



MOVING IDEAS FOR SUSTAINABILITY



Sustainability at Blum 2022



moving ideas for sustainability

Who believes they can save the world alone? It's an impossible task on our own, but each and every one of us can play our part – no matter how small or large. Companies have a particular responsibility in this regard, as their business activities have a significant impact on people, the economy and the environment. We at Blum take this sense of duty very seriously and it is an integral part of our corporate strategy. Recognising and addressing our responsibilities is challenging, but we have been doing it resolutely for many years now. We are always developing concrete strategies and we align our actions with the United Nations' 17 objectives for sustainable development. This is how we are making an active contribution to achieving the 1.5°C target. Yes, it's a big challenge, but we believe it is absolutely essential.

In this 80-page report, we aim to demonstrate the many ideas and improvements we are implementing here at Blum – some large, some small – to ensure that we are making our contribution to a better future.

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The Julius Blum Group in figures

Manufacturer and distributor of furniture fittings:

Lift, hinge, pull-out, pocket systems and motion technologies, supported by assembly devices and e-services

8

**plants in Vorarlberg, with ad-
ditional production sites in the
USA, Brazil, Poland and China**



9.400

**employees world-
wide, of which 7000
work in Vorarlberg**



2.6 billion

**turnover in the 2021/2022
business year**



97 %

**of sales are
outside of Austria**



33

**subsidiaries
and representative
offices**



> 120

**markets supplied
worldwide**

As of 1 July 2022

What drives us

Creating furniture fittings for a better quality of living is very important to us. Julius Blum began his journey – and thus our journey – in 1952 with the production of studs for horse shoes. Today, we supply innovative fittings to customers in over 120 countries. We are a family business specialising mainly in the manufacture and sale of lift, hinge, pull-out and pocket systems for furniture. To make life easier for our customers, we also supply appropriate assembly devices and

services to support the marketing, purchasing, manufacturing and installation of our products. The Julius Blum Group has eight plants in Vorarlberg, Austria, as well as production sites in Poland, Brazil, China and the USA, and 33 subsidiaries and representative offices around the world. Blum employs 9400 people all over the world, 7000 of whom are based at its Head Office in Vorarlberg.

Reporting standards

In preparation for the European Union’s mandatory Corporate Sustainability Reporting Directive (CSRD), we are setting out the measures we have implemented to date as part of our commitment to sustainability. “Sustainability at Blum 2022” is not fully aligned with the legal requirements, but does already apply the international SDG and GRI standards, which are described in more detail below:

Sustainable Development Goals

The United Nations have defined 17 Sustainable Development Goals (SDGs). These goals have been the foundation of the international organisation’s activities since 2015, and comprise social, ecological and economic targets to transform our world. Focal areas include equality for women, improving global healthcare and curbing the progression of climate change. Like many other companies, we at Blum align ourselves with these goals on a voluntary basis as part of our commitment to global sustainable development. Our aim is to focus on those SDGs that fall within our sphere of influence as a manufacturer and distributor of furniture fittings, and the possibilities allowed by the scope of our business operations. We use a materiality analysis to identify these opportunities for improvement.



Global Reporting Initiative

The Global Reporting Initiative (GRI) aims to establish a set of worldwide standards for sustainability reporting. In fact, the principles and guidelines of the GRI have already become well-established as a means of quality control for sustainability reports.

Austrian legislation specifically recommends the use of the GRI Sustainability Reporting Guidelines for corporate sustainability reports. This ensures that our sustainability measures are directly comparable with international standards, thus increasing their validity.

One such measure recommended by the GRI is a “materiality analysis”. We use this method to determine the relevant fields of action to be addressed by Blum and our stakeholders. These focus areas are embedded in the SDGs and are covered in more detail in the following seven chapters: Climate protection and emissions, Energy, Transport and packaging, Resources, Biodiversity and the designing of outdoor spaces, Mobility, and Working at Blum.



MOVING IDEAS
FOR SUSTAINABILITY

Combining strategy and systems to improve our environment





Our strategy for sustainability in practice

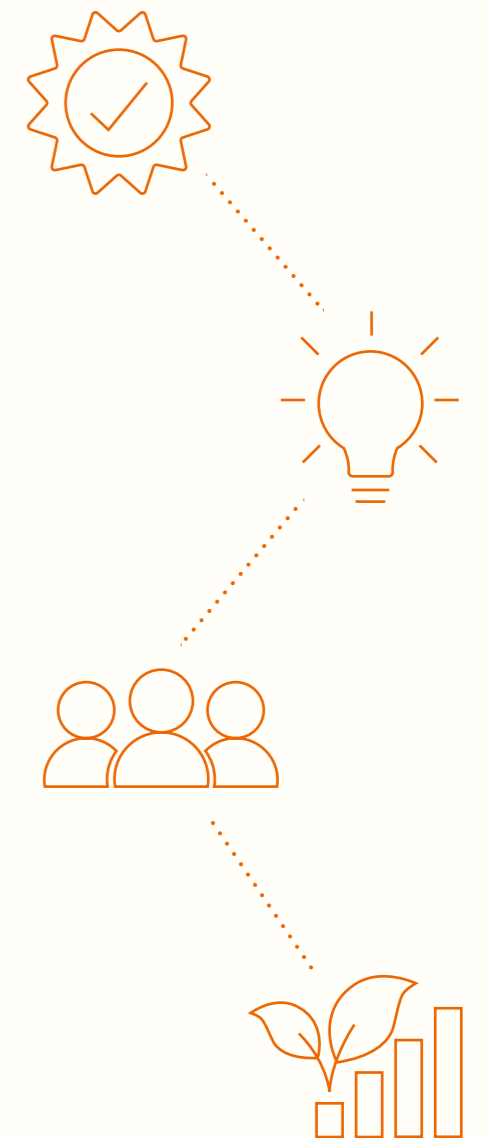
Preserving natural resources for future generations is and always will be an important incentive for us. We believe that a successful sustainable business strikes the right balance between ecological and economic progress. That is why we are fully committed to making our contribution to a better future for the communities in which we operate.

In our day-to-day activities, we are guided by the 17 SDGs of the United Nations, as well as by international standards, our own goals and our stakeholders.



For a global company like ours, this means:

1. We produce high-quality products with a long service life, that are as functional as possible for their intended application. We also conserve the resources within our ecosystem or, if this is not possible, we take measures to compensate for the impact we have.
2. We continuously explore how a sustainable approach can open up opportunities for new products, services and business models – including in our investment decisions.
3. We treat the people and organisations in our communities with respect because the health and safety of our fellow human beings is our top priority.
4. We are absolutely committed to responsible growth. Ecological and social sustainability are just as important to us as the financial health of our company.



Our sustainability goals

To enable us to meet our objectives, we have defined eight strategic fields of action, which we are constantly revisiting. We vow to:



Continuously reduce our absolute emissions



Promote renewable energy



Continuously reduce our relative energy consumption



Continuously improve our monitoring system



Actively address matters concerning energy and the environment



Ensure compliance with legal conditions



Promote and preserve biodiversity



Educate and inform our employees



By maintaining an open dialogue and a culture of mutual trust, we can work together to achieve our goals for a more sustainable business.

Our environmental and energy policy

A crucial component of our sustainability efforts is our environmental and energy policy. Proactive measures to protect the environment and save energy take priority within our value chain. We finance the investments needed to make processes more efficient and improve our technical infrastructure. And we also minimise our land use as far as possible by implementing intelligent building and warehousing concepts. Our environmental and energy policy is our mandate and commitment to continually evaluating and reducing the effects of our business operations on the environment and our consumption of natural resources. The four pillars of our environmental and energy policy are as follows:



Partners

We want our products to provide long-term value and benefits for our partners, customers and the people who use our furniture. We aim to work directly with these stakeholders to identify and implement measures for the ongoing protection of the environment and resource conservation that work for all parties.



Innovation

Our innovations are inspired directly by the requirements of our customers. This applies not only to our products, but also our services and processes. We play an active role in protecting our environment by working hard to develop high quality products that are built to last and, where possible, that are fully recyclable.



Continuous improvement

We are driven by our passion to continuously optimise our existing products, services and processes, and challenge limitations. When we design, optimise and implement any of our processes, we make sure we use natural resources as efficiently as possible and keep our environmental impact as low as possible.



Employees

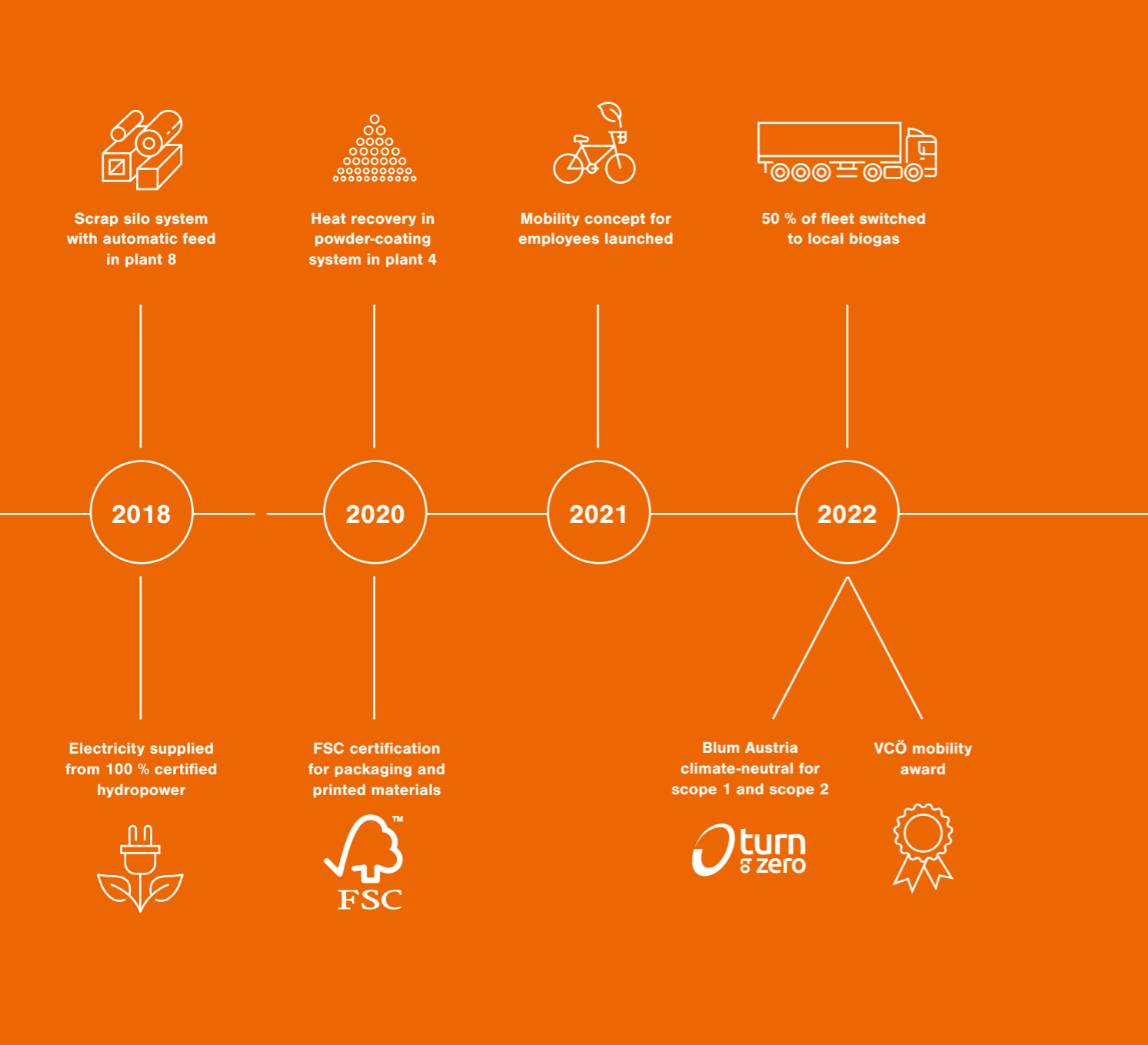
The success of our company is largely dependent on our employees' identification with the company and their readiness to perform. All employees can and should make their own individual contributions to achieving our environmental and energy goals – both at work and also during their commute, for example by being selective about their means of transport.

