

I N N O V A T I O N

YOU CAN

S E E



**SAHM**

The glass for top brands

FIND OUT MORE: [WWW.SAHM.DE](http://WWW.SAHM.DE)

# 01

## FOREWORD SUSTAINABILITY REPORT

„ Good taste doesn't come about by chance.  
That's why we believe only the best design and the best  
quality are good enough for our customers.“



*Michael Sahn*

Michael Sahn  
Managing Director



*Paul Goller*

Paul Goller  
Marketing & Sales Director

We place the highest demands on quality and sustainability within our trade, and that's why we're aware of and accept our social responsibility.

# SAHM

# 02

## COMPANY & HISTORY SUSTAINABILITY REPORT

### THE GLASS FOR TOP BRANDS – SINCE 1900



20  
20  
120  
YEARS



Established in 1900, SAHM is a medium-sized, owner-managed company that employs over 450 members of staff in Europe, Asia and America and is one of the world's leading suppliers of glassware for the beverage industry.

From regional beverage manufacturers to international corporations – our customers have been relying on SAHM's know-how for almost 120 years: excellent expertise and sound advice on brand positioning, modern and innovative glass and decor design, combined with convincing service and logistics.

Naturally, we don't leave the sustainability concept by the wayside. We therefore try to play our part and continuously improve ourselves with new technologies and optimised work processes.

As a family-run business, we are well aware of these challenges and are happy to face them.

# 02

## PRINCIPLES SUSTAINABILITY REPORT

### PRINCIPLES

- Sustainable and forward-looking business management is firmly anchored in our corporate philosophy.
- We focus on permanently adapting to the markets.
- We are not successful without our employees.
- We safeguard jobs and training positions.
- We take responsibility for our actions.
- We stand for respect and appreciation and welcome diversity.
- Our employees can enjoy a long working life at SAHM thanks to a modern working atmosphere.
- We promote compatibility between family and career.



# 03

## SOCIAL RESPONSIBILITY SUSTAINABILITY REPORT

### DIVERSITY

We speak many languages.

Employees from many countries around the world work for us. We try to integrate everyone in the best way possible.

The word 'integration' is firmly anchored in our corporate philosophy. Racism and xenophobia are not tolerated.



**WE'RE SOHM. WE'RE STRONG - TOGETHER.**

# 03

## SOCIAL RESPONSIBILITY SUSTAINABILITY REPORT

### OCCUPATIONAL SAFETY

Ongoing optimisation of occupational safety is a key aspect of the working environment at SAHM. First aid training courses for employees and regular evacuation exercises are set in our schedules. In this regard, we always have time to listen to what our employees have to say too.

We constantly review, train and optimise our work processes to identify and eliminate potential hazards.

### ACCIDENT STATISTICS



# 03

## SOCIAL RESPONSIBILITY SUSTAINABILITY REPORT

### HEALTH PROTECTION

Holding regular health checks for our employees working in Production is a matter close to our hearts. After all, only healthy employees can tap their full potential.



# 03

## SOCIAL RESPONSIBILITY SUSTAINABILITY REPORT

### TRAINING

Young employees are the specialists of tomorrow.

We would like to do our bit and train young people in various professions within our company. From the role of industrial clerk (m/f/x) to that of screen printing media technologist (m/f/x), the professions we offer training for are highly diversified. Only those who accompany young people on their first steps in the best way possible can tap their full potential.

We believe that our trainees are the future pillars of the company.



### LIFELONG LEARNING

Learning is a process that never stops. We have added this to our agenda too, and try to integrate and promote both young and older employees in the best way possible. Because it's true that what's state-of-the-art today may well be obsolete tomorrow.



# 03

## SOCIAL RESPONSIBILITY SUSTAINABILITY REPORT

### EXTERNAL ACTIVITIES

#### CORPORATE RUN

We want to offer our employees the opportunity to get moving, which is why every year we're represented by a large team of SAHM employees at the Münz corporate run (held in Koblenz). All kinds of sporting events also offer a first-class opportunity for social interaction.

#### SPONSORSHIP

Regular physical activities are absolutely essential to ensuring the well-being of each and every individual. This is why we also support local sports clubs. For many years, we have been supporting regional clubs such as Sportfreunde Höhr-Grenzhausen.



