



# We Care

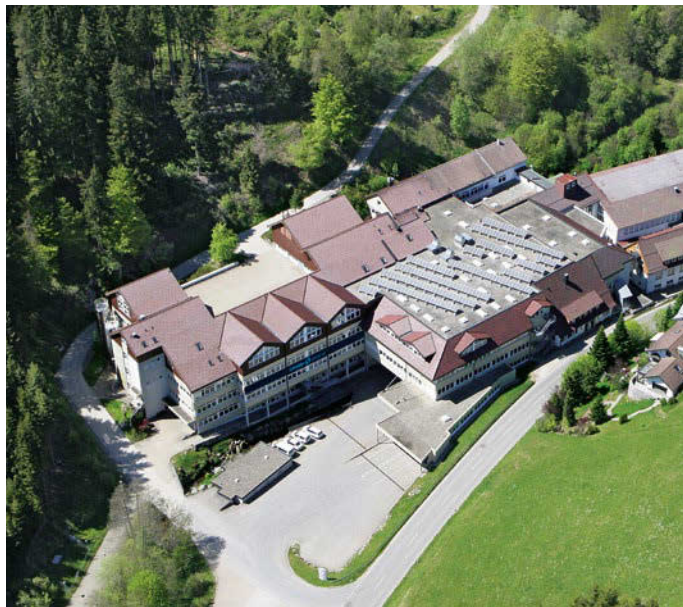
## Sustainability Report

Contains the 2014-2017 environmental declaration according to EMAS

Made in Germany

**Schneider**  Write it

# Content



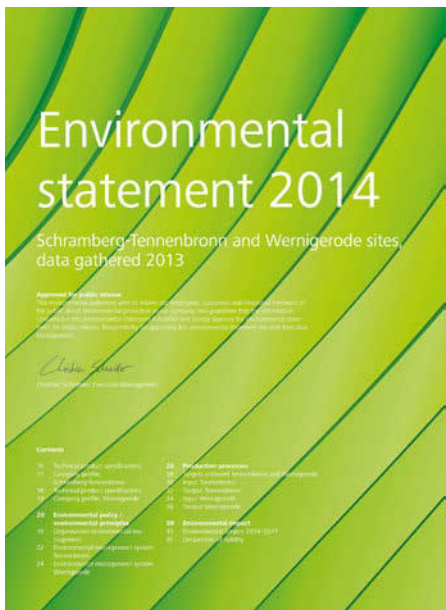
## Organic? Ecological? Recycling?

We refuse to try to fool the consumer with spurious green-washing campaigns, and are equally unwilling to compromise on the practical value of our writing instruments by using poor quality materials. For further information see pages 10 - 11.



## You can always go greener

A continuous improvement process involving new environmental targets is a key requirement of EMAS certification. For what this has meant for Schneider, see from page 4 onwards.



## Social responsibility

We are not just concerned about nature, but also about the welfare of our staff, service providers and suppliers, as well as the people who live nearby. For further information see pages 12 - 11.

## Environmental declaration

The consolidated and certified environmental statements for our production sites in Schramberg-Tennenbronn and Wernigerode according to the EMAS ordinance can be found from page 14 onwards.

# We Care

Dear Reader,

Schneider has been certified according to EMAS since 1998 and publishes a consolidated and validated environmental statement every three years. The same goes for 2014. The only difference is that this year we have decided to report on our activities in greater detail in the form of a sustainability report.

Why? Firstly because this enables us to provide more information in relation to previously unreported environmental measures as well as the important area of social sustainability. Mainly, however, because the issue is very important to us - much more important than can be expressed through a formal inspection document like the EMAS environmental statement.

Since 2013, all our packaging carries a logo with the words "We Care". This is intended to express our attitude in a nutshell, while at the same time drawing the attention of critical consumers to our involvement in environmental issues. On the Internet, we have established a separate "We Care" area under [www.schneiderpen.com/we-care](http://www.schneiderpen.com/we-care), where we can provide compact reports on our activities appropriate to the media. This report presents these facts and goes into greater detail in order to offer you a complete picture of our ecological involvement, supported by the certified environmental statement.

We care - yes we really do care and it is important for us that you should know this. After all, some of our less spectacular measures, such as the use of waste heat from machines to heat a warehouse (page 9) achieved more than giving our product advertising a green spin, even though the related ecological balance remains murky.

This brochure will take you on a short tour of our factories in Tennenbronn and Wernigerode - we have brought together a whole host of details under the headings "Resource conservation", "Energy efficiency", "Energy saving", "Avoidance of waste" and "Environmental protection". We would be happy to answer your questions. Write to us. We look forward to a constructive exchange of opinions.

I hope you find some interesting reading.



Christian Schneider,  
Executive Management



**Christian Schneider**  
Executive Management



**We Care**



# You can always go greener – provided the will is there.

These days „organic“ is like a magic word and runs the risk of becoming debased. It is often used as a front for PR exercises and dubious products. We are concerned about more far-reaching issues, which is why we launched a continuous improvement process in 1998. We are tireless in our quest for new ways to produce even more responsibly. We are achieving measurable results.





When we received our first EMAS certificate in 1998 - we were the first in our industry to do so and retained this unique status for over ten years - many people shrugged: what was the point? Although the issue of environmental conservation was nothing new, people tended to associated it with "big", spectacular or high-profile issues like nuclear power, deforestation, oil tanker catastrophes or dioxin. How could a German producer of harmless writing instruments ever hope to keep up? Why should he particularly care? The term "sustainability" gradually began to occur in public discussions with greater frequency, particularly in the area of architecture and construction, while "organic" came to be applied more to food-stuffs and clothing.

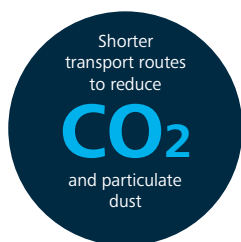
However, from the outset, there were many people who were alarmed by environmental damage and who otherwise felt powerless to do anything about it except by taking responsibility into their own hands and trying to bring change through their own behaviour. This happened at a private level, whether through the separation of household waste or the conscious decision not to use a car - so why shouldn't it be possible to apply the same principles to a business that produces over two million items each day?





#### Energy-saving devices

New, more efficient injection moulding machines and energy-saving computers and screens reduce consumption.



Thus, we began a systematic analysis of the company for ways to reduce our environmental impact, replacing critical materials, improving occupational safety and cutting consumption of finite resources. Our approach is not just based on our own insights, but also on advice from the professionals. We now tend to think beyond our own production facilities. Our corporate carbon footprint and product carbon footprints also consider the raw materials we purchase and the transport services we use, forming an important supplement to our existing environmental commitment.

**"We don't see environmental protection as a marketing gimmick, but rather as something to be taken for granted, as much an integral part of the company as our logo or our accounting department."**

#### The world of longevity.

The most effective way to avoid waste is not to produce waste in the first place. Although we cannot hope to achieve this utopian ideal, we can make an important contribution in this direction through the design of our products.

All of our writing instruments are designed for a high practical value and long service life. The solid craftsmanship guarantees unlimited use for many years, the filling volumes reflect the maximum capacity of the containers, while the ink formulae and casing materials also ensure maximum shelf life.

Another important factor is the refill option available with many of our products. Only simple and effective solutions are really used. Here are two examples: We have developed a Plug+Play system for our ballpoint pens with a universal shape for various lead formats. This means that the right lead is never too far away. Or the quick refill system of the Maxx-Eco highlighter: just insert the cartridge and you're done - as easy as ABC.

#### Materials that conserve resources

Another way to conserve resources is to use recyclable materials. This is an extremely complex issue, particularly because the functional and aesthetic aspects of the product should not be compromised; see page 10. What is clear is that writing instruments can only be partly produced from recycled and organic plastics at present. However, we are not waiting for an all-encompassing solution to be found; instead we are already taking the first steps in areas where action seems to make sense. We already produce various components from recycled material and, in the K3 Biosafe, have brought a ballpoint pen to market with a casing made from renewable raw materials. More mass-produced products will follow.

#### Environmental concerns and social responsibility are important to us

Our family-run company runs its production from locations in the idyllic recreation regions of the Black Forest and the Harz mountains. Thus, thanks to the efforts of the Schneider family, environmental responsibility is more deeply anchored in company policy than ever.



#### Re-using materials, avoiding waste

We started analysing our production many years ago, looking for ways to re-use materials. Regular inspections and investments have also led to continuous improvements.

Two examples may illustrate this: Any waste or faulty parts produced in the plastic moulding shop are ground up directly at the machine and then returned to the production process. In addition, cutting oils for metalworking can also be re-used if correctly filtered and treated. Overall, by standardising the materials we use, we have succeeded in increasing the share of re-usable production waste to 85%. The volume of waste in relation to product weight has declined by 30% since 2004. The waste produced in the plastic injection moulding shop is less than 2% of the material used.

#### Responsible packaging

The product now also includes the packaging. Most of our boxes are made of cardboard with an 80% portion of recycled paper. For blister packs, etc. we only use PET foil, which can be disposed of safely. In a move designed to avoid long transport routes, we obtain more than half of our packaging from suppliers within a radius of 50 km. In addition, we supply retailers with millions of carrier bags made from 100 recycled paper, making a significant contribution to the move to reduce the number of plastic bags.

#### A long-term view

Various internal and external laboratories have confirmed that our writing instruments are completely safe. However, we also take a long-term view: we avoid using materials that cannot be disposed of safely, such as PVC. This actually exceeds statutory provisions.





#### **We Care: we really do**

Our brand core also involves accepting responsibility for society and for future generation. That's why we haven't simply jumped on the ecology band-wagon, but have played an active role in environmental issues for many years. Early EMAS certification in 1998 is just one sign of this.

**"Our activities and measures focusing on society and the environment are carried out under the motto 'We Care'."**



#### **Regenerative - a clear promise for power usage**

We have consistently pursued the aim of avoiding all energy sources that use non-renewable resources or that pollute or endanger the environment. The first step towards clean electricity was taken as early as 1998 and the changeover to regenerative power sources was completed in 2010. We get the electricity to run the Tennenbronn plant from the Wyhlen hydroelectric station (brand: NaturEnergie) while Wernigerode is powered by the Steinerne Renne waterfall (brand: Klick natur).

We also generate our own power both from co-generation and from the solar panel system installed in our factory.

