

Sustainability Report ISRI USA

Aug 2021



Sustainability Report - Mid 2021

Introduction

Isringhausen, Inc is a United States (ISRI USA) based subsidiary of ISRINGHAUSEN GmbH & Co. KG located in Ladson, South Carolina.

ISRI USA assembles seats for various markets including: heavy truck, bus, construction and passenger vehicles.

This sustainability report covers the year 2020 through mid 2021.

In this reporting period, we have assigned goals and programs to focus sustainability in alignment with the Aunde Groups goals and objectives.



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ISRI USA Plant Profile



Mitarbeiter 110 FTE
 Umsatz 2020 22.8 Mio. EUR
 Standortfläche 12.077 m²
 Produktionsfläche 2.535 m² (100 % in use)
 Logistikfläche 8.446 m²



Foundation

2017

Management

Tom Kish

Special characteristics

VS30 JIS plant

Infrastructure

5.2 miles from IH-26

Area for production expansion

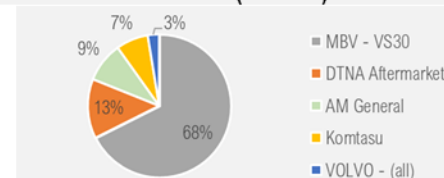
0 m² ✓

Production Category	Shift model	Capacity ¹⁾ Installed vs Potential
JIT/JIS	3 shift	24hr x 5 d / 24 hr x 5 d
Final Assembly	2 shift	16 hrs x 5 / 24 hrs x 5
Painting	n/a	n/a
Welding	n/a	n/a
Bending	n/a	n/a
Stamping	n/a	n/a
Foaming	n/a	n/a

New projects (top 3 - only booked business)

	Revenue
1 MBV VS30	12 Mio. EUR
2 DTNA Aftermarket	2.33 Mio. EUR
3 AM General	1.61 Mio. EUR
Total	15.9 Mio. EUR

Revenue distribution 2020 (Mio EUR)



24-March-2021

¹⁾ If possible based on the output in machine hours. If not, use output quantities; potential is additional %

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Materiality Analysis

In the materiality analysis there are four individual fields of action:

Sustainable Corporate Management

→ Compliance

We manage the company in a future-oriented way involving all partners.

Employee Appreciation

→ Health management
→ Safety
→ Personnel development

Our most important capital is our employees. We want them to like being part of ISRI.

Supply Chain Responsibility

→ Packaging
→ Recycling
→ Local Sourcing

We take responsibility for sustainable supply chains.

Environment and Resources

→ Climate protection
(energy and emissions)
→ Preserve habitat
(water/soil, biodiversity,
land use)

We act environmental and climate friendly.

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Sustainable Goals

Worldwide climate and sustainability goals are not only to be considered globally, they can only be achieved if everyone strives to make a contribution – including us as a company.

Our key areas of action should therefore also serve to assign our sustainability activities thematically to the Aunde sustainability goals.



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Impacts

Sustainable Development Goals



Fields of action

Essential topics

Impact outside company

Slide location

Sustainable corporate management

Compliance

Society, community & environment

Slide 8

Employee Appreciation

Health management
Safety
Personnel development

Society & community
Society & community
Society & community

Slide 9, 17

Supply Chain Responsibility

Packaging & Recycling
Local sourcing

Suppliers, logistics companies, customers & environment
Suppliers, logistics companies, customers & environment

Slide 10-16

Environment and Resources

Climate protection (energy & emissions)
Preserve habitat (water/soil, biodiversity, land use)

Society, community, & Environment
Society, community & Environment

Slide 11, 18-19

Sustainable Corporate Management

*We manage the company in
a future-oriented way
involving all partners.*

Goal	Activity	Target Date	Target Value
Compliance			
Legal	Confirm legal compliance via 3 rd party	Sept 30,2021	100% Compliance
IATF-16949	Achieve IATF-16949 Certification via 3 rd party audit	Sept 30,2021	Certification
ISO-14001:2015	Achieve ISO-14001:2015 Certification via 3 rd party audit	Dec 31,2021	Certification

Employee Appreciation

Our most important capital is our employees. We want them to like being part of ISRI.

Goal	Activity	Target Date	Target Value
Health Management	Providing good health care plans for employees through BCBS SC	Annual renewal	Offering at benefits enrollment period
Safety	Defining & providing PPE – glasses, sleeves, safety shoes COVID Protocols – temperature measuring kiosk, masks	On Going	Daily on hand PPE for all employees
Personnel development	Individualized training plans for operators and administrative staff	On Going	Per individual training plans

Supply Chain Responsibility

We take responsibility for sustainable supply chains.