Management systems

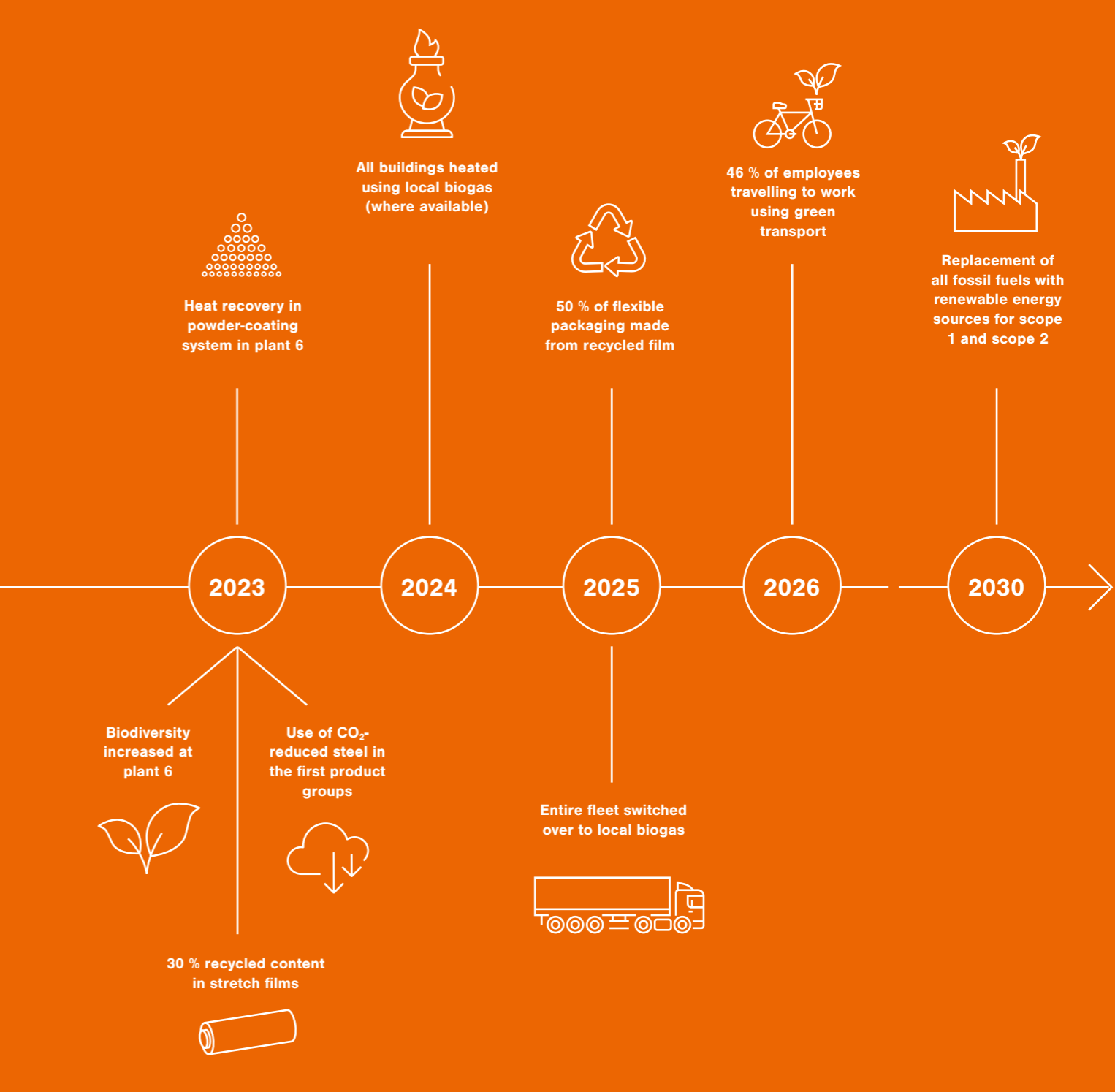
Management systems help companies to successfully implement their own objectives. Blum uses international standards for all its internal processes. The efficacy of our integrated environmental and energy management system is confirmed by a current maturity level of 3.3. One of the core components of this integrated management system (quality, environment and energy) is our annual management review, which is firmly anchored in our existing processes and process platforms. This regular assessment of our environmental and energy measures is a fundamental part of our efforts to continuously improve and ensure the validity of our integrated management system.

Sustainability milestones

Our achievements in the area of sustainability since 2018:



Certifications



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Going climate neutral

13 CLIMATE ACTION



17 PARTNERSHIPS FOR THE GOALS



Management approaches

As a co-initiator and founding member of the Vorarlberg Climate Neutrality Alliance 2025, Blum has committed to reducing and offsetting its CO₂ emissions. The network – now known as “turn to zero” – supports companies with advice and assistance in calculating their greenhouse gas emissions. Our carbon footprint is calculated based on three different sources of greenhouse gas emissions known as scopes 1–3. These comprise:

Scope 1 305-1

Emissions caused directly by our company from on-site combustion sources e.g. boilers, our own fleet of vehicles, and production.

Scope 2 305-2

Indirect greenhouse gas emissions resulting from our company’s energy supply.

Scope 3 305-3

Emissions from business-related activities, such as waste disposal, recycling, business trips or commuting by employees.

Since 2022, all emissions from the Vorarlberg site have been 100 % offset. In 2022, the price was set at EUR 30 per tonne of CO₂ emitted. This amount corresponds to the CO₂ pricing structure stipulated by Austrian legislation and is based on the offsetting costs outlined within German legislation.

However, our primary goal is to prevent emissions before they even occur and to reduce our emissions to the greatest possible extent. Only then do we plan to use voluntary financial offsetting schemes for any remaining unavoidable emissions, in order to achieve the United Nations’ 1.5°C target.

Our contribution to climate protection:

- 100 % of electricity in Vorarlberg generated by hydropower (green electricity, since 2018)
- 95 % of ventilation systems equipped with heat recovery
- Plan to completely phase out fossil fuels by 2030
- District heating
- Ground water cooling
- Solar thermal and photovoltaic systems
- High standards of construction and good building insulation
- Use of new machinery and systems to minimise energy consumption and emissions
- Continuous increase in the use of waste heat from pressurised air systems in production
- Ongoing reduction of production waste
- Installation of LED lighting systems
- Existing green spaces optimised from ecological perspective
- Green roofs on new buildings



On the hunt for big savings

It would be impossible to leave no ecological footprint whatsoever. However, as a manufacturing company, sustainability means taking responsibility for the impact we do have. That’s why we are working to consistently reduce our carbon emissions, one step at a time. Our Vorarlberg site has been climate-neutral since 2022. In addition to tackling the big headline items such as electricity, waste heat and building insulation, we also have our eyes on several smaller troublemakers that we aren’t allowing to slip through the net.



Hydropower is one of the most efficient forms of energy generation because up to 90 percent of the water energy is converted into electrical energy. In Europe, water flows downstream no matter what the time of day or weather. So it’s also a constant and reliable power supply. Since 2018, we have been using 100 % hydroelectric power in all our plants.

Pascal Fitz,
Sustainability Management



Switching from conventional lasers to new diode lasers has a similar effect to switching from light bulbs to LED lights in private homes. For us, this switch amounts to a saving of 3 GWh – that’s enough to supply 680 detached family homes with electricity.

Philipp Ghesla,
Industrial Electrician, plant 4



Bregenz

Ground water cooling in plant 4

The favourable conditions at plant 4 have made it possible to set up an internal, closed-circuit groundwater cooling system for our production facilities and rooms. This system does not impact either the quality or the quantity of the ground water.

Annual savings from ground water cooling



59,000 kWh of electricity



20,000 m³ of water

Dornbirn

Out with gas – in with district heating

Plants 7 and 8 in Dornbirn are connected to the local district heating network. This means that gas is no longer required for heating in these plants. The gas boilers have been kept in situ for emergency heating. Any excess heat is fed back into the grid – thus reducing our cooling costs.

Vorarlberg

Hurray for hydropower!

Compared to using the local supplier's standard electricity generation mix, we have saved around 34,600 tonnes of CO₂ since 2018 by using 100 % hydropower from Austrian hydroelectric power plants. That equates to:



Gaissau

Harnessing solar power for hot water

The water used for the coating process at plant 6 is heated by 457 m² of high-performance solar collectors, which use sunlight to heat water in an environmentally-friendly way.

China

Up on the roof

Our largest photovoltaic system can be found in China and covers an area of 8240 m² – the equivalent of 660 car parking spaces. The system output amounts to 1400 kWp.

Höchst

Electricity for the e-fleet

Together, the photovoltaic systems at our two plants in Höchst and one in Bregenz cover a total surface area of around 2000 m². These systems have a total output of 300 kWp, which provides electricity for various uses including the company's fleet of electric vehicles.

How many houses could we heat with the energy from our compressed air supply?

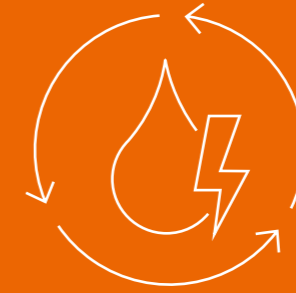


2008
detached family homes
(construction year 2000, 135 m²)



Thanks to district heating, we no longer need gas to heat plants 7 and 8 in Dornbirn. Plus, we now feed any excess heat back into the network and reduce our reliance on cooling machines.

Markus Kaufmann,
Building Systems



”

By switching our electricity supply to Austrian hydropower in 2018, we have taken an important step towards our company goal of eliminating our use of fossil fuels by 2030.

Pascal Fitz
Sustainability Management

MOVING IDEAS
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Bringing together sustainability and energy

7 AFFORDABLE AND
CLEAN ENERGY



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION



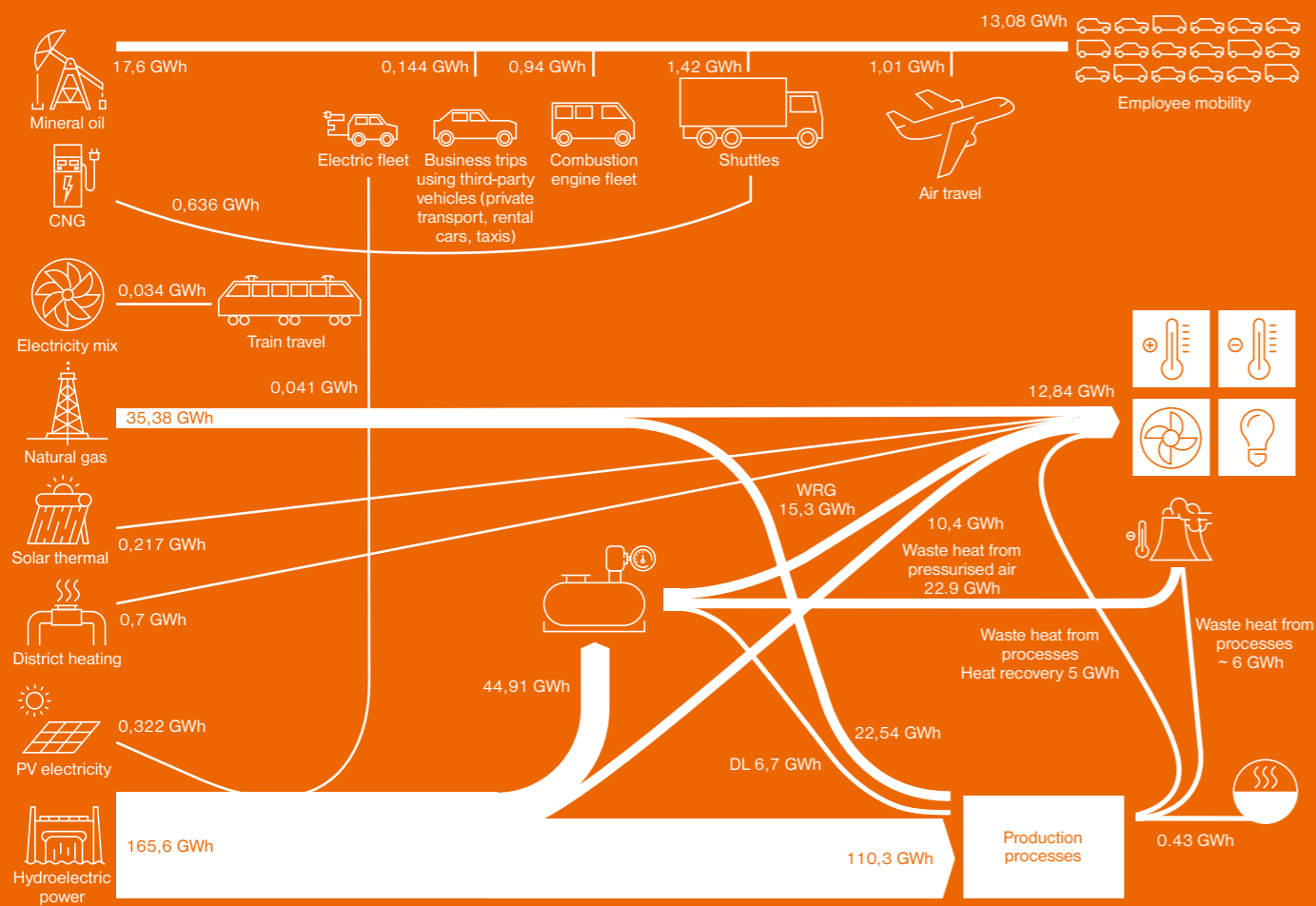
Management approaches

The international standard ISO 50001 supports us in reducing our energy consumption and lowering our emissions. The key focal points of this energy management system are the planning process and the company energy assessment, which are designed to optimise our energy performance in terms of consumption, efficiency and use. Our energy team is working hard to achieve this goal, supported by our planning process and action plan. One of their tasks is to evaluate the company's energy performance to see if we're improving. In practice, this means identifying any efficiency increases.

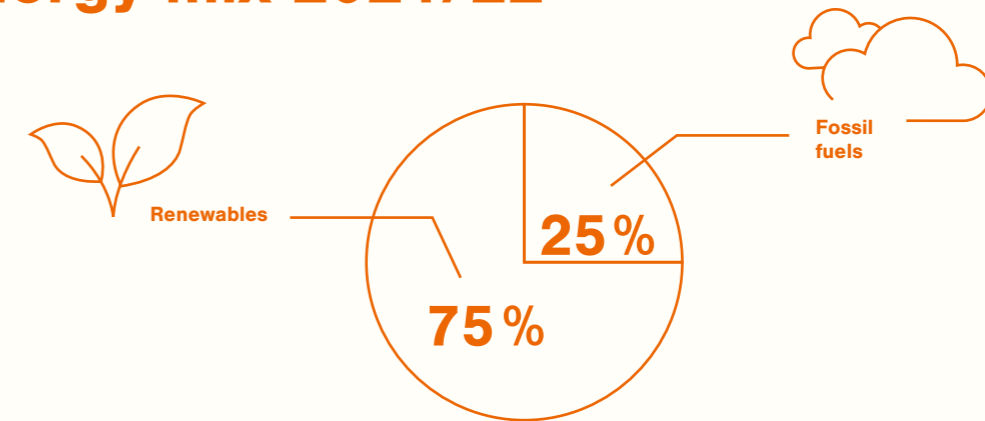
Sankey diagram illustrating our energy flows 302-1, 302-2

In 1898, Irish engineer Captain Matthew Sankey used this form of diagram – for the first and only time – to illustrate energy flows and losses using proportionally thick arrows, in a method that came to be named after him. Although preparing the data for Sankey diagrams is very time-consuming, the information is easy to interpret. Essentially, the wider the arrow, the more energy involved. This diagram shows which energy sources we use, in what form and for what purpose.

