen. Millions of socket outlets and flush-mounted units for switches, produced on fully automated production lines, leave our plants every year, while tools developed and manufactured in-house guarantee the highest precision.

With over 90% of its products produced in Germany, JUNG has been certified with the "Made in Germany" test mark. We regularly submit ourselves to an external auditor who checks compliance with the requirements within the company.

Permanently ongoing research and development

Construction is constantly evolving in accordance with building code requirements, the spirit of the times and technological advances. We see it as our responsibility not only to follow this development, but also to positively shape it. That is why JUNG has been investing in its own research and development for decades.

Product development focuses on durable devices for efficient building technology and the integration of new technologies into JUNG systems, with the aim of optimising the energy-saving potential through smart technical building equipment.

Smart home technology, for example, offers great potential for effectively reducing energy requirements and thus CO_2 emissions, in addition to convenient options for controlling light and heat.

It is not only a matter of creating the perfect building parameters, but also of promoting the correct use of the systems through user-oriented and user-friendly building technology.

We see it as our task to develop systems, products and solutions that meet not only the technical requirements, but are also in line with human behaviour.

Resource-optimised products

JUNG solutions and systems should not only be efficient and durable in their application, but also resource-saving and environmentally-conscious in their manufacture. One example is the development of plug-in components for serial rooms with uniform furnishings, such as those found in hotels, offices, schools, hospitals and public housing.

The material resource savings potential of plug + go is enormous: 70% shorter cable lengths and 50% less copper consumption.

The modular components make work on the construction site much easier. Installation time is reduced by up to 70%, resulting in a reduction in overall costs of up to 30% with a lower frequency of faults, while the fire load is reduced by up to 60% and utility rooms can be reduced by half.

In the development of new products and systems, recyclable solutions are our benchmark. This means that in addition to energy efficiency and technical innovations, the choice of materials, manufacturing processes and consideration of the entire life cycle are also included.

Sustainability is anchored in research & development as an integral part of future product developments. New products are then evaluated.

Research seal: Innovative through research
Our commitment to research and development is once again paying off this year. In 2022/2023, JUNG may continue to use the coveted “Innovativ durch Forschung” (“Innovative through Research”) seal, showing that research and innovation are important components of our product development. Since 2014, the Stifterverband has recognised research-based companies for the special responsibility they assume for state and society with the “Innovativ durch Forschung” seal.

JUNG HOME

With our new JUNG HOME system, we enable private customers to use their house or apartment energy-efficiently in a simple way and to reduce electricity costs.

At its core, JUNG HOME consists of system inserts and attachments. Existing switches and sockets are replaced and then networked. They can be operated either via voice commands, our app or using push-buttons, with lighting, shading, power and temperature all able to be controlled. A secure local network via Bluetooth Mesh.

With JUNG HOME, we want to make an effective contribution to the reduction of CO_2 emissions.

Power and energy are saved via targeted energy management and the clear evaluation of energy consumption data. And all this with a simultaneous gain in comfort and safety.

GERMAN DESIGN AWARD SPECIAL 2023

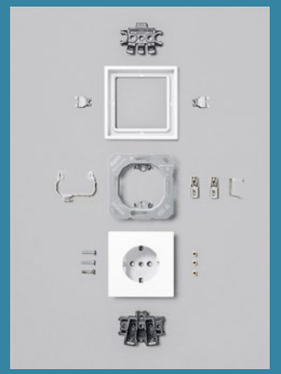
Bluetooth® MESH

SYSTEMS AND THEIR COMPONENTS – DOWN TO THE FINEST DETAIL

The switch

As a visible element, the light switch connects the electrical installation with the room. Thus, it must meet aesthetic as well as functional requirements. The eye-catching quality of the surface hides the many individual mechanical parts inside the switch.

40,000 switching operations are required by the applicable standard in the test. The JUNG quality standards provide for 50,000 actuations. Functionality you can rely on for decades.



The socket

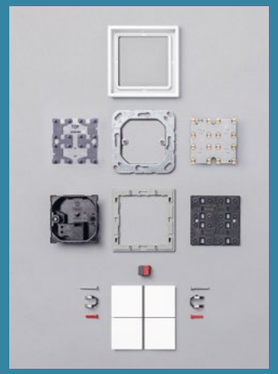
During each plugging process, a socket is exposed to mechanical stress. The real quality of a socket is hidden inside it, in the quality of the contacts and springs. At JUNG, precise high-performance automatic punching machines form the metal parts, which are then assembled into complex assemblies. During production, a fully automatic multiple 100% check for deviations is carried out.

To meet the standard, a socket must pass 10,000 connections. JUNG sockets pass more than twice as many connections.

The push-button

JUNG push-buttons control building technology in KNX systems as operating elements, including the regulation of temperature, light, blinds and pre-programmed scenarios. The F 10, F 40 and F50 KNX push-buttons are available in the AS, A, CD and LS series designs. Coloured LEDs are used as operation and status indicators. The push-buttons combine technology and design to meet even the highest demands.

The 40,000 position changes in the test required by the standard are exceeded by at least 25% in accordance with the factory guidelines at JUNG.



MATERIALS

In 2021, we manufactured a total of 28.5 million products in Schalksmühle and Lünen. Interior components account for the largest share of material procurement.

Brass

Due to its good electrical conductivity and high mechanical stability, tinned brass is used in our technical components such as grounding clamps, contact springs and grounding bars. In addition, due to its elegant golden yellow colour, bare brass is also excellent for designing our high-quality metal switches and push-buttons. Good corrosion protection, good chemical resistance and easy processing due to easy formability round off the positive properties.

By using brass, valuable material can be saved compared to the use of pure copper. Brass can be recycled as often as required.

Stainless steel

Stainless steel is corrosion and temperature resistant, durable and hygienic. Stainless steel is therefore used in some internal components that need to be very robust, but also for external components with a premium appearance, for example switch covers.

Stainless steel is also fully recyclable without any loss of quality.

Steel with zinc-magnesium coating

Compared with conventional zinc coatings, a zinc-magnesium coating offers significantly improved corrosion behaviour. Due to its good formability, the material leads to less adhesive tool wear during processing and less downtime of the equipment due to cleaning-related activities. It is therefore ideal for our support ring constructions. It helps to increase efficiency and thus save energy during the manufacturing process of our products and also improves the durability of our products for our customers.

Furthermore, the material can be recycled as often as required without any loss of quality, so that our production waste can be optimally recycled.

Silver wire

Due to its very good electrical conductivity, the switching contacts in our switches are made of silver wire. Good formability combined with a low tendency to heat welding are ideal prerequisites for use as precise and durable contact points.

Silver wire can be recycled any number of times without loss of quality.

Thermoset

JUNG is one of the few suppliers on the market to offer its customers the possibility to purchase building technology with components made of thermoset in the visible area. Depending on the application, these can offer decisive advantages over thermoplastics. With us, the customer has the choice.

Thermosets are plastics that can no longer be deformed after curing in the manufacturing process, making them particularly robust and resistant. Due to their hard surface, components made of thermoset are very scratch-resistant, so that a durable high-quality appearance can be guaranteed for the customer. Further advantages are the good chemical, UV and colour resistance, so that the colour fastness of the thermoset components is guaranteed over a long service life. The scratch resistance of thermoset surfaces is so good that protective transport packaging can be reduced or even dispensed with altogether in the logistical processes.

We use thermosets for both visible and non-visible parts. The main production materials used are urea resin (UF), natural gas-based formaldehyde, urea, methanol and cellulose. Sometimes melamine resin (MF) is used instead of urea resin. No petrochemical (petroleum-based) raw materials are required, and the formaldehyde needed is almost completely bound during the manufacturing and processing process. Thermoset is an ideal insulating material, flame retardant and self-extinguishing, so no additional flame retardants are required.

Compared to thermoplastics, less CO_2 and volatile components (VOC) are emitted during production, and less energy and water are consumed.

At the end of its life cycle, thermoset in granulated form can be used as a filler or blasting material. In many cases it is thermally recycled, with no toxic waste gases being produced due to the ingredients. No toxic substances are released during landfilling either, and no microplastics are produced during decomposition.

Thermoplastic

In addition to thermosets, we also use thermoplastics for our products. Thermoplastics are plastics that can be remelted. When cooled, thermoplastic is tougher than thermoset and therefore offers higher impact strength and is better suited to the manufacture of filigree components.

Due to their break resistance, products made of thermoplastics are preferred in public buildings (e. g. hospitals, schools, hotels) where increased impact resistance is required. Thermoplastics are also used for products with a functional design (e. g. snap-on joints) that would not be feasible with thermosets.

We mainly use the following thermoplastics: polycarbonate (PC) and polyamide (PA), occasionally also PP, POM, PMMA, ABS, PVC, SI and thermoplastic elastomers. In some cases, polycarbonate (PC) with regrind fractions from post-industrial waste is used. Thermoplastics are produced from petroleum-, natural gas- or coal-based derivatives.

Thermoplastics consist of uncrosslinked chain molecules. Thermoplastic waste can be fully recycled as a valuable material by simple mechanical shredding. The recyclate (recycled granulate) can then be used as a raw material for the manufacture of new products.

MATERIAL USAGE 2021

1% Stainless steel

33% Thermosets

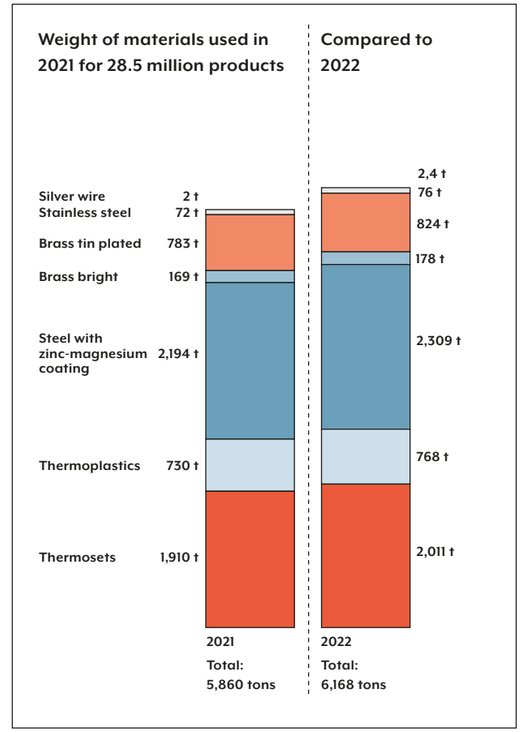
13% Brass tin plated

3% Brass bright

37% Steel with zinc-magnesium coating

13% Thermoplastics

<1% Silver wire



MADE TO TOUCH

Metalworking and craftsmanship

We develop and manufacture our products with the highest precision, fine intuition and expert knowledge. Special expertise lies in the metal processing for the production of the classic LS 990 switch.

We process brass, stainless steel, aluminium, gold and bronze surfaces. Brass bright with 3% of the material used and stainless steel with 1% have the largest share in the design lines. Aluminium, gold and bronze are rarely processed and only for very special customer requests.

Painted by hand

To reproduce the special colour depth of the 63 Les Couleurs® Le Corbusier, the switches are hand-painted in a special process. First, all the particles and dust grains are carefully removed before the paint is precisely applied by hand.

CRADLE TO CRADLE® CERTIFICATION

The strategy of recyclable products combines climate protection and resource conservation and represents an important contribution to greater sustainability in the construction industry. For this reason, we have subjected our most frequently used inserts and switch ranges for conventional and smart building technology to extensive Cradle to Cradle® certification.

In the autumn of 2021, the LS 990, AS 500, A 550, A FLOW and A CREATION product lines were awarded the Cradle to Cradle® Bronze certificate.

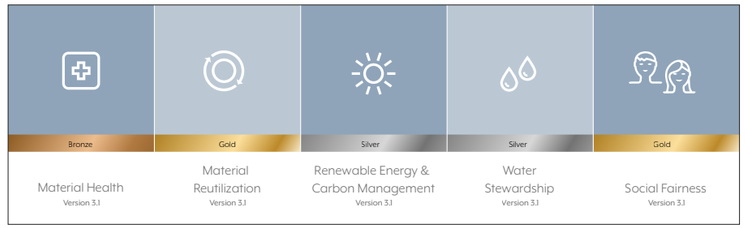
Over 50 individual products from rocker switches, push-buttons, frames and inserts, to classic sockets, products with USB connections or Safety Plus inserts, covers and entire modules have been certified as such. One particular challenge was the certification of the complete KNX modules, such as the push-button sensor module and the room controller module with their small-scale and complex technology.

The Bronze certification of the JUNG KNX sensor technology and the KNX motion detector is a significant step forward for the industry, and we are currently the only manufacturer in the world to have achieved this.

In the certification process, products were evaluated for their recyclability based on five criteria: material health, material recyclability, energy use, water use and social responsibility. The criterion of material health is of particular importance here: If a material contains ingredients from a so-called “banned list”, the product does not receive certification. A scorecard documents the results and the overall result of a product is based on the criterion with the lowest score.