#### **Saving energy: electricity**

Regardless of the use of clean energy and increases in efficiency, the immediate reduction of energy consumption remains a higher goal that we follow in every possible aspect of our business.

The electricity required by the plastic injection moulding shop accounts a great deal of our consumption. With an investment of around EUR 3 million, we have renewed our fleet of machines with 26 hybrid and fully electric injection moulding machines that feature particularly efficient consumption levels.







**15%**

of staff travel by  
bicycle

**54**  
E-Bikes

However, electricity is not just required to run our machines. Consumption by computers in our administrative and technical departments is also considerable. In this case we have managed to reduce power consumption by more than half by using energy-saving systems. In addition, lower consumption flat screens with the Green-IT, EnergyStar and Blue Angel labels have been installed. Energy consumption in the data centre has also been significantly cut by using external air for air conditioning purposes.

Even the stream that runs through our site in Tennenbronn plays its part in saving energy. When fed into our cooling system, the water significantly reduces the use of cooling machines, which consume energy. Naturally we make sure that the water is completely clean when it returns to the stream and that the flora and fauna are not damaged in any way.

### **Saving energy: heat**

The thermal energy generated during production is used to heat our buildings as well as for other purposes. In 2008 we decided not to install a separate heating system when completing a new warehouse in Wernigerode - instead the hall is heated solely through the use of waste heat from the injection moulding machines. Conversely, the hall to be heated helps cool the machines and thus saves energy for cooling systems. Furthermore, the waste heat is used all year round to warm the service water, keeping a steep entrance to the Tennenbronn site ice-free in the winter time.

### **Saving energy: fuel**

In recent years we have consistently replaced older vehicles in our fleet with cleaner, more economical models, while an electric car has been available since 2014 for shorter trips.

Many employees choose to keep fit and help the environment by coming to work by bicycle. Our free fleet of company e-bikes now numbers more than 50 and the scheme has won awards from Baden-Württemberg and B.A.U.M. The e-bikes and a company bus, also provided free-of-charge, helps us save approx. 50,000 car kilometres and approx. 25 parking spaces. Also, when it comes to business trips, we always take the train as our preferred means of transport whenever organisational aspects allow.

Naturally, the opportunities to save on fuel don't stop at one's own car door. By favouring regional suppliers (see above) we ensure that transport routes are kept short. We also concentrate our freight volume on a single transport company, thus ensuring the most efficient utilisation of resources.

### **The Black Forest and Harz regions**

Finally, there is one aspect that is paramount for us. We are deeply committed to our locations and their respective regions. The Black Forest and the Harz are among Germany's most picturesque areas and important recreational facilities. Our environmental efforts always have a very specific context, which also gives us greater motivation.

We have done everything we can to ensure that our rising production volume does not negatively impact on the landscape. The focus is on reducing the usage of space, cutting traffic and emissions and protecting water sources. Overall, the area covered by building development and hard paving has been reduced by almost 50 percent in the last ten years, when measured against the products produced.

### **Conclusion**

Good interim results are no reason for us to rest on our laurels. We shall continue to look for ways to reduce energy consumption and increase environmental protection as we manufacture our products - our achievements to date give us confidence that we will have news of more advances in our next report. You can always go greener - provided the will is there.



# Organic? Ecological? Recycling?

## Dream and reality in the maze of buzzwords

Consumers are obsessed. Organic fruit, organic vegetables, organic meat, etc. are offered to them on a daily basis as something particularly healthy, non-artificial and ecologically sound. "Eco", "organic" and "recycling" are terms that all release the same emotions: good conscience. However, the reality is somewhat more complex.

### **Quality is the bottom line.**

Schneider is unwilling to compromise on high product quality and long service life - after all preventing waste is the best way to protect the environment. Organic products that don't work are just a further burden for our already overtaxed environment. That's why we check carefully from the outset to see whether it makes sense to use recyclable materials and organically-based plastics. We are aware that protecting the environment and conserving finite resources makes it essential to find new solutions.

During development, we work very closely together with researchers, such as the IfBB Institute for Organic Plastics and Composite Organic Materials at the University of Hanover. Research projects include the development and processing of organically-based plastics, as well as the re-use and disposal of used plastic items. Extensive information can be found at [www.ifbb.wp.hs-hannover.de](http://www.ifbb.wp.hs-hannover.de).



**IfBB**

Institut für Biokunststoffe  
und Bioverbundwerkstoffe

### **Organic plastics are just plastics.**

This may sound anticlimactic, but that's a good thing! That's because this fact enables us to build on the familiar key features of standard plastics, such as good processing characteristics and typical properties, and to apply the same principles to organically-based plastics. For example, writing instruments need to be dimensionally stable at elevated temperatures, break resistant and non-permeable. However, consumers may be surprised to learn that they are also compostable or bio-degradable.

Organic plastics help conserve mineral oil stocks and reduce greenhouse gases thanks to their lower CO<sub>2</sub> emissions. Emotional arguments are often brought forward condemning the use of land to produce organic plastics. The fact is that in 2013 less than 0.03 percent of the world's agricultural land was required for this purpose and, in theory, 10% of the land used to produce discarded foodstuffs would be enough to provide all the plastics the world needs.



### **Recyclable plastic**

The biggest problem when plastic is to be re-used is the separation of the various plastic types. Mixtures lead to a significant mechanical and visual loss of quality which is of limited acceptability in writing instruments. However, when large amounts of single-type materials are available, re-use is a sensible alternative to power and heat generation through incineration that can conserve resources and reduce climate impact. Hence it is necessary to differentiate between recyclates from waste before use and recyclates from waste after use. The same conditions apply to the recycling of organically-based plastics, i.e. the desire for efficiently separated waste.





### Confined to exotic products?

Window-dressing products will never solve the problem. Our key concern is that our products should be suitable for routine use and that they should be taken for granted on a day-to-day basis. That's why our aim is to ensure that the new materials are suitable for mass-production. Now that the K3 Biosafe with its organic plastic barrel has led the way and proven itself as a pioneering product, our next move will be to redesign more of our range.



### Global commitment

Climate change is a global problem. Greenhouse gases produced at the local level are distributed evenly into the atmosphere and climate protection is the only way for us to maintain our way of life. Schneider has taken the responsible step, establishing the basis for identifying the potential for savings by measuring its own corporate carbon footprint and product carbon footprint. This also includes the emissions caused, for example, by bought-in raw materials and transport. The permanent calculations are carried out together with ClimatePartner, a leading international business solution provider in the climate protection sector.



### Climate-neutral products

As of September 2014, we balance unavoidable CO2 emissions for the entire Slider service by supporting a recognised climate protection project. After all, the benefit to the climate is the same if CO2 is reduced anywhere, not just at the point where it is produced.



Schneider



Schreib's





# Social responsibility

## The common good comes before profit

As a company, we are aware of our shared responsibility for the society in which we play an active part, as well as for future generations. Our efforts relate not just to the environment, but also, above all to the people to work in our plants and those who play an indirect part in the manufacture of our products.

### **Made in Germany**

We develop and produce our writing instruments almost exclusively in Germany. This enables us to ensure the high quality of our products and to guarantee compliance with Germany's stringent environmental and social standards.

### **Ethics and morals**

Because we develop and produce in Germany, we can also promise that we comply with Germany's stringent social standards.

Our ecological commitment and our awareness of our social responsibilities - evident for example in our refusal to switch production to low-wage countries - meant that in 2011 we were recognised as an exemplary business, winning the European Office Product Award for "Corporate Social Responsibility".

### **Our staff are the key to our success**

It is important to us that the working conditions we offer should always be improving. Air circulation and extraction systems, dust filters and sound-proof ceilings are just some examples.

Every year we provide training in technical and commercial professions. The average length of service among our staff is almost 17 years. Wage levels in our plant in Wernigerode

(Saxony-Anhalt) were raised to bring them into line with headquarters as soon as the takeover was complete. All employees receive a performance-based bonus every year.

### **Fair purchasing**

We follow a collaborative approach with our suppliers, treating them as partners. A healthy balance of give and take, opportunity and risk is vital. In an effort to ensure that social requirements are met, 90% of our materials are purchased in EU member states. According to the BSCI list, less than 1% comes from countries at risk. We require our suppliers to sign a declaration affirming the guarantee of humane working conditions. Approx. 70% of all external piece work is awarded to workshops for people with disabilities.

### **Against corruption and for fair competition**

Schneider has signed on to the PBS code of honour. This ethical initiative, which is supported by the four major PBS business associations, ensures transparency, equal opportunities and fair business practices among market partners throughout the industry. The Honorary Committee for Business Conflicts within the PBS industry monitors compliance with the principles of the code of honour and investigates breaches. It will deal with complaints from any source.





Recycling of production components



Electricity is 100% from waterpower / regenerative energy



No PVC



Development and production in Germany



Reduction in emissions and waste



Long-lasting, sustainable products



**EMAS**  
VERIFIED  
ENVIRONMENTAL  
MANAGEMENT  
DE-169-000015

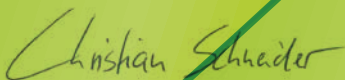


# Environmental statement 2014

Schramberg-Tennenbronn and Wernigerode sites,  
data gathered 2013

## Approved for public release

This environmental statement aims to inform our employees, customers and interested members of the public about environmental protection in our company. We guarantee that the information contained in this environmental statement is truthful and hereby approve the environmental statement for public release. Responsibility for approving this environmental statement lies with Executive Management.



Christian Schneider, Executive Management

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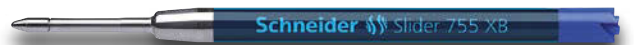
# Technical product specifications

Ballpoint pens and refills

Marker and writing systems with cartridge-type ink reservoir.



K 3 Biosafe



Plug+Play



Marker Maxx Eco 110



Marker Maxx Eco 110 cartridge

The Tennenbronn plant produces ballpoint pens and refills, as well as ink pens and markers with cartridge-style reservoirs.

## Ballpoint pens and refills

Ballpoint barrels and mechanisms are mainly made from plastic. Metals are used in clips, pushbuttons, decorative rings, barrel tips and nibs. The lead tubes are made from metal or plastic and are filled with an ink paste. The writing tip is always made from metal.