SPORT BRINGS PEOPLE TOGETHER FOR SAHM'S SHARED SUCCESS

# 04

## ECONOMIC & ECOLOGICAL SUSTAINABILITY SUSTAINABILITY REPORT

### CERTIFICATES

We place the highest demands on quality and sustainability within our trade and our products. We have had these aspects regularly certified by an independent body (certification company) since 1996.

We are therefore certified according to the ISO 9001 quality management system.

Being a future-focused company, we attach a great deal of importance to protecting the environment. SAHM therefore expanded its portfolio to include the ISO 14001 environmental management system in 2009.

Certification in accordance with the ISO 50001 energy management system followed in 2015.



CERTIFICATES

# 04

## ECONOMIC & ECOLOGICAL SUSTAINABILITY SUSTAINABILITY REPORT

### DIN EN ISO 9001:2015 QUALITY MANAGEMENT

In line with our corporate policy, SAHM's processes are geared towards the goal of providing the customer with top-quality products that meet their requirements.

Observing and complying with relevant national and international quality standards, involving certified suppliers and customers in decision-making at an early stage, discovering and assessing risks early on and updating/checking targets are an integral part of our corporate policy.

This is why we work according to the DIN EN ISO 9001:2015 quality management system.



# 04

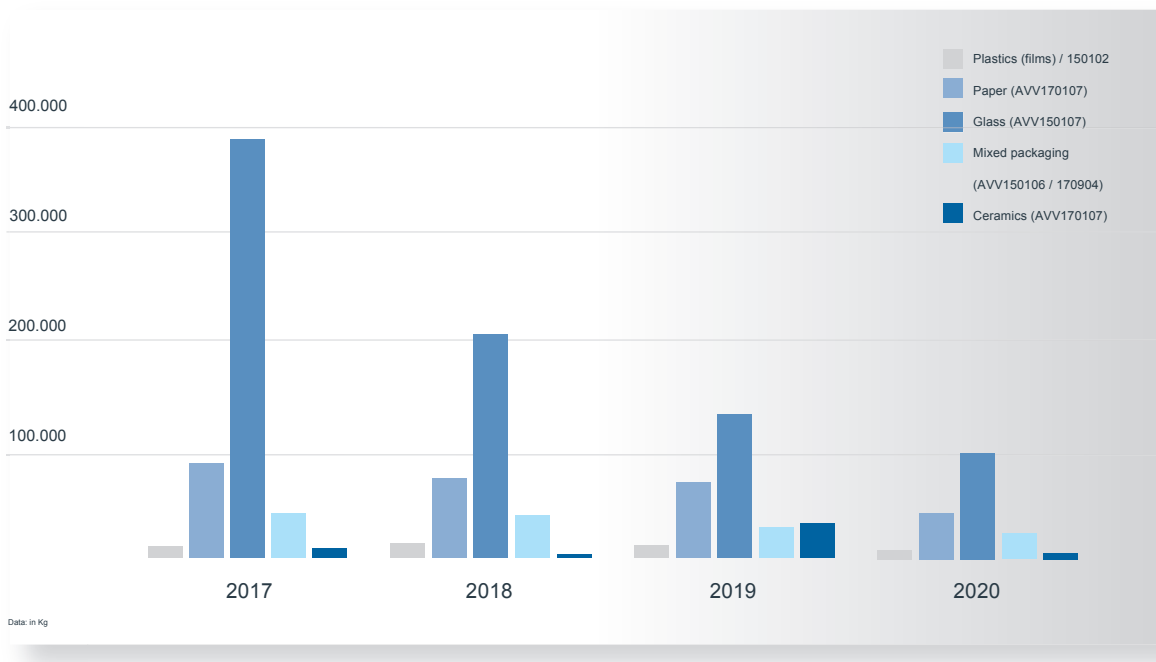
## ECONOMIC & ECOLOGICAL SUSTAINABILITY SUSTAINABILITY REPORT

### DIN EN ISO 14001:2015 ENVIRONMENTAL MANAGEMENT



In line with our corporate policy, we are aware of our responsibility to protect the environment. During our continuous product and process improvement activities, we set ourselves the key goal of using resources economically. This area is divided into: environmental management, operational environmental protection and every employee's responsibility.