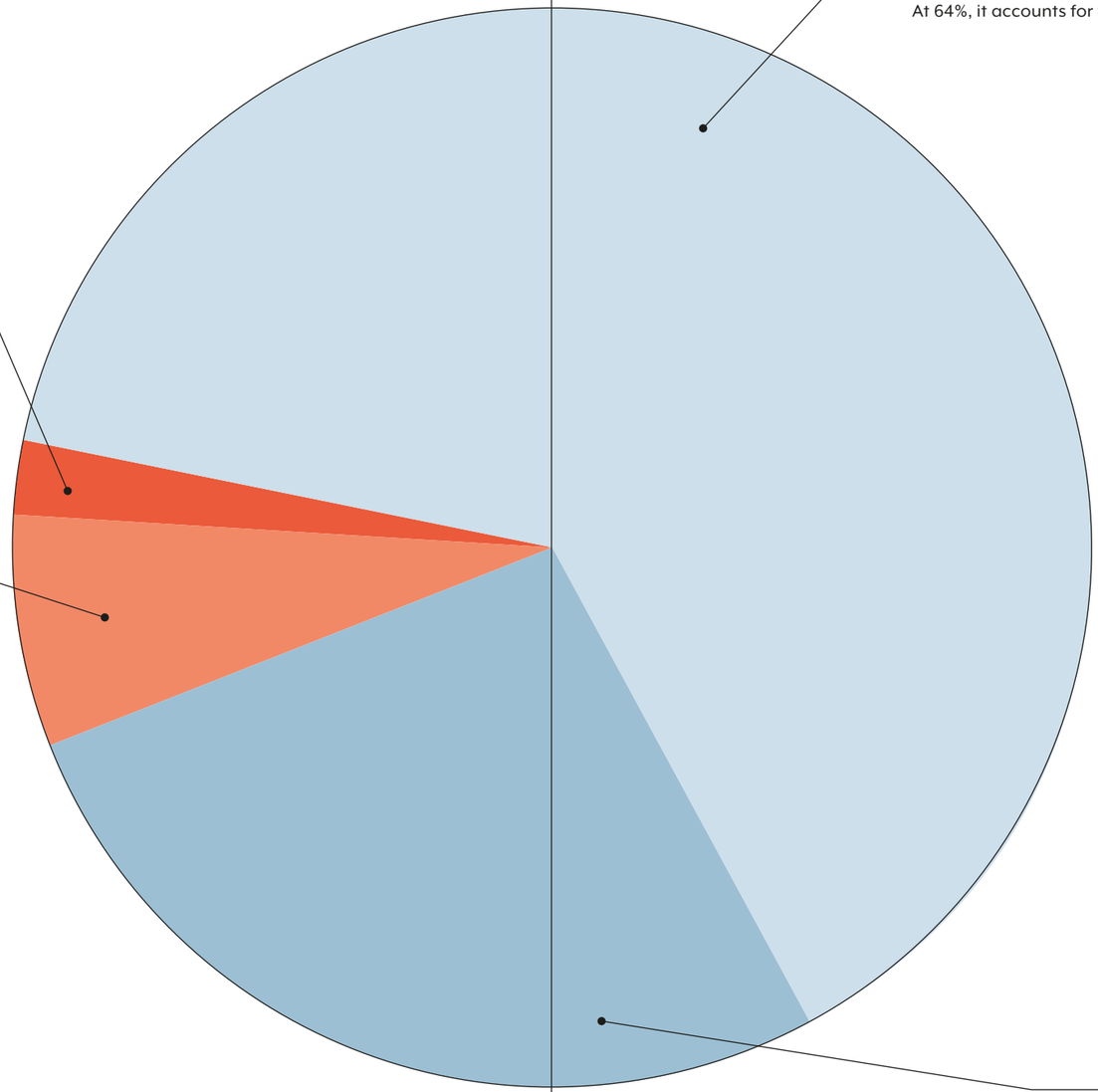
All the materials used can either be returned to the biological cycle after use or remain permanently in a technical cycle in the form of recycling and reuse.

Cradle to Cradle Certified® is the international standard for sustainable, circular and responsible products. As the name Cradle to Cradle implies, it involves examining the entire value chain to ensure that products do not have a detrimental influence on people or the environment during their entire life cycle. As evidenced by the C2C Material Health certification, no environmentally-harmful chemicals are used during production.



PACKAGING

Total weight used
Packaging 2021: 799 tons



2%

Labels (16 tons)

... are used for labelling the sales and transport packaging.

7%

Films (60 tons)

Three different films are used for different applications:

Minigrip pressure seal bags
... are used for a wide variety of parts: Both individual components and finished end products can be placed in them. The resealable opening allows the bags to be used multiple times.

Flat film
... is used to seal end products into bags filled with air. Some items that used to be packed in a minigrip bag have been switched to this flat film as it requires less material.

Protective film
... is applied directly to the surfaces of components to protect them from damage.

Savings of 144,640 m² of film per year have been achieved so far through various measures:
- Stretch film, where it was not absolutely necessary, has been replaced by strapping.
- Film has been saved by optimising winding techniques.
- Where individual packaging is not absolutely necessary, it has been reduced or eliminated.

JUNG participates in the RESY and Interseroh take-back systems.

RESY guarantees the complete disposal and material recycling of all transport and outer packaging made of paper and cardboard marked with the RESY symbol.

Interseroh is a subsidiary of Interzero, which stands for innovative closed-loop solutions and effective plastics recycling. With the Recycling Alliance, they are investing intensively in the circular economy and developing solutions for waste avoidance and resource conservation.

64%

Sales packaging (508 tons)

... is used directly as packaging for the products.
At 64%, it accounts for the largest share.

Cardboard boxes

91% of our packaging is cardboard packaging – divided into sales and transport packaging. The cardboard boxes are largely made of recycled waste paper and can be completely recycled. Where possible JUNG packaging is assembled, and only glued in those places that are subject to particular stress. Intelligent packaging management makes it possible to optimally fill cartons and pallets with different pack sizes, thereby avoiding fillers or repackaging.

27%

Transport packaging (215 tons)

Used to pack several individual sales packages so that they can be transported in a space-saving manner.
In order to optimise transport packaging, we actively approached service providers and suppliers and jointly evaluated potential savings. These are ongoing optimisation processes, so that further savings can also be expected in the future.

SUPPLIERS

When selecting our suppliers, profit maximisation is not a selection criterion for us. The goal is to enter into a long-term partnership and to develop and grow together. Specifically, this means if the same product or material is available at a lower price somewhere else in the world, this is not a basis for our decision. Reliability, quality standards and a manufacturer's attitude are our priority.

We know all our suppliers personally, have been on site and have maintained business relationships with many of them for years. This not only underlines our claim to quality, but also to interact as equals. In order to be able to implement sustainable innovations, we work together with manufacturers who want to develop further and are open to new ideas.

Over 90% of our suppliers are local, meaning they are based in Germany. This share is regularly checked and confirmed by TÜV Nord for the "Made in Germany" certificate. Over 80% of our purchasing volume is generated with them.

We have had a risk assessment made of 12 countries: China, France, Germany, Hong Kong, Italy, South Korea, Lithuania, Netherlands, Spain, Turkey, USA and Vietnam. The purpose of the assessment is to enable us to assess risks to the environment and people, as well as human rights, when selecting suppliers based on internationally-recognised, reputable sources such as human rights organisations, United Nations SDG statistics and the Environmental Performance Index (EPI).

Our Quality Assurance Agreement (QAA) essentially regulates the business relationships with our suppliers and our high quality requirements for goods to be delivered.

In addition to legal regulations, the supplier undertakes to "continuously minimise impacts on people and the environment through appropriate operational environmental protection". The QAA is the basis for all new business relationships and is signed by both parties. The majority of our existing suppliers from Germany and all international suppliers have already signed the agreement.

As part of our ESG sustainability strategy, we want to exert even more influence on the value chain in the future and ensure that negative impacts on the environment are avoided beyond our direct suppliers and that compliance with human rights is guaranteed. We will therefore include firm agreements on sustainability issues in our contracts, so that we can also present a clear position to our business partners and demand compliance with our JUNG values.

CUSTOMERS

In addition to specialist partners such as electricians, our customer base also includes trade partners and wholesalers who supply specialist retailers. We also work closely with architects, builders and investors to address specific requirements.

Our regional sales team responds professionally to different customer requirements on site. Architectural firms and project development as well as hotel chains are looked after by specialist key account managers.

We attach great importance to communicating with all our customers on an equal footing and maintain long-term partnerships characterised by respect and trusting cooperation.

Specialist partner

We offer professionals from the electrical trade and electrical planning a comprehensive service, specialist information and configuration tools for dealing with JUNG products.

Architects

Shaping architecture together

The development of well-designed products – design-oriented and with high functionality – is both a tradition and driving force for JUNG. With our switch ranges, we complement durable architecture, create living spaces and realise high-quality building technology. To this end, we interact constantly with architects, interior designers and specialist planners worldwide and support them with everything from planning to execution.

Professional development and planning documents

Our website provides professional planners and architects with general information around the clock on JUNG products and systems such as

- Tender texts
- Price lists
- Software
- BIM applications
- System overviews
- Product data sheets.

The division into the different subject areas makes it easy for them to find what they are looking for.

Software/Price Lists/Sample Projects/Quick Start Guide

www.jung.de/downloads

PROFESSIONAL DEVELOPMENT

JUNG Academy

The JUNG Academy offers year-round opportunities for professional development: Worth knowing about solutions for modern building systems technology – theoretically underpinned, practically applied and taught by accomplished professionals.

JUNG Webinars

Professional development under expert guidance: In our interactive webinars, we convey everything worth knowing about JUNG building technology. By conducting the event online, participants can connect from anywhere, avoiding unnecessary travel and thus saving additional CO_2 emissions.

Seminars

The JUNG KNX seminars offer the possibility to get professional training in different topics and product areas. Under expert guidance and with the help of professional teaching methods, the practice-oriented seminars take place regularly throughout the year.

Thanks to the regional JUNG representatives, the training courses take place throughout Germany at the shortest possible distance from our customers. The courses on offer depend on the particular expertise of the representative. They include day seminars, practical workshops, individual customer visits and much more.

JUNG operates two training centres of its own: at its headquarters in Schalksmühle in North Rhine-Westphalia and in Stuttgart in Baden-Württemberg.

The JUNG Sales Centre South in Stuttgart specialises in building technology. It informs and advises industrial partners and electrical wholesalers as well as electrical planners, architects, housing associations and the electrical trade.

Environment

ENERGY AND EMISSIONS

JUNG continuously invests in the energy efficiency of its production facilities and its buildings. In addition to a modern combined heat and power plant for the economical generation of heat and electricity, energy-saving LED lighting technology with daylight-dependent brightness control via KNX ensures that energy consumption is optimised. In addition, an in-house energy monitoring system is being planned to identify further savings potential.

For our sites in Schalksmühle and Lünen, we have had CO_2 footprints drawn up for Scope 1 and Scope 2. Based on this data, we have analysed the individual items and decided on specific measures that will further reduce our greenhouse gas emissions in the future. The use of renewable energy sources is essential for this.

CO_2 FOOTPRINT 2015 – 2021

in t CO_2 Site considered: Schalksmühle and Lünen, Germany

SCOPE 1 direct emissions	2015	2016	2017	2018	2019	2020	2021
Vehicle fleet (car + truck) – fuel	652.06	709.13	694.48	717.06	701.01	590.50	614.84
Energy	901.66	879.20	937.64	1,057.45	1,005.87	1,046.74	1,086.50
of which: Natural gas	610.47	527.38	580.07	669.49	696.22	735.84	773.87
of which: Crude oil	291.19	351.82	357.57	387.96	309.65	310.90	312.63
Technical gases and process emissions	0.17	0.17	0.17	0.17	0.17	0.17	0.17
TOTAL SCOPE 1	**1,553.89**	**1,588.50**	**1,632.29**	**1,774.68**	**1,707.05**	**1,637.41**	**1,701.52**

SCOPE 2 indirect emissions	2015	2016	2017	2018	2019	2020	2021
Electricity - electricity mix (purchased)	1,337.01	1,516.75	1,479.02	1,244.61	1,053.02	856.12	1,028.24
TOTAL SCOPE 2	**1,337.01**	**1,516.75**	**1,479.02**	**1,244.61**	**1,053.02**	**856.12**	**1,028.24**
TOTAL SCOPE 1 + 2	**2,890.90**	**3,105.25**	**3,111.31**	**3,019.29**	**2,760.07**	**2,493.53**	**2,729.76**

SCOPE 1

Vehicle fleet

Currently, our vehicle fleet consists of 98 passenger cars, almost all of which are fuelled with diesel fuel. In addition, trucks and commercial vehicles are refuelled at our own diesel filling station in Schalksmühle. Due to the very low proportion of gasoline, the CO_2 footprint shows the complete fuel consumption in one item.

Employees can use eight e-charging stations in Schalksmühle and three e-charging stations in Lünen. If necessary, more will be planned and the necessary infrastructure will be expanded to include transformers and a distribution station.

A working group on the topic of e-mobility has been established. According to a survey of employees who use a company car, around 20% are currently interested in switching to an e-car. The management plans to expand and add e-cars to the vehicle fleet by 2024.

The use of local public transport is already supported with a travel allowance.

Energy

At the Schalksmühle site, a combined heat and power plant (CHP) is operated with natural gas. It was put into operation in 2012 in the wake of the construction of the new production building. Since then, it has been used both for heating, but primarily for electricity generation. The CHP unit offers the advantage that, with an efficiency of around 80%, it operates much more efficiently than other methods of energy generation. Furthermore, excess electricity generated is fed directly into the public power grid, so that no energy is wasted and valuable resources are conserved. Two additional heating systems act as backups, automatically kicking in should the heat demand exceed the capacity of the CHP unit or should it fail. About three quarters of the natural gas consumed is used by the CHP unit, with the remaining quarter being used by the heating systems.

In 2022, a solar thermal system was installed on the production building, reducing our electricity and gas consumption.

An oil-fired heating system is still in operation at the Lünen site.

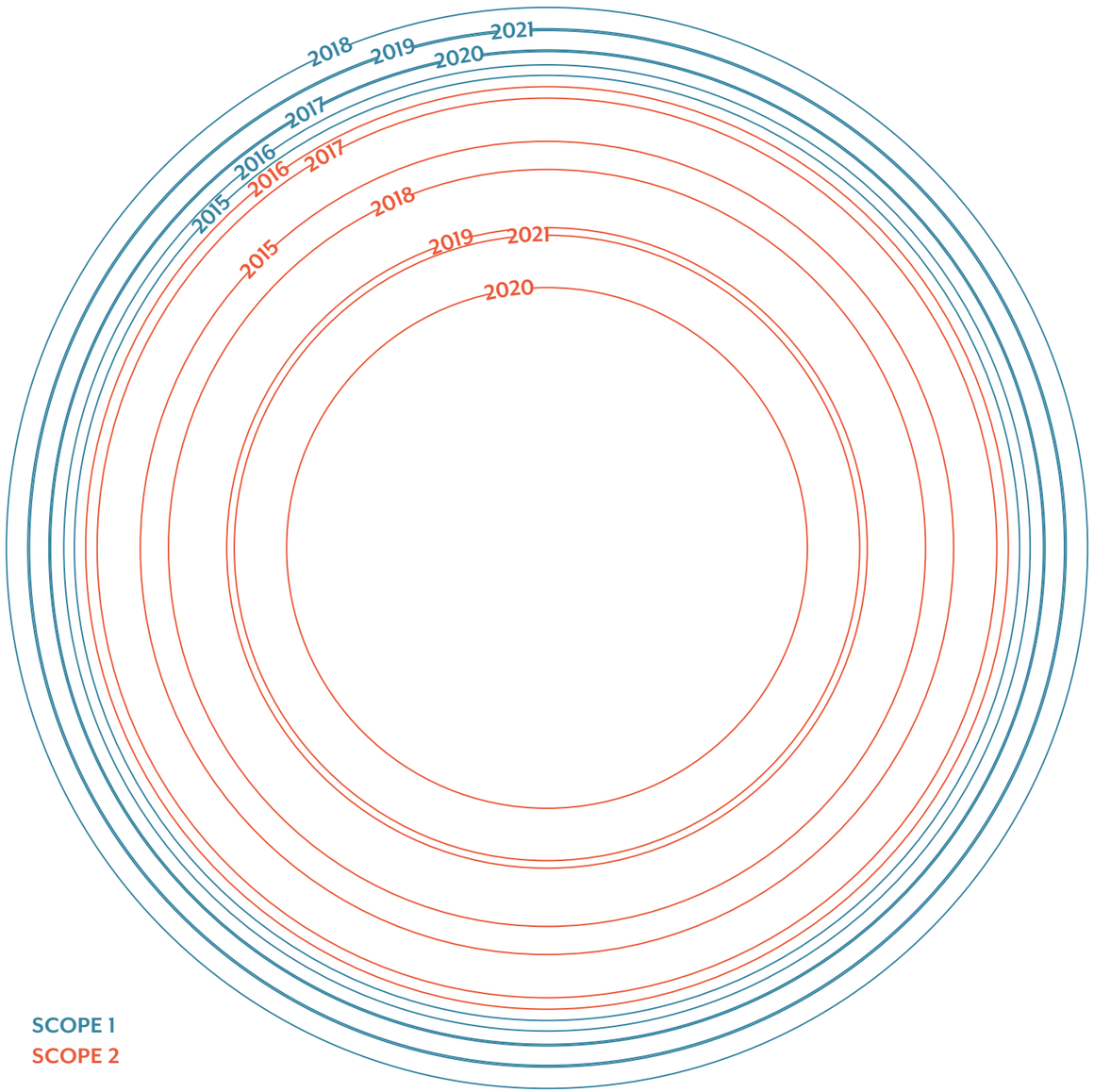
Building energy efficiency

The existing buildings at the two German sites are diverse in character.