## Marker and writing systems with cartridge-type ink reservoir.

Roller balls, felt tips and markers are mainly made entirely from plastic. The barrels are mostly made from polypropylene (PP). Reservoirs (fibre rods for storing ink) and ink feeds are made from polyester. Some marker models have an aluminium shaft. Depending on the model, the writing tips are made from fibre, plastic or metal. The inks used are mostly produced on an aqueous base. In order to be able to adhere to smooth surfaces, the ink in permanent markers needs to contain alcohol. These inks are stored and processed according to special requirements.

## Product examples

### Plug+Play

Schneider ballpoint pens using the Plug+Play system have a universal shape for various refill formats. This makes changing the refill child's play.

### K 3 Biosafe

The casing of this ballpoint pen is made from organically-based plastic using naturally sustainable cellulose.

### Maxx Eco highlighter

Highlighter with ingeniously simple quick refill system. Simply insert the cartridge and the highlighter is ready for use. Every cartridge replaces a new highlighter.





# Company profile, Schramberg-Tennenbronn

The company was founded in Tennenbronn in 1938 by Christian Schneider. Roland Schneider has been the CEO and proprietor since 1978. In 2010 his son Christian Schneider and Frank Groß joined the management team. In 1949, the company began production of ballpoint pen refills and has exclusively produced writing instruments since 1990.

The company headquarters in the spa resort of Schramberg-Tennenbronn covers 27,155 m<sup>2</sup>. 11,084 m<sup>2</sup> is covered by buildings or paving. As the facility on several storeys high, an area of 27,500 m<sup>2</sup> is available for production and administration.

Canalised in some areas, the river "Schiltach" flows through the site, which is designated for industrial use. Extensive efforts have been made to integrate the entire company in its natural surroundings in as responsible a way as possible.

A total of 342 people are employed in development, laboratories, design, toolmaking, production, marketing, sales, purchasing and administration. Staff can make use of a free bus service that stops at the company site several times each day.



Headquarters in Schramberg-Tennenbronn



# Technical product specifications

## Writing systems with ink reservoir Cartridge system



Fountain pens and ink pens with regulators are produced in Wernigerode, along with markers with reservoirs and ink cartridges.

### Fountain pens and ink pens with regulators

Ink is stored in liquid form without a reservoir (liquid ink system). The control of the flow of ink to the writing tip and the balancing of pressure and temperature variations (leak guard) is handled by the ink regulator. The benefits of the regulator technology include the precise and even flow of ink and the use of the large ink reservoir right down to the last drop. Mostly plastics are used. Metals are used for nibs and sometimes for pen tips clips. The inks are water-soluble.

### Markers with ink reservoirs

Wernigerode mainly produces highlighters and whiteboard markers. The barrels are mostly made from polypropylene (PP). Reservoirs (fibre rods for storing ink) and writing nibs are made from polyester. The inks used are produced on an aqueous base.

### Ink cartridges

Standard ink cartridges are produced for use in fountain pens and rollerballs from Schneider and many other brands.

In addition, rollerball cartridges with integral writing tips are also produced. This means that the sensitive writing tip is also replaced every time a new cartridge is fitted. The use of the writing instrument is no longer reduced by deteriorating writing quality.



# Company profile, Wernigerode

In 1991, Schneider took over VEB Heiko, a well-known fountain pen maker in the former German Democratic Republic. Schneider thus acquired the company's regulating technology for controlling the available ink without requiring a reservoir. The company moved into a new production and administration building in the industrial area of Stadtfeld in 1992. The site measures 25,354 m<sup>2</sup>, with

buildings covering 9,767 m<sup>2</sup> and a usable space of 10,382 m<sup>2</sup>. The main work at Wernigerode involves regulator technology and the production of the associated writing instruments. In addition, because of space constraints, the production of some markers with reservoirs was moved from Tennenbronn to Wernigerode. The site employs approx. 117 people.



Production facility in Wernigerode



# Environmental policy/guidelines

## **Responsibility and commitment to the environment and to the natural world**

From personal conviction and by virtue of the geographical location of our plants in the Harz and Black Forest regions - among the most beautiful natural amenities and recreational facilities in Germany - we believe we are particularly responsible for people and the environment.

That's why we have defined a number of ecological guidelines and general targets.

## **Standing up for the conservation and improvement of our environment**

Industrial production in a natural amenity area does not constitute a contradiction from our perspective. All the relevant environmental regulations are conscientiously respected at Schneider. Through critical checking and continuous improvement of our environmental performance - going above and beyond statutory requirements - we succeed in achieving a harmonious atmosphere.

## **Responsibility for our employees and for society at large**

Our range of highly-skilled jobs and professional jobs enables us not only to assume responsibility for our staff, but also to contribute to the common good. Increased occupational safety measures help protect our staff from possible hazards.

## **Balancing corporate targets with environmental concerns**

Because of our responsibility for protecting our business interests and maintaining our jobs, we have formulated our corporate targets to reflect our self-perception. Our environmental concerns play a key role here. We use the best available technology in an environmentally responsible way in both new and replacement investment projects.

## **Reducing negative environmental impact and saving energy**

Our production uses energy. Modern technology and, in particular, targeted energy-saving measures enable us to handle natural resources with care.

## **Continuous quality improvement**

In order to meet the requirements of our customers and to secure our leadership in quality terms, we work to improve our products and production processes in a number of environmental aspects.

## **Development of new products**

Our aim is to produce long-lasting writing instruments. This increases the practical value of our products, while conserving resources and also helping to avoid waste through smaller volumes of refuse.

## **Customer information**

In order to inform our customers and consumers about how to handle and use our writing instruments and their special features, we produce various documents that clearly explain the particular characteristics and areas of use of our products. We also communicate through our active involvement in the professional association of writing instrument manufacturers.

## **Public relations, communications and employee motivation**

We use appropriate communication measures to inform the public at large, as well as our staff. Forums and training courses are organised to involve employees in development processes and to encourage them to identify with our corporate philosophy and environmental targets.

## **Appropriate responses to emergency situations**

A number of organisational steps are defined for dealing with emergencies such as fires, natural hazards, etc. These are intended to avoid any threat to personnel, the environment and property. We include the local emergency services in our emergency planning, not just when serious situations occur, but right from the start.

## **Integrating service providers and suppliers**

Wherever possible, we involve our service providers and suppliers in our environmental efforts.

## **Corrective measures**

If we somehow fail to meet our own standards, we shall take the appropriate steps to document and remedy the problem.



# Organisation environmental management

The environmental management system is divided into different levels and functions.

## Environmental policy, environmental targets

Environmental policy provides the basis for the implementation of the agreed environmental action plan.

## Environment management manual

### Environmental work procedures

These two elements are the most important reference documents and tools for the implementation of environmental policy at our plants. Areas of responsibility and targets are defined for the various divisions within the company.

## Environmental operations audit

Regular environmental operations audits enable the constituent ele-

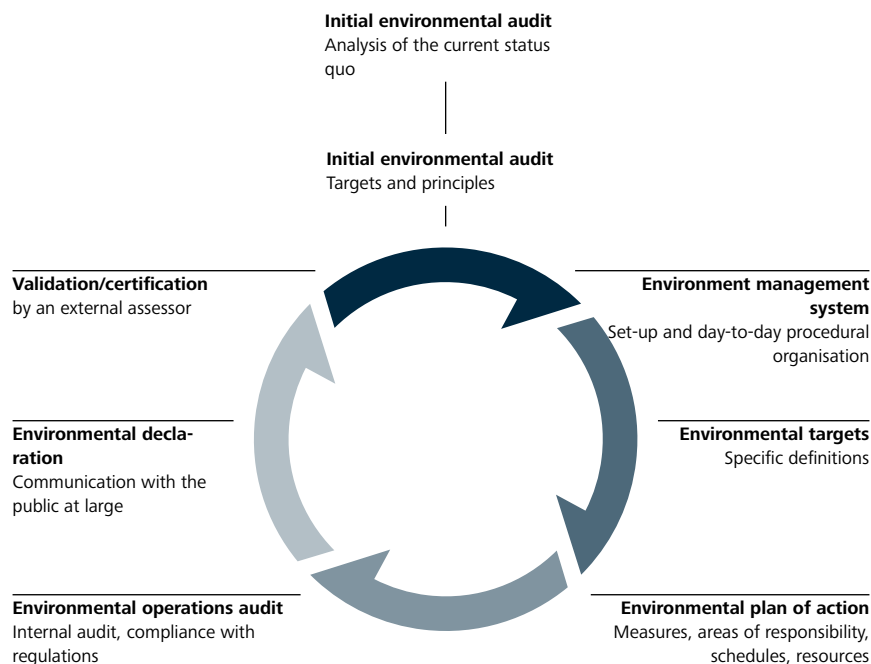
ments of the environmental management system and environmental targets/programs to be analysed in terms of their effectiveness.

## Environmental declaration

In the environmental statement we offer a summary of the environmental situation of our company. This statement is published at regular intervals and is available to all interested parties.

## Validation

Because our company has signed on to EC ordinance 1221/2009, we are subject to regular auditing by an approved independent environmental assessor.





# Tennenbronn

Responsibility at divisional level for the environmental management system.