### COMMERCIAL WASTE



# 04

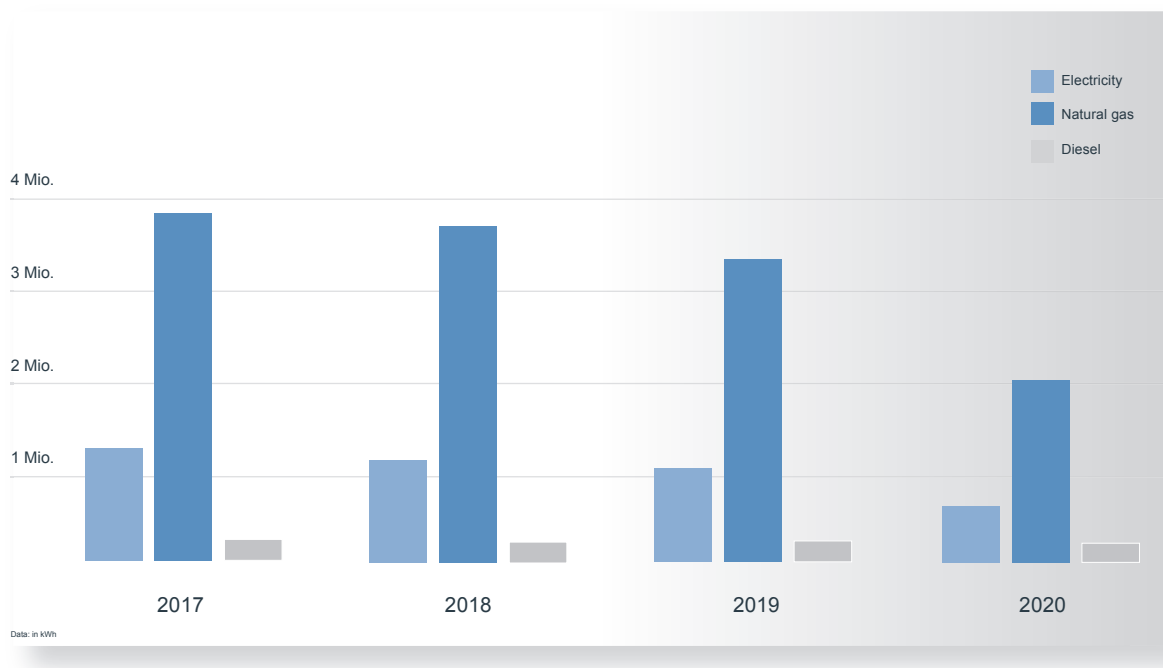
## ECONOMIC & ECOLOGICAL SUSTAINABILITY SUSTAINABILITY REPORT

### DIN EN ISO 50001:2011 ENERGY MANAGEMENT



We operate, document and implement the relevant requirements set down in an energy management system's underlying standards and continuously improve its effectiveness. After all, optimisation of energy management is a key aspect with regard to acting sustainably.

### ENERGY CONSUMPTION



# 04

## ECONOMIC & ECOLOGICAL SUSTAINABILITY SUSTAINABILITY REPORT

### RISK MANAGEMENT

Our risk management system checks and assesses all processes for potential risks at an early stage, because every risk discovered is an opportunity too. Identifying and exploiting opportunities is one of our core business activities. Efficient management of risks and opportunities is a guarantee of our long-term corporate success.



### GLOSSARY

DIN EN ISO 9001:2015

This standard regulates the application of a quality management system.

DIN EN ISO 14001:2015

This standard regulates the application of environmental management.

DIN EN ISO 50001:2011

This standard regulates the application of systematic energy management.

# 04

## ECONOMIC & ECOLOGICAL SUSTAINABILITY SUSTAINABILITY REPORT

### GOALS

We naturally always strive to offer our customers the best quality. Future and environment-focused actions are our top priority.