Goal	Activity	Target Date	Target Value
Packaging	Evaluating with customers & suppliers to change to returnable packaging. Implement with Adient.	Q4 2021	Implementation with Adient
Recycling	Continue existing recycling of paper, cardboard, plastic & metal from production, office & breakroom. Reduce cardboard recycling by moving to returnable containers.	On going	20% reduction on cardboard recycling
Local Sourcing	Evaluate and begin localizing sources as it becomes feasible, reducing freight cost (and associated environmental impact)	On going	2 suppliers in 2021

Environment and Resources

We act environmental and climate friendly.

Goal	Activity	Target Date	Target Value
Climate protection (energy & emissions)	Evaluate options for solar and or wind power for ISRI USA. Motion sensor lighting for entire facility already installed.	Q4 2021	Agreement with Lemgo on invest
Preserve Habitat (water/soil, biodiversity, land use)	Assure all waste is sent to the proper waste stream and maximize recycling efforts. Training of employees. Low flow toilets installed in facility. Target reduction in SAP document printing, move to digital document storage where available.	On going	N/A

Recycling Projects - Corrugated

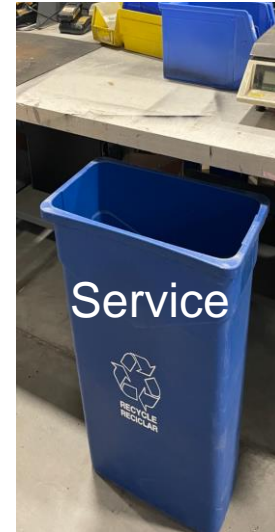
ISRI recycles corrugated with our partner SONOCO Recycling.



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Recycling Projects - Paper

ISRI recycles paper
with our partners
Shred-it &
Charleston County.



Recycling Projects – Plastic, Glass, Aluminum Cans

ISRI recycles plastic & aluminum cans with our partners Carolina Waste & Charleston County.



Scrap plastic recycling

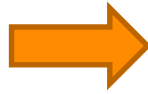


Recycling Projects – Metal

ISRI recycles metal parts with our partner Charleston Steel & Metal.



Scrap metal recycling



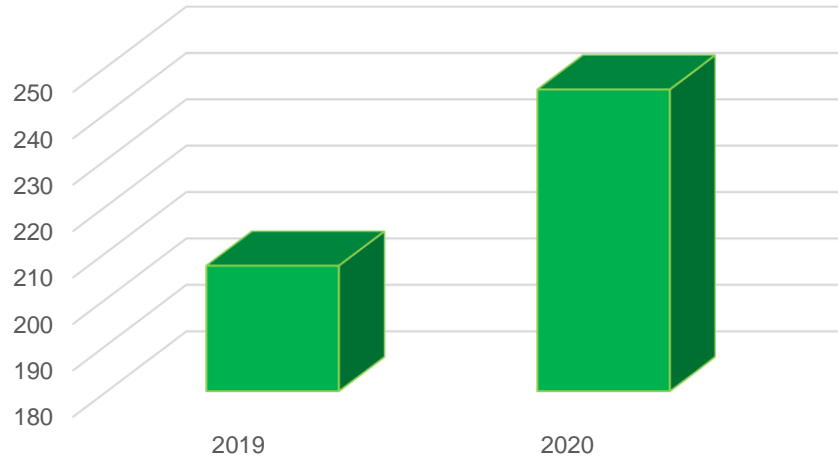
Change expendable to returnable packaging

Reducing 1 dumpster of trash per week, reduced injury risk (cuts / strains), 15 hours per week of bailing saved and 5 hours per week of cutting boxes saved. Reduces amount of cardboard required to be recycled. Implement Q4 2021.