<b>Management</b>	Responsible for maintaining the environment management system. Decides on environmental policy, environmental targets and environmental programs. Responsible for evaluating the environmental management system and for defining any corrective measures that may be required.
<b>Environment Work Group</b>	Comprises the executive management, technical management, operation management, environmental management officer, occupational safety specialist and representatives from the Purchasing department.
<b>Technical management</b>	Contact person for the relevant authorities. Responsible for checking regulations and archiving documents, such as operating logs. Other important duties include the development of writing instruments and the technical equipment at the plant.
<b>Operations/production management</b>	Responsible for compliance with operational instructions and procedures and for recurring training.
<b>Waste water treatment manager</b>	Independently operates and monitors the finishing machine. Responsible for keeping the operational log
<b>Environmental management officer</b>	Mainly responsible for developing, supporting and implementing the environmental management system. Records and evaluates the environment-related data for the plant and reports to executive management.
<b>Chemical development department</b>	Responsible for the development and selection of the physical chemical components of writing instruments.
<b>Waste manager</b>	Responsible for the correct definition and declaration of the waste generated and for keeping the waste documentation register. The precise duties and tasks are dictated by the relevant laws.
<b>Occupational safety specialist</b>	Responsible for safety-related issues, e.g. in connection with determining potential risks and identifying safety equipment.
<b>Purchasing department</b>	Mainly responsible for ensuring that only materials that have been internally approved and ordered reach the company's sites. The re-use or disposal of waste is organised in consultation with the waste manager. Purchasing is responsible for assessing suppliers.
<b>Product management and marketing communication</b>	Responsible for product development and for the development and implementation of product and communication design. Responsible for sales promotion campaigns and product packaging. Press, advertising, and internal and external corporate communication.
<b>Fire safety officers</b>	Share responsibility for drawing up emergency plans and cooperate in the determination of possible risks.
<b>Sales</b>	Handles external communications with customers and sales partners and passes on external requests to the company.
<b>Foremen in the production departments</b>	Instruct employees in correct practices in the workplace and check to ensure their instructions are followed. They also monitor the correct separation of waste in their departments.
<b>Personnel</b>	Manages training records in personnel files and monitors the dates for recurring training.
<b>Hazardous substances officer</b>	As an assistant to executive management, this person is required to ensure that suitable measures are taken to comply with the regulations for the transport of hazardous substances.
<b>Incoming Goods Acceptance</b>	Subordinate to Purchasing and responsible for the correct distribution of deliveries of hazardous materials and other goods.

## Organisational chart

<b>Executive management</b> Roland Schneider	<b>Executive management</b> Christian Schneider Production, Purchasing, Personnel and Finance	Environmental; management officer			
		Occupational safety specialist			
		Hazardous substances officer	Vehicle Fleet		
		<b>Purchasing</b>	Incoming Goods Acceptance		
		Fire safety officer			
		<b>Technical management</b>	<b>Operations/production management</b>	Tooling and equipment	
		Waste manager	Process preparation	Screen printing	
		Data protection officer	Chemical Development	Assembly departments	
		Accounting	Writing Tip Development	Inkfeeder production	
		Cost accounting	Design	Packaging	
	<b>Executive management</b> Frank Groß Marketing and Sales	Personnel	Toolmaking		
		IT	Plastic Injection Moulding Shop		
		Quality assurance	Writing Tip Injection Moulding		
			Electronic/electrical systems		
			<b>Writing Tip Production</b>	Waste water treatment manager	
		Product Management			
		International Sales			
		<b>Domestic Sales</b>	Warehouse and Dispatch		
		Sales Advertising			
		Sales Modern Trade			



# Wernigerode

Responsibility at divisional level for the environmental management system.

<b>Management</b>	Responsible for maintaining the environment management system. Decides on environmental policy, environmental targets and environmental programs. Responsible for evaluating the environmental management system and for defining any corrective measures that may be required.
<b>Environment Work Group</b>	Comprises the executive management, technical management, operation management, environmental management officer, occupational safety specialist and representatives from the Controlling and Purchasing departments.
<b>Plant management</b>	Deputy manager and responsible for producing and implementing operational and procedural instructions, as well as training and instruction in the relevant department. Plant management is responsible for developing writing instruments, the technical equipment in the plant and production.
<b>Production management</b>	Responsible for compliance with operational instructions and procedures and for training and instruction. Also responsible for IT, assembly and the sales stores, among other things.
<b>Environmental management officer</b>	Mainly responsible for developing, supporting and implementing the environmental management system. Records and evaluates the environment-related data for the plant and reports to executive management.
<b>Chemical development department</b>	Responsible for the development and selection of the physical and chemical components of writing instruments.
<b>Waste manager</b>	Responsible for the correct definition and declaration of the waste generated and for keeping the waste documentation register. The precise duties and tasks are dictated by the relevant laws.
<b>Occupational safety specialist</b>	Responsible for safety-related issues, e.g. in connection with determining potential risks and identifying safety equipment.
<b>Purchasing department</b>	Mainly responsible for ensuring that only materials that have been internally approved and ordered reach the company's sites. The re-use or disposal of waste is organised in consultation with the waste manager. Purchasing is responsible for assessing suppliers.
<b>Product management and marketing communication</b>	Responsible for product development and for the development and implementation of product and communication design. Responsible for sales promotion campaigns and product packaging. Press, advertising, and internal and external corporate communication.
<b>Fire safety officers</b>	Share responsibility for drawing up emergency plans and cooperate in the determination of possible risks.
<b>Foremen in the production departments</b>	Instruct employees in correct practices in the workplace and check to ensure their instructions are followed. They also monitor the correct separation of waste in their departments.
<b>Responsible person Hazardous materials</b>	As an assistant to executive management, this person is required to ensure that suitable measures are taken to comply with the regulations for the transport of hazardous substances.
<b>Incoming Goods Acceptance</b>	Subordinate to Purchasing and responsible for the correct distribution of deliveries of hazardous materials and other goods.

## Organisational chart

<b>Management</b> Christian Schneider	<b>Executive management &amp; personnel</b>	<b>Secretariat</b>	Vehicle fleet
		<b>Purchasing</b>	Incoming Goods Acceptance
		Environmental management officer	
		Occupational safety specialist	
		Hazardous materials manager	
		Fire safety officer	
		<b>Production management</b>	Process preparation
		Waste manager	Order fulfilment
		Quality assurance	IT
		Product management	Print shop
		Design	Cooperation
		Toolmaking	Packaging
		Product development	Assembly department
		Plastic injection moulding shop	
		Maintenance	
		Personnel	
		Controlling	



# Production processes

## 1. Plastic injection moulding shop

Polypropylene (PP) is mostly used in the production of barrels and mechanism parts. The remaining parts are made from environmentally compatible and recyclable thermoplastics, such as ABS, POM, PET and SAN. PVC is never used. At Schneider, materials are recovered directly at the injection moulding machines, i.e. sprues and faulty parts are ground up directly and returned to the production process. Different components are produced from up to 100% internally recycled materials. The use of new, fully electric injection moulding machines enables energy savings of up to 25% to be achieved. Noise emissions are also reduced. The increased precision of the injection moulding processes allows performance and quality to be increased, which also results in lower scrap figures and therefore less waste. The system-related cooling of the injection moulds and moulding machines is achieved through water cooling and recooling takes place by means of cooling towers in Wernigerode and flowing water in Tennenbronn. Modern heat recovery systems in the water and ventilation circuits enable much of the waste heat at both plants to be used for heating purposes.

## 2. Tooling and equipment

Each plant has its own tooling and equipment shop with the corresponding fleet of machines. The injection moulds used in the plastic injection moulding shops are almost all made by Schneider itself. However, in some cases moulds are also produced for customers. The main processing methods used in the production of moulds and tools are:

- Chip-removing processes with geometrically defined and undefined cutting, such as: turning, milling, drilling, polishing or grinding. Water-emulsifiable coolants and lubricants are used.
- Spark erosion processes such as EDM and wire erosion. Processing with spark erosion uses either oils or deionised water as the dielectric.
- Assembly processes

## 3. Assembly departments / ink cartridge production

Schneider writing instruments are mainly assembled on fully automated production lines. Automatic controls integrated in the assembly process recognise malfunctions immediately, helping to avoid large amounts of waste material. The housing parts are generally joined by means of screw, snap or press joints. Friction or ultrasonic welding is used for making fixed connections rendering solvent-containing adhesives almost obsolete. Pigment pastes for ballpoint pens and refills are supplied in cans or plastic drums, which are returned to the material cycle when empty. Inks are filled from re-usable containers with a capacity of up to 1,000 litres. An automatic washing station is integrated in the production process in ink cartridge production.

## 4. Printing on writing instruments

For certain target groups (including advertising clients) writing instruments are printed with motifs, company logos and other information. In small batches this involves a pad or screen printing process. The inks used contain no solvents. Hot embossing and film transfer techniques are used in larger series production. The print foils, pad printing clichés, templates and screens required are produced by the individual plants themselves. To minimise impact on staff, the solvent emissions produced are removed directly at the workplace by means of ventilation and extraction systems.

## 5. Writing Tip Production

Brass, nickel silver or stainless steel blanks and wires are processed on special turning machines to produce writing tips for paste, ink or gel writing instruments and are assembled with rollerballs. Chips and cutting oils are then removed in a cleaning system. In some cases the tips are also produced in a dry process without subsequent cleaning. By using an integrated distillation system, Schneider has managed to reduce the amount of solvent required for cleaning parts significantly.

Tips for gel pens are also made from plastic or a metal/plastic combination. In the combined tips the metal blanks are inserted into the mould and encapsulated with plastic.

## 6. Ink feed production

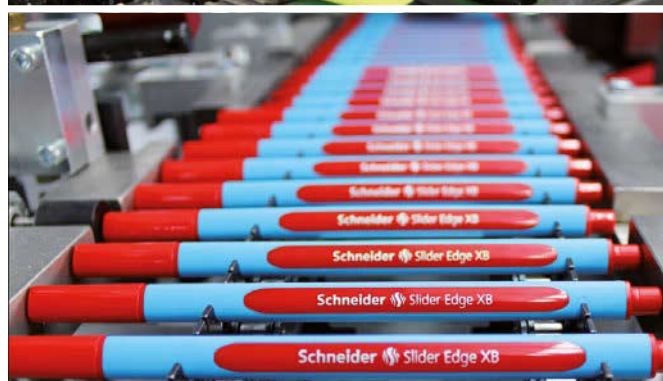
The best writing quality demands the precise coordination of the chemical/physical qualities of ink, ink feed and writing tip. To ensure that the key components are kept under close control during the production process, Schneider has established its own ink feed production, the only manufacturer in Germany to do so. This is where polyester yarns are bundled and glued together using heat and special resins. In subsequent process steps the ink feeds are cut to length depending on their eventual use and are finished with different cuts. The dust produced in the cutting process is removed by a filter system.

## 7. Finishing plant

Prior to further processing, metal parts are placed in vibration containers, where they rub and hit against one another, removing any burr and producing a polished finish. Depending on what is required, water is used with different compounds or abrasives. The resulting metal sludge is cut, flocculated, filtered and subsequently disposed of. The resulting waste water is analysed, treated and returned to the sewage system. Waste water is treated in an approved system (indirect feed).

## 8. Ink regulator finishing

Schneider uses a variety of processes for finishing ink feeds for fountain pens and ink writing instruments with direct filling systems, also known as "free ink systems". Various gas mixtures are used in vacuum chambers in the plasma process. There are also various chemical methods used in sealed systems.