- The production building in Schalksmühle, which was built in 2012, has been energy optimised and also brought up to the current state of the art in terms of electricity and heat generation through the addition of a combined heat and power plant.
- The building technology – also in the administrative areas – has been networked and optimised with the help of our own JUNG KNX products. Parts of this system are our intelligent JUNG room controllers and both manual and automatic sensors that react to temperature fluctuations or movement, for example. In this way, lighting technology and room temperature can be controlled in a targeted or automated manner. Convenient operation and intelligent networking mean that energy is only consumed where it is needed.
- In Lünen, the window fronts have been completely replaced over the last three years and energy-refurbished.
- The switch to LED lighting is almost complete at both sites.
- The office buildings at the Schalksmühle site are gradually being brought up to the latest state of the art in the course of renovation or conversion work. In addition, the possibility of an energetic refurbishment as well as the integration of energy production from renewable energies are being examined.

During the course of renovations, conversions and extensions, buildings are brought up to the latest state of the art as a matter of principle, provided this is possible within the existing building fabric.

Reducing our site emissions is an important goal of our JUNG Sustainability Strategy. Among other things, this involves putting our energy generation to the test. The goal must be to increase the share of renewable energies in the medium to long term. Renewable energy sources will be the basis for planning in all future construction projects.



SCOPE 2

Power

Various measures taken in recent years have contributed to reducing our electricity requirement.

Ongoing investments in our manufacturing facilities and production technology as well as continuous process optimisation ensure high energy efficiency at our production sites. Regular professional maintenance is performed on all machines to reduce unplanned downtime and avoid unnecessary energy consumption. Possible energy loss due to compressed air leakage is avoided by regular checks and intelligent control of the compressors. At the end of each working day, all air compressors are switched off.

Between 2018 and 2022, the lighting in assembly halls, corridors and office buildings was gradually converted to LED technology. The conversion work is 99% complete.

When purchasing workplace equipment, electronic production machines, etc., attention is paid to energy efficiency and appropriate equipment is selected.

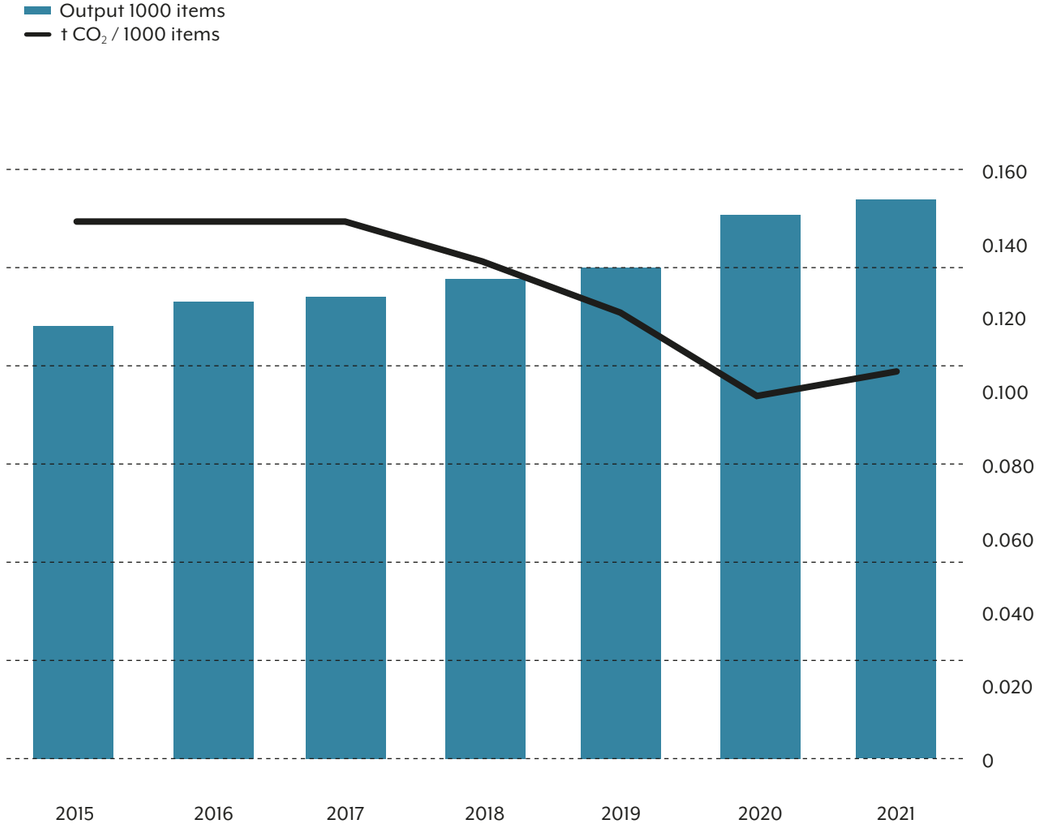
Currently, we purchase an electricity mix that only partially consists of renewable energy, financed from the EEG (German Renewable Energy Sources Act) levy. In Schalksmühle, around 50% of our electricity requirements are generated by our own CHP unit. A switch to green electricity will be examined in 2023. In upcoming building renovations, the use of PV systems will be an important component in expanding our share from renewable energies.

IN PROPORTION

These two graphs clearly show that with increased production volumes and employee numbers, our emissions have decreased over the years.

From 2015 to 2021, the number of items produced increased by almost 30%. At the same time, t CO_2 emissions decreased from 0.145 to 0.106 per 1,000 items.

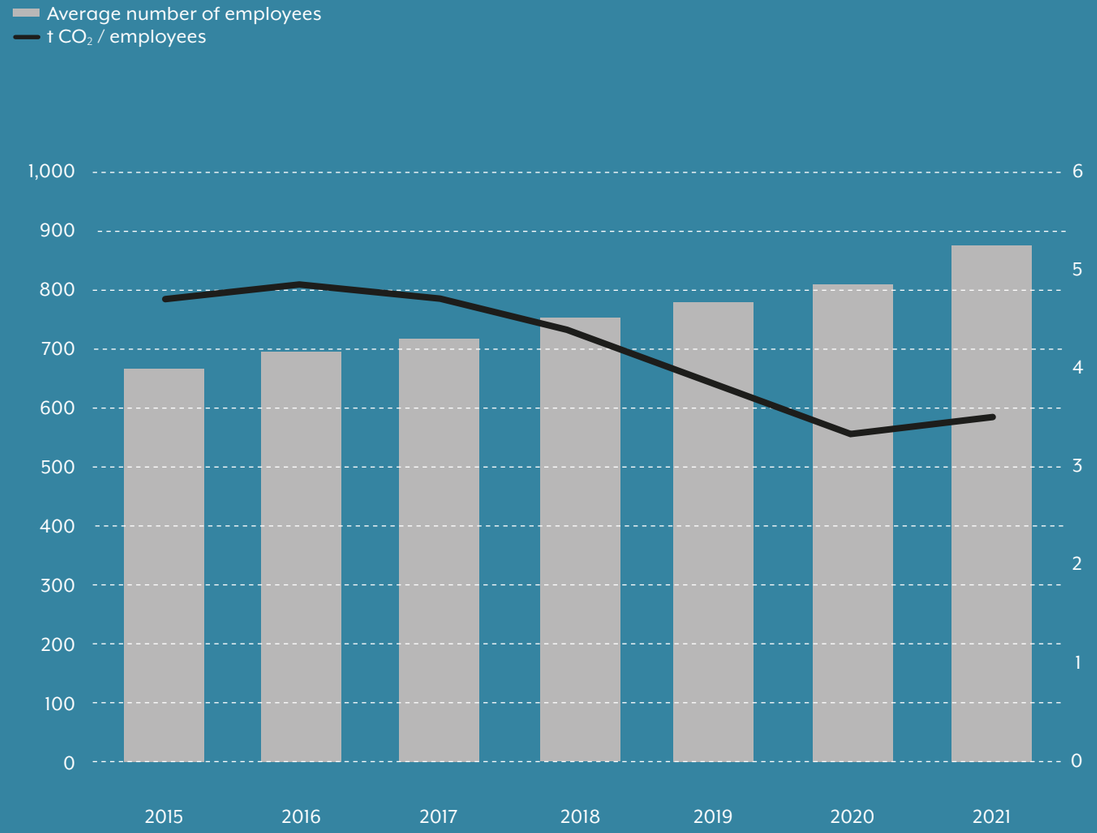
A reduction in the average t CO_2 per 1,000 units of approx. -27%.

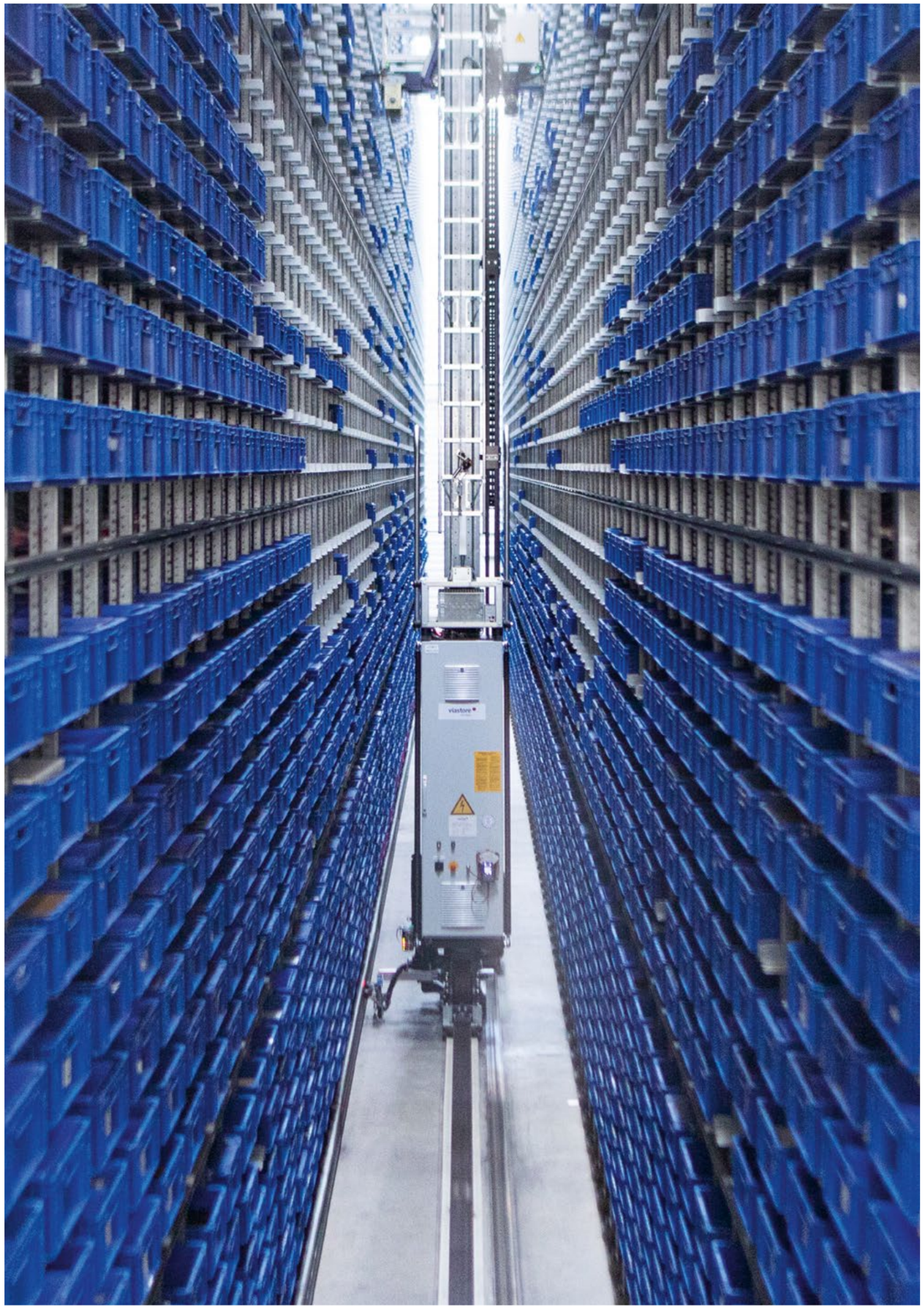


The same trend can be observed in the ratio of average emissions per employee. In 2015, the t CO_2 per 670 employees was 4,746. In 2021 the t CO_2 per 879 employees was still 3,537.

A reduction in average t CO_2 emissions per employee of approx. -25%.

When evaluating these figures, it should be taken into account that in 2020 the Corona pandemic made working from home offices compulsory in some cases, which had a positive effect on electricity consumption in the company and thus on CO_2 emissions per employee. However, even when working from home was no longer obligatory the figure did not increase strikingly, and remained at a much lower level than in previous years.





LOGISTICS

As a strongly customer-oriented company, a high readiness to deliver our products is one of our key objectives. We ensure the achievement of these goals through modern logistics processes.