Energy usage 2021/22

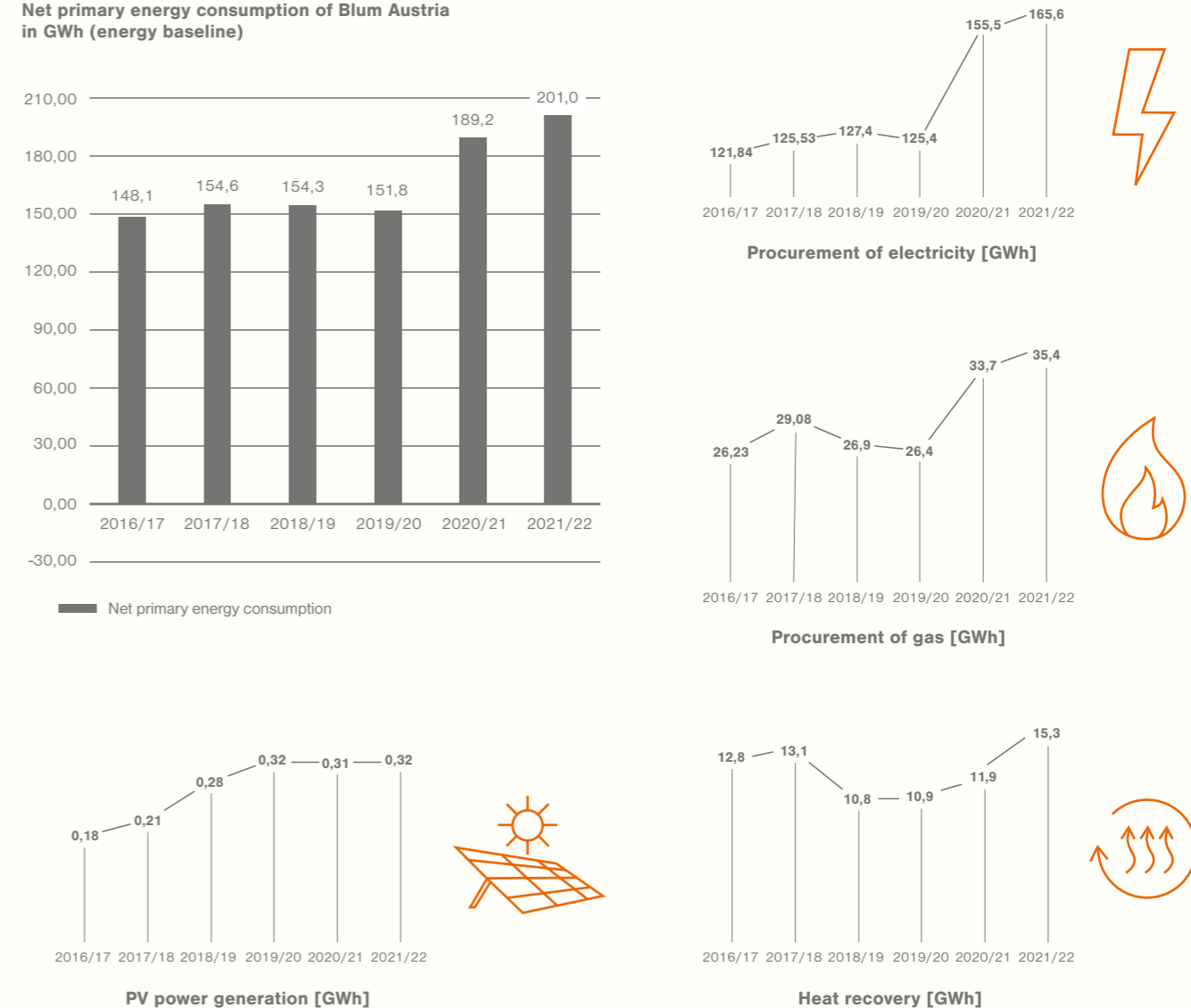


Energy mix 2021/22



Change in primary energy consumption

Net primary energy consumption of Blum Austria in GWh (energy baseline)



Fleet headed for carbon neutrality

Climate-friendly makeover for the company fleet

Fleet manager Michael Golob first began researching hydrogen-powered and electric trucks back in 2016. The problem was that the nearest suitable filling station for hydrogen is in Innsbruck, around 200 kilometres away, and our 24-hour operation poses major challenges for electric charging. Another solution had to be found. That is why, at the start of 2020, we purchased our first fleet of gas-powered trucks for transporting semi- and finished products between our plants in Vorarlberg.

The range of the new trucks is around 500 kilometres, compared to 2000 kilometres for diesel trucks. As there are very few suitable biogas filling stations for trucks in the region, Blum built its own filling station at plant 7, which every fleet truck now visits several times a day. Gas trucks have particularly low-maintenance engines, run smoothly and produce less noise and fine dust than their diesel counterparts. So they're not only good for the environment, but also our neighbours!

19
shuttles run between the
8 plants in Vorarlberg



9 of the 19 shuttles are
powered with biogas



20%

more
expensive
than diesel trucks



2025

switchover to
biogas complete



< 72

decibels of
noise pollution



80%

lower CO₂ emissions
than diesel trucks when
fuelled with biogas

90%

fewer soot particles
per truck

50%

less nitrogen oxide





”

By switching our shuttles from diesel to biogas we have been able to reduce the amount of soot particles per truck by over 90 %, meaning significantly fewer particulates. We've also reduced nitrogen oxide levels by around 50 %, which is really important.

Michael Golob
Fleet Manager



MOVING IDEAS
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Setting the course for the future

9 INDUSTRY, INNOVATION
AND INFRASTRUCTURE



11 SUSTAINABLE CITIES
AND COMMUNITIES



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION



13 CLIMATE
ACTION



Management approaches

Our transport goal is to increase our proportion of rail transport to 50 % by 2025. However, this can only realistically be achieved if economic conditions return to pre-pandemic levels. Rail transport is currently 37 % of our transport mix, with the Austrian share being 25 %. Our second goal depends on the success of the first: if we are able to increase our rail transport as planned, then we should be able to reduce our CO₂ emissions per tonne of shipped goods to below 0.1 tonnes of CO₂. We have already reduced this value from 0.110 to 0.103 in the 2021/22 business year.

When it comes to our packaging, product protection and functionality are paramount. As part of the company's environmental and energy policy, we have defined five specific sustainability goals for this area:

Eliminating packaging

The ideal compromise between conserving resources while still protecting products can be broken down to the simple principle of "as little as possible, as much as necessary".

Recycling & sustainable materials

In the pulp and paper industry (corrugated board, cardboard, paper), a recycled material content of 75 to 80 % is already standard. With the exclusive use of FSC-certified products, we are taking this one step further. Some flexible plastic packaging already contains recycled content, and a lot of tests are still under way, including for materials such as stretch film or products used to seal boxes. All new systems are already set up for use with recycled film.



Example label for packaging from FSC sources

Reusing packaging

The key to sustainable packaging is not only the material itself, but also how it is used. In order to keep the amount of waste as low as possible, we mostly rely on reusable transport packaging (so-called ECO-packs) for internal transport, wherever viable. We can also use this system for customers within Europe with a certain minimum purchase quantity.

Informing customers

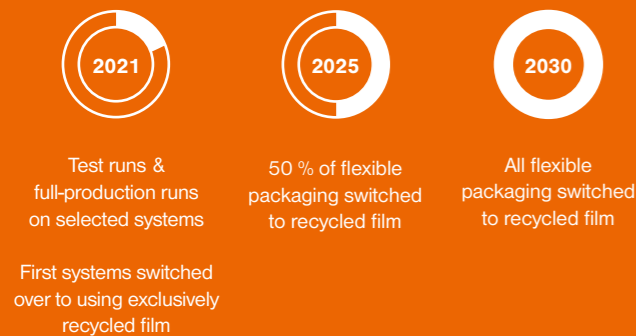
Good packaging management does not end when the product leaves our plant. To simplify the disposal process for our customers, all our plastic packaging is marked with the standardised recycling codes. This facilitates the recycling process and maintains the quality of recycled products. There is currently no labelling for pulp packaging materials.



Example recycling code

Life cycle analyses

It is often quite tricky to determine whether packaging is really sustainable or not. This is where life cycle analyses come into play. In order to get a comprehensive view, the entire product life cycle and all environmentally relevant processes are recorded and evaluated. We are currently using life cycle analyses on a sample selection of our products. In the future, however, we want to use them across the board as a decision-making tool when making packaging decisions.



Our fittings love a good train journey

Sustainable transport routes from Austria to the rest of world: how our logistics teams are working day in, day out to reduce our ecological footprint.

Blum fittings usually have to travel long distances before they can do their job of providing maximum convenience in furniture worldwide. Every year, several thousand transport units travel from Vorarlberg to 125 countries around the globe. We make these journeys as climate-friendly as possible by using trains, trucks and ships – and usually a combination of more than one. Whether a delivery is transported purely by road or rails hinges on several factors such as the rail infrastructure, the destination, the goods and the customer's preference.

The transport logistics team has been shipping our fittings via the greener rail route for many years. In fact, some freight makes the majority of its journey to places like Türkiye or China by train, and 90 % of sea containers reach the major European ports of Rotterdam, Hamburg and Trieste by rail.

These containers are loaded in our logistics centre in Dornbirn and transported to the Blum railway shuttle with the help of a huge forklift. They are then delivered to the terminal in Wolfurt via the direct rail connection and, from there, export trains transport our goods to customers and the ports using environmentally-friendly international rail networks.

Blum currently saves more than 69 tonnes of CO₂ emissions through rail transport (one-way). Working in collaboration with the freight transport company Rail Cargo from the Austrian railway network, we have set ourselves two goals. The first is to increase our proportion of rail transport to 50 % in the next few years, and the second is to massively reduce the distances travelled on European roads. Every year we already transport 5300 containers by rail instead of by road.

Where road transport is currently the only viable option, we use Euro 6 trucks with double-deck loading to ensure the most efficient use of the trucks' capacity. In addition, once the deliveries are complete, we use a sophisticated round-trip concept for the return journey, which sees us working together with our shipping partners to arrange for other goods to be transported on the way back to eliminate empty trips. After all, treating our environment with care and respect is firmly anchored in the ethos of our family company.



Our main focus is very clearly on rail transport. Thanks to our own siding at plant 7 in Dornbirn, we were able to transport almost 37 % of our deliveries by rail in the 2021/2022 business year.

Ingmar Blum, Head of Transport Logistics





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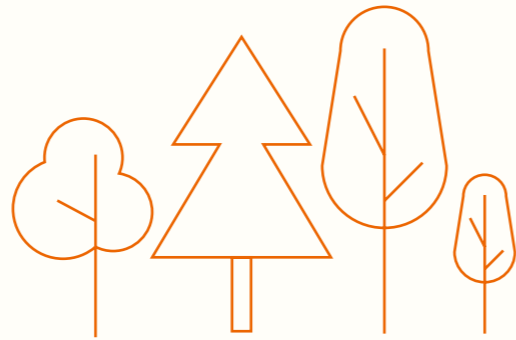
Every week we run 7 to 8 trains back and forth between Dornbirn and Wolfurt. This enables us to relieve the burden on Vorarlberg's roads because it avoids 7000 truck journeys per year.