# Targets achieved Tennenbronn and Wernigerode 2011–2013

Environmental targets and individual targets	Implementation
<b>1 Resource conservation</b>	
<b>Cutting electrical energy consumption</b> Acquisition of efficient, fully electric injection moulding machines	<p>More fully electric or hybrid injection moulding machines have been acquired at both locations in recent years. These measures made it possible to reduce power consumption for processing plastic granulate to produce housing parts. In the past, power consumption at the plastic injection moulding shop at the Tennenbronn site was already reduced from 2.2. to 1.7 kWh/kg of product. We identified a new target involving a further decrease to below 1.6 kWh/kg. By 2013 we had reached a level of 1.52 kWh/kg of material. This also includes consumption for lighting and ventilating the machine hall and supplying materials, as well as the cooling systems, which still account for approx. 0.34 kWh/kg of the total. The planned acquisition of more energy-saving machines is sure to see the continuation of this trend. At present there are 19 fully electric and hybrid machines in use.</p> <p>New electric injection moulding machines have also been acquired in Wernigerode. At present there are 2 fully electric and 5 hybrid machines in use. Intermediate meters were installed in the power supply to keep a closer eye on consumption.</p>
<b>Cutting fuel consumption and emissions</b> We are a bicycle-friendly company and provide e-bikes for staff to use on the way to and from work	<p>To date 54 electric bicycles have been acquired by the company at the Tennenbronn site and are made available to interested employees for their use free-of-charge. The estimated 40,000 driving kilometres saved reduces fuel consumption, while harmful emissions are cut by approx 5 tonnes of CO<sub>2</sub>. Further effects include fewer parking spaces occupied by staff members, so that less hard paved areas are required for the future. Another important aspect here is the general healthy lifestyle promoted by cycling. Furthermore, we have acquired our first electric car at the Tennenbronn plant. Because we get all our power from hydroelectric generation, the car is CO<sub>2</sub> neutral.</p>
Replacement of the company's vehicle fleet	<p>A new more fuel-efficient car has been added to the vehicle fleet in Wernigerode. This should reduce fuel consumption, while also reducing the associated harmful emissions by 25% compared to the old vehicle. Over the last three years, average fuel consumption by all vehicles has been reduced from 8.2 litres/100 km to 6.4 litres.</p>

Environmental targets and individual targets	Implementation
<b>Saving thermal energy</b>	<p>The planned thermal insulation on the roof of the production halls in Wernigerode has been completed. The coming years will show how this will impact on thermal consumption.</p> <p>In order to avoid weather-related variations in consumption, the values are balanced with the standardised daily figures.</p>
<b>Record of distances travelled on business trips</b>	<p>Our rail and air travel service providers compile annual statistics for us indicating the distances travelled and the resulting CO2 emissions.</p>
<b>2 Use of regenerative energy</b>	
<b>Production of solar power</b> Expansion of the solar energy systems on the company buildings.	<p>Unfortunately, the targeted maximum solar output by 2013 of 250 kWp was not achieved because the available roof areas were not judged suitable for an expansion of the system. We are now investigating the options for installing solar modules at other locations.</p>
<b>3 Waste reduction</b>	
<b>Avoidance of production waste</b>	<p>As a result of the changeover to a new corporate design, large quantities of old packaging and displays needed to be replaced and disposed of in recent years. This changeover is now complete, which is also evident in the reduced volumes purchased. Increased production also enabled the percentage volume of waste to be reduced.</p>
<b>4 Data evaluation</b>	
<b>Improved precision</b>	<p>In a move designed to improve the accuracy of data evaluation, various changes were made to the ERP system used in Wernigerode. These changes have greatly reduced the effort required in data entry. As part of the ERP changeover at both locations, these changes are now providing the basis for an implementation in Tennenbronn.</p>
<b>5 Product development</b>	
<b>6 Communication</b>	
<b>Schneider Intranet</b>	<p>Schneider has installed an Intranet to enable all staff members to get the latest news and information as quickly as possible. To ensure that this system is available not just to staff members who use computers, a number of screens with touchscreen technology have been installed. This means that anyone can call up the information they want.</p>



# Input Tennenbronn

Product material	Unit	2007	2008	2009	2010	2011	2012	2013
Plastics	t	889.4	1,077.9	1,186.6	1,435.4	1,591.2	1,722.9	1,763.5
Metals	t	195.3	231.1	171.5	214.3	244.9	251.1	230.6
Pastes / inks	t	136.2	167.0	194.4	223.8	226.3	246.2	237.1
Decorative foils and printing inks	t	5.6	8.3	9.6	11.1	10.5	12.1	11.2
Semi-finished products (other) <sup>*1</sup>	t	10.0	10.0	10.0	10.0	10.0	10.0	10.0
Total <sup>*2</sup>	t	1,236.5	1,494.3	1,572.1	1,894.6	2,082.9	2,242.3	2,252.4

Commercial product	t	73.5	70.8	57.4	173.9	189.0	146.8	182.2
Total incl. commercial goods <sup>*2</sup>	t	1,310.0	1,565.1	1,629.5	2,068.5	2,271.9	2,389.1	2,434.6

Process materials and fuels	Unit	2007	2008	2009	2010	2011	2012	2013
Oils + grease + lubricants	t	5.4	5.1	5.0	6.9	6.1	6.7	6.1
Cleaning agents and solvents	t	7.7	7.7	6.9	9.1	9.6	7.2	10.7
Grinding media	t	0.9	1.4	1.2	1.3	1.2	1.6	1.6
Miscellaneous	t	0.4	0.1	0.1	0.1	0.3	0.5	0.3
Total <sup>*2</sup>	t	14.4	14.3	13.2	17.4	17.2	16.0	18.7

Packaging	Unit	2007	2008	2009	2010	2011	2012	2013
Paper, cardboard	t	210.0	225.5	224.7	280.8	346.1	321.2	406.4
Plastics	t	42.2	50.5	41.2	50.7	80.4	77.9	50.6
Miscellaneous (wooden pallets, etc.)	t	44.4	44.3	40.6	62.8	96.2	59.3	46.4
Total <sup>*2</sup>	t	296.6	320.3	306.5	394.3	522.7	458.4	503.4

## \* Comments

<sup>1</sup> The figures are estimates because there are no weights stored in the ERP system for labels or sticky dots.

<sup>2</sup> The expansion of production meant that more material, packaging and energy was required.

<b>Energy</b>	<b>Unit</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
Heating (heating oil, EL) <sup>*3</sup>	MWh	36.1	40.4	0.0	41.7	45.1	0.0	43.2
Heating (liquid gas)	MWh	804.4	1,060.3	870.8	816.4	418.8	514.3	469.4
Heating (combined heat and power unit) <sup>*4</sup>	MWh	538.7	476.5	634.5	766.1	864.9	877.1	963.0
Combined heat and power unit (el. output) <sup>*4</sup>	MWh	235.5	210.2	279.3	368.8	447.6	464.1	483.9
Solar panel system (at the location)	MWh	23.1	29.7	33.8	30.5	38.0	34.8	29.7
Electricity (external source)	MWh	3,418.0	3,640.1	3,370.9	3,813.6	3,946.5	4,129.4	4,040.7
Fuels (vehicle fleet)	MWh	46.5	58.2	52.1	66.2	61.5	97.0	93.6
Total <sup>*2</sup>	MWh	5,102.3	5,515.4	5,241.4	5,903.3	5,822.4	6,116.7	6,123.5

<b>Water</b>	<b>Unit</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
Cooling water <sup>*5</sup>	m <sup>3</sup>	69,159	81,494	86,402	84,266	106,426	110,729	97,359
Drinking water	m <sup>3</sup>	2,036	2,065	2,154	2,173	2,142	2,286	2,517
Total	m <sup>3</sup>	71,195	83,559	88,556	86,439	108,568	113,015	99,876

<sup>3</sup> No heating oil was purchased for the canteen area in 2009 and 2012.

<sup>4</sup> An additional combined heat and power unit with an output of approx. 150 kW was installed.

<sup>5</sup> The cooling water from the river Schiltach is returned to the river without loss and untreated.



# Output Tennenbronn

Products	Unit	2007	2008	2009	2010	2011	2012	2013
In-house production	t	1,193.5	1,359.2	1,460.2	1,720.0	1,963.6	2,080.0	2,043.2
Commercial product	t	73.5	70.8	57.4	173.9	189.0	146.8	182.2
Total	t	1,267.0	1,430.0	1,517.6	1,893.9	2,152.6	2,226.8	2,225.4

Waste for re-use non-hazardous	Unit	2007	2008	2009	2010	2011	2012	2013
Paper, cardboard	t	48.2	55.1	52.0	64.1	78.8	81.7	76.3
Metals	t	50.3	70.7	55.7	68.1	61.8	55.2	76.8
Mixed production waste	t	49.0	53.5	52.1	57.6	61.8	67.8	65.0
Miscellaneous	t	1.1	10.2	3.5	2.6	3.4	6.1	4.1
Total	t	148.6	189.5	163.3	192.4	205.8	210.8	222.2

Waste for re-use non-hazardous	Unit	2007	2008	2009	2010	2011	2012	2013
Plastic containers * <sup>1</sup>	t	4.3	6.3	7.0	10.5	10.6	10.8	10.6
Brass refills with paste	t	3.9	3.8	4.1	3.6	1.7	0.8	1.3
Machine oil	t	1.5	1.2	2.3	3.5	1.8	1.7	1.9
Drilling and grinding emulsions	t	0.7	0.8	0.8	1.0	1.2	1.2	1.5
Trichlorethylene	t	1.0	1.0	1.1	0.9	1.1	0.0	0.7
Solvents (halogen-free)	t	1.2	1.6	0.8	0.8	1.2	0.7	1.8
Miscellaneous (e.g. oil/water mix) * <sup>2</sup>	t	12.7	0.5	0.5	9.9	0.3	0.3	0.5
Total	t	25.3	15.2	16.6	30.2	17.9	15.5	18.3

## \* Comments

<sup>1</sup> Because our paste suppliers are increasingly using plastic containers (RIGK system) there is an increasing amount of plastic waste.

<sup>2</sup> In 2007 and 2010 our light fluid separator was cleaned and reconditioned. For this reason the amounts of water for these years (oil/water mix) were significantly higher.