Our logistics can be divided into three areas:

Deliveries to production sites
JUNG has a regional network of specialist suppliers. By optimising the value chain and batch sizes, we aim to keep transport distances and the associated emissions to a minimum. For regional partners, for example, JUNG offers route-optimised collection routes with its own factory fleet adapted for this purpose in order to bundle collection journeys.

For intra- and supplier logistics, we use standardised transport containers. These are durable, and can be precisely repaired, folded or stacked. The reusable packaging is handled centrally by a service provider who can carry out repairs immediately using special tools and perform basic cleaning at regular intervals.

Various projects to optimise packaging are also eliminating the need for various films and cardboard that were previously required to secure products during transport. So far, this has meant savings of around 12,400 m² of film and 9,000 m² of corrugated board per year.

Delivery within Germany
Lunen acts as a central distribution centre. It is also where customer orders are assembled. The goal is to achieve the most bundled delivery possible. Specialist partners, such as electricians, are supplied via trading partners whose central warehouses distribute their goods to customers throughout Germany.

Delivery in Europe and internationally
Internationally, JUNG has created a widespread network of subsidiaries and representatives. Our subsidiaries and, in some cases, our agencies have their own local warehouses – so customer orders can be fulfilled regionally within a short period of time.

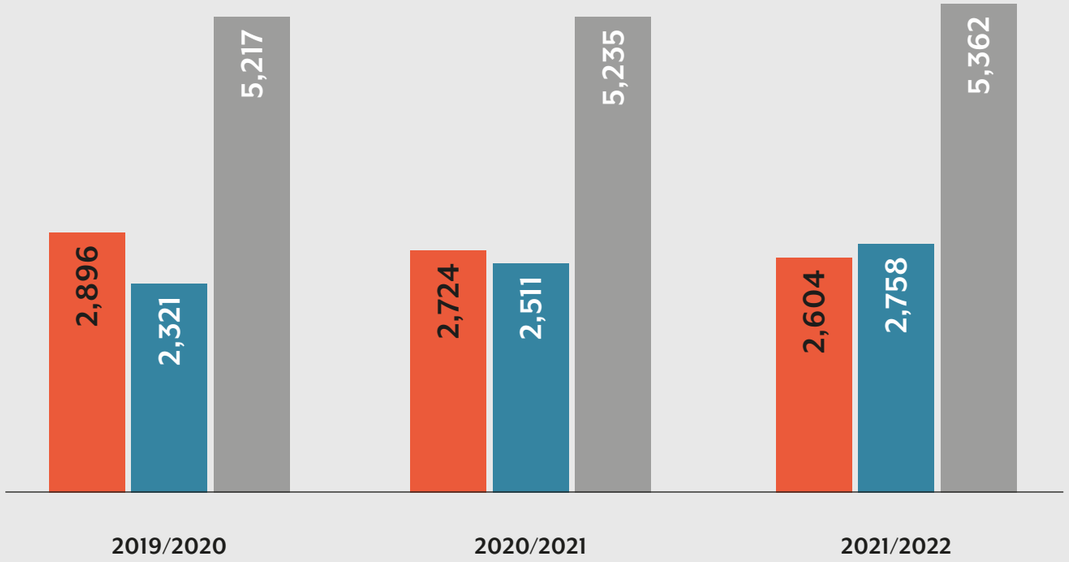
Our logistics partners
We cooperate with internationally operating forwarding companies.
When selecting our logistics partners, we make sure that they are certified with or are working towards sustainability standards established in the logistics industry.
An example is the GLS KlimaProtect programme, which JUNG supports.
The GLS KlimaProtect programme ensures that all CO_2 emissions generated are offset by compensation measures.
All logistics partners work on climate-neutral shipping solutions in order to cause as few greenhouse emissions as possible or to compensate for them.

WATER AND WASTE WATER

We require almost no water in our production processes, so our water consumption at the two German sites in Schalksmühle and Lünen is limited to sanitary facilities, kitchenettes, canteens and garden irrigation equipment.

At the Lünen site, switching contacts are galvanised, which makes them 5 times more durable. The resulting approx. 580 m³ of wastewater is cleaned, treated and neutralised in compliance with strict regulations. The remaining process waste is listed in the waste balance.

Water consumption in m³
Schalksmühle
Lünen
Total



WASTE AND DISPOSAL

Avoiding or reducing waste as well as harmful emissions and toxicological pollution is part of the JUNG Sustainability Strategy. We also continuously analyse, optimise and further develop existing waste streams and recyclable material cycles.

Production-related waste, some of which contains hazardous substances, is handed over to specialist disposal companies to be recycled, neutralised or disposed of in the best possible way according to the latest technical possibilities. Metal waste is sold to recycling companies for direct return to the material cycle. We work exclusively with German waste management companies whose primary goal is to preserve raw materials and who see waste as a new raw material in order to conserve resources.

We are also working continuously to reduce all our other waste. This is done both by changing work procedures and processes and by optimising the use of materials. Realised examples are listed in more detail in the packaging and logistics sections.

We see reusing, reducing and recycling as a fundamental task in order to conserve resources and return products to the material cycle.

The Ministry for the Environment, Nature Conservation and Nuclear Safety publishes the quantitative targets achieved in Germany and to be submitted to the EU Commission annually on its website. The Stiftung Elektro-Altgeräte Register (WEEE Register Foundation) publishes the values determined for the previous year from the manufacturers' annual statistics notification for Germany.

WEEE Compliance
Information requirements according to Section 18(2) Electrical and Electronic Equipment Act
Marking with this symbol indicates the following obligations:

- This electrical equipment must be disposed of by the owner separately from unsorted municipal waste for further recycling.
- Used batteries and accumulators that are not enclosed by the old device, as well as bulbs that can be removed from old devices without being destroyed, must be disposed of separately.
- Distributors of electrical equipment or disposal companies are obliged to take back the equipment free of charge.
- Personal data contained in the electrical appliance must be deleted at the user's own responsibility before disposal.

JUNG marks its products with this symbol and provides the responsible authorities with the required information.

Waste type	Quantity 2021 Tonnes	m³	Item	Origin	Disposal/recovery process*
Hazardous waste					
Used electrical and electronic equipment, spray cans	0.06		3	Production, toolmaking, building services, IT	R12
Packaging with hazardous adhesions	0.11			Production, toolmaking	D13
Batteries/accumulators	0.13			Offices, building services, IT, logistics	R13
Aqueous rinsing liquids	0.25			Production	D09
Ion exchange resins	0.46			Eroding machine - tool making	D10
Sludge from chemical/physical treatment	0.48			Electroplating	D09
Solvent mixtures	0.85			Fixture construction	R2
Emulsions and waste oil	5.69			Production, toolmaking	R9
Oil-contaminated operating fluids		12.10		Production	RI
Non-hazardous waste					
Silver waste	0.30			Electroplating	melting
Waste for pre-treatment	0.52			Production	R 1
Used electrical and electronic equipment	1.05			Offices, building services, IT	R 12
Green waste	1.83			Outdoor area	plant composting
Production waste – plastics	3.32			Production	combustion
Waste wood A1, untreated	5.23			Production, logistics	R 1
Waste wood grade 1	7.82			Production, logistics, building services	Material recovery
Foil and plastics	16.95			Production, logistics	R 3
Foils (clean)	1.89			Production, logistics	sorting plant/pressing plant
Waste paper	18.38			Production, logistics, offices	sorting plant/pressing plant
Paper and cardboard packaging (including files)	38.87		8	Production, logistics, offices	R 3
Mixed packaging	63.52	650.00		Production, logistics, offices, building services	Processing/recycling
Metal scrap	1,442.03			Production	melting
Total scrap volume 2021	1,609.68	662.10	11		

* Recycling classes are standard specifications from the German Closed Substance Cycle and Waste Management Act: https://lxgesetze.de/krwg/AL-1

People & Society

JUNG feels connected to its employees and the people in the region – with a lot of entrepreneurial commitment. As an employer with identity-forming corporate principles, we are a reliable local contact and are ambitiously involved in sports and society.

At JUNG, the focus is on people. Respectful cooperation between employees, management and shareholders are the hallmarks of our work on a daily basis.

Short decision-making processes, varied tasks and a family atmosphere are the typical arguments in favour of a medium-sized company. What is rather extraordinary is the continuity that characterises us. For 111 years, we have been a reliable employer for people in the region and, as a family business, we also want to help shape the long-term and successful future of our employees.

“Man comes before the switch.”

JUNG also maintains good relationships with partners from commerce, architecture, design and crafts on a national and international level. The self-image of the global brand is always fed by an awareness of its regional foundation and thinking in terms of generations.

Our corporate principles reflect our attitude clearly and transparently. For us, respect means recognising the value and dignity of every human being. We find it enriching that we are all different – be it in terms of age, gender, religion, origin and other personal characteristics. Living out diversity begins by treating each other fairly and with respect.

As part of our corporate principles, we have set up a multi-stage management development programme to transport our values and leadership principles to all areas of the company and all departments.

OUR EMPLOYEES

... are the heart of JUNG. Without them, nothing works and we greatly appreciate their commitment and loyalty.

We would like to return the favour – with flexible working time models, the opportunity to work on a mobile basis, fair pay in line with the collective agreement and numerous other offers.

We believe that people who feel respected and valued enjoy what they do more, and that in turn contributes significantly to personal satisfaction.

The works council

The works council, which is directly elected by the employees from their ranks, is in constant contact with the management and the specialist departments.

Each month, there is a face-to-face meeting with the works councils at the Schalksmühle and Lünen sites, attended by the HR management and the Operations management. This ensures that any issues that arise are discussed promptly and that a regular exchange takes place to keep both sides informed of new developments.

Outstanding conditions

The collective agreement of the metal and electrical industry of North Rhine-Westphalia (NRW) entitles our employees to attractive remuneration conditions. In addition, we pay an annual Christmas bonus, vacation pay and special payments under the collective agreement, and reimburse travel expenses on a pro rata basis. The vacation entitlement is 30 days.

Professional career

When drawing up career plans, we try to take individual abilities, talents and wishes into account as much as possible. The right staff in the right position means added value for both sides. Our international network, wide-ranging divisions and healthy growth that also creates new positions, mean that there are a lot of opportunities for employees to find and go their own way.

In annual feedback meetings, performance and professional developments are discussed and evaluated from different points of view. To date, regular discussions have taken place with over 70% of employees. Since July 2022, a management programme has been implemented that also includes (feedback) discussions with employees, so that a systematic feedback system will be in place from 2023.

At some point, however, every career comes to an end and the transition to retirement is not always easy. Here we try to make the transition as pleasant as possible through suitable working-time models.

Compatibility of career and family

Spending time with the family while staying connected at work is a challenge. As a family-friendly employer, we help ensure that employees can optimally reconcile work and family life – in all areas of the company.

Many mothers work in our production facilities and we offer them a so-called “mothers’ shift”. Until their child turns 13, they can adjust their working hours in line with family requirements and thus easily reconcile daycare, kindergarten and school with work.

If something unforeseen comes up, they can react flexibly without using up vacation days.

In administration, there are extensive possibilities for mobile working. In consultation with their direct supervisors, employees may work outside the office or on company premises.

After parental leave, parents return to the same or an equivalent position. After extended parental leave, mothers and fathers are reintegrated into their daily work as part of an onboarding process and thus remain available to the company as skilled employees.

At peak order times, we employ temporary staff. We only hire workers from temporary employment agencies that are bound by collective bargaining agreements. Pay is above average because we believe that “equal pay for equal work” is a good thing.

Personal matters

Our everyday life is characterised by professional as well as personal and private matters. We are always ready to discuss all matters with our employees. We support them in coping with acute exceptional situations and in special life situations. Together we find individual solutions.

In addition, we have entered into a cooperation agreement with the Lüdenscheid Clinic so that employees can make contact via a hotline if psychological problems or psychosomatic stress disorders arise. They receive an appointment with a specialist and psychological care within three days. JUNG assumes the costs, but does not receive any personalised information about who is making use of this offer.

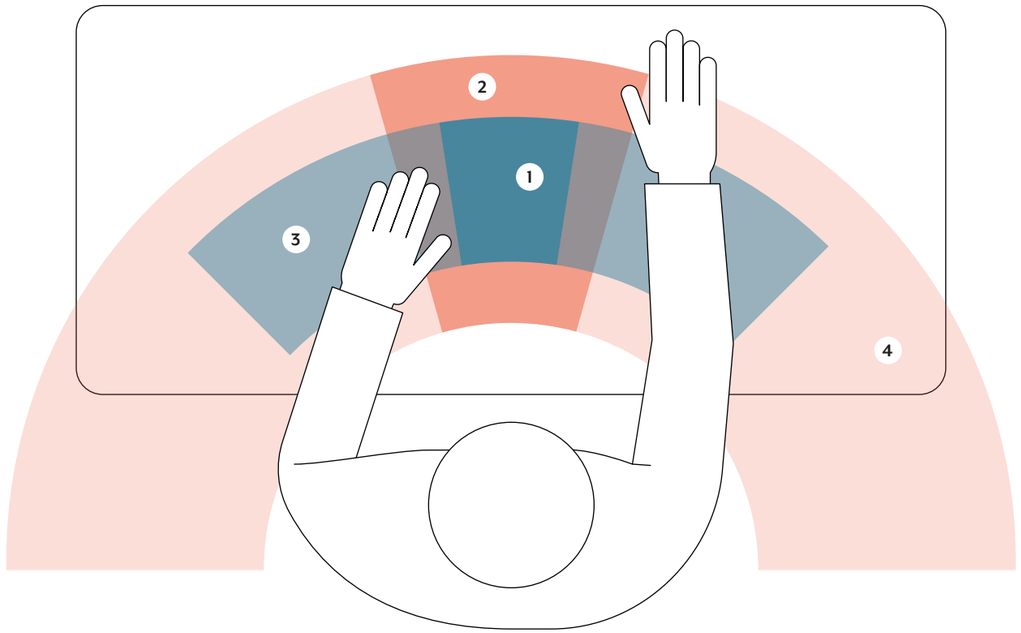
OCCUPATIONAL HEALTH AND SAFETY

As an employer, we are aware of our responsibility to provide our employees with working conditions that ensure their safety and contribute to their long-term health. In some cases, the administration and production areas have different requirements.

Especially in production, occupational safety is a top priority. Naturally, all statutory requirements are met, which also includes the provision of protective work clothing. Additional measures also ensure safe working environments:

- All safety devices on the machines are state of the art.
- Safety officers and safety specialists receive regular training in cooperation with the employers’ liability insurance association.
- Standard safety briefings and additional training sessions if needed are held annually.
- Individual briefings are held for new hires and transfers.