Ingmar Blum
Head of Transport Logistics

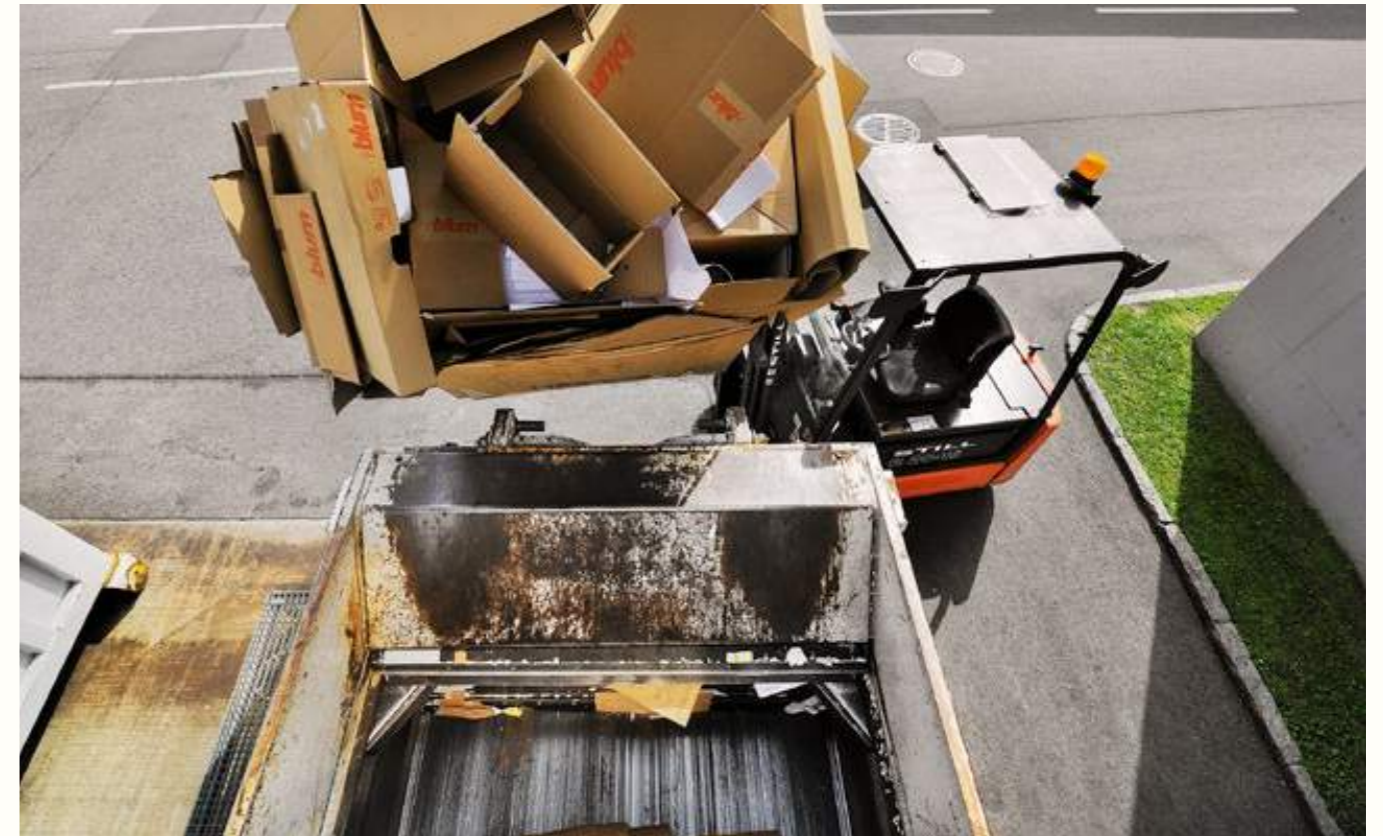
FSC certification

By obtaining certification from the Forest Stewardship Council™, we are making an active contribution to the preservation of the natural environment. Since last year, we have been able to switch another 84 items to FSC standards, meaning our conversion rate is currently 97,48 %. The FSC label, which indicates that a product supports sustainable forest management, is printed on the relevant packaging.

FSC info	Number of IDs	Percentage
FSC-MISCH1	11	0.49 %
FSC-MISCH2	46	2.03 %
FSC-MIX70	714	31.51 %
FSC-MIX80	2	0.09 %
FSC-MIX-C	1247	55.03 %
FSC-NR	24	1.06 %
FSC-REC100	13	0.57 %
FSC-REC85	1	0.04 %
FSC-REC-C	208	9.18 %
Total	2266	100 %



Packaging figures



Renewable vs. non-renewable (single-use), only parts list components

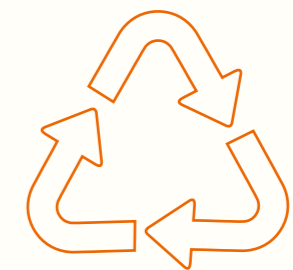
Category	Purchase volume (%)
regenerative/renewable	98.48 %
non-renewable/fossil-based	1.52 %
	100 %

Renewable vs. non-renewable (single-use), incl. auxiliary and operating materials

Category	Purchase volume (%)
regenerative/renewable	97.41 %
non-renewable/fossil-based	2.59 %
	100 %

Reuse percentage by product group

	Multi-use	Single-use
Hinge systems	2.56 %	97.04 %
Lift systems	10.96 %	89.04 %
Runner systems	1.31 %	98.69 %
Box systems	8.17 %	91.83 %



76 %

of corrugated cardboard recycled (on average) ³⁰¹⁻²

MOVING IDEAS
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Protecting nature's precious resources



Management approaches

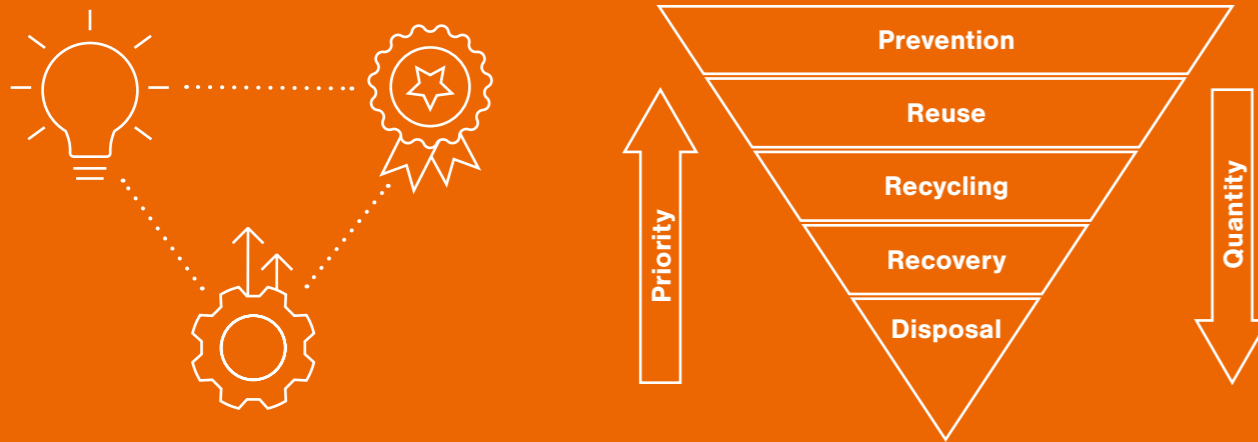
Resource conservation is complex – the aim being to strike the balance between using as much as is necessary, but as little as possible. Where can small tweaks be made to make things even more efficient and protect nature as much as possible? From the development and creation to the disposal of our products, we endeavour to protect the precious resources provided by our planet.

Product sustainability

Innovation, quality standards and optimisation are our top priorities for the use of all resources. This approach extends from our products and manufacturing processes to our resource handling and efforts to introduce closed loop systems. At the product development stage, we lay the foundation for the efficient use of raw materials. The entire product life cycle – from procurement to the most complete recycling option available – is analysed to keep the impact on the environment as low as possible. Products are also subject to specific energy and environmental requirements right from the project development phase. Transparent records are kept to document the specific objectives, any deviations and the results.

Waste management 306-1

We are aware that, as a large company, we contribute to the waste problem. However, compared to a small business, we also have more opportunities to address this challenge efficiently. Our waste management system is based on the waste pyramid. In addition to short transport routes, we also attach particular importance to the recovery of any reusable materials. We promote material recycling by constantly evaluating our waste streams and separating them according to type.



In plant 8, we use silos to automatically sort and collect the scrap.

Closed-loop system for zinc in our plants 306-2



We need zinc to manufacture certain components for our products. The production of primary zinc uses a lot of energy and CO₂, so we take great care to use this material efficiently. The zinc sprues produced during the die-casting process are fed directly back into the machine or sent to our in-house remelting furnace ready to be processed into new raw material. On average, 85 % of the waste material is put back into the system in this way. Around 30 of our 31 systems have the capacity to separate sprues from the parts and automatically remelt them. In addition to preserving the raw material, this internal recycling process has the climate-friendly advantage that the zinc waste does not have to be transported elsewhere and instead is quickly available for reuse.

Every year about 70 tonnes of zinc are so contaminated that we cannot recycle them. This corresponds to less than 1 % of our total consumption. This residual material is sent to our recycling partner who, according to their own data, reprocesses 98 % of it back into valuable zinc under the highest

environmental standards. As a general rule, we purchase zinc with a relative recycling content of 34 %. Since our recycling partner is also our supplier for the raw material, we can be proud that our zinc is part of a sustainable closed-loop system.

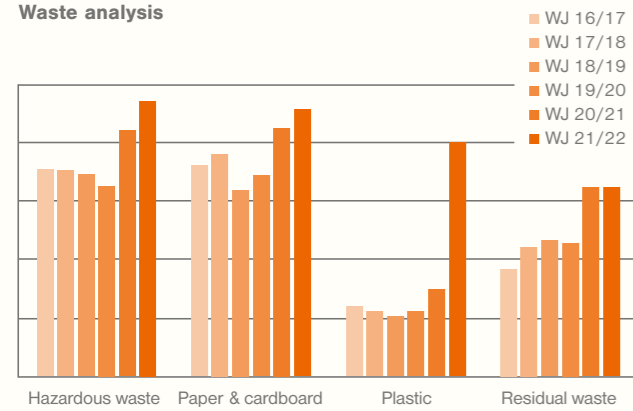
85 % 

of zinc sprues are reintroduced into the process (on average)

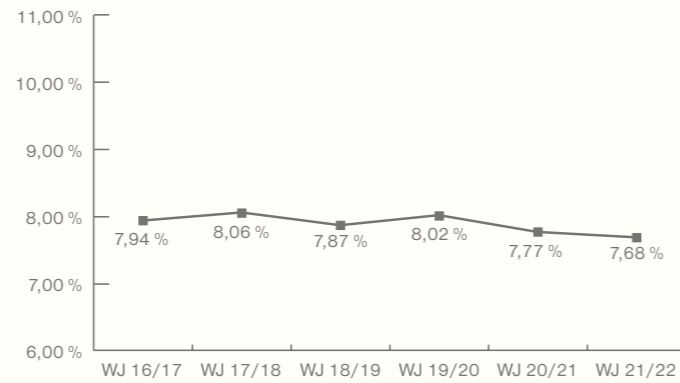
Waste analysis

Review 2021/22 – the figures

Waste analysis



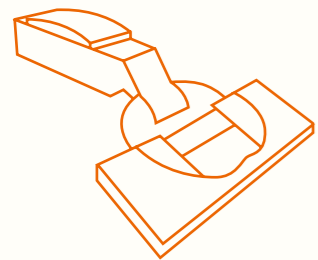
Percentage of raw materials not used as intended and therefore sent for recycling/disposal



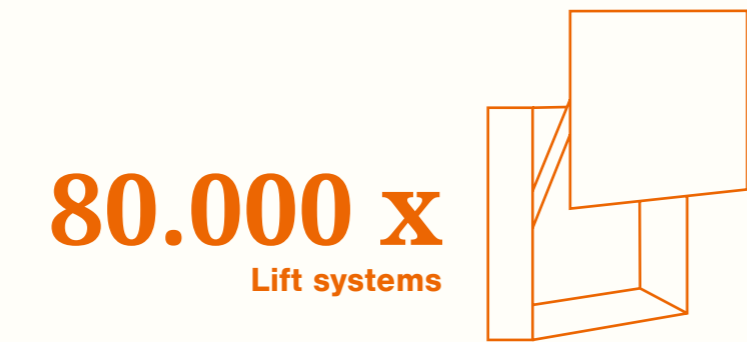
Thoroughly tested

All of our products undergo movement and stress tests. For example, they are tested for durability, static and dynamic loads and overpressure. These tests contribute to our sustainability efforts by helping ensure the longevity of the furniture in which our products are used.

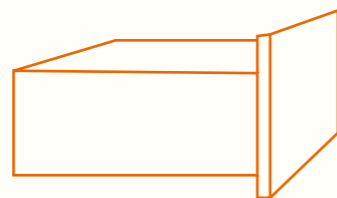
Our test labs' minimum requirements for opening and closing cycles are:



200.000 X
Hinges



80.000 X
Lift systems



100.000 X
Box and runner systems

Steel: the king of recyclables ³⁰¹⁻²

By far the most used raw material at Blum is strip steel. Steel can be completely reprocessed without any loss of quality – and as often as you like. That is why steel is also the most recycled material in the world, and a great option for saving on raw materials and energy.

Overview of the use of recycled materials ^{301-2, 301-3}

For us, the most effective way to conserve resources is to use recycled materials. This applies to both our products and packaging materials.

Percentage of raw material recycled

24%
Steel



34%
Zinc

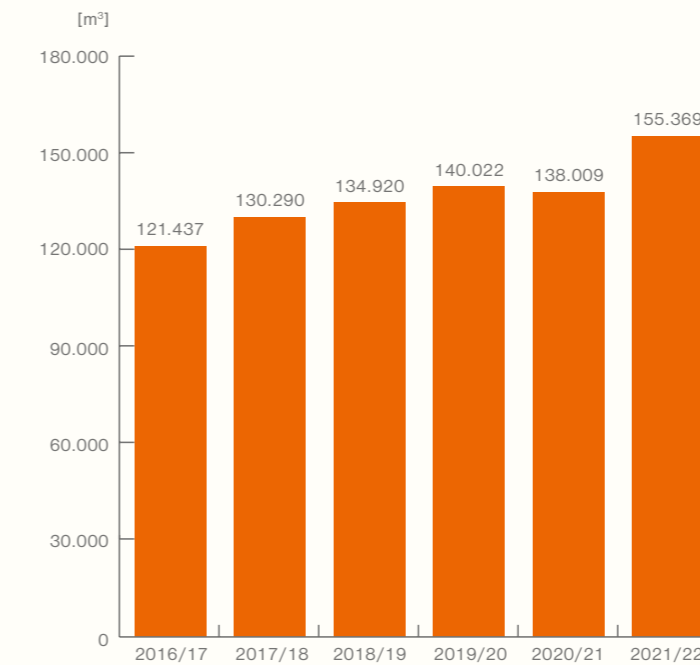
100% ^{FSC}
Wood

63%
Aluminium

97% ^{FSC}
Packaging

These are representative average values from our suppliers and reflect the proportion of materials recycled across our entire product portfolio.