<b>Waste for re-use non-hazardous</b>	<b>Unit</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
Domestic grade commercial waste	t	12.5	10.8	6.8	8.2	8.4	7.7	8.4
Building rubble	t	0.5	0.2	0.1	0.0	0.0	8.9	0.0
Total	t	13.0	11.0	6.9	8.2	8.4	16.6	8.4

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<b>Waste for re-use non-hazardous</b>	<b>Unit</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
Metal grinding sludge	t	2.6	3.9	2.9	3.8	2.7	3.9	4.5
Old paints	t	0.3	0.5	0.5	1.2	0.1	0.6	1.0
Miscellaneous (resins)	t	0.4	0.1	0.2	0.0	0.0	0.3	0.4
Total	t	3.3	4.5	3.6	5.0	2.8	4.8	5.9

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<b>Total waste</b>	<b>t</b>	<b>190.2</b>	<b>220.2</b>	<b>190.4</b>	<b>235.8</b>	<b>234.9</b>	<b>247.7</b>	<b>254.8</b>
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<b>Waste water</b>	<b>Unit</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
Cooling water in Schiltach	m <sup>3</sup>	69,159	81,494	86,402	84,266	106,426	110,729	97,359
Sanitation	m <sup>3</sup>	2,006	2,035	2,124	2,143	2,112	2,256	2,487
Finishing plant <sup>*3</sup>	m <sup>3</sup>	30	30	30	30	30	30	30
Total	m <sup>3</sup>	71,195	83,559	88,556	86,439	108,568	113,015	99,876

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<b>Emissions</b>	<b>Unit</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2012</b>
CO <sub>2</sub> (purchased energy) <sup>*4</sup>	t	0	0	0	0	0	0	0
CO <sub>2</sub> (heating, combined heat and power unit, vehicle fleet)	t	335	372	367	415	371	393	416
Total	t	335	372	367	415	371	393	416

**\* Comments**

<sup>3</sup> 25–30 m<sup>3</sup> is required for the approved finishing plant, while the rest is accounted for by sanitation requirements.

<sup>4</sup> Since July 2004 Schneider gets all its power from hydroelectric sources.

# Input Wernigerode

Product materials (writing instruments)	Unit	2007	2008	2009	2010	2011	2012	2013
Plastics	t	388.2	435.4	339.3	346.1	402.8	336.2	425.7
Metals, fittings, sub-assemblies	t	20.9	28.4	37.4	71.2	82.5	63.6	29.5
Writing fluids	t	115.7	134.7	117.3	134.9	149.6	135.2	149.9
Decorative foils and printing inks	t	3.6	4.2	3.6	3.8	4.6	2.9	5.9
Toolmaking * <sup>1</sup>	t				11.0	7.2	10.1	7.8
Total	t	528.5	602.7	497.6	567.0	646.7	548.0	618.8

Process materials and fuels	Unit	2007	2008	2009	2010	2011	2012	2013
Oils, grease, lubricants	t	2.8	1.5	1.4	0.0	3.0	1.1	1.7
Cleaning agents and solvents	t	0.1	0.0	0.1	0.2	0.3	0.1	0.5
Total	t	2.9	1.5	1.5	0.2	3.3	1.2	2.2

Packaging	Unit	2007	2008	2009	2010	2011	2012	2013
Paper, cardboard	t	151.4	203.4	143.1	165.0	149.6	139.3	164.2
Plastics	t	9.0	10.0	34.4	52.1	55.3	28.4	34.3
Glass * <sup>1</sup>	t				23.0	33.3	30.7	25.5
Miscellaneous (e. g. pallets, etc.)	t	36.9	23.3	20.2	20.1	22.8	21.0	17.3
Total	t	197.2	236.7	197.7	260.2	261.0	219.4	241.3

## \* Comments

<sup>1</sup> The values have been recorded and listed separately since 2010.



<b>Energy</b>	<b>Unit</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
Heating, district heating system	MWh	415.0	450.0	667.0	710.8	687.0	659.0	816.5
Electricity (external source)	MWh	1,877.7	1,893.0	1,814.8	1,826.3	1,826.6	1,606.0	1,683.2
Vehicle fleet	MWh	15.6	19.6	21.7	14.8	15.7	16.2	13.1
Total	MWh	2,308.3	2,362.6	2,503.5	2,551.9	2,529.3	2,281.2	2,512.8

<b>Water</b>	<b>Unit</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
Drinking water	m <sup>3</sup>	2,521	2,390	2,437	2,395	2,575	2,037	2,174
Total	m <sup>3</sup>	2,521	2,390	2,437	2,395	2,575	2,037	2,174

# Output Wernigerode

Products	Unit	2007	2008	2009	2010	2011	2012	2013
In-house production	t	376.5	873.0	785.7	781.0	820.8	733.0	781.0
Commercial goods * <sup>1</sup>	t							16.0
Total	t	376.5	873.0	785.7	781.0	820.8	733.0	811.5

Waste for re-use non-hazardous	Unit	2007	2008	2009	2010	2011	2012	2013
Paper, cardboard		9.2	12.4	11.5	19.4	15.7	8.9	10.1
Metals		4.0	3.8	1.7	4.1	1.5	3.3	4.0
Mixed production waste	t	29.0	22.9	31.0	21.2	31.3	23.1	22.5
Injection moulded parts for recycling	t	1.7	3.9	3.5	7.4	5.2	2.0	6.8
Total	t	43.9	43.1	47.6	52.1	53.7	37.3	43.4

Waste for re-use non-hazardous	Unit	2007	2008	2009	2010	2011	2012	2013
Machine oil	t	1.9	0.0	2.1	0.0	2.7	1.2	0.9
Drilling and grinding emulsions	t	2.2	0.0	1.1	0.0	2.0	1.0	1.3
Total	t	4.1	0.0	3.2	0.0	4.7	2.2	2.2

Waste for re-use non-hazardous	Unit	2007	2008	2009	2010	2011	2012	2013
Domestic grade commercial waste	t	2.9	3.8	2.8	5.5	5.5	3.9	4.1
Miscellaneous * <sup>1</sup>	t							0.6
Total	t	2.9	3.8	2.8	5.5	5.5	3.9	4.7

## \* Comments

<sup>1</sup> The values have been recorded and listed separately since 2013.

<b>Waste for re-use non-hazardous</b>	<b>Unit</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
Oil-contaminated operating materials	t	2.6	1.0	4.2	0.7	0.7	0.3	0.1
Operating materials with paint and solvent residue	t	0.2	0.4	3.9	2.4	1.9	0.8	0.1
Ink * <sup>1</sup>	t							0.8
<b>Total</b>	<b>t</b>	<b>2.7</b>	<b>1.4</b>	<b>8.2</b>	<b>3.1</b>	<b>2.6</b>	<b>1.1</b>	<b>1.1</b>
<b>Total waste</b>	<b>t</b>	<b>53.7</b>	<b>48.3</b>	<b>61.8</b>	<b>60.7</b>	<b>66.5</b>	<b>44.5</b>	<b>51.4</b>
<b>Waste water</b>	<b>Unit</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
Sanitation	m <sup>3</sup>	1,133	1,131	1,374	1,447	1,495	1,034	1,070
<b>Emissions Water vapour</b>	<b>Unit</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
Cooling towers, plastic injection moulding shop	t	1,388	1,259	1,063	948	1,080	1,003	1,104
<b>CO<sub>2</sub> emissions</b>	<b>Unit</b>	<b>2007</b>	<b>2008</b>	<b>2009</b>	<b>2010</b>	<b>2011</b>	<b>2012</b>	<b>2013</b>
From purchased energy * <sup>2</sup>	t	528.0	532.0	510.0	0	0	0	0
District heating + vehicle fleet	t	100.0	108.0	160.0	171.0	172.0	160.0	199.5
<b>Total</b>	<b>t</b>	<b>628.0</b>	<b>640.0</b>	<b>670.0</b>	<b>171.0</b>	<b>172.0</b>	<b>160.0</b>	<b>199.5</b>

**\* Comments**

<sup>2</sup> Since 2005 Schneider in Wernigerode has been partly powered by hydroelectric technology; the plant has been 100% powered by hydroelectric technology since 2010



# Environmental impact

## Product material

Different types of plastics, metals, pastes and inks are processed. Plastics are used in the form of granulates for plastic injection moulding, tubes, cord or fibre rods. Schneider mainly uses polypropylene (PP), followed by ABS and SAN. PVC is never used.

The metals, stainless steel, nickel silver and brass are purchased as wire or in tubes. The various wires are mostly used to produce writing tips, but also refill springs. The tubes are used to produce refills. Small amounts of hard metals (tungsten carbide) and ceramics are used. The tooling and equipment departments process tooling steels, copper or aluminium.

Different pastes, inks and gels are processed as writing media, depending on the purpose at hand. In order to prevent environmental damage, the flammable and polluting materials are stored in appropriate tanks in special rooms according to statutory requirements.

## Packaging

Cardboard quality GD2 with at least 80% recycled paper is used for flat-pack boxes and disposable displays. Permanent displays may also be made from plastic, wood, metal or glass. Goods are dispatched in cardboard boxes, mostly on Euro pallets, protected with stretch plastic. Disposable pallets are used for international consignments. The proportion of cardboard and wood in the entire volume of packaging is almost 90%.

Schneider works with various approved service providers for the disposal of packaging at retail and consumer level.

The sale of writing instruments to private and small business clients is moving increasingly away from specialist retailers to self-service markets. In response to the requirements of this sales form in terms of product information, sales promotion and security against theft, writing instruments are increasingly packaged in so-called blister packs. We mostly use blister packs made from at least 80% recycled paper. A harmless lacquer is used to provide the hot-sealable coating. The blisters are made from environmentally compatible and recyclable PET.

## Waste in Tennenbronn

The main constituents of waste in Tennenbronn are plastics, metals and paper and cardboard, which together make up approx. 90% of production waste. The proportion of re-usable waste is over 90% on annual average. The biggest share of the waste for disposal comes from domestic grade commercial refuse and waste produced by demolition and conversion activities. The solvent used in the hydrocarbon cleaning system is returned to the manufacturer. The increased volume of production (approx. 100% increase in the last 10 years) means that waste has increased in absolute terms. However, relative to the production materials processed, the volume has been halved in that time.