Incorrect working posture can lead to complaints such as headaches, neck and shoulder pain, back pain and aching legs, arms and wrists.



Ergonomic workstations in production

Here we deploy the following preventive measures:

- Ergonomic arrangement of notifications, control devices, tools and workpieces
- Movements outside the normal gripping range, e. g. stretching out, must be avoided
- Ergonomic arrangement of grab containers for small parts
- Frequent changes of the viewing distance are avoided where possible
- Changing hand movements and activities to avoid monotonous “assembly line” work

Zone 1: Work centre
Both hands work close together, assembly location. Location for holding devices.

Zone 2: Expanded work centre
Both hands reach all points of this zone

Zone 3: One-hand zone
Zone for storing parts and tools that are often gripped with one hand.

Zone 4: Extended one-hand zone
Outermost still usable zone, for example for containers.

Ergonomic workstations in administration

The remodelling of office areas in recent years has been carried out with ergonomic workplaces and spatial concepts in mind. The air conditioning of new offices is provided by a ventilation system with an individually-adjustable air flow. Here we deploy the following preventive measures:

- Ergonomic workplace design, including height-adjustable desks, special seating if necessary, and workplace glasses
- Ergonomic working posture
- Dynamic sitting
- Distribution of movement, e. g. 50% sitting, 25% standing, 25% moving
- Loosening and balancing exercises
- Noise-reduced environment
- Voluntary G37 screening for computer workstations

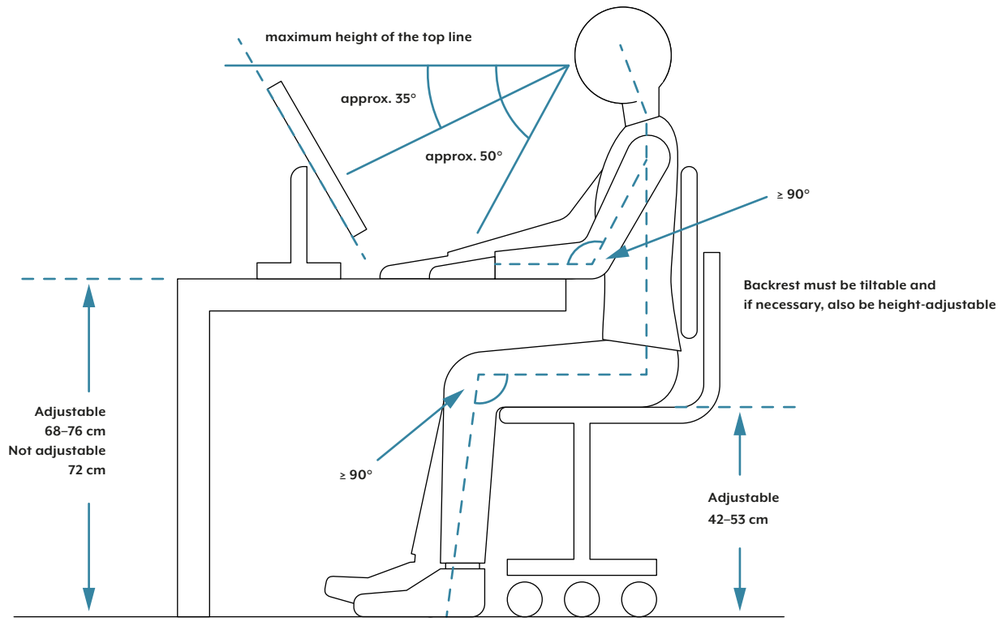
Promote health

In addition to modern and functional workplaces with the highest-possible level of safety, we offer our employees other services that promote their health.

All the employees at the Schalksmühle and Lünen sites can lease an e-bike or a bicycle. The leasing takes place via deferred compensation to realise tax benefits and reduced social-security contributions. Fitness studio membership charges are paid by JUNG on a pro rata basis. Taking part in sporting activity before work or during leisure time prevents health problems.

Fruit baskets and mineral water are available free of charge in the company during the working day.

We receive professional medical support through the occupational health centres in Lüdenscheid and Lünen. Annual flu shots and Covid-19 vaccinations are also offered there, as well as preventive screenings.



VOCATIONAL AND CONTINUING TRAINING

As a training company for commercial, craft and technical professions, JUNG supports young people with their individual development and that of their talents. Sound technical knowledge provides the basis for professional success and subsequent hiring as a permanent employee. On average, we train 33 apprentices per year, who are then taken on for at least one year.

Besides the many positive reviews on independent online review portals, we are particularly pleased with the continued good feedback from our apprentices. In an anonymous survey, they regularly answer around 100 detailed questions about the quality of their training.

As a result of their consistently positive assessment, we are entitled to use the “Ausgezeichneter Ausbildungsbetrieb 2022” (Excellent Training Company 2022) seal of approval.

From industrial and commercial apprenticeships to work experience and sandwich courses, all possibilities for a career in the commercial and technical sectors are open.

The average number of hours for vocational and continuing training per year and employee is approximately 10 hours. The continuing training programmes cover technical, methodological and personality-building topics.

In addition to the qualification needs reported by the departments, a JUNG-specific qualification catalogue is also created annually.

The offers are generally available to all employees, regardless of gender or hierarchy.

AUSGEZEICHNETER
AUSBILDUNGSBETRIEB
AZUBI-GEPRÜFT
2022

COMMITMENTS, PARTNERSHIPS AND SPONSORSHIPS

JUNG is committed to social and community causes through extensive donations. For us, it's a matter of course to pass on a part of our success and thus profit to socially disadvantaged groups, independent non-governmental organisations (NGOs), clubs, etc.

Since we have to make a selection, we never publish details about our involvements so that we don't offend anyone and spark discussions. We have compiled background information on some selected commitments and sponsorships for which there are publications.

In order to drive sustainable, future-oriented developments in architecture, JUNG has been organising architecture talks and podcasts for many years, thus promoting industry-wide exchange. We also support research, numerous platforms and architectural awards.

Creating sustainable architecture means taking responsibility.
It means putting pieces together, satisfying different needs, and allowing opposing opinions and positions. Architecture is never detached from its context; it always interacts with people and the environment.

Enabling interdisciplinary exchange
Our architecture talks have been taking place for over 15 years, including for some time now our podcasts. The focus here isn't on JUNG the company and its products, but on an interdisciplinary exchange within a diverse construction industry. Professional discussions take place and networks emerge, enabling important innovations and collaborations.

The subject areas are deliberately broad in order to do justice to the many facets of the construction and architecture industry and to include as many areas as possible. Our aim is to enable and fuel discourse so that topics relevant to the future get the stage they need and deserve.

This is because we are convinced that sustainable developments and future-oriented solutions can only take place through dialogue – so that research, studies and flagship projects become important standards. Only in this way will it be possible for the construction industry to make its important contribution to the construction turnaround through a circular economy, building efficiency and greatly reduced CO_2 emissions.

Change Transformation **Health, Focus on People**
Identity **Sense and Sensibility** **Storytelling**
Behind the scenes **Sustainability** **Next Generation** **Future**
Strategies **Digitalisation** **School, knowledge** **Hotel**
Office **Random**

JUNG LOVES ARCHITECTURE

Architecture talks

Over the years, we have welcomed more than 300 creative people.

The first event was held in Hamburg back in 2006. In recent years, the event series has become an integral part of the German architecture scene. For years, the cities of Munich, Berlin, Hamburg, Frankfurt, Stuttgart and Düsseldorf have provided a stage for public and controversial discourse on current architectural topics.

Since 2016, the event series has also established itself on the international stage, taking place in cities such as Vienna, Singapore and Seoul.

Since 2020, the Architecture Talks have also been available online as recordings. They can be viewed worldwide both in the livestream and subsequently, so that listeners who cannot be present in person also have the opportunity to participate.

Podcast

Current building culture to listen to.

New episodes of JUNG Architecture Talks, the podcast, are broadcast every week. In the podcasts, our architecture team invites fellow architects and thought leaders in the industry to join the dialogue and discuss current issues in architecture, construction technology and building practice – across cities, countries and continents.

There are now over 150 podcasts on our website, available to everyone at any time.

JUNG Features

present various creative formats and, as partners, promote exchange within the industry.

Our cooperation with Architects, not Architecture

Since 2015, this extraordinary format has brought to the stage what otherwise takes place behind the scenes. The guests at each event are renowned architects who talk about their own personal careers and what has influenced and inspired them along the way. The focus is on personal experience, intellectual attitude and individual intellectual biography – without talking about projects.

EUmies Awards
European Union Prize for Contemporary Architecture / Mies van der Rohe Awards

Since 2016, we have supported the Young Talent Architecture Award #YTAA as part of the EUMies Awards.

The YTAA is dedicated to nurturing the talents of recently graduated architects, urban planners and landscape architects who will be responsible for transforming our environment in the future.

The awards bring together the most talented graduate architects with some of the best architectural firms and institutions in Europe, giving YTAA winners the opportunity to develop strategies, synergies and complementarities with the firms and institutions of their choice.

Young Talent Architecture Award

Our cooperation with “Architects, not Architecture”, Hamburg

Since 2015, this extraordinary format has brought to the stage what otherwise takes place behind the scenes. The guests at each event are renowned architects who talk about their own personal careers and what has influenced and inspired them along the way. The focus is on personal experience, intellectual stance and individual intellectual biography – and not projects. JUNG supports the evenings on an international level outside Germany.

Architects, not Architecture.

DAM Prize – the best buildings in Germany

Since 2017, JUNG together with the Deutsches Architekturmuseum Frankfurt has organised the DAM Prize for Good Architecture in Germany, thus promoting active discourse on building culture and urban development.

The communication of architecture to the general public and the preservation of the values of architectural creation are the main tasks of European architectural institutions.

DAM DEUTSCHES ARCHITEKTURMUSEUM

Venice Biennale of Architecture

The Architecture Biennale takes place in Venice every two years, alternating with the Art Biennale, and is considered the largest and most important exhibition in the world on the state of architecture. In addition to the large main exhibition, there are over 60 country pavilions dedicated to current issues in our built environment. Due to the significant impact of the architecture and construction industry on the climate crisis, a critical examination of the challenges of how we will build and live in the future is an essential contribution to the necessary transformation.

Since 2016, JUNG has supported the curators of the German Pavilion in Venice in order to break down previous patterns of thought and enable something new. Together with the Federal Ministry of the Interior, for Building and Home Affairs (BMI) and the Association of German Architects (BDA), we organise discussion rounds, panel discussions and networking events to facilitate active and critical exchange between diverse protagonists.

SOLAR DECATHLON EUROPE

Solar Decathlon Europe 21/22 drives climate-friendly building refurbishment
In this year's competition for architecture faculties as part of the "Solar Decathlon Europe 21/22", we supported not one but two student teams.

With the RoofKIT project of the Karlsruhe Institute of Technology (KIT) and coLLab project of the HFT in Stuttgart, two innovative buildings have been created that bring the climate-friendly construction of the future another step closer.

JUNG has supported both teams with state-of-the-art electrical equipment, innovative smart-home technology as well as a great deal of electrical know-how.

The competition final took place from 10th to 26th June 2022 in Wuppertal, Germany, where the demonstration units were erected on the Solar Campus.

The KIT team won the SDE 21/22 with the RoofKIT project.

"The winner is the climate. With their innovative entries, the teams have shown that climate protection can succeed if we face the challenges together. The practical implementation of the tasks set shows us innovative ways in which we can shape the city of tomorrow",

said Dr. Patrick Graichen, State Secretary in the Federal Ministry for Economic Affairs and Climate Action (BMWK) at the closing event.

The Solar Decathlon Europe has up until now focused on finding technical and architectural solutions for the use of renewable energies in new buildings.

Now for the first time the SDE 21/22 has addressed building refurbishment and called on the student teams to develop innovative entries for extending buildings, filling gaps between buildings and adding storeys.

There are many reasons why conversions and extensions of existing buildings should be prioritised over demolition and new construction.

Building refurbishment avoids new CO_2 emissions as well as further surface sealing and does not release any additional grey energies – to name just a few. The preservation of building culture is an elementary component of achieving our climate goals.

RoofKIT project
of the Karlsruhe Institute
of Technology (KIT)

RoofKIT

The construction industry consumes large amounts of energy resources and produces tons of waste. With the interdisciplinary RoofKIT project, students and researchers at the Karlsruhe Institute of Technology are demonstrating that the building sector is already compatible with a functioning circular economy, which by adding storeys makes use of previously unused area resources on building roofs.

"The city of today will be the resource for the city of tomorrow. This calls for a new understanding of construction",
explains Professor Dirk Hebel, who is leading the project together with Professor Andreas Wagner at the KIT Department of Architecture.

"We need to rethink all the design details to prepare our future buildings for such a change."

To demonstrate what this new way of construction can look like, the team has developed prefabricated wood modules that allow for a fast, inexpensive and efficient building process. Flexible floor plans based on the Shared Places concept have been developed for optimal use of space. The modules for the storey addition are based on reused or recycled components and are primarily made of natural materials. The required electricity for the building is generated by solar panels. Intelligent energy management regulates the interaction between all the subsystems of the building and the electrical systems.

The electrical engineering is controlled using an innovative JUNG KNX RF system. RF stands for Radio Frequency and uses radio as a transmission medium for data exchange between the sensor and the actuator in the KNX system.

KNX RF is particularly suitable for renovation projects in which it is not possible to lay new or additional data lines for smart building control, as in the case of the demonstration unit here, but also in the case of a real storey addition.

Various sensors such as a CO_2 sensor and a KNX weather station round off the system. It is manually operated using LS990 KNX push-buttons in snow-white matt or via a tablet. Intelligent lighting control is additionally possible via the KNX DALI gateway.

coLLab project of the Stuttgart University of Applied Sciences (HFT)

coLLab

The coLLab team from the HFT Stuttgart, which took eighth place in the competition, also decided to take on the task of storey addition.

The students chose a university building (Building 5) on the inner-city campus of the HFT Stuttgart, a typical 1950s building with a concrete skeleton construction, for their storey addition and renovation concept. By building new student housing, the project will help transform the campus into a vibrant neighbourhood while creating affordable accommodation.

To this end, the coLLab team developed a two-storey wooden structure that is as light as possible, based on a grid into which the individual apartments are inserted as modules. By adapting the grid, the system is transferable to other existing buildings.

The facades are made of recycled wood. Organic PV (OPV) collectors on the facade and roof are installed in such a way that, in addition to energy input, they simultaneously contribute the maximum benefit to interior comfort. They block the high sun in summer, but allow the low winter sun to penetrate far inside the building.