Change in water usage



Our water consumption is determined mainly by the base load of the infrastructure. The decline in WIJA 2020/21 may have also been influenced by the poor summer weather, which was unusually cold. Another factor is the reduction in sanitary wastewater due to lockdowns, shorter working hours and employees working from home. With the resumption of normal operations post-pandemic, the water usage has increased again.



When used correctly, the special properties of the plastics used by Blum guarantee the functionality of our components for the lifetime of the furniture. They are free from harmful substances and their ecological footprint is significantly lower than that of other materials.

Michael Kessler
Product Plastics



Plastic as a resource

What might the environmentally-friendly use of plastic look like?

Plastic has fallen into disrepute in recent years, as it has become associated with too much waste, too little recycling and the unsustainable consumption of oil. And yet, due to its malleability and versatility, it is now indispensable in the fields of medicine, water supply, hygiene and food technology. At Blum, we use this durable material because its excellent recyclability means that its life cycle analysis is fundamentally positive. Indeed, plastic offers many advantages due to its mechanical and electrical properties. The first plastic injection-moulding machines were commissioned in the 1970s, and we at Blum now process 11 different polymers from over 150 different granulates. We produce over 2500 different plastic parts, all of which are free from harmful plasticisers, phthalates and PVC.

Wherever possible, we grind the sprues and immediately recycle the waste plastic, putting it straight back into the injection moulding system. By doing so, we succeed in using 98 % of the material. In the case of powder coatings, any powder that does not remain on the part is also fed back in using a cyclone system. This results in a waste rate of only 2 %. Our canteen is already using petroleum-free yoghurt pots and spoons made



from polyactide. Employees also make a daily contribution by reusing cups from the coffee machine, because ultimately the most resources are saved through reuse.

Use of materials at Blum

Relative percentages determined as average values across the entire product portfolio (by weight):

84% Steel
6% Cardboard
7% Plastic
2% Zinc
1% Aluminium

Usage rates for raw materials

Raw material	Usage rate
Zinc	98.2 %
Cardboard	95.9 %
Steel	78.9 %
Plastic (granulate, master batches and coating powder)	94.5 %



When it comes to resource efficiency, every year we save 1200 tonnes or 50 fully-loaded trucks delivering steel and removing waste.

Land as a resource

Sustainable space-saving for the future

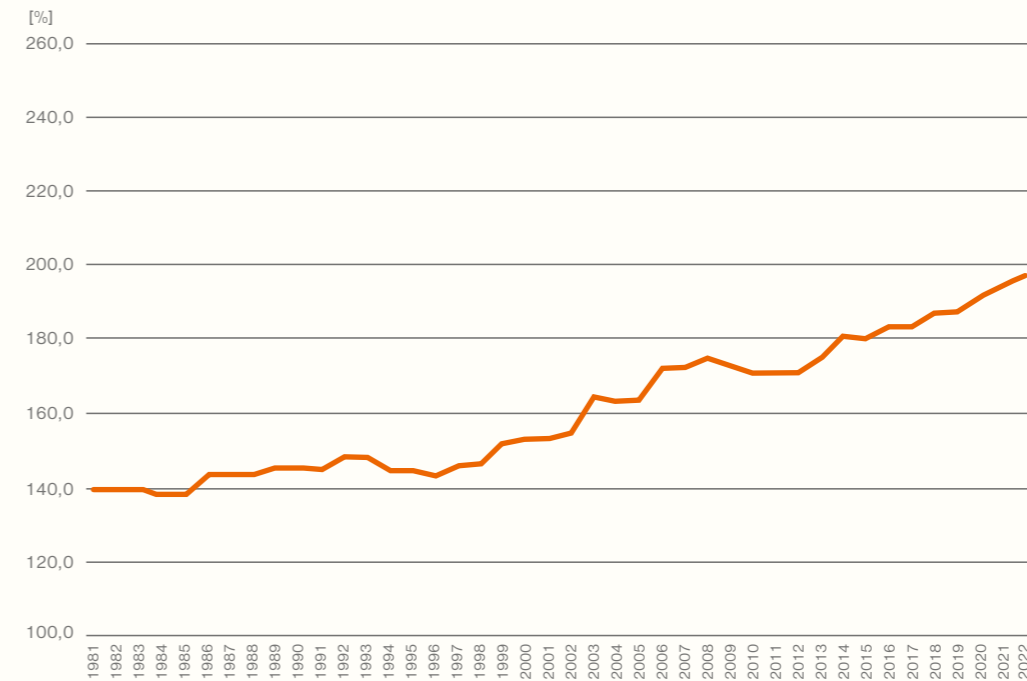
Land is a finite resource. In order to reduce our land use, we rely on dense construction. To provide a concrete example to illustrate our philosophy: on an area of almost 14,000 m² of built-up land, we use multi-storey construction to create around 50,000 m² of usable space. By building upwards over several floors, we can achieve seven football pitches' worth of space with the footprint of just two football pitches.

However, in order to implement these ambitious projects, we first have to improve the ground on which we build. These improvements will differ from site to site depending on the different properties of the substrate.

The buildings too offer a variety of structural challenges. That said, multi-storey constructions offer several energy-efficient advantages, since the external surfaces are smaller overall, which means they emit less heat than low-level buildings. The energy itself, required for operations and production, is less easily lost and also has shorter distances to travel.

A compact building is also more weather-resistant and durable. In our building projects, our aim is to make the best possible and most sustainable use of the land available.

Change in land use at Blum Austria



MOVING IDEAS
FOR SUSTAINABILITY

Focus on bees and blossom

13
CLIMATE
ACTION



15
LIFE
ON LAND



Management approaches

A high degree of biological diversity is the benchmark for a healthy environment and thriving natural world. Biodiversity describes the variety of living organisms on earth and the relationships between them. This diversity includes all living creatures and species, ecosystems and landscapes. Biodiversity itself is divided into three organisational levels: the diversity of the species themselves, the diversity within the species, i.e. their genetic range, and the diversity of the biotic communities in which the species live and the relationships between them. In order to promote biodiversity, the design of outdoor spaces must be based on well-founded concepts.

Concepts and goals when designing outdoor spaces

With every new development project, we always consider the outdoor space and work together with external specialists to create an overall concept. However, as our business expands and we take on new building projects and conversions, our existing outdoor spaces also need to be re-evaluated and altered in line with our goals for our outdoor spaces. Outdoor spaces

are planned as "green field" sites, i.e. existing architectural conditions are not considered to have been set. Parking, traffic and roof areas must also be taken into account, including the potential for photovoltaics, green roofs and biodiversity areas.



Operational environmental and energy goals in the area of biodiversity

Ongoing ecological improvement of existing green spaces

- Converting lawns into biodiversity areas
- Planting a mix of native fast and slow-growing trees
- Planting bushes and shrubs typical for the location to provide shelter and nesting places for animals
- Creating food supplies with suitable planting
- Connecting green spaces to existing green zones to create corridors for animals
- Training employees to look after these areas
- Adjusting outdoor lighting for greater efficiency



Creation of offsetting areas

- Creating green roofs
- Checking the viability of green façades
- Removing concrete surfaces from car parks
- Narrowing and removing concrete surfaces from existing paths where possible

Additional measures 304-1

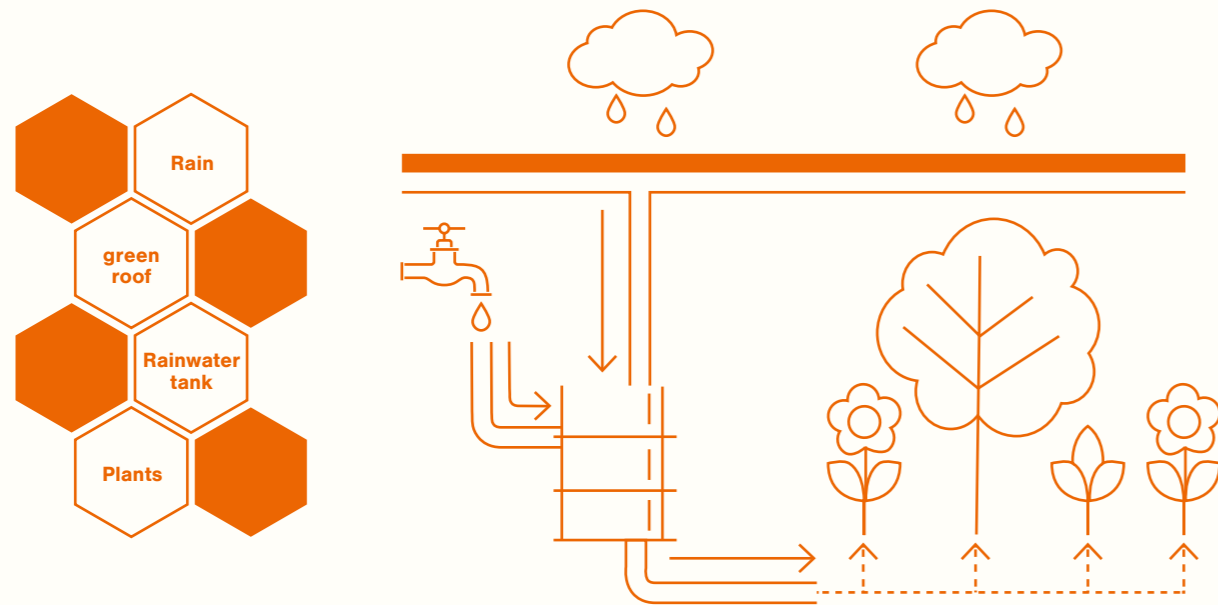
- Investigating the connection between our sites and protected areas
- Upgrading retention areas that contribute to flood protection during concept development phase
- Considering and planning for biotope areas in the case of new builds
- Cooperating with regional networks on biodiversity issues
- Establishing standards for the Vorarlberg area



Green roofs: an example for the future

304-2, 304-3

Diagram of the water extraction process



In Poland, Blum has launched a flagship project for energy-efficient commercial construction. The focal point of this project is the innovative design of the green roof.

Jasin k. Swarzędza is a suburb of the city of Poznań, which has over 500,000 inhabitants. In 2021, Blum built a new office and exhibition building there with a focus on energy efficiency, featuring façade heating, automatically controlled blinds and constant monitoring of the building's internal parameters. The building also has a water meter for meteorological analysis and is covered by a 1580 m² "green roof".

The green roof area absorbs almost 2000 kg of CO₂, supplies its own irrigation system and promotes additional biodiversity across the site. At the beginning of 2022, it was observed that bees had settled on the roof in large numbers and were therefore pollinating the plants.

The green roof helps collect rainwater and the building's own irrigation system – which is switched on for the growing season from April to the end of October – in all likelihood supplies all the water needed (up to 150 m³). The system is switched off in winter. Ground water is also used for cooling purposes and then released back into the water cycle.

This successful model will continue to be expanded in further building stages until the end of 2023. The plan is to increase the pilot testing area by 9200 m² to 10,780 m². Once complete, the total area will be equivalent to a football field, with the maximum dimensions of 90 by 120 metres.

This green roof project is a prime example of the environmentally-friendly and energy-efficient design of our buildings. A green roof has also been installed in plant 4 in Bregenz, as can be seen in the photo on the right.



Advantages of green roofs

Increased biodiversity	Increased humidity	Reduced outside temperature
Retention areas that contribute to flood protection	Improved air quality through CO ₂ absorption	More resistant to fire
Aesthetically pleasing and modern appearance	Expansion of the biotope network	Reduced noise emissions



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A variety of herbs, grasses and mosses grow on the roof of plant 4 in Bregenz. An orchid species has even been spotted there.

Laura Löffler
Sustainability Management

MOVING IDEAS
FOR SUSTAINABILITY

Full speed ahead for mobility

11 SUSTAINABLE CITIES
AND COMMUNITIES



13 CLIMATE
ACTION



Management approaches

Blum is serious about mobility and therefore established the post of Mobility Officer in 2019. The Mobility Officer is supported by a project team from various departments, who work together with her to develop, monitor and improve our mobility concept. In addition to surveying what's happening now, the team develops realistic goals for climate-friendly employee mobility. Their tasks also include evaluating the effectiveness of the measures currently in place. For example, the mobility concept is continuously reviewed by means of monthly vehicle counts and additional ad hoc samples. This allows us to assess whether our strategy for environmentally-friendly mobility is really working.

Travelling to work by bus or bike

Blum offers employees incentives to switch to an environmentally-friendly alternative for their commute.

If you were to orbit the earth three and a half times, that would be the same total distance travelled each day by our employees at Blum Austria – around 140,000 kilometres. As part of our sustainability commitment, we at Blum are asking ourselves how we can persuade our employees to opt for a greener alternative to driving. To do this, we have thoroughly analysed our employees' situation when it comes to travelling sustainably, looking at factors like how many employees live within cycling distance or have access to a bus or train route. This way, we can identify the areas with the greatest potential for improvement, which gives us a good starting point. An accessibility analysis by the Vorarlberg Energy Institute demonstrated that 60 % of our employees meet these criteria. On average, 38 % currently use an environmentally-friendly means of commuting, which equates to 2500 of the 7000 employees in Austria.