## Waste in Wernigerode

The proportion of re-usable waste is over 85% on annual average. The largest proportion of the waste is cardboard packaging and production waste (a mixture of plastic waste and other writing

instrument components. Some of the plastic waste is re-used by external manufacturers.

Mainly the domestic-type commercial refuse as well as oil-contaminated operating materials are sent for disposal.

## Process materials and operating materials in Tennenbronn

The process materials and operating materials are mainly cutting and hydraulic oils, additives for the grinding unit as well as cleaning agents and solvents.

An approved cleaning system according to 2 BImSchV (Federal Emission Control Act) is used to degrease metal tips and uses trichlorethylene as a medium. Schneider takes an extremely critical view of this system because of the cleaning agents used, however at present it is indispensable because of the extreme cleaning requirements. Trial substitutions attempted in the past using aqueous cleaners or plasma processes did not achieve the required success. However, we shall continue to monitor the market and change the process when the time is right. In order to reduce impact on the environment, different measures have been implemented in recent years, enabling solvent emissions to be reduced by a factor of 10. Thus, the cleaning system uses integrated solvent recovery within its cycle. The vapour recovery technique used means that there is no risk to staff or to the environment when filling or draining solvent in the system. The whole system is housed in a collecting trough to protect the groundwater. New material is supplied and contaminated solvent is returned for reconditioning in certified safety containers, known as SafeChem containers. The integrated distillation system made it possible to reduce the annual demand for new solvent significantly.

Materials with polluting or other hazardous characteristics are handled and stored in accordance with statutory requirements. In the past it has been possible to reduce consumption of process materials and operating materials in Tennenbronn continuously. Over the years it has been possible to cut the average consumption from approx. 23 tonnes to around 14 tonnes. However, the expansion of production in recent years has meant that more oil and cleaning agents had to be purchased.

## Process materials and fuels in Wernigerode

The process materials and operating materials used in Wernigerode are almost exclusively hydraulic fluids, machine oils and bore oils for the injection moulding machines and, to a much smaller extent, cleaning agents and solvents for the assembly and printing departments.

## Energy consumption in Tennenbronn electricity

All electrical energy in Tennenbronn comes from hydroelectric sources. Part of the electricity consumed comes from internal co-generation (gas and combined heat and power unit). In addition, at the end of 2006 a solar energy system was installed for the first time on the factory site; this has been expanded in the interim and now has an output of 33 kWp. In total, Schneider now operates photovoltaic systems with a total output of over 100 kWp, some of which is fed into the public grid.

The main consumer of electrical energy in Tennenbronn is the plastic injection moulding shop. Here plastic granulate is heated until it can be injected into metal moulds. In order to achieve good environmental conditions in all work areas, extensive ventilation systems have been installed during the recent building program, also encompassing old parts of the building. This has also led to a slight rise in power consumption in recent years. The additional power requirements is mainly a result of increased production.

### Heating systems

- The building is mainly heated by means of a modern gas condensing-boiler fuelled by liquid gas; only the canteen area is heated with small amounts of heating oil. The liquid gas is stored in an approved system according to 4 BImSchV (Federal Emission Control Act). The underground tanks have a capacity of 48 tonnes of liquid gas.
- The liquid gas fuelled combined heat and power unit installed in 1998 is also gas-fuelled and has been extended with a second slightly smaller system, significantly increasing energy yield by means of co-generation. The power and heat produced are fed into the internal grid.
- Efficient heat recovery using a rotating heat exchanger uses the exhaust air from the plastic injection moulding shop and the newly installed ventilation system in the production departments.
- A heat recovery system on the compressor system can be used to heat service water all year round.

### Energy consumption in Wernigerode electricity

The main energy consumer at Schneider in Wernigerode is also the plastic injection moulding shop.

As in Tennenbronn, plastic granulate is heated up and injected into moulds. Other main consumers include the compressors and cooling units. Here too, all power has come from hydroelectric sources since 2010.

### Building heating system

- The Wernigerode plant has no heating systems of its own. Environmentally-friendly distance heating is provided from the municipal works.
- In Wernigerode too, heat recovery on the compressors is used to heat the service water all year round.
- Various conversions have enabled the network to be optimised, so that residual heat can be integrated in the heating system.
- The new warehouse is heated using waste heat from the plastic injection moulding shop.

### Water / waste water in Tennenbronn

The drinking water used comes solely from the company's own springs. The drinking water is mainly used for sanitation purposes, while small amounts are used in ink feed production and in the finishing plant. In the plastics injection moulding shop mould and machines are cooled indirectly by means of a heat exchanger in the cold water circuit using water from the "Schiltach". The recooling water comes from the stream and is cleaned using quartz sand filters. It is heated in the heat exchanger and then returned to the "Schiltach" without loss and without the addition of any chemicals. The volume of waste water comprises the drinking water con-

sumed, the recooling water returned to the "Schiltach" and a small amount of waste water from the finishing plant (indirect feed).

### Water / waste water in Wernigerode

The fresh water used is exclusively drinking water from the public supply. This is used in the sanitation area, for ink production and to top up the cooling water circuits in the plastic injection moulding shop and in the eroding machines. Waste water is produced in the sanitation area and as residue from the cleaning of ink containers and ink cartridges.

### Noise

New internal measurements were carried out as the limits for noise levels were reduced. It was found that noise pollution could not be completely excluded in Tennenbronn in the plastic injection moulding and writing tip production departments. In order to provide staff with the best possible protection for their hearing, specially adapted ear protectors were provided. However, suitable ear protectors are also available to staff who work in departments where noise is not at nuisance levels. The noise level outside the building is negligible.

# Environmental impact

## Emissions

In Tennenbronn, emissions are mainly produced by the heating systems and the two combined heat and power units. Emissions from the chlorinated hydrocarbon cleaning system are mainly intercepted by activated carbon filters and values are lower than the permitted thresholds. Most emissions in Wernigerode are generated not at the site, but rather on the district heating system. Both sites record low level emissions from solvents, thinners and printing inks in the screen printing shop and the small fleet of company vehicles. Other emissions, such as methane, sulphur hexafluoride or fluorocarbons are of no relevance for either plant.

## Traffic

The fleet of vehicles at the two plants is kept small with just a few cars and a small truck.

To reduce delivery traffic and the number of empty runs, there is just one transport company used at each site.

## Other indirect impact

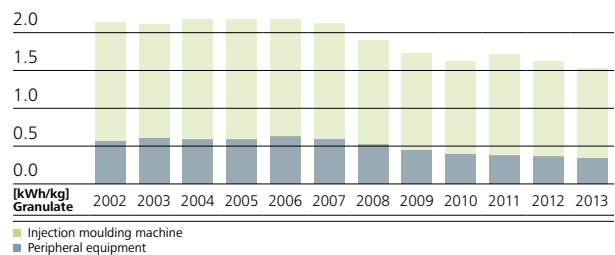
- Wherever possible, regional suppliers and tradesmen are preferred.
- We give preference to suppliers who use an environmental management system.
- In Wernigerode approx. 25 % of staff come to work by bicycle.
- A free company bus is provided in Tennenbronn. In addition, a fleet of e-bikes has been acquired; these are available to staff for travelling to and from work free-of-charge (approx. 54 e-bikes)
- Wherever possible, business trips are taken by train (see also environmental targets/detailed records).

## Contaminated sites

None known.

## Consumption of electricity caused by injection moulding section

**Tennenbronn** (Injection moulding machine incl. peripheral equipment such as lighting, drying and cooling, ...)



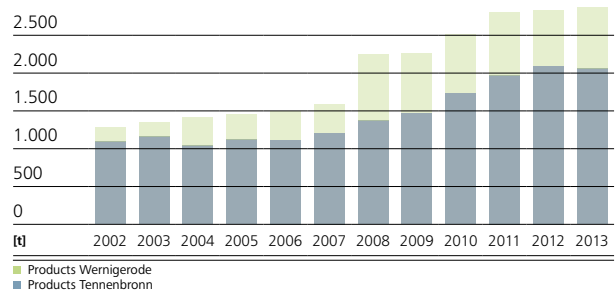
## Total energy consumption per product

Tennenbronn & Wernigerode (electricity, heating, vehicle fleet)



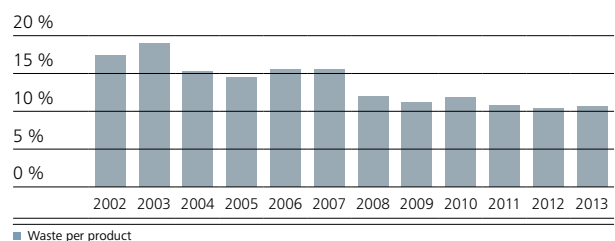
## Total production Tennenbronn & Wernigerode

Finished and semi-finished products (without trade goods and packaging)



## Waste per product Tennenbronn & Wernigerode

All generated waste incl. construction rubble - Products without trade goods and packaging