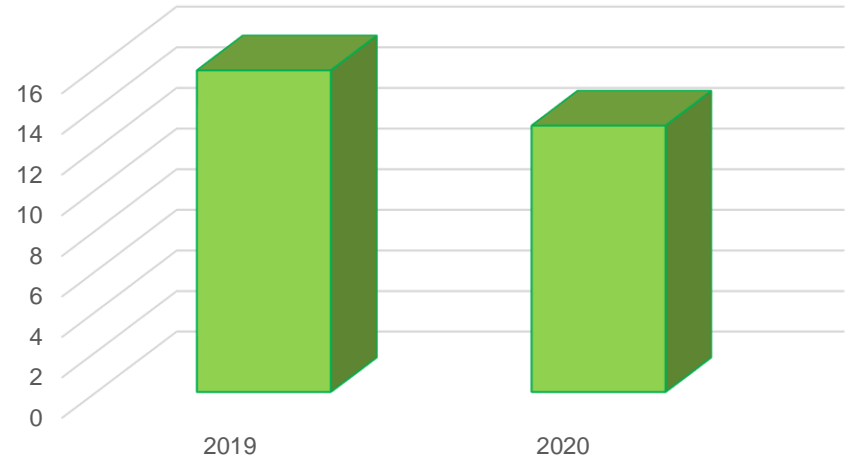


Recycling Data

Cardboard (t)



Scrap Metal (t)



Safety, COVID Protocol & PPE

We want you to go home as safe as you were when you arrived at work.

COVID protocols include daily automated temperature screening and masks are provided. ISRI supplies employees with PPE to work safely in their work areas.

COVID Protocol



Temperature Taking Kiosk



Label Printer

Mask Dispenser

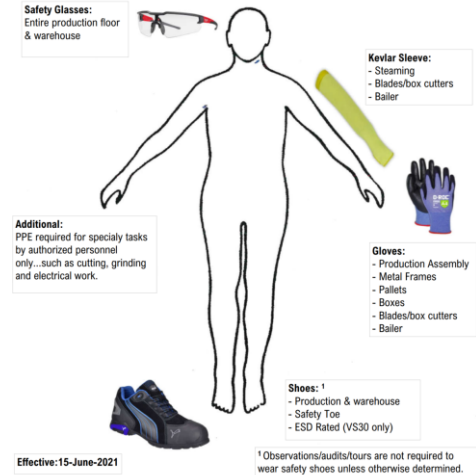


Sample Label from OK temperature

A screenshot of the 'ISRI Daily Safety Walk' form. It includes a 'Select Area' dropdown, a list of areas to check (Walking/Working Surfaces, Floors free of trash, debris, liquids, etc.), and checkboxes for 'Checked By' (OK, NOK, N/A). The form also includes a date and time stamp (0/24/2020 8:03:35 AM) and a footer with the form number (40-04-FORM-0804 ISRI Safety Inspection Form | Rev 11-Oct-2019).

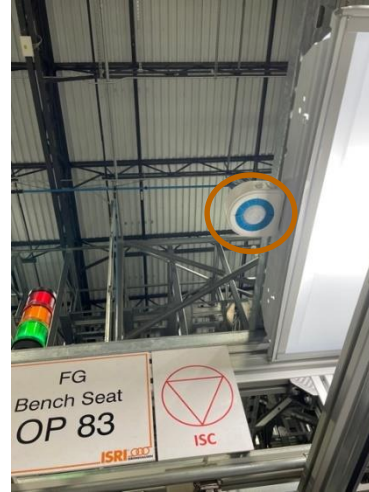
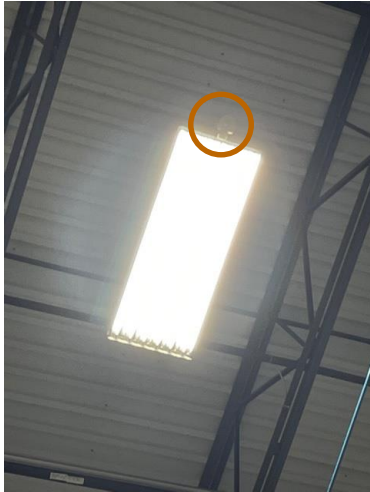
(Safety walk on Android tablet)

ISRI[®] ISRINGHAUSEN Personal Protective Equipment (PPE)



Smart Energy Savings

ISRIs entire facility has motion sensor lighting to only use lights where and when people are working. This helps us reduce our energy costs.



Energy Projects



ISRI has reached out to Renu Energy Solutions to provide a quote for solar panels. ISRI is also looking for a potential supplier of wind turbines. Both projects will undergo feasibility and CAPEX evaluations for potential future implementation.



Epilogue

Working on the report showed us how important a holistic philosophy is throughout the company for the successful implementation of ecological, economic and social activities.

Aligning the company with sustainability is a process of constant improvement. Checking ourselves regularly by collecting data and finally reporting on it helps us to work on ourselves and to make our contribution to achieving sustainability goals set by the global community and our parent company AUNDE Group.





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