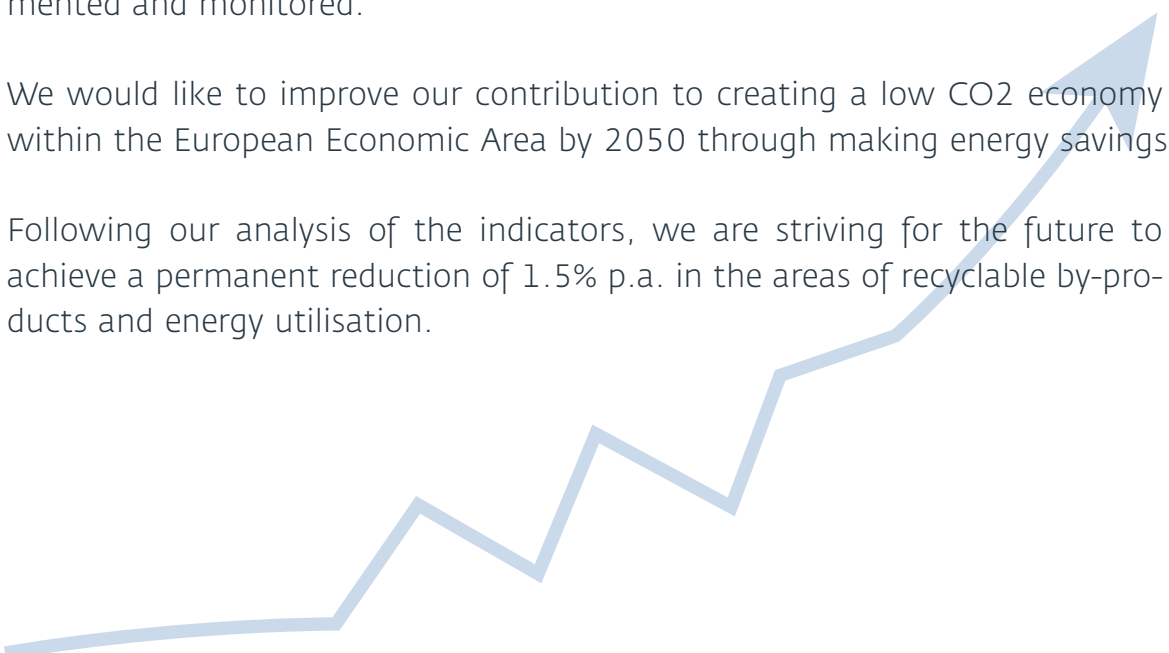
To implement the zero-defect strategy for our customers, we have implemented various checks in Production. We follow the basic principle of producing, not checking, your quality.

We manage to improve our environmental management and sustainable actions through continuously reducing our recyclable by-products. To name but one example, we check this by recording and evaluating quantitative environmental indicators.

To ensure optimum use of energy as a resource, we have identified existing energy potential to consciously improve the use of energy as a resource in the following step. The energy management indicators are continuously documented and monitored.

We would like to improve our contribution to creating a low CO<sub>2</sub> economy within the European Economic Area by 2050 through making energy savings.

Following our analysis of the indicators, we are striving for the future to achieve a permanent reduction of 1.5% p.a. in the areas of recyclable by-products and energy utilisation.



# 04

## ECONOMIC & ECOLOGICAL SUSTAINABILITY SUSTAINABILITY REPORT

### TARGET ATTAINMENT 2020

In 2020,

- We have optimised our waste separation process for recyclable by-products in order to operate even more sustainably and efficiently. Reduction of energy consumption by more than 15%.
- Renewal of machinery to meet the latest technical standards in terms of the efficient use of resources.
- The risk assessment was revised and the resulting work instructions will be implemented in 2021. The long-term sickness rate has been reduced.

### New short-term targets for 2021:

- Raise employee awareness of occupational safety in order to further reduce the rate of absenteeism.
- Implementation of the new work instructions resulting from the risk assessment from 2020.
- Further development of new technological possibilities by moving work processes to cutting-edge printing machines.
- Identification of potential for improvement in the company through the active collaboration of all employees. CIP (Continuous Improvement Process).
- We continue to work on the achievement of our long-term sustainability goals.



# 05

## LEGAL NOTICE SUSTAINABILITY REPORT

### LEGAL NOTICE

We have collected the data contained in this report with great care. Nevertheless, we cannot completely rule out mistakes. Insofar as the report containing statements on future developments is concerned, these are based on the information and forecasts available at the time of publication.

In spite of elaborating them very carefully, a wide range of influencing variables that cannot be predicted at the time of publication may lead to deviations. The contents of the report were reviewed by the employees responsible for this area. An audit conducted by an external auditor was not carried out.

Where the data quality does not yet fully meet the requirements of the GRI indicator protocols, we are continuously working hard to meet them in future.

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