# Key performance indicators, Tennenbronn

Energy efficiency	Unit	2007	2008	2009	2010	2011	2012	2013
Total energy	MWh	5,102	5,515	5,241	5,903	5,822	6,117	6,124
Product (or commercial product)	t	1,194	1,359	1,460	1,720	1,964	2,080	2,043
Key performance indicators	MWh/t	4.27	4.06	3.59	3.43	2.96	2.94	3.00
Electrical energy	Unit	2007	2008	2009	2010	2011	2012	2013
Electrical energy	MWh	3,677	3,880	3,684	4,213	4,432	4,628	4,554
Product (or commercial product)	t	1,194	1,359	1,460	1,720	1,964	2,080	2,043
Key performance indicators	MWh/t	3.08	2.86	2.52	2.45	2.26	2.23	2.23
Renewable energy	Unit	2007	2008	2009	2010	2011	2012	2013
Renewable energy	MWh	3,441	3,670	3,405	3,844	3,985	4,164	4,070
Total energy	MWh	5,102	5,515	5,241	5,903	5,822	6,117	6,124
Key performance indicators		67%	67%	65%	65%	68%	68%	66%
Thermal energy	Unit	2007	2008	2009	2010	2011	2012	2013
Heating performance	MWh	1,379	1,577	1,505	1,624	1,329	1,391	1,476
Converted space	m <sup>3</sup>	78,448	78,448	78,448	78,448	78,448	78,448	78,448
Key performance indicators	kWh / m <sup>3</sup>	17.6	20.1	19.2	20.7	16.9	17.7	18.8
Fuel	Unit	2007	2008	2009	2010	2011	2012	2013
Fuel consumption	L	4,709	5,890	5,281	6,676	6,190	9,773	9,412
Distance travelled	km	57,967	74,030	60,959	87,142	80,854	124,966	116,097
Key performance indicators	L/100 km	8.12	7.96	8.66	7.66	7.66	7.82	8.11
Material efficiency	Unit	2007	2008	2009	2010	2011	2012	2013
Material	t	1,237	1,494	1,572	1,895	2,083	2,242	2,252
Product (or commercial product)	t	1,194	1,359	1,460	1,720	1,964	2,080	2,043
Key performance indicators	t/t	1.04	1.10	1.08	1.10	1.06	1.08	1.10
Water	Unit	2007	2008	2009	2010	2011	2012	2013
Drinking water (or cooling)	m <sup>3</sup>	2,036	2,065	2,154	2,173	2,142	2,286	2,517
Product (or commercial product)	t	1,194	1,359	1,460	1,720	1,964	2,080	2,043
Key performance indicators	m <sup>3</sup> /t	1.71	1.52	1.48	1.26	1.09	1.10	1.23
Waste	Unit	2007	2008	2009	2010	2011	2012	2013
Total waste	t	190	220	190	236	235	248	255
Product (or commercial product)	t	1,194	1,359	1,460	1,720	1,964	2,080	2,043
Key performance indicators	t/t	0.159	0.162	0.130	0.137	0.120	0.119	0.125
Bio-diversity	Unit	2007	2008	2009	2010	2011	2012	2013
Developed area	m <sup>2</sup>	11,084	11,084	11,084	11,084	11,084	11,084	11,084
Product (or commercial product)	t	1,194	1,359	1,460	1,720	1,964	2,080	2,043
Key performance indicators	m <sup>2</sup> /t	9.28	8.16	7.59	6.44	5.64	5.33	5.43
Emissions	Unit	2007	2008	2009	2010	2011	2012	2013
CO2 emissions, total	t	335	372	367	415	371	393	416
Product (or commercial product)	t	1,194	1,359	1,460	1,720	1,964	2,080	2,043
Key performance indicators	t/t	0.28	0.27	0.25	0.24	0.19	0.19	0.20

# Key performance indicators for Wernigerode

Energy efficiency	Unit	2007	2008	2009	2010	2011	2012	2013
Total energy	MWh	2,308	2,363	2,503	2,552	2,529	2,281	2,513
Product (or commercial product)	t	377	873	786	781	821	733	812
Key performance indicators	MWh/t	6.12	2.71	3.18	3.27	3.08	3.11	3.09
Electrical energy	Unit	2007	2008	2009	2010	2011	2012	2013
Electrical energy	MWh	1,878	1,893	1,815	1,826	1,827	1,606	1,683
Product (or commercial product)	t	377	873	786	781	821	733	812
Key performance indicators	MWh/t	4.98	2.17	2.31	2.34	2.23	2.19	2.07
Renewable energy	Unit	2007	2008	2009	2010	2011	2012	2013
Renewable energy	MWh	248	237	220	1,826	1,827	1,606	1,683
Total energy	MWh	2,308	2,363	2,503	2,552	2,529	2,281	2,513
Key performance indicators		11%	10%	9%	72%	72%	70%	67%
Thermal energy	Unit	2007	2008	2009	2010	2011	2012	2013
Heating performance	MWh	415	450	667	711	687	659	817
Converted space	m <sup>3</sup>	28,940	28,940	37,600	37,600	37,600	37,600	37,600
Key performance indicators	kWh / m <sup>3</sup>	14.3	15.5	17.7	18.9	18.3	17.5	21.7
Fuel	Unit	2007	2008	2009	2010	2011	2012	2013
Fuel consumption	L	1,555	1,956	2,170	1,323	1,623	1,678	1,332
Distance travelled	km	17,487	18,686	21,488	16,198	21,980	22,708	20,737
Key performance indicators	L/100 km	8.89	10.47	10.10	8.17	7.38	7.39	6.42
Material efficiency	Unit	2007	2008	2009	2010	2011	2012	2013
Material	t	726	839	695	827	908	767	860
Product (or commercial product)	t	377	873	786	781	821	733	812
Key performance indicators	t/t	1.93	0.96	0.88	1.06	1.11	1.05	1.06
Water	Unit	2007	2008	2009	2010	2011	2012	2013
Drinking water (or cooling)	m <sup>3</sup>	1,133	1,131	1,374	1,447	1,495	1,034	1,070
Product (or commercial product)	t	377	873	786	781	821	733	812
Key performance indicators	m <sup>3</sup> /t	3.01	1.30	1.75	1.85	1.82	1.41	1.32
Waste	Unit	2007	2008	2009	2010	2011	2012	2013
Total waste	t	54	48	62	61	67	45	51
Product (or commercial product)	t	377	873	786	781	821	733	812
Key performance indicators	t/t	0.143	0.055	0.079	0.078	0.082	0.061	0.063
Bio-diversity	Unit	2007	2008	2009	2010	2011	2012	2013
Developed area	m <sup>2</sup>	7,522	7,522	7,522	8,203	8,203	8,203	8,203
Product (or commercial product)	t	377	873	786	781	821	733	812
Key performance indicators	m <sup>2</sup> /t	19.95	8.62	9.57	10.50	9.99	11.19	10.10
Emissions	Unit	2007	2008	2009	2010	2011	2012	2013
CO2 emissions, total	t	100	108	160	171	172	160	200
Product (or commercial product)	t	377	873	786	781	821	733	812
Key performance indicators	t/t	0.27	0.12	0.20	0.22	0.21	0.22	0.25

# Environmental targets 2014–2017

Program Target	Individual target	Measure	Date	Site	Responsibility
<b>Resource conservation</b> Increasing energy efficiency / Saving electrical energy	Reduction in specific power consumption < 1.5 kWh / kg plastic	Acquisition of two more electric injection moulding machines.	2015	TB	GL
	Reduction in specific power consumption < 1.9 kWh / kg plastic	Acquisition of two more hybrid injection moulding machines.	2016	WR	GL
		Use of new hot runners that consume 50% less electricity. Conversion of existing injection moulding moulds.	2014		PM
		Conversion of existing moulds to improve yield.	2015		PM
Cutting fuel consumption and emissions	Reduction in car kilometres driven by staff by 700,000 km per year.	Expansion of the e-Bike pool for staff members to 60 bikes.	2017	TB	GL
	Reduction in the company's carbon footprint.	Acquisition of three more electric cars.	2017	TB	GL
	Reduction in personal transport by 30,000 km	Introduction of a video-conference system. Appropriate systems are to be acquired at both sites.	2015	TB / WR	GL / IT
	Staff are to be encouraged to come to work less often in their own car.	Establishment of a car-pooling network	2016	TB	GL
Reduction in compressed air consumption	Reduce compressed air consumption	Raising awareness among staff members	Ongoing	TB / WR	
Corporate Carbon Footprint (CCF)	Reduction in CO <sub>2</sub> emissions from purchased materials and services	Development of a concept to include suppliers	2015	TB / WR	GL
		Creation of CCF documentation in relation to added value	2015	TB / WR	GL
Product Carbon Footprint (PCF)	Support for various projects is intended to compensate for the CO <sub>2</sub> emissions that cannot be reduced at local level.	Calculation and compensation for specific products.	2015	TB / WR	GL



# Environmental targets 2014–2017

Program Target	Individual target	Measure	Date	Site	Responsibility
Material efficiency	Minimising packaging materials	The introduction of a 50% thinner, pre-stretched stretch foil will significantly reduce the materials used.	2015	TB	TM
	Reduction in waste figures by 1,000 kg per year	Acquisition of new high-precision printing and assembly machines with camera-based quality controls.	2014 / 2015	WR	BL / BF
Product development	Increased output of writing instruments made from organically-based plastics from 1 million per year to 4 million.	Expansion of the range.	2017	TB	GL
<b>Environmental management</b> Ecological Product Development	Expansion of development plans	Establishment of particular ecological development guidelines.	2015	TB	GL
Refinement of supplier evaluation	Increased use of companies with environmental certification (EMAS and ISO 14001) from 20% to 25%		2017	WR	GL / Procurement
Controlling	Further refinement and automation of the evaluation of environmentally relevant data	Standardised statistics gathering, grouping and evaluation by means of the new ERP system.	2015	TB / WR	Purchasing IT UMB

# Declaration of validity

## Environmental declaration

The next consolidated environmental statement will be presented for validation in September 2017 at the latest.

In the intervening years, an annual update of the environmental statement will be produced and submitted to an environmental assessor for validation.

## Environmental assessor / environmental assessor organisation

The following environmental assessor / environmental assessor organisation was engaged:

Dr.-Ing. Udo Ammon (certification no. DE-V-0259)  
Intechnica Cert GmbH (certification no. DE-V-0279)  
Ostendstr. 181  
90482 Nuremberg

## Confirmation of validity

The undersigned, Dr. Udo Ammon, EMAS Environmental Assessor, registration number DE-V-0259, accredited or approved for area 32.99 (NACE code rev. 2) confirms that he has assessed whether the entire Schneider Schreibgeräte organisation in Schramberg – Tennenbronn and in Wernigerode as specified in the consolidated environmental statement (with registration number D-169-00015) meets all the requirements of ordinance (EC) No. 1221/2009 of the European Parliament and Council of 29 November 2009 in relation to the voluntary participation of organisations in a common system for environmental management and environmental operations testing (EMAS).

By signing this statement, I confirm that

- the assessment and validation fully complies with the requirements of ordinance (EC) no. 1221/2009,
- the result of the assessment and validation confirms that there is no evidence of failure to comply with the relevant environmental regulations,
- the data and specifications of the consolidated environmental statement by the organisation represents a reliable, credible and truthful picture of all the activities of the organisation within the area specified in the environmental statement.

Nuremberg, 24.09.2014

**INTECHNICA**  
UMWELT- UND MANAGEMENTBERATER

*U. Ammon*

Dr. Udo Ammon  
Environmental Assessor





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