In the lower part of the facade, a facade greening system is used to temper and improve the urban climate, while a solar chimney is used to support natural ventilation. An air-to-water heat pump is used to extract heat from the preheated air of the solar chimney, and a water feature also provides additional passive cooling.

The electrical equipment of the 1:1 demonstration unit on the Solar Campus includes JUNG EnOcean wireless wall transmitters, which control the lighting and shading by radio without complex wiring. The wall transmitters are simply mounted using adhesive pads or support rings. Various sockets from the LS series were also used as flush-mounted and surface-mounted switches, as well as an innovative outdoor socket for charging e-bikes.

CONSTRUCTIVE DISOBEDIENCE

On 15th and 16th September 2022, the first Constructive Disobedience Congress was held at the Technical University of Braunschweig. Prof. Helga Blocksdorf (Institute of Building Construction), Katharina Benjamin (digital educational platform Kontextur) and Prof. Dr. Matthias Ballestrem (HCU, Architecture and Experimental Design) were the initiators of the congress:

#Constructive Disobedience invites architects, engineers, makers and craftspeople to present and share specific insight into their constructive experiments. What are needed are instructions for constructive disobedience – dispositivi – on how we can enable the constructive experiment from the core of the profession, understand it methodically, establish it as designing research and thus bring it into recognition academically and on the construction site. What culture of risk can and must be established in the service of responsible architectural production and how can we live from it?

By promoting this platform, JUNG supports the implementation of sustainable, circular and future-oriented new architectures.

The organisers describe their motives and aspirations as follows:
In 1418, Filippo Brunelleschi won the competition to build the Florentine dome of Santa Maria del Fiore with a design that proposed the largest masonry dome ever built without the need for material-intensive falsework. When asked about how exactly he wanted to execute his idea of the double-shell construction, he replied in his *dispositivo* at the start of construction: "... because in masonry, practice teaches how to proceed"– "perché nel murare la pratica insegna quello che s'ha a seguire".[1]

In 2019, Elli Mosayebi formulated "Twelve Theses on the Architecture of the Second Modernism" in her inaugural lecture at ETHZ. Thesis seven states: "The Second Modernism stands for experimentalism in order to break out of existing chains of thought and to gain new concepts of action for the present."[2]

The dome of Filippo Brunelleschi's cathedral as well as the Eiffel Tower by the designers Koechlin and Sauvestre and the Geodesic Dome by Buckminster Fuller are examples of such experimentalism. Even though they were not conceived as research projects, they are still epistemic objects: They embody built knowledge. As prototypes,

long-term experiments and in their physical-spatial presence, they become milestones of constructive progress. In view of the urgent climate and resource issues, it is now truer than ever that the further development of constructive possibilities requires daring experiments in building practice. However, anyone who formulates a proposal for reinventing, modifying, optimising or reducing a construction from an idea of architecture knows how likely the experiment will be rejected on the construction site. On the one hand, it is a premise of all research to work in an open-ended manner; on the other, however, it contradicts the interests of the client and the companies carrying out the work. While science demands that results from ideas be published as provisional knowledge, tested and, in the event of falsification, overwritten in a sequential manner, in construction, error-free building seems to inscribe itself as the supposedly only correct procedure in DIN and BIM detail proposals.

But how can we seriously recalibrate and expand our building standards in light of the climate crisis?
In the constructive experiment, the social interest in building in a future-conscious way overlaps, as it were, by way of example, with genuine architectural design practice, which, in the culmination of a spatial idea, pursues the congruence or conscious coexistence of constructive composition and architectural expression[3]. Here, the synthesis potentials and the often erratic metamorphoses of the lead discipline of architecture in the development process of a solution come to light openly. When seeking to shed light on the successful ways in which today's standard frameworks can be extended through design and construction events, the time and context of an experiment seem significant:

The "resolving the conflict" problem
The process starts with a critical observation of problematic building standards, which under current market logic are becoming more stringent with no alternative.

The "another mad idea" idea
A design concept provokes an idea whose realisation has not yet been constructively thought through and tested, which means that implementation is considered open.

The "value of speculation" individual case
During the design process, seismic points appear that push the basic idea to the limits of what can be built and prove to be testing moments for the architectural intention in the ongoing planning and construction processes all the way to the building site.

The method – the way to – is already included in the reason for the origin of a research question. The typical phases of the search for solutions include the surveying of reference projects, craftsmen and experts ("found treasures"), design variants (exploratory), mock-ups and prototypes (inhibited experimental systems)[4]. Research shines a spotlight on the history of construction and design for possible solutions and their potential for transformation into current standards. This knowledge gap is directly "experimented into" from project to project. In the context of standards, approval may be necessary in individual cases or a so-called exemption of builders from the valid implementation regulations. The individual case can fail or succeed – or succeed first and then fail and entail repair cycles and adjustments. Through measurements and monitoring, the result can be scientifically evaluated. Publications, takeovers and further developments in follow-up projects testify to the success of the chosen approach.

1 Corrado Verga: Dispositivo Brunelleschi, 1420, Crema 1978.
2 Experimentalism
3 Andrea Deplazes: Architektur Konstruieren, Zurich 2005, Preface.
4 Michael Eidenbenz: Solving Lloyd's – Zur Rolle von 1:1 Mock-Ups im Bauprozess (Solving Lloyd's – On the role of 1:1 mock-ups in the construction process), 2018.

OVERVIEW OF OUR ENGAGEMENTS AND PARTNERSHIPS

European architectural institutions

ASSOCIATION OF GERMAN ARCHITECTS BDA E. V.
BDA partner since January 2013

BUND DEUTSCHER INNENARCHITEKTEN (ASSOCIATION OF GERMAN INTERIOR DESIGNERS)
Supporting member since April 2015

VEREINIGUNG FREISCHAFFENDER ARCHITEKTEN (ASSOCIATION OF FREELANCE ARCHITECTS)
Supporting member since January 2009

BUNDESSTIFTUNG BAUKULTUR (FEDERAL FOUNDATION FOR BUILDING CULTURE)
Member since January 2010

DAM DEUTSCHES ARCHITEKTUR MUSEUM
DAM Award cooperation partner since February 2016

MEA EUROPÄISCHES ARCHITEKTURHAUS
Sponsor of Architecture Days 2016

ARCHITEKTURZENTRUM WIEN
XL Partner since January 2017

ARCHITECTS FOR HOSPITAL CONSTRUCTION AND HEALTH
Cooperation partner since May 2018

DGNB DEUTSCHE GESELLSCHAFT FÜR NACHHALTIGES BAUEN (GERMAN SOCIETY FOR SUSTAINABLE BUILDING)
DGNB member since January 2009

BAUEN MIT BACKSTEIN (BUILDING WITH BRICK)
Plus supporting member since January 2016

HÄUSER AWARD
Sponsor since 2016

DEUTSCHER LICHTDESIGN-PREIS 2021 (GERMAN LIGHTING DESIGN PRIZE 2021)
Sponsor 2021

Architecture and urban development in the region

PLAN.M
2023 Cooperation Partner

ARCHITECTS, NOT ARCHITECTURE.
Cooperation partner since 2019

YTAA YOUNG TALENT ARCHITECTURE AWARD
Partnership since 2016

MIES VAN DER ROHE AWARD
Partnership since 2022

ARCHITEKTUR GALERIE BERLIN
Sponsor since 2016

LAVESSTIFTUNG HANNOVER
Supporter since 2018

ARCHITEKTUR SCHAUFENSTER KARLSRUHE
Sponsor since January 2016

ARCHITEKTURFORUM FREIBURG
Partner since January 2020

ARCHITEKTURGALERIE AM WEISSENHOF STUTTGART
Supporting partner since 2021

FÖRDERVEREIN ZUM WIEDERAUFBAU DER VILLA WOLF GUBIN (SPONSORING ASSOCIATION FOR THE RECONSTRUCTION OF THE VILLA WOLF GUBIN)
Member since 2018

Electrical and energy industry

What are the topics that interest the industry and are in its focus? JUNG is always looking for dialogue and is an active participant in specialist conferences, working groups, initiatives and associations.

Energy efficiency is key to effective climate protection, affordable energy, cities and buildings with a high quality of life, smart and clean businesses, and resilient infrastructure. It is crucial for sustainable prosperity and will determine the jobs of the future. DENEFF 2010 advocates for ambitious and effective energy (efficiency) policies in Germany and Europe and, as a leading energy transition network, drives innovation at the interface of market and policy.

www.deneff.org

HEA – Fachgemeinschaft für effiziente Energieanwendung e. V. is the market partner association of the energy industry. Efficient energy use is the guiding theme of the HEA's work.

www.hea.de

As a cross-industry cooperation platform, the Smart Living Business Initiative (WiSL) aims to further improve cooperation between manufacturers, craft enterprises, associations and politics. It is curated by the Federal Ministry for Economic Affairs.

www.smart-living-germany.de

The ELEKTRO+ initiative is an association of leading brand manufacturers and associations in the electrical industry. The goal is to provide joint education on modern, energy-efficient and safe electrical installation to counteract the dangers of an overloaded electrical system in existing and new buildings.

www.elektro-plus.com

ELEKTROMARKEN STARKE PARTNER. E.V.
Association member

GEBÄUDETECHNIK SÜDWESTFALEN E.V.
BESSERES BAUEN
Association member

KNX ASSOCIATION CVBA
Founding member

ZENTRALVERBAND DER DEUTSCHEN ELEKTRO- UND INFORMATIONS-TECHNISCHEN HANDWERKE ZVEH (CENTRAL ASSOCIATION OF THE GERMAN ELECTRICAL AND INFORMATION TECHNOLOGY TRADES)
Association member

SPORTS SPONSORSHIP

As a champion of the Sauerland region in northwestern Germany, promoting young talent is particularly close to our hearts, including in sports. As one of the leading employers in the region, it is important to JUNG to be a reliable partner beyond the boundaries of the company.

By sponsoring handball clubs, we aim to promote the talent of children and young people in sport. For us, getting young people excited about sports, promoting their talents and skills, and instilling team spirit is a sustainable commitment for the future. Handball skilfully combines precision with passion, never losing sight of what makes for success: teamwork. This has a local impact all the way up to the national handball team level. And precisely this attitude fits very well with JUNG's corporate philosophy.

For many years, we have therefore been committed to the sport of handball in the region as a cooperation partner of VfL Gummersbach.

Since 2016, JUNG has also been a partner of the German Handball Association (DHB). In addition to sponsoring the men's national team, support for the youth national teams is also a key component of this partnership.

Besides sponsoring VFL Gummersbach and the German Handball Federation for higher public awareness, JUNG also supports the local handball club SGSH (Schalksmühle-Halver). Here, in addition to the 1st men's team, we sponsor all teams, starting with the mini handball players, through to the youth and senior sections.

GERMAN FORESTS

In recent years, rising temperatures and hot spells combined with low rainfall have caused considerable damage to the German tree population. Extreme weather and water shortages lead to uncontrollable infestations of trees, such as bark beetles. Due to drought and pest infestation, entire areas of land have been affected and some have had to be cleared. In contrast to mixed forests, monocultures on which only one tree species, often spruce or pine, has been planted are particularly affected.

On one Friday afternoon in November 2021, a group of JUNG employees met in a forest area in Lüdenscheid and planted over 1,200 different tree seedlings. In this way, we want to protect German forests and compensate for CO_2 emissions.

We carried out the action with professional support from Plant my Tree®. The foundation now owns over 100 of its own reforestation areas in Germany to ensure that the trees planted and growing there remain standing and are not sent for industrial recycling. With its own forest tree nursery, donation opportunities and reforestation campaigns, the organisation has over the past 20 years planted over 1 million trees in Germany. The goals set are to protect resources, preserve biodiversity, reduce emissions and strengthen nature's resilience.

plant-my-tree.de

Appendix

ABOUT THIS REPORT

This is the first sustainability report of Albrecht JUNG GmbH & Co. KG, headquartered in Schalksmühle, Germany, and 20 subsidiaries worldwide.
Unless otherwise stated, the data and information presented in this sustainability report relate to the KG (limited partnership) and thus to the two sites in Schalksmühle and Lünen in Germany. Data for the Group as a whole, i. e. including subsidiaries and shareholdings both in Germany and abroad, have not been included unless specifically stated.

The sustainability report relates to the financial year 01.01.2021 to 31.12.2021. Current sustainability developments and efforts from 2022 have been included for comprehensive reporting.

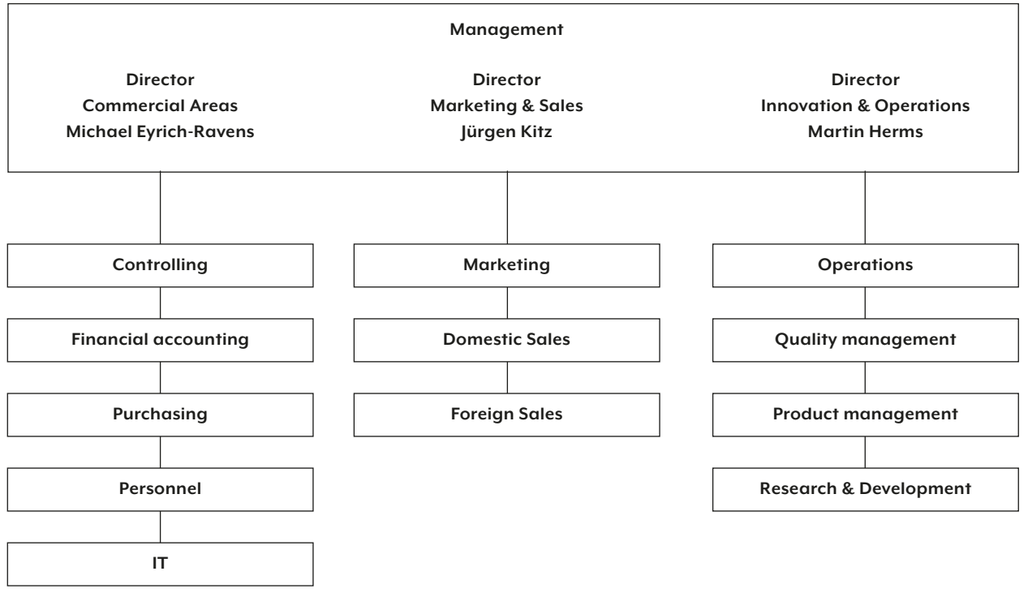
Albrecht JUNG GmbH & Co. KG will provide its stakeholders with a report on its sustainability performance and progress in sustainability management every two years.