Blum has put together a 20-strong team from different departments with the task of developing a mobility concept combining a series of interlinking measures. The idea is to offer employees a basic package for each mode of transport in order to encourage them to travel to their workplace sustainably. For example, this may comprise financial support with the purchase of a high-quality bicycle or an annual ticket for public transport. These basic packages are integrated into a reward system that then incentivises employees to actually take advantage of them for their daily commute to work. This "Ecopoints" system will be presented in the next article.

As part of the Jobrad campaign, employees can buy a bicycle or e-bike from selected partners at an affordable price, as well as benefiting from national subsidies. Anyone who commutes to work by public transport or bike on at least four days of the week, and does not use the company car park, also receives a subsidy from the company. This makes cycling even more

appealing. Alternatively, employees can significantly reduce their ecological footprint by travelling to work by public transport. In return, Blum will cover the costs of a "VMOBIL maximo" climate ticket, which is valid throughout the entire federal state of Vorarlberg. With the Vorarlberg family pass, the whole family can even travel by bus and train for free.

In addition, the sites themselves will be upgraded to accommodate the additional influx of cyclists, with more bike racks and bigger changing rooms and showers, as well as measures to raise awareness. This internal initiative is also being supplemented through collaboration with external partners and local policies to promote the expansion of the cycle and public transport networks.

Both the bicycles and public transport tickets can – and should – also be used by employees privately, in order to encourage sustainable travel outside of the work context, too. And we aren't the only advocates for these ideas: our mobility concept even won the overall prize at the Verkehrsclub Österreich's 2022 Mobility Awards, the slogan of which roughly translates as "Let's turn transport around".



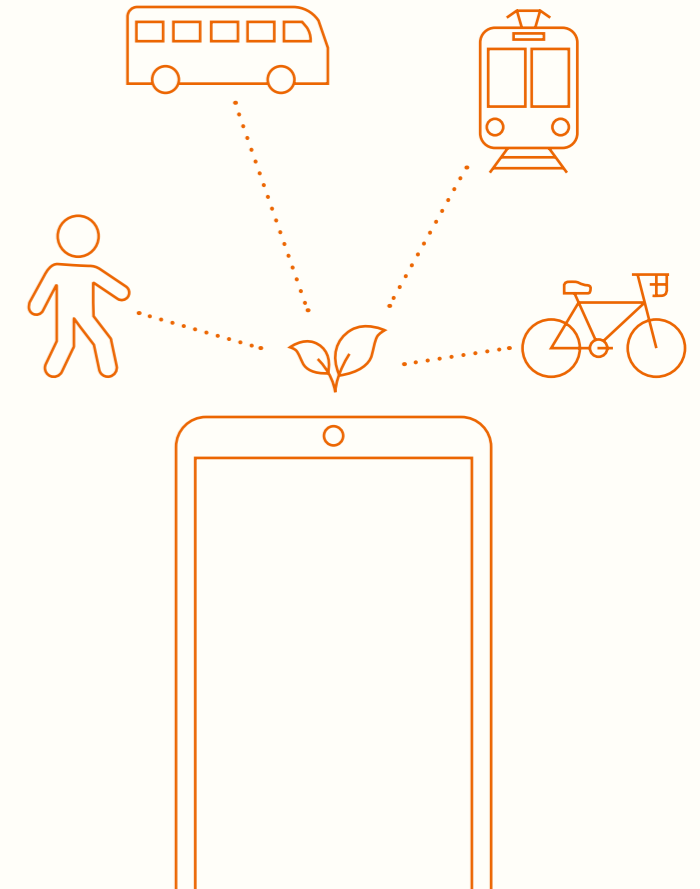
Get collecting!

Somewhat aptly, the mobility team never stands still. Together with a team of Vorarlberg programmers, they have gone on to develop a bonus system for environmentally-friendly commuting.

Blum gets furniture moving – and its employees too! With the aim of encouraging sustainable behaviour, we asked ourselves how we might create a long-term transition away from the car and towards alternative means of transport. And how we might combat our natural temptations and overreliance on the convenience of our own vehicles. With the "Ecopoints" software developed by a team in Vorarlberg, employees can now easily record their daily journey to work. Whether using public transport, walking or cycling, employees can use the app to compare their points each day and see how much CO₂ has been saved, so that they feel motivated to keep up their good habits. This also applies to those commuting by EV or carpooling.

Since January 2022, any "Ecopoints" collected in the employee app can be redeemed with partner organisations offering local wellbeing or other relevant products, services and projects. Partners for the scheme include sports retailers, organic food shops and fairtrade clothing stores, and there is also the option to donate to certain community organisations. Calculated over the whole year, employees can earn up to EUR 180, which they can exchange for attractive vouchers or reinvest into sustainable causes.

The initiative not only reduces the volume of traffic, but also frees up parking spaces, prevents emissions and helps keep people healthy. On the one hand, the Ecopoints system aims to incentivise those who have not yet switched to a climate-friendly option and, on the other hand, it should serve as a sign of appreciation to all employees who have already taken this step.





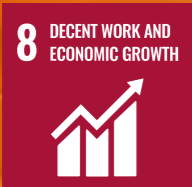
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Before the introduction of our mobility concept, 38 % of our colleagues were using sustainable methods of transport. Now that figure is 47 % on peak days.

Katharina Schön
Mobility Officer

MOVING IDEAS
FOR SUSTAINABILITY

Sustainable investment in future work and training



Management approaches

Any discussion about working for Blum necessarily includes the areas of occupational safety, employee health, apprenticeship training and employees' professional development.

Employee health

403-3, 403-6

The health of our employees is a very important issue for us as an employer, and one that we take very seriously. In addition to providing the statutory occupational health services, we have developed a pool of measures to keep our employees healthy and fit for work. One of the most important in protecting the well-being of our employees is our employee service – an internal point of contact for questions relating to work, health and family. For example, the employee service provides active assistance in acute emergency situations, advises on preventive action to promote better physical and mental health, and also assists employees with returning to work after a period of leave, as well as their transition to retirement. We also invest in ergonomic workplace design including height-adjustable desks and lifting aids.

Occupational safety

403-1, 403-2, 403-4, 403-5, 403-7

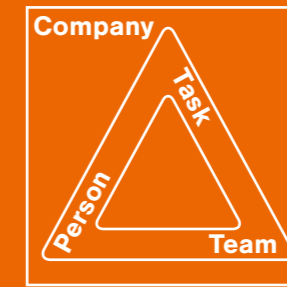
The management standard ISO 45001 provides us with guidance beyond the scope of applicable legal requirements. Since occupational safety affects our employees directly, we place a special focus on it. We maintain a database in which we record not only accidents at work, but also dangerous situations that almost led to an accident, which allows us to identify safety gaps and risks at an early stage and put measures in place to counteract them. In addition, potential hazards are continuously analysed through workplace evaluations and appropriate steps taken, even where accidents have not occurred. This includes physical and psychological risks, such as hazards arising from transport or potential cutting injuries. Each area of responsibility has its own set of safety instructions for new starters, as well as regular refresher training and ad hoc training as required. In addition to protecting employees, fire prevention and plant security measures are also important. Checks and tests are carried out to ensure that conditions are always being improved for the future. These measures are supported by the 72 security officers currently deployed across our Austrian sites.

The Blum Path: our organisational and staff development strategy

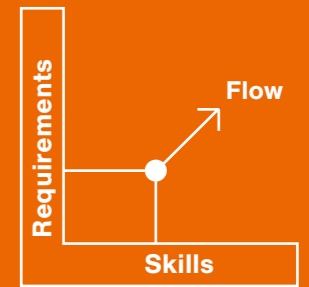
The all-round development of our employees and company is our top priority at Blum. The Blum Path unites us all in achieving our development goals. In this, we are guided by six principles:



Every employee is responsible for fulfilling their duties and for managing their own development. Employees should seek support from managers and fellow colleagues by maintaining effective, open dialogue. This transparency helps to foster understanding among all those involved.



When it comes to the development of individuals, teams or an entire organisation, the first thing we do is work together to look at the tasks at hand. Operational requirements and personal needs are aligned and the impact on teamwork is discussed. We always keep the company framework in mind. The framed triangle also forms the basis for our common understanding of performance.



To perform tasks as well as possible, employees must have the right abilities for the specified requirements. This "state of flow" is the best prerequisite for successful and fulfilling development – both in professional and private life.



Onboarding

A successful start is our first opportunity to demonstrate what an attractive employer we are. Once the application process has been completed, we stay in contact with future employees and invite them to company events, in order to keep their motivation high. We also have a buddy system in place, whereby new employees are assigned a professional mentor – a member of staff who is available to provide advice and support during their first few weeks. Not only does this relieve pressure from the employee's manager, but it also provides an informal opportunity to address issues that may not be directly related to work performance. We find this approach helps newcomers to quickly establish a proactive approach to work.



Learning at Blum

The benefits of learning on the job are often underestimated, although this approach has a much greater impact than learning in a classroom environment. That's why our motto is: "I learn as I work and I work as I learn." Working and learning simultaneously makes sense and is enjoyable if employees take on responsibility and engage in dialogue with colleagues. It also creates opportunities for employees to explore their strengths and weaknesses, and fosters a passion for personal development. In addition to on-site discussions in the workplace, internal communication is also supported through digital channels.

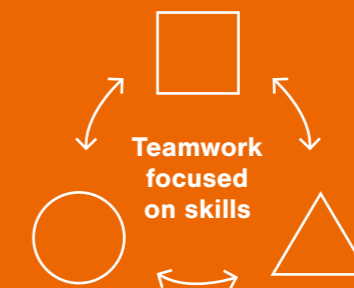


Internal training

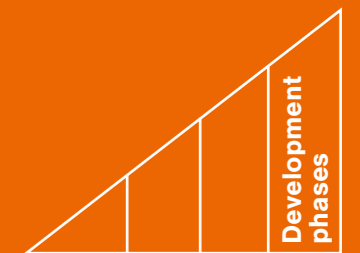
In order to ensure the success of our group in the long term, we need both strong managers and expert specialists with a very unique set of skills. We promote both of these groups, with equal opportunities for professional and personal development and support through internal training courses. It is important to us that our employees can focus on their strengths and are given appropriate tasks.



In addition to discussions with employees and colleagues, this mechanism offers the opportunity to ensure clarity and transparency, especially in day-to-day activities. This helps to enhance employees' self-awareness, identify possible development steps, and clear up any misunderstandings as soon as they occur.



In our large network, we all take on different tasks and roles every day, be it management, technical expertise, content creation, leadership or liaison. To ensure overall success, management tasks are distributed across multiple individuals, decisions are made by different experts and responsibilities are shared.

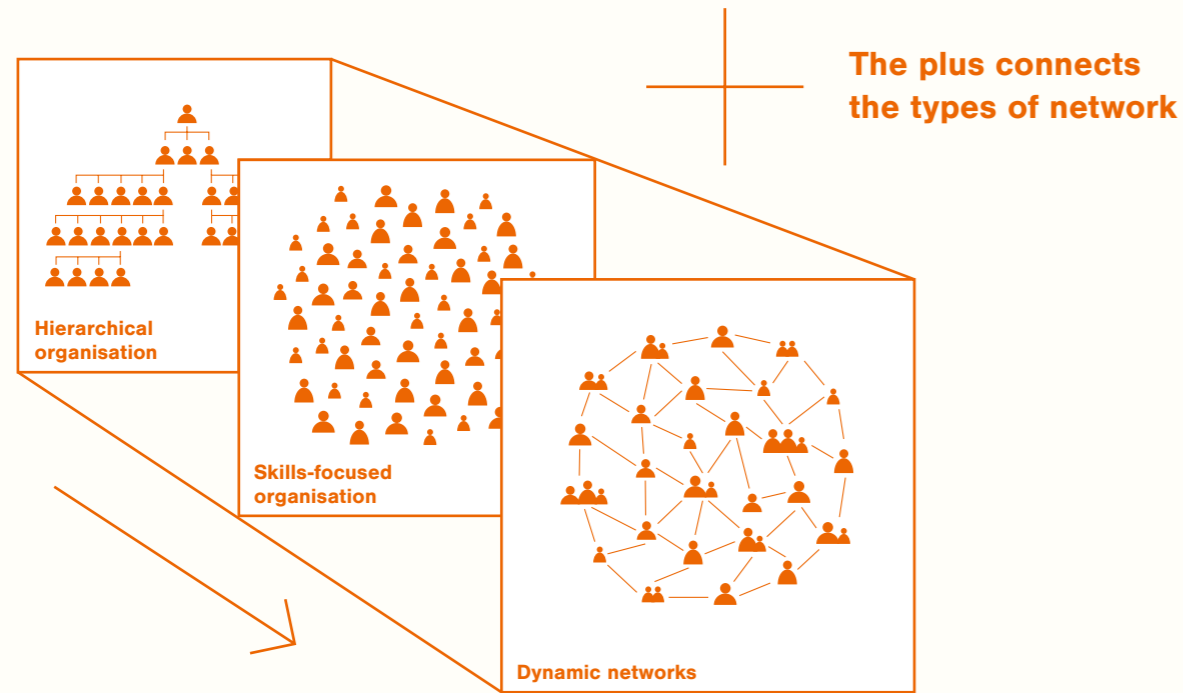


Continuous development along the Blum Path is essential for every employee, team and for the company as whole. Our approach begins right from the very first communication – before the prospective employee even begins work – and continues even after they have left the company. We offer the right support at all stages of our working relationship, as well as for the wide range of needs that come with different phases of life.

Leadership at Blum

We also have a hierarchy here at Blum. This is the structure of our organisation and it forms the backbone of our corporate functions and formal management structure. We work in dynamic networks in line with the resources and competencies of our employees. Employees can take

on different roles in different teams and thus make targeted use of their specialist skills and knowledge. Everyone in a leadership role is expected to breathe life into our company culture, strengthening it and actively helping to shape it.



