

ROTHENBERGER GROUP



**INTEGRATION
NO SEPARATION**



Nordwest Handel AG

Dr. Helmut Rothenberger Holding GmbH

INTEGRATION NO SEPARATION

Activity Report 2023



Generator of ideas, initiator and supporter of all sustainability activities of the ROTHENBERGER Group



Dear readers,

after the Corona pandemic had largely been overcome, the year 2023 was characterized worldwide by the ongoing war in Ukraine, the continued high and uncontrolled immigration of asylum seekers, the continued high inflation and a weakening economy.

It is precisely because of this accumulation of conflicts, problems and crises that we have pushed forward our "INTEGRATION NO SEPARATION" initiative in order to give the weakest members of our society and the most disadvantaged people a voice and to live a life of dignity and contentment.

In total, we were able to help and support over 3.100 people with more than 50 projects in 2023. This sign of solidarity was generally very well received.

I would like to thank everyone who has supported us professionally or privately in carrying out our campaigns and has thus been able to send a clear signal for the cohesion of our society in Germany, Europe and worldwide.

Dr. Helmut Rothenberger

Assuming responsibility

ROTHENBERGER employees at many of our sites volunteer in their free time. As a responsible partner, the ROTHENBERGER Group has set itself the goal of supporting integration programs and civic engagement through a corporate volunteering program.

The Dr. Helmut Rothenberger Holding feels committed to the well-being of people and the environment by using its resources, showing initiative and ultimately providing financial support. Since 2018, our holding company has been committed to more social engagement and sends a visible signal with the "INTEGRATION NO SEPARATION" initiative.

We support integration of all kinds and fight against discrimination based on ethnic origin, religion or belief, disability, age, gender or sexual orientation.

Integration enriches our working lives and opens our minds to new perspectives.



Commitment at the sites

The Dr. Helmut Rothenberger Holding is committed to a lively and livable environment in many ways and takes responsibility. For example, we have long supported various social and charitable projects in the neighborhood of our company locations.

We view the fair treatment of our employees in all their diversity and the fight against all forms of discrimination as part of our social responsibility.

Compliance with and respect for human rights is a matter of course for the Dr. Helmut Rothenberger Holding and its entire workforce.



Initiative "ROTHENBERGER HELP DAY"

Together for a good cause: the worldwide ROTHENBERGER HELP DAY takes place every year on the weekend of May 25th.

Based on our "INTEGRATION NO SEPARATION" initiative the ROTHENBERGER Group locations support non-profit organizations in many different ways.

Annual social commitment and integration is part of our responsibility. For the ROTHENBERGER Group, "Corporate Responsibility" is an essential part of the business strategy.

The central element is the coordination of our business activities with the expectations and needs of society. We therefore base our decisions on the 7 value system of Dr. Helmut Rothenberger Holding.

Our commitment includes supporting integration of all kinds. This includes social organizations and institutions as well as educational support for children and young people.

This year we again collected, donated, made crafts, painted and cooked together. Cleaned up, painted, repaired and gardened. With colleagues, residents of the facilities or employees of the project.

A wonderful day for everyone.

Projects 2nd international "ROTHENBERGER HELP DAY"



Projects 2nd international "ROTHENBERGER HELP DAY"



WALTER Werkzeuge Salzburg GmbH & EURODIMA



Leistritz AG



ROTHENBERGER Hungary



RÖHM GmbH



RICO GmbH



ROTHENBERGER Italiana

Key Social Indicators (KSI) "ROTHENBERGER HELP DAY"

288 employees
1,818 working hours

19 projects
2023

▶ for 2,030 people

In 2023, 288 employees of Dr. Helmut Rothenberger Holding the second international „ROTHENBERGER HELP DAY“ in 19 different projects with 1,818 working hours. A total of 2,030 people were able to benefit from the initiative.

Projects „INTEGRATION NO SEPARATION“

ROTHENBERGER Spain (ROSA)

As part of the production process, especially in final assembly, blistering and packaging, there is collaboration with a foundation called Lantegi Batuak (translated from Basque: “Ordinary Workers”). This foundation is committed to the integration of disabled people into the industrial environment. More than 35 years of collaboration have created a long-standing relationship, and the company’s commitment to the integration of people with special needs makes it a pioneer in the region. Around 35 employees work in the plants, some of whom have been working at Rothenberger for more than 15 years. They are fully integrated into the production processes with a continuous focus on customer service.



NORDWEST Handel AG

Since 2017, NORDWEST Handel AG has been committed to the integration of people with disabilities in collaboration with Lebenshilfe in Gießen. The aim of this project is to enable these people to lead a self-determined life. The focus of the collaboration is the exclusive PROMAT brand. The individual components of this brand are transported from the central warehouse in Gießen to Lebenshilfe, where they are assembled into suitcase sets and workshop trolleys by employees in the workshops. The Lebenshilfe workshop employees working there also take on outer packaging and labeling work. A permanent team of around 25 people takes care of the NORDWEST tasks.



WFL

Since 2013, the WFL has been cooperating with ARCUS Sozialnetzwerk GmbH, a private non-profit organization. In the ARCUS disabled workshops in the Linz area, people with disabilities produce various items for industrial companies. Wooden boxes for measuring instruments are manufactured for WFL. In April 2023, several ARCUS employees were invited to an on-site visit to WFL. They were very enthusiastic about the machines and proud to be part of the assembly process.



Key Social Indicators (KSI) “INTEGRATION NO SEPARATION“

21 companies
43.468 working hours

32 projects
2023

for 1.109 people

In 2023, 21 companies and branches of the Dr. Helmut Rothenberger Holding implemented and supported projects that contribute to our “INTEGRATION NO SEPARATION” initiative. 32 different projects were implemented and supported with 43.468 working hours. A total of 1,109 people benefited from the initiative.



Further projects



Icario's sun

Since September 2021, the in-house winery ICARIO has been supporting the "Icario's sun" project of the "Cooperativa Sociale L'Arca".

This year, the winery's employees again received the group's support. Together, new vines were planted, wine bottles were labeled and packaged and the different aromas and scents of the wines were discovered. In addition, regular meetings with wine tasting, creative work, painting and theatrical performances were held in the summer under the pavilion near the vineyards. The performance of the play finally took place in the theater in Monte San Savino.

Diversity Charter

To further raise the profile of the Dr. Helmut Rothenberger Holding as a responsible partner, the management board signed the "Charta der Vielfalt" (Diversity Charter) in March 2021.

The Diversity Charter is an employer initiative to promote diversity in companies and institutions. The aim of the initiative is to advance the recognition, appreciation and inclusion of diversity in the world of work in Germany. Organizations should create a working environment that is free of prejudice.

All employees should be valued – regardless of age, ethnic origin and nationality, gender and gender identity, physical and mental abilities, religion and world view, sexual orientation and social origin.

The heart of the initiative is a charter. It is the Diversity Charter in the literal sense and a voluntary commitment by the signatories to promote diversity and appreciation in the world of work. This initiative applies to all locations and companies of the Dr. Helmut Rothenberger Holding.

The ROTHENBERGER HELP DAY is the main element of this. It offers employees the opportunity to get involved in a good cause and actively support charitable organizations with their projects.



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