This report follows the internationally recognised standards of the Global Reporting Initiative (GRI) and has been prepared with reference to the GRI standards. The reported indicators were identified according to their relevance and impact on the economy, environment and people, including the impact on their human rights.

The following GRI Content Index provides an overview of the selected standards and the corresponding references. The report is available in German and English and is published both on the company website as an online publication in PDF format for direct download and in a limited edition as a printed copy.

We assume no liability for errors, technical errors as well as printing errors. There is no external audit. All the data has been compiled to the best of our knowledge from different areas of the company. Statutory targets and forecast developments are based on available data, key figures and information at the time the sustainability report was prepared. No guarantee or assurance of achieving these projections can be given.

ORGANIGRAM



OVERVIEW OF EMPLOYEES

JUNG Ger.			Total Ger.	Subsidiaries*			Total
	Men	Women			Men	Women	
Employees				**Employees**			
Total number	475	404	879		420	317	1,616
Administration	290	117	407				407
Production	185	287	472				472
Proportion of women		46%				43%	45%
Percentage – administration in %			25%				
Percentage – production in %			29%				
Percentage of women in admin in %		29%					
Percentage of women in production in %		61%					
Executives							
Number	60	10	70				
New employees							
Total number	41	20	61				
Administration	20	5	25				
Production	21	15	36				
Age groups							
Number of employees under 30	102	74	176				
Number of employees between 30–50 years	187	172	359				
Number of employees over 50	186	158	344				
Employment relationship							
Full-time	417	190	607				
Part-time	34	207	241				
Apprentice/trainee	24	7	31				
Employment contracts							
permanent	410	336	746				
temporary	65	68	133				
Proportion of employees with disabilities	14	21	35				
Av. Length of service in years	14.8	15.53	14.75				
Parental leave							
Parental leave	1	34	35				
Return rate			100%				

*Subsidiaries: Total number of employees
Date 31. 12. 2021,
Gender distribution estimated.
Additional data not available.

CERTIFICATES

Cradle to Cradle Certified®

In 2021, the LS 990, AS 500, A 550, A FLOW and A CREATION product lines were awarded the Cradle to Cradle® Bronze certificate. In the certification process, products were evaluated for their recyclability based on five criteria: material health, material recyclability, energy use, water use and social responsibility.

→ **For more information and details on JUNG Cradle to Cradle® certification, please refer to page 55.**

“Made in Germany” – TÜV Nord

JUNG manufactures more than 90% of its product range at its German sites in Schalksmühle and Lünen. For this, it was awarded the ‘Made in Germany’ certificate by TÜV Nord in 2011. The inspection by TÜV Nord takes place annually. Every 12 months we face external auditors who check the implementation of the requirements of the standard in our company. With this certification, we confirm our commitment to Germany as a production location.

Quality management according to DIN EN ISO 9001:2015

At JUNG, strict quality management ensures the quality of the products throughout the entire development and production process. Responsibilities and accountabilities, structures and workflows are bindingly and transparently regulated and documented in process and procedural instructions. The company regularly undergoes the certification procedure in accordance with the globally recognised DIN EN ISO 9001 standard.

GLS KlimaProtect

Within Germany, goods are partly delivered using our own trucks. Small deliveries are 95% covered by GLS KlimaProtect.

JUNG actively participated in the GLS KlimaProtect programme in the period from January to December 2021 and thus handled parcel shipping in a climate-neutral manner. The CO_2 emissions generated during parcel transport are offset by GLS through investments in an externally certified forest protection and reforestation project (VCS/CCB standard).

→ **For more information on our logistics, please refer to page 73.**

RoHS Declaration

As a company that operates sustainably, we continuously review the provisions of Directive 2011/65/EU (RoHS 2) of the European Parliament and of the Council on the restriction of the use of certain hazardous substances in electrical and electronic equipment and all delegated directives amending Directive 2011/65/EU.

Thus, we confirm compliance with the substance prohibitions determined by Directive 2011/65/EU, taking into account the limit values and application exemptions defined in accordance with the Directive and its delegated acts, for all product series of Albrecht JUNG GmbH & Co. KG.

REACH declaration

Regulation (EC) No. 1907/2006 (REACH) of the European Parliament and of the Council of 18 December 2006 concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals (REACH) entered into force on 1 June 2007.

As a supplier of an article, the company Albrecht Jung has the obligation according to Article 33 (1) of the REACH Regulation to inform customers if substances from the “SVHC Candidate List” are contained in the delivered articles in a concentration of more than 0.1 mass percent (w/w) per article part.

The RoHS and REACH manufacturer declarations are available for download on our website:
https://service.jung.de/de/14665/downloads/zertifizierung/

GRI CONTENT INDEX

GRI UNIVERSAL STANDARDS 2021

Declaration of use:
Albrecht JUNG GmbH & Co. KG has reported in accordance with the GRI Standards for the period Jan 1 – Dec 31, 2021

GRI 1 used
GRI 1: Basics 2021

Applicable GRI industry standard(s)
No GRI Sector used as there is no applicable Sector Standard available.

* Grey cells mark information that does not apply (=omission).

Disclosure No.	Disclosure	Explanations	Descriptions
GRI 2: General Disclosures 2021			
1. The organisation and its reporting practices			
2-1	Organisational details		Albrecht JUNG GmbH & Co. KG is a partnership as a mixed form of the legal forms (limited liability company) and KG (limited partnership). The family business is 100% owned by the Jung family. Harald Jung has been Chairman of the Supervisory Board since 2020. The company's headquarters are located at Volmestraße 1, 58579 Schalksmühle, Germany. The two production sites are located at Volmestraße 1, 58579 Schalksmühle and Kupferstraße 17-19, 44532 Lünen in Germany. Internationally, 20 subsidiaries belong to the company.
2-2	Entities included in the organisation's sustainability reporting		The first JUNG sustainability report refers to the headquarters and production facility in Schalksmühle as well as the second production facility in Lünen. Deviating disclosures that additionally relate to subsidiaries are marked and explained accordingly. The financial statements refer to the overall organisation Albrecht JUNG GmbH & Co. KG including its subsidiaries. All subsidiaries that are part of the overall organisation are treated equally and presented identically. Unless otherwise stated, the information and disclosures on the main topics relate to the Schalksmühle and Lünen sites.
2-3	Reporting period, frequency and contact point		This sustainability report relates to the period 1. 1. 2021 – 31. 12. 2021. As this is the first JUNG sustainability report, relevant sustainable developments within the company and sustainability measures introduced in 2022 are also described and presented in text form. The sustainability report will be published every two years. The reporting period corresponds to a financial year and is therefore identical to the financial statements. Contact: Deniz Turgut, Head of Marketing, d.turgut@jung.de, +49 2355 806 102
2-4	Restatements of information		As this is the first JUNG sustainability report according to international GRI standards, the information is presented for the first time. Therefore, a restatement does not take place.
2-5	External assurance		No external audit of the JUNG sustainability report took place. Internally, the contents and information in the sustainability report are verified by the specialist departments and by the ESG Steering Committee, on which the management, specialist departments and the sustainability department sit. The report was prepared with external, neutral sustainability expertise from InteriorPark. Andrea Herold, Hasenbergstr. 14a, 70178 Stuttgart, andrea.herold@interiorpark.com, +49 711 76160865.

2. Activities and workers			
2-6	Activities, value chain, and other business relationships	P. 19 P. 73	JUNG is a premium supplier of modern building technology. Lighting, blinds, air conditioning, energy, security, multimedia and door communication – the wide range of functions offered by JUNG systems covers all areas of modern electrical installation. With 20 subsidiaries and agencies in around 70 countries worldwide, JUNG is one of the leading medium-sized companies in the electrical industry in Germany. JUNG is internationally positioned, with Europe and Asia among its most important sales markets. More than 90% of our suppliers, with some of whom we have had business relationships for decades, have their headquarters in Germany. They cover over 80% of our purchasing volume.
2-7	Employees	P. 112	On 31 December 2021, there were 1,226 employees. Of these, 407 worked in administration in Germany and 472 at the two production sites in Schalksmühle and Lünen. The other 347 employees are spread across our 20 international subsidiaries. The proportion of women in the company as a whole was 43%.
2-8	Workers who are not employees		Employees of external service providers are regularly employed by JUNG in the following areas: canteen (4 people), building cleaning (6 people), porter's lodge (7 persons). This means a total of approx. 17 people who are not directly employed by JUNG.
3. Governance			
2-9	Governance structure and composition		The management consists of the commercial area, the innovation and operations area, and sales and marketing. The management is authorized to issue instructions to all hierarchical levels, i. e. all employees. All registered managing directors are responsible for all business decisions and strategic developments. The Supervisory Board additionally acts as an independent control body for the Executive Board and is involved in strategic decisions. Since 2021, the ESG (Environmental Social Governance) Steering Committee has been entrusted with all sustainability issues. It is composed of the management, the department heads and the sustainability department and meets approximately every four weeks. The employees are represented by their directly elected works council, which represents their interests vis-à-vis the management.
2-10	Nomination and selection of the highest governance body		All members of the Executive Board have been assessed in a selection process by the existing Executive Board, the Supervisory Board and divisional managers with regard to their professional and social skills, their professional experience and their career. Recruitment takes place via a director's employment contract. The individual members of the Management Board are registered in the Commercial Register as legal representatives of the company.
2-11	Chair of the highest governance body		Due to its authority to issue directives to all employees, the management is the highest decision-making body. The Supervisory Board, which is never part of the management, has the task of independently reviewing the management and is involved in strategic decisions. Conflict of interest is avoided through separate executive and controlling bodies.
2-12	Role of the highest governance body in overseeing the management of impacts	P. 28	The ESG Steering Committee aims to identify and improve the company's material impacts on the economy, the environment and people, and to continuously review developments. The review takes place through monitoring of key performance indicators as well as stakeholder feedback. To this end, regular exchanges take place with specialist departments. The needs and requirements of stakeholders, such as suppliers, business partners and local interest groups, are taken into account and included. The exchange takes place on various occasions in personal conversations.
2-13	Delegation of responsibility for managing impacts	P. 28	A sustainability management system was established to implement and control the processes relating to the identified impacts on the economy, the environment and people. The sustainability department operates company-wide, across all areas and departments. As part of the ESG Steering Committee, there is regular reporting and exchange with the management and the specialist departments.
2-14	Role of the highest governance body in sustainability reporting		The management was fully involved in the preparation of the sustainability report. Both the identification of material issues, the compilation and setting of the figures presented and the background information, were reviewed and approved by it. The review was carried out continuously during the creation process by correcting and discussing relevant data and information. The information was compiled via sustainability management and individual specialist departments such as controlling, purchasing, sales, marketing and human resources.
2-15	Conflicts of interest		The management is not part of or involved in any other interest groups. There are no conflicts of interest with other stakeholders. By separating the management and the Supervisory Board, which represents the majority shares in the company, a conflict of interest can also be ruled out here.
2-16	Communication of critical concerns		In addition to personal discussions and exchanges between the employees and the management, all employees are represented by the works council vis-à-vis the management. There were no critical disputes during the reporting period.
2-17	Collective knowledge of the highest governance body		The management is continuously up to date on sustainable developments through expert knowledge from the specialist departments, through external auditors and experts, and through its own research of specialist literature.
2-18	Evaluation of the performance of the highest governance body		The three managing directors inform each other about developments in their respective areas, so that a mutual evaluation of sustainability developments takes place. The entire Executive Board is in constant communication with the Supervisory Board, whose tasks include the independent evaluation of performance and the coordination of strategic decisions.
2-19	Remuneration policies		The compensation of the members of the Executive Board and the divisional management comprises fixed and variable compensation components. These are contractually defined on an individual basis and are based on the company's objectives. Insofar as corporate objectives include sustainable impacts of the company on the economy, the environment and people, these are also taken into account accordingly.
2-20	Process to determine remuneration		All remuneration policies are determined internally by the Executive Board and the Supervisory Board.
2-21	Annual total compensation ratio		Reason for omission: Restrictions due to a duty of confidentiality. Information on annual remuneration agreements is covered by the confidentiality clauses contained in all employment contracts. Consequently, no information can be provided here.

4. Strategy, policies and practices

2-22	Statement on sustainable development strategy	P. 25	The company's sustainability strategy is presented in detail in the report. This includes key topics, their relevance and developments, as well as objectives.
2-23	Policy commitments	P. 7	The JUNG corporate principles reflect the values and management principles of the company. They are the basis of all activities and business actions. The company already includes the impact on the economy, the environment and people as well as human rights in its decision-making processes in order to avoid damage of any kind in advance. Internationally-recognised human rights are generally recognised and taken into account in all business activities and relationships. We reject discrimination of any kind and stand for respectful interaction with one another, regardless of origin, gender, religion, etc.
2-24	Embedding policy commitments		The JUNG Corporate Principles reflect our values for and attitude towards responsible business conduct. They are available to all employees, are openly communicated at company meetings, and are lived out in daily interaction, both internally and externally.
2-25	Processes to remediate negative impacts		However, complaints of any kind, especially if they relate to negative impacts caused by our company or contributed to by our activities, are promptly investigated and resolved. If it is not possible to resolve complaints immediately or in the short term, a process is defined for this purpose and necessary decisions are made by management and divisional heads to remedy the situation. In principle, the management is very interested in an active exchange in order to constantly improve and develop the company with its activities. At no time do employees have to fear reprisals or other negative consequences as a result of filing a complaint. Externally, JUNG offers its stakeholders proactive complaint management in order to systematically record and evaluate feedback, to learn from it and to initiate improvement measures. The complaint management system, which was set up as part of a change project, has been under development since 2022 and will be rolled out in 2023.
2-26	Mechanisms for seeking advice and raising concerns		All stakeholders and all employees can submit suggestions for improvement or concerns regarding JUNG's responsible and sustainable business practices to their superiors, the HR department, the works council or sustainability management at any time. In the future, the establishment of a complaint management system and a compliance management system is planned.
2-27	Compliance with laws and regulations		No violations of laws or regulations by the company are known during the reporting period.
2-28	Membership associations	P. 102	JUNG is a member of the following associations, among others: BDA – Association of German Architects DGNB e. V. – German Sustainable Building Council ZVEI e. V. – Association of the Electrical and Digital Industry IHK South Westphalian Chamber of Industry and Commerce in Hagen Additional memberships can be found on our Networking - Memberships webpage: https://www.jung-group.com/de-DE/Das-Unternehmen/Networking/ As a partner in numerous associations, we actively drive professional, social and sustainable developments in architecture, the construction industry and urban planning.