Comprehensive apprenticeship training

Ten apprenticeships – one goal: to nurture the best specialists for our future! In 1972, Blum started training apprentices and designed a successful model that received a great deal of international attention.

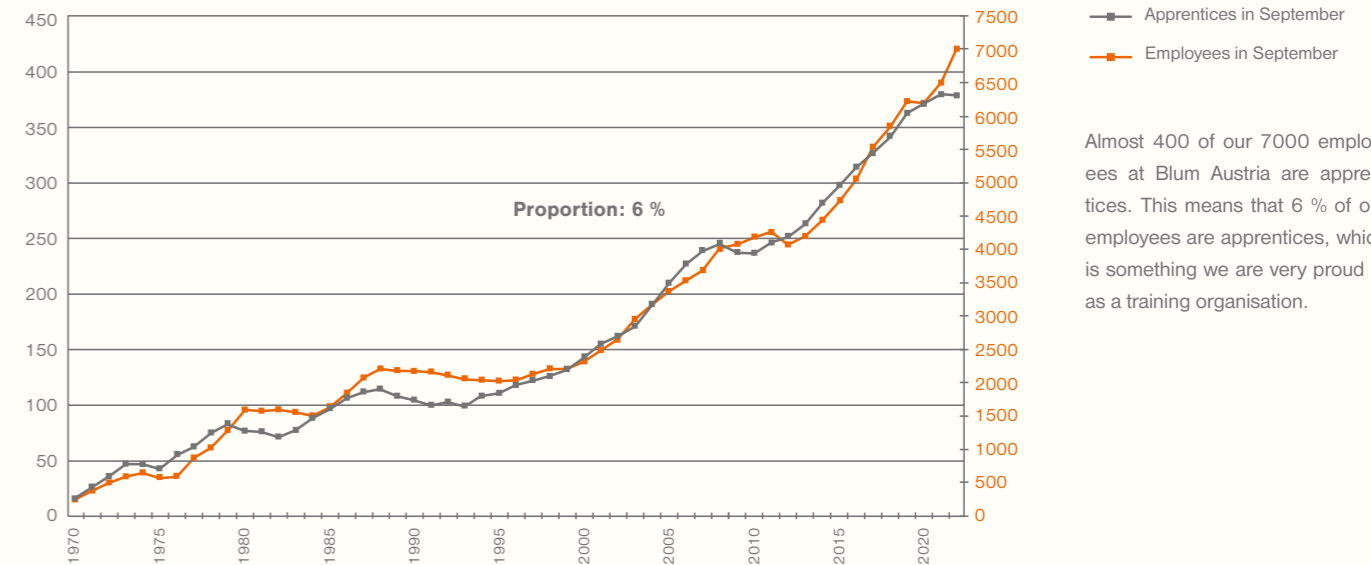
Blum has been training apprentices for more than 50 years. The content of the training is continuously adapted as circumstances change and new scientific findings emerge. For example, Blum has expanded the basic knowledge training to include environmental and energy topics, and integrated “TIMEout” as a fixed component in the first year of training. With “TIMEout”, apprentices are given one-and-a-half paid hours per week to do sports together or take part in games and exercises to improve group dynamics. This way, our apprentices learn from day one what it really means to be part of a team. Our goal is to offer everyone a permanent position after they have successfully completed their apprenticeship.

Another important pillar of our apprentice programme is the youth council, which acts as a contact point for apprentices and intermediary between the young people and their trainers. The council is elected every two years and consists of representatives of the same age. They organise excursions and

team-building events, and actively help to shape the training. For example, the council developed a set of guidelines for regular appraisal discussions between apprentices and trainers, which has now been implemented. The council also has an open ear for its fellow apprentices when problems arise at college.

In cooperation with the ‘Bundesgymnasium’ secondary school in Dornbirn, our apprentices also help implement projects for the FIRST LEGO League (FLL). The FLL is a worldwide educational programme that provides children and young people with access to science and technology. While the research and design are in the hands of the students, they are supported in the engineering and manufacturing stages by Blum apprentices and trainers. For three consecutive years, the team has come first in Vorarlberg, meaning they go through to compete in the Austrian elimination round.

Number of apprentices and employees employed by Blum Austria each September since 1970



Almost 400 of our 7000 employees at Blum Austria are apprentices. This means that 6 % of our employees are apprentices, which is something we are very proud of as a training organisation.



What I like about the apprenticeship at Blum is that the trainers are very helpful and we can ask questions at any time. Even as young professionals, we are taken seriously and actively participate in projects and production.

Xenia Danner, 3rd year of training as a design engineer

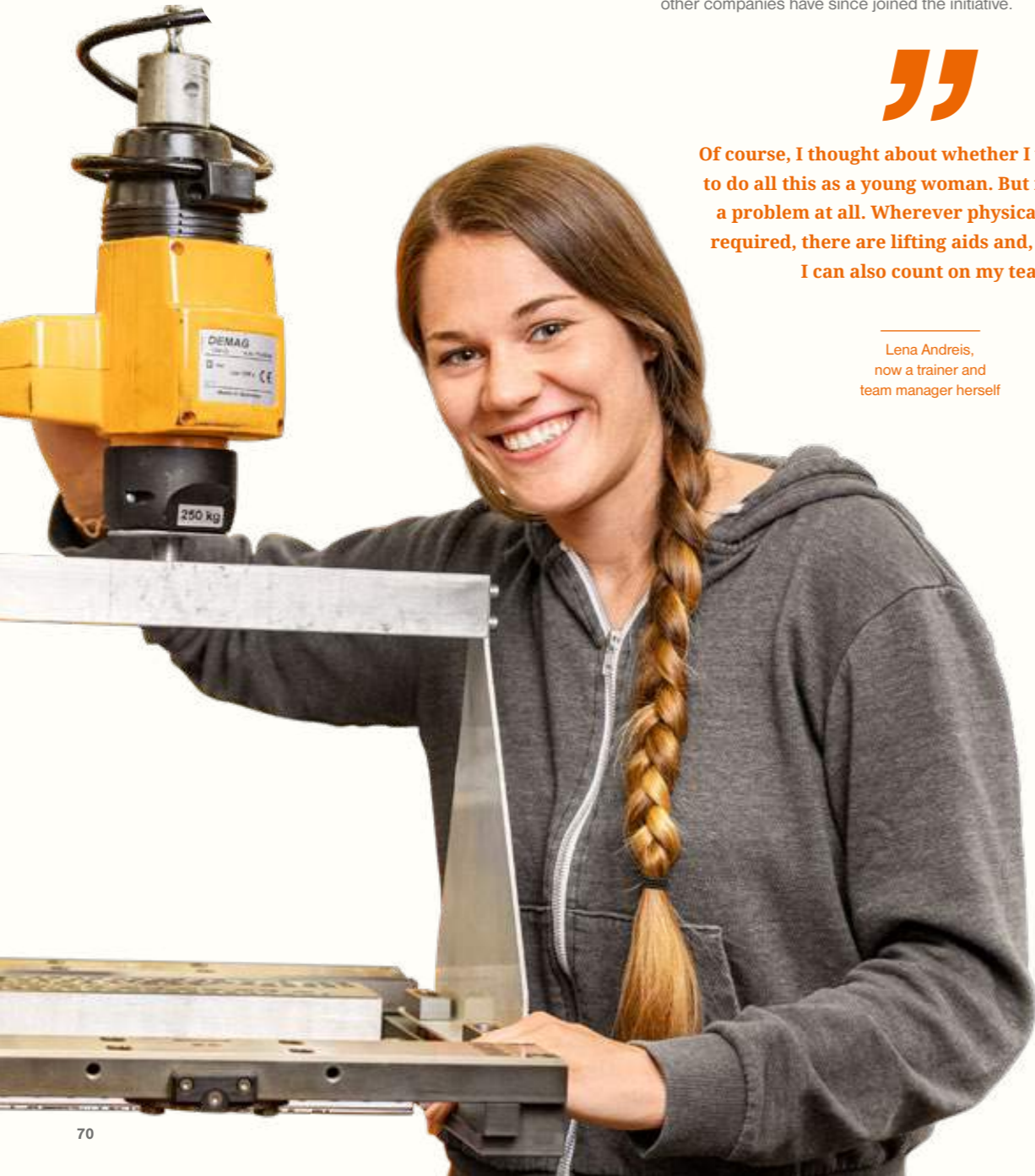


She believed she could, so she did!

Together with social partners, associations and other Vorarlberg companies, in 2011 Blum developed an initiative entitled “I kann’s! I trau mer’s zu!” (equivalent to “She believed she could, so she did!”). The premise of the project is to identify opportunities to improve male-dominated companies and professions, in order to successfully attract and retain girls in STEM professions.

The initiative aims to take traditionally male-dominated sectors and make them attractive workplaces for girls. For instance, marketing concepts and advertising campaigns have been implemented that are aimed explicitly at girls. After all, how are girls supposed to feel a campaign applies to them if the posters only feature boys? Visibility is key. Gender-sensitive and neutral language also helps because it makes these professions seem a real option

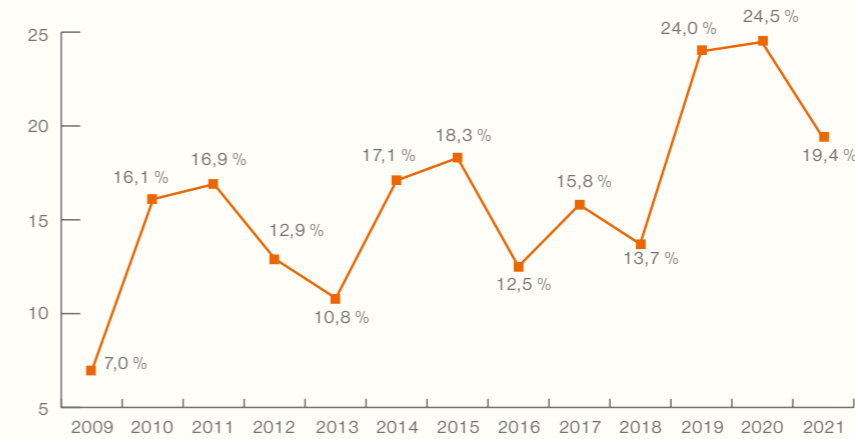
for girls, especially in German-language apprenticeship adverts where the names of prospective professions are often only stated in the masculine form. Raising awareness is another major factor. Now, more than 10 years later, the focus of the initiative has shifted to highlighting commonalities. As part of “She believed she could, so she did!”, a checklist has been created to help companies make their work environment more female-friendly and other companies have since joined the initiative.



Of course, I thought about whether I would be able to do all this as a young woman. But it hasn't been a problem at all. Wherever physical strength is required, there are lifting aids and, if necessary, I can also count on my team.

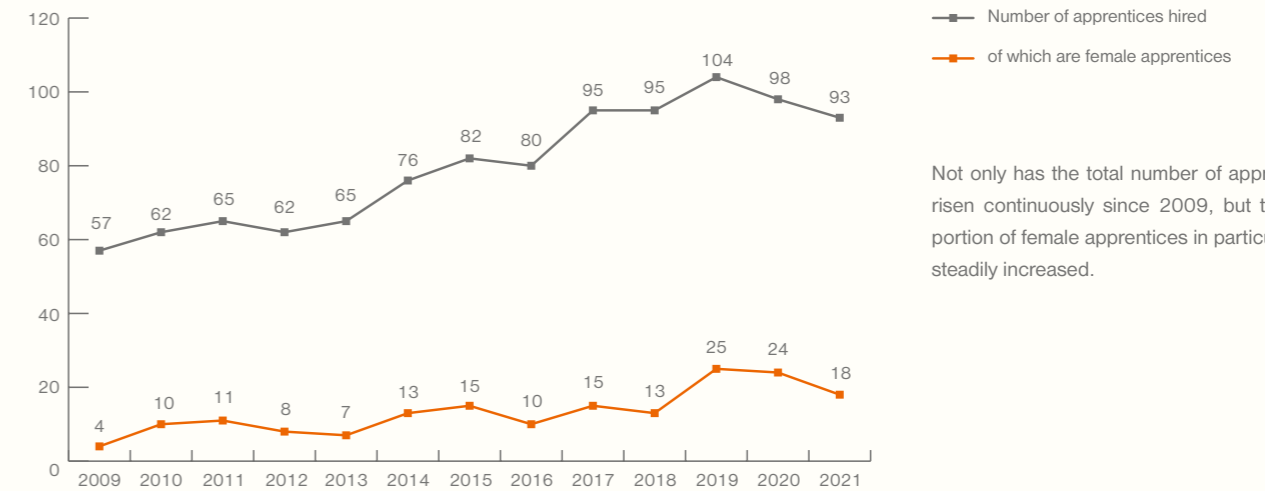
Lena Andreis, now a trainer and team manager herself

Percentage of female apprentices



At Blum, the proportion of women in apprenticeships was 7 % in 2009, but this figure more than doubled to 17 % following the campaign launch in 2011. In 2020, we even achieved our highest ever quota of 25 %.

Number of apprentices hired



Not only has the total number of apprentices risen continuously since 2009, but the proportion of female apprentices in particular has steadily increased.



The “Roberta” robot workshops have also helped encourage girls to get enthusiastic about technical professions. For many more recent female apprentices, this was the initial spark that ignited their interest in an apprenticeship at Blum.



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Our current apprentices aren't just skilled professionals; they're the managers of tomorrow. Their professional and personal development therefore constitutes an investment in the future.

Robert Kaufmann
Apprenticeship Manager

“I’ll come too”: Vorarlberg Future Day 2022

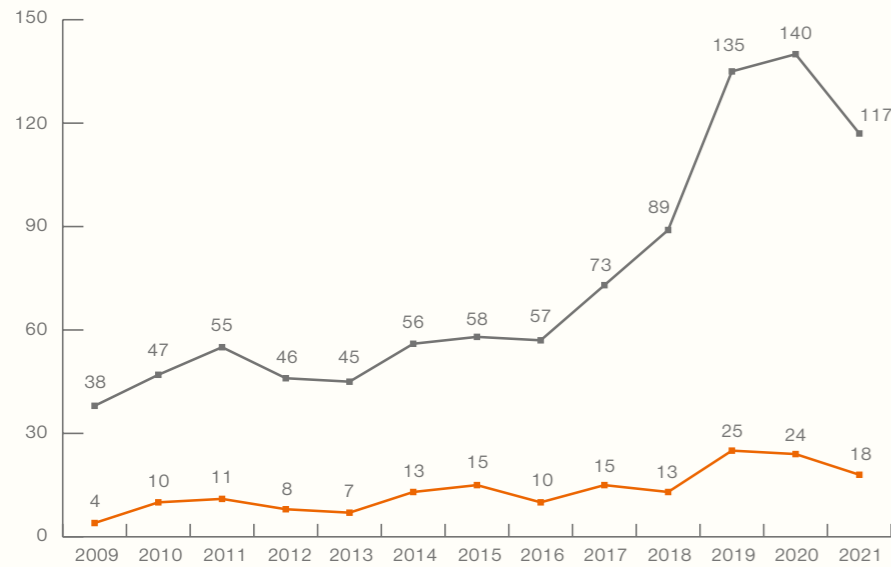
Paper planes, foam mushrooms and Nine men’s Morris – all hand-made at Blum

This year the Vorarlberg Future Day celebrated its 20th anniversary. Since 2002, once a year girls and boys between the ages of 10 and 14 have been invited to spend the day with their parents, relatives or friends at their place of work. On 23 June 2022, 70 children and young people visited us and got the chance to experience some of the specific jobs and individual areas of our family business. They even got some hands-on experience in

the toolmaking department, where the young visitors eagerly punched out and assembled paper aeroplanes, which were then digitised and personalised in the design engineering department. They also diligently mixed foam mushrooms in the laboratory and created their own Nine men’s Morris game to take home with them. We are delighted to support this campaign every year and give children the opportunity to explore their parents’ workplace.

Trials pay off

Number of girls who attended apprenticeship trials in relation to the number hired



— Girls who attended an apprenticeship trial
— Number of those hired

From 2009 to 2019, our hiring rate for girls has increased more than seven-fold and remains consistently high.

Parental leave

Total number of employees who have taken parental leave 401-3



Change in employee demographic

Total number of newly hired employees 401-1

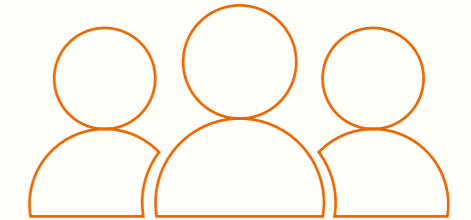
Age	Female	Male
< 30	60	370
30-50	92	306
> 50	13	27

Fluctuation (absolute) 401-1

Age	Female	Male
< 30	38	164
30-50	58	106
> 50	-9	-47

Fluctuation (relative) 401-1

Age	Female	Male
< 30	7.10 %	12.80 %
30-50	8.20 %	6 %
> 50	16 %	7 %



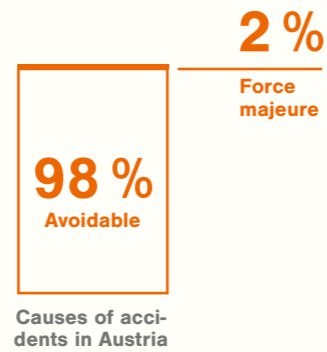
868
newly hired employees



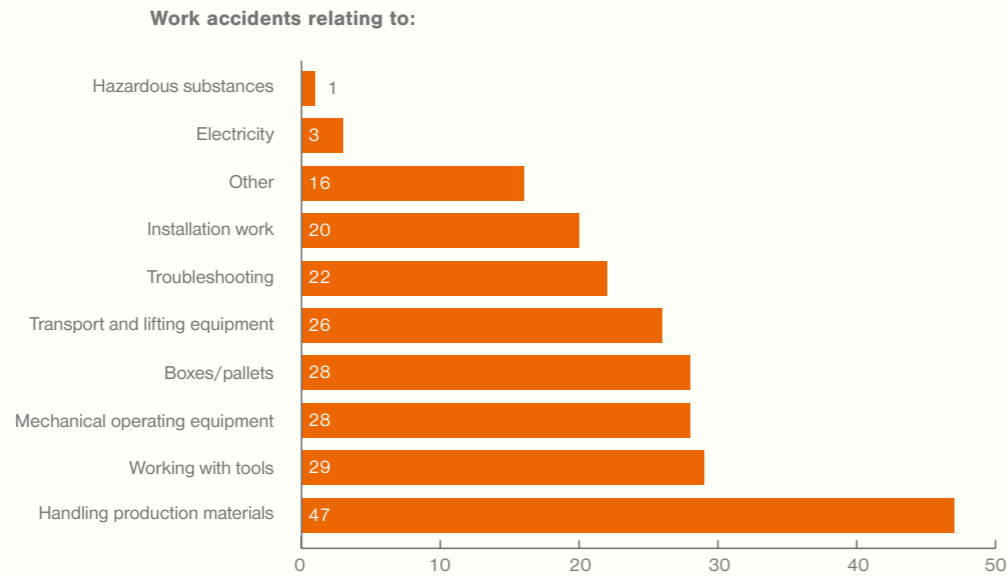
Blum accident analysis 403-1, 403-2

Statistics show that anything that can happen will happen sooner or later. And when unsafe conditions become a habit, it's only a matter of time before an accident occurs. That's why the analysis of accidents at work and dangerous events is crucial.

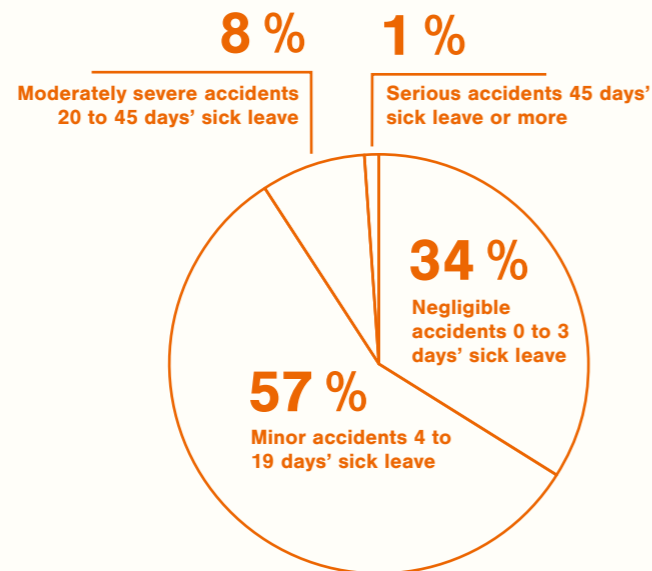
According to www.gesundearbeit.at, 98 % of the causes of accidents in Austria can be traced back to human error.



By far the most common accidents happen when handling production materials. Around 70 % of injuries occur on the hands, most of which are cuts.



91 % of all accidents at work are negligible or minor accidents. Only 1 % of people are injured badly enough that they need more than 45 days of sick leave to recover.



Blum employee service: internal point of contact for help and support 403-4, 403-6

403-4, 403-6

The Blum employee service team can be reached via an internal telephone number and email address. First and foremost, every employee is responsible for their own life, their own health and their own development. However, we all come across situations where we need help and support, such as:



Health

- Dealing with stress, anxiety, panic attacks
- Burnout, boreout, depression
- Grief
- Absences due to illness
- Suicidal thoughts



Profession

- Over- or under-challenged
- New career direction
- Conflicts in the workplace
- Quiet quitting
- Returning to work after a long period of sick leave
- Entering retirement



Family

- Pregnancy and childbirth
- Childcare
- Parenting
- Illness or caring for relatives
- Relationship problems, separation, divorce

Goals of the employee service

- To intervene and provide stability in crisis situations
- To provide support during difficult and stressful life and work situations
- To assist with returning after a period of leave from work (e.g. phased returns)
- To promote preventive action to maintain health and fitness for work



We support our employees in navigating difficult life and everyday situations. Any concerns will, of course, be treated with the utmost confidentiality. If necessary, we will also draw on our network of responsible bodies both inside and outside the company.

Excerpt from the guideline on the employee service

Water-based cleaning

Plants upgraded with solvent-free BIO-CIRCLE washstands

The use of hazardous substances is unavoidable in our day-to-day work. It is therefore important that our employees are protected when working with these materials. One way we achieve this is through the necessary protective clothing. Another is by reducing the amount of substances used to the absolute minimum. However, the most effective protective measure is to substitute the hazardous substances altogether. In other words, to replace them with a less dangerous or harmless alternative.

This is exactly what is currently happening with the washstands in our plants. Older models use flammable solvents which can be hazardous to health. These have now been replaced with high-performance BIO-CIRCLE washstands throughout plant 4. The cleaning equipment from BIO-CIRCLE primarily uses water and is therefore completely safe to use. Nevertheless, in tests the washstands produce almost the same results as solvent-based cleaners. So there is no reason not to swap!



Overall employee numbers

Number of employees at Blum Austria 2-7

	Female	Male
Full-time	672	5870
Part-time	232	206

100%
of employees covered by
the collective agreement.
2-7



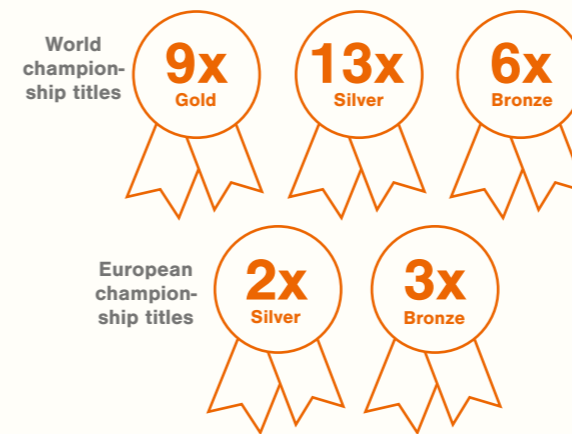
♂
6076
male employees

♀
904
female employees

Laptops for learners

Digital education is now an integral part of the Austrian curriculum, but digital learning only works if you have the technical equipment for it. That's why Vorarlberg companies have joined forces and donated a total of 75 refurbished laptops to Caritas. Magenta Telekom has also provided SIM cards for free internet access and the Vorarlberg Chamber of Commerce has supplied 30 network routers. This scheme is benefiting the 15 Caritas learning cafés in Vorarlberg, as well as several refugee families.

Our previous successes at the WorldSkills Championships



As of December 2022

Reverse mentoring

Learning from each other: young people help the oldies in the digital workplace

We have now completed the second round of our reverse mentoring scheme, in which the usual transfer of knowledge from more experienced colleagues to newcomers is reversed. This idea makes complete sense, especially when it comes to the "digital workplace". Digital natives are used to the fast pace of the digital age and are usually quick to learn how to use the constantly changing IT systems. That's why we have set up an initiative where younger colleagues act as mentors for the older generation. The younger staff are on hand to answer specific questions and provide helpful tips and tricks at a suitable and convenient time. We have also developed a special test to assess employees' skills and help clarify whether reverse mentoring is the right course of action. Other important benefits of reverse mentoring include the networking opportunities and the development of skills among the young mentors, as well as the opportunity for multi-generational interaction. This is how lifelong learning works today.



Education is the key to a better society. This scheme demonstrates the help that can be offered with a little bit of initiative and a network of different people. A huge thank you to everyone involved who have made this amazing scheme possible.

Walter Schmolly,
Director of Caritas Vorarlberg

Competing with the very best

Our high-quality training meets the mark, even on an international scale. Blum apprentices regularly take part in WorldSkills, the professional championships in which the world's most accomplished performers in each profession compete for the European and then the World Championship title, just like in a sporting tournament. At every competition, the quality of Blum's training is put to the test and our young adults also gain valuable international experience.

Blum in Africa

Development partnership promoting dual vocational training in Kenya

Our commitment to training does not stop at our national borders. Together with the state of Vorarlberg, a local sales partner and the Austrian non-profit organisation ICEP, we are now taking our expertise to Nairobi in Kenya. The goal of this development partnership is to actively involve young people in economic life, to improve their chances in the jobs market and to establish cabinet making as a skilled profession in Kenya with secure future prospects. Since the start of the project in September 2019, 42 cabinet makers have been trained, including 11 female apprentices. We are providing equipment such as modern machinery for drilling and installing fittings, as well as professional support in setting up a new training programme and helping train the teachers on site.

GRI index

Julius Blum GmbH has reported the information cited in this GRI content index for the period from 1 July 2021 to 30 June 2022 with reference to the GRI Standards.

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Our sites in Austria, Poland and China are certified to the international standards mentioned below.
Our site in the USA is certified to ISO 9001.
Our site in Brazil is certified to ISO 9001, ISO 14001 and ISO 45001.



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