5. Stakeholder Engagement

2-29	Approach to stakeholder engagement	P. 37	The relevant stakeholder groups identified for us are presented in the report. Likewise, the various exchange channels to respond to their individual needs. Feedback and different perspectives are invaluable for our entrepreneurial developments in relation to the economy, the environment and people in a social context. This is the only way we can live up to our claim of responsible corporate governance.
2-30	Collective bargaining agreements		JUNG is affiliated to the collective agreement of the metal and electrical industry of North Rhine-Westphalia (NRW). All our employees in Germany are subject to this.

Disclosure No.	Disclosure	Explanations	Descriptions
GRI 3: Material Topics 2021			
3-1	Process to determine material topics		To identify the material topics for JUNG, a materiality analysis was carried out in a kick-off event and priorities for the company were derived from this. The kick-off was attended by management and department heads, with feedback from various stakeholders.
3-2	List of material topics		The following is a list of the identified material topics for JUNG.
GRI 201: Economic Performance 2016			
3-3	Management of material topics		The financial statements of Albrecht JUNG GmbH & Co. KG are published annually in the German Federal Gazette. They may also include financial support or subsidies from the public sector. https://www.bundesanzeiger.de
201-1	Direct economic value generated and distributed		Published on https://www.bundesanzeiger.de
201-4	Financial assistance received from government		In 2021, we received funding for new product developments from the Research Grants Act. There was no further financial support from the public sector during the reporting period.
GRI 204: Procurement Practices 2016			
3-3	Management of material topics	P. 58	Suppliers
204-1	Proportion of spending on local suppliers	P. 58	90% of our suppliers are based in Germany, accounting for more than 80% of our purchasing volume.
GRI 301: Materials 2016			
3-3	Management of material topics	P. 41	Product
301-1	Materials used by weight or volume	P. 50 P. 56	In 2021, we had a total material input of 5,860 tons. Thermosets (1,910 t), thermoplastics (730 t) and zinc magnesium strip (2,194 t) accounted for the largest shares. Our packaging volume totalling 799 t consisted of sales packaging (508 t), transport packaging (215 t), films (60 t) and labels (16 t). Processes for material optimization and reduction as well as optimisation of packaging are continuously pursued.
301-2	Recycled input materials used		The recycled content of our products is currently still at a low level in order to meet our high quality standards and ensure a long and functional life for our products.
301-3	Reclaimed products and their packaging materials	P. 56	Our cardboard boxes are mostly made of recycled waste paper and can be completely recycled after use. That is why we avoid gluing as far as possible. Within Germany, recyclable folding and stacking boxes are used for supplier logistics.

GRI 302: Energy 2016			
3-3	Management of material topics	P. 64	Energy and emissions
302-1	Energy consumption within the organisation	S. 65	Our CO2 balances from 2015 to 2021 show our energy consumption and its development over the years. The data was obtained from an external agency according to the GHG (Green House Gas) protocol. Databases such as Gemis 5.0 were used for characterisation factors.
302-3	Energy intensity		Ratio of energy demand to total sales in 2021: 35 kWh/T€
302-4	Reduction of energy consumption		As part of the ESG Steering Committee, we will review our existing energy generation and aim to increase the share of renewable energies in the medium to long term.
302-5	Reductions in energy requirements of products and services		In order to reduce energy requirements within production processes, continuous evaluation and optimisation measures take place.
GRI 303: Water and Effluents 2018			
3-3	Management of material topics	P. 74	Water and waste water
303-1	Interactions with water as a shared resource	P. 74	We require almost no water in our production processes, therefore our water consumption at the two German sites in Schalksmühle and Lünen is limited to sanitary facilities, kitchenettes, canteens and garden irrigation equipment.
303-2	Management of water discharge-related impacts	P. 74/76	Contaminated water from electroplating is treated, filtered and neutralised by us with the help of technical equipment before it is recycled as waste water with official approval.
303-3	Water withdrawal	P. 74	Only municipal water is withdrawn, which is provided by the local authorities.
303-4	Water discharge	P. 74	Water is recycled exclusively into the municipal sewer system.
303-5	Water consumption	P. 74	According to the drainage notice, 5,362 m^3 of water was consumed within 12 months at the two German sites in 2021.
GRI 305: Emissions 2016			
3-3	Management of material topics	P. 64	Energy and emissions
305-1	Direct (Scope 1) GHG emissions	P. 65	
305-2	Energy indirect (Scope 2) GHG emissions	P. 65	
305-3	Other indirect (Scope 3) GHG emissions		No Scope 3 data has been determined to date.
305-5	Reduction of GHG emissions	P. 67/68/69 P. 34	JUNG is committed to reducing emissions in accordance with the European Climate Change Act. The reduction of site emissions (Scope 1+2) are the basis for making our contribution to achieving the climate targets.

GRI 306: Waste 2020			
3-3	Management of material topics	P. 76	Waste and disposal
306-1	Waste generation and significant waste-related impacts	P. 76	We continuously analyse, optimise and further develop existing waste streams and recyclable material cycles.
306-2	Management of significant waste-related impacts	P. 76	
306-3	Waste generated	P. 77	
306-4	Waste diverted from disposal	P. 77	
306-5	Waste directed to disposal	P. 77	
GRI 401: Employment 2016			
3-3	Management of material topics	P. 83	Our employees
401-1	New employee hires and employee turnover	P. 112	In the 2021 reporting period, 61 new employees were hired in Germany.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	P. 83	We offer our company benefits to full-time and part-time employees: _ Ergonomic workstations including height-adjustable desks, special seating if necessary, and workplace glasses _ Employer-funded access to private medical treatment in the context of mental or psychosomatic illnesses. _ Qualification measures of various kinds, e. g. resilience and mindfulness _ Operational integration management _ BikeLeasing and gym cooperation _ Free fruit basket and mineral water _ Partial retirement arrangements _ Parental leave for mothers and fathers, reboarding after longer absences and family-friendly working time arrangements. Temporary employees are largely excluded from the offers, but they receive all the on-site offers, e. g. ergonomic workplaces, free fruit and mineral water.
401-3	Parental leave	P. 112	In 2021, a total of 35 employees took parental leave.

GRI 402: Labour/Management Relations 2016			
3-3	Management of material topics	P. 80	Our employees
402-1	Minimum notice periods regarding operational changes		JUNG stands for an open culture of discussion between the management, personnel management and employee representatives. Through continuous exchange, employees are informed about operational changes in a timely manner. In addition, the collective wage agreement of the metal and electrical industry and the Works Constitution Act apply.
GRI 403: Occupational Health and Safety 2018			
3-3	Management of material topics	P. 85	Occupational safety and health protection
403-1	Occupational health and safety management system		There is a management system based on legal and trade association requirements as well as corresponding German standards and guidelines.
403-2	Hazard identification, risk management and incident investigation	P. 85	This is achieved through comprehensive risk assessments, the analysis of occupational accidents and the introduction of appropriate preventive measures.
403-3	Occupational health services	P. 84/87	We receive professional support from the occupational health centres in Lüdenscheid and Lünen.
403-4	Worker participation, consultation, and communication on occupational health and safety	P. 84	Our employees are involved as safety representatives in the occupational safety committee meetings.
403-5	Worker training on occupational health and safety	P. 84	In addition to the standard annual safety briefings, briefings are held for new hires and transfers. Safety officers and safety specialists receive regular training in cooperation with the employers' liability insurance association.
403-6	Promotion of worker health	P. 86/87	JUNG is very interested in having healthy and satisfied employees and supports their health through various offers: _ Ergonomic workstations including height-adjustable desks, special seating if necessary, and workplace glasses _ Employer-funded access to private medical treatment in the context of mental or psychosomatic illnesses. _ Qualification measures of various kinds, e. g. resilience and mindfulness. _ BikeLeasing and gym cooperation _ Free fruit basket and mineral water
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	P. 84	There is permanent monitoring and analysis of working conditions and their impact on the safety of our employees and their health. If negative effects or effects that can be optimised are identified, they are eliminated immediately.
403-8	Workers covered by an occupational health and safety management system	P. 84	The 100% effectiveness of the measures for all employees is ensured by regular inspections by occupational physicians and the employers' liability insurance association.

403-9	Work-related injuries		There were 10 accidents during the reporting period. The absentee rate was 0.08%. There were no work-related fatalities.
403-10	Work-related ill health		There were no known work-related illnesses during the reporting period.
GRI 404: Training and Education 2016			
3-3	Management of material topics	P. 89	Training and education
404-1	Average hours of training per year per employee	P. 89	The average number of hours spent on training and development in 2021 per employee was 10.07 hours.
404-2	Programs for upgrading employee skills and transition assistance programs	P. 89	Competencies are improved through continuing education offerings and include technical, methodological and personality-building topics. We try to make the transition to retirement as pleasant as possible by offering suitable working-time models.
404-3	Percentage of employees receiving regular performance and career development reviews	P. 84	Annual feedback meetings are held with 70% of our employees. Regular staff appraisals are continuously being expanded as part of the management development programme.
GRI 405: Diversity and Equal Opportunity 2016			
3-3	Management of material topics	P. 83	Our employees
405-1	Diversity of governance bodies and employees	P. 112	The percentage of women in our workforce at 46% in Germany and 43% across the entire company impressively reflects our gender diversity. As an internationally operating company, JUNG stands for openness and tolerance – all multicultural aspects include controlling bodies, employees and business partners. This also includes neutrality with regard to gender, age, origin and religion.
405-2	Ratio of basic salary and remuneration of women to men		Remuneration is based on the pay scale of the metal and electrical industry in North Rhine-Westphalia. There are no gender-specific differences. Compensation is based on job descriptions that are independent of the individual.
GRI 415: Public Policy 2016			
3-3	Management of material topics	P. 7	Corporate Principles
415-1	Political contributions		No donations were made to political parties in the reporting period, nor were there any other contributions, including via third parties, to political parties.
GRI 417: Marketing and Labelling 2016			
3-3	Management of material topics	P. 7 P. 76	Corporate principles Waste and disposal
417-1	Requirements for product and service information and labelling	P. 76	WEEE Compliance: In accordance with the information obligations in §18 Para. 2 Electrical and Electronic Equipment Act, we are obliged to label our electronic products (electrical equipment).

417-2	Incidents of non-compliance concerning product and service information and labelling.		There were no known violations during the reporting period.
417-3	Incidents of non-compliance concerning marketing communications.		There were no known violations during the reporting period.

GLOSSARY

Building turnaround
The construction and operation of buildings have the largest environmental footprint in the world. The building turnaround describes the fundamental shift towards a circular economy, the (re)use of renewable raw materials and building materials, and the change in standards.

Circular economy
In contrast to the linear economy, in the circular economy raw materials and materials are returned to the production process at the end of their life cycle and are not destroyed. Separable designs and processing details are a prerequisite for this in order to be able to reuse the components correctly by type.

CO_2 equivalents (CO_2e)
A unit of measurement to standardise the climate impact of different greenhouse gases to allow comparability.

CO_2 balance
The CO_2 balance shows the total amount of greenhouse gas emissions caused directly and indirectly by the activities of a company or a process. A CO_2 balance is divided into Scope 1, Scope 2 and Scope 3 (see separate explanation).

CO_2 compensation
Private individuals and companies can offset their emissions of climate-damaging gases by buying CO_2 certificates from climate protection projects, i.e. the same amount of emissions caused is saved elsewhere.

Code of Conduct
The Code of Conduct contains the essential values and fundamental beliefs to which a company voluntarily commits itself. These are guidelines in dealing with fellow human beings and for responsible action.

Cradle to Cradle®
A design concept for recyclable products that are returned to the material cycle at the end of their life cycle without loss of value, resulting in equivalent new products: from cradle to cradle.

Ergonomics
This refers to the adaptation of working conditions, i.e. workplaces and workflows, to people in order to prevent health problems.

ESG (Environmental, Social and Governance)
Environmental, Social and Governance or ESG strives to achieve a balance between climate-neutral and socially responsible business practices and good corporate governance.

Electroplating
Electroplating is the electrochemical deposition of metals on metallised or metallic workpieces. It is therefore a form of surface finishing or surface coating. At JUNG, contacts for sockets are galvanised with silver after stamping, making them 5 times more durable. Contaminated water, electroplating sludge and silver tailings remain for disposal afterwards.

Building energy efficiency
In addition to the building envelope and its energy optimisation, building technology and automation play important roles in increasing building energy efficiency and the use of renewable energies for power and heat generation.

Grey energy
This refers to the total amount of energy required to manufacture, transport, store, sell and dispose of a product or building.

Climate targets
The Paris Climate Agreement of 2015 set the goal of limiting global warming to 1.5 degrees. 195 nations and the European Union are currently committed to following this goal.

Circular economy
see Circular economy

Life cycle
The consideration of all phases of a product or service from manufacture through use, disassembly, and disposal or reintroduction into the material cycle. (See also Life cycle assessment)

Life cycle assessment
The aim of a life cycle assessment is the systematic analysis and evaluation of the environmental impacts of products and services for their entire life cycle. Also known as life cycle analysis (LCA).

Ecological footprint
The ecological footprint refers to the area that either a person, a company or even a country needs to cover its daily demand for resources, i.e. the area that is necessary to enable the current standard of living in the long term.

Scope 1, 2 and 3
The classification of direct and indirect greenhouse gas emissions into scopes comes from the Greenhouse Gas Protocol (GHG) and takes the entire value chain into account. Scope 1: direct CO2 emissions of a company. Scope 2: indirect CO_2 emissions by energy suppliers. Scope 3: indirect CO2 emissions of the upstream and downstream supply chain. (See also CO_2 balance)

Stakeholder
All the internal and external stakeholders or interest groups that are directly or indirectly affected by the company's activities at present or in the future.

Sustainable Development Goals (SDGs)
The 17 Sustainable Development Goals (SDGs) are political targets set by the United Nations to ensure sustainable development at the economic, social and environmental levels worldwide.

Greenhouse gases (GHG)
Greenhouse gases are those gases in the earth's atmosphere that produce the so-called greenhouse effect. The best-known greenhouse gases carbon dioxide (CO_2), methane and nitrous oxide can have a natural origin, but also an anthropogenic (man-made) one, as a result of which their concentration has increased enormously during the last 150 years of industrialisation, thus contributing to global warming.

Value chain
In a value chain, the activities that occur in production are arranged in order. These activities are interconnected in processes, they consume resources and create value.

IMPRINT

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The JUNG Sustainability Report 2021/2022 is available on our website www.jung-group.com as a PDF download in German and English.

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Gender-neutral formulations
Gender-neutral or gender-inclusive expressions have been used wherever grammatically possible and discriminatory language intentionally avoided when referring to corporate subjects such as suppliers, partners and service providers. All role designations apply in principle to all genders for the purpose of equal treatment.

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