

SUSTAINABILITY REPORT

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For the sake of better readability, either the masculine or feminine form of personal nouns has been chosen in this document. This in no way implies any discrimination against the other gender. Women and men may feel equally addressed by the contents.

PREFACE

The lived "economic", "ecological" but also the "social" sustainability of PROLICHT GmbH is recorded in company-specific "reports" such as the current "SUSTAINABILITY REPORT".

Sustainability has accompanied PROLICHT GmbH since our existence. Of course, sustainability has changed a lot in the last years. At the beginning of our company history, as well as in years of change, the focus was mainly on an "economic" sustainability. With the change to in-house production, however, the awareness of the impact of our actions on the environment also grew.

Sustainable growth led to international networking and goes hand in hand with growing social awareness. Under the motto „*Sustainability makes the Difference*“¹ the management group has committed itself in writing in its sustainability strategy paper to pushing the sustainability of all 4 dimensions within PROLICHT GmbH.

¹ SUSTAINABILITY STRATEGY „Sustainability makes the Difference“ download link→ <https://www.prolicht.at/en/company/know-how/quality-and-environmental-standards/>

NACHHALTIGKEITSSTRATEGIE 2030 PROLICHT

„SUSTAINABILITY MAKES THE DIFFERENCE“

NACHHALTIGKEITSSTRATEGIE 2030 - PROLICHT GMBH

Unter dem Motto „Sustainability makes the difference“ hat sich der Führungskreis in seinem Nachhaltigkeitsstrategie-Papier schriftlich dazu bekannt, sich dem Thema der Nachhaltigkeit anhand der „4 PROLICHT Nachhaltigkeits-Dimensionen“ zu verpflichten.

Nachhaltige Produkte, der sensible Umgang mit der Natur, eine Zusammenarbeit auf Augenhöhe mit Kunden, Partnern, Lieferanten und Mitarbeitern und das Bewusstsein einer gesellschaftlichen Verantwortung wird heute, nicht nur vom Management und unseren Mitarbeitern gelebt, sondern findet auch seine Niederschrift in Verträgen mit unseren Partnern und Lieferanten.

Nachhaltigkeit ist zum Wettbewerbsfaktor geworden. Deshalb versuchen wir, nicht nur den Anforderungen des Marktes gerecht zu werden, sondern auch die Nachhaltigkeit auf all ihren Ebenen, im und rund ums Unternehmen, mitzugestalten.

Unsere Partner, Kunden Lieferanten aber auch Stakeholder müssen von unserem Nachhaltigkeits-Engagement begeistert sein. Das ist Strategie und Ziel zugleich.

Abbildung 1: 17 Ziele für nachhaltige Entwicklung (UN)

Die Geschäftsführung und das obere Management haben sich deshalb mit dem Nachhaltigkeits-Strategiepapier dazu bekannt, die Nachhaltigkeitsstrategie PROLICHTS an den 17 Zielen für nachhaltige Entwicklung der Vereinten Nationen anzulehnen.

Die „17 Sustainable Development Goals“ (SDGs), verfolgen den globalen Plan, der Förderung nachhaltigen Friedens und Wohlstands und des Schutzes unseres Planeten. Diesem Plan wollen auch wir uns mit unserer Strategie, den Zielen und Maßnahmen verpflichten.

Walter Norz
(CEO/ Bereich Vertrieb & Vermarktung)

Eva Dengg
(Bereichsleitung Support Team)

Manfred Waldauf
(CFO/ Bereichsleitung Zentrale Dienste)

Alois Gander
(Bereichsleitung Produktion)

Thomas Riedler
(Bereichsleitung Technik / R&D)

Götzens, am 21.01.2021

¹ 17 Ziele für nachhaltige Entwicklung der UN → LINK <https://unric.org/de/17ziele/>

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Figure 1: „SUSTAINABILITY STRATEGY PROLICHT“

Sustainable products, the sensitive treatment of nature, cooperation on an equal footing with customers, partners, suppliers and employees, and the awareness of social responsibility are now not only lived by management and our employees, but also demanded of us by partners and suppliers.

Sustainability has become a competitive factor of which we are aware. That is why we try not only to meet the requirements of the market, but also to help shape sustainability on all its levels, in and around the company.

Our partners, customers, suppliers and also stakeholders must be enthusiastic about our commitment to sustainability - that is our credo.

1. 17 SUSTAINABLE DEVELOPMENT GOALS (UN)

The Executive Board and senior management have committed to aligning PROLICHT's sustainability strategy with the United Nations' 17 Sustainable Development Goals (SDGs). The "17 Sustainable Development Goals" (SDGs²), pursue the global plan of promoting sustainable peace and prosperity and protecting our planet.



Figure 2: „17 SUSTAINABLE DEVELOPMENT GOALS (UN)“

2. PROLICHT GMBH

PROLICHT is a globally successful premium manufacturer of architectural lighting concepts. Individual lighting solutions are developed and manufactured for professional needs in record time. As an internationally active company, PROLICHT operates the production and assembly facility at its main location in Tyrol, as well as a global sales network with partners in over 60 countries.

The company specializes in the production of architectural luminaires and lighting systems for the store and retail sector, hotels and restaurants, offices, public buildings and private homes. As of December 2021, the Tyrolean company employed around 230 people, of which almost 200 work at the headquarters in Götzens.

Efficient processes, a clear commitment to the Tyrol as a production location, a friendly relationship with our employees, partners and customers, and a lean organizational structure are the basis of the economic success of PROLICHT GmbH.

Ecological and social sustainability in the value chain, comprehensive product responsibility and conservation of resources are firmly anchored in the corporate strategy.

² 17 GOALS FOR SUSTAINABLE DEVELOPMENT UN → LINK
<https://www.un.org/sustainabledevelopment/sustainable-development-goals/>

3. HISTORY

The foundation stone for the company was laid in 1993 by Walter Norz (CEO). The company developed from the former distribution of trade goods to an internationally active production company in the fields of architectural lighting concepts and architectural luminaires and lighting systems.

Enjoyment of our entrepreneurial task and the reinvestment of our earnings have ensured sustainable growth since the company was founded.

3.1 FROM A PURE DEALER TO A PRODUCING DISTRIBUTION NETWORK

After about 10 years of pure distribution of trade goods, the decision was made to break new ground and to take the production of luminaires into our own hands.

Disadvantages of the pure trade, like

- The dependence of suppliers (availability, delivery time, product quality, stock management with finished goods, etc.)
- Complaint management
- Little leeway for individual customer wishes and product adaptations
- etc.

should come with their own production in their own area of responsibility. Freely according to the motto "**responsibility route is influence route**".

Thus, Walter Norz began in 2006 itself, with the production of architectural luminaires and lighting systems.

3.2 EXPANSION OF THE MANUFACTURING PLANT

Already in 2006 the change of location from Innsbruck to Götzens (in Tyrol) became necessary. There too, after 3 years, the new headquarters, with administration and production under one roof, became too small. It followed,

- 2008/2009 purchase of the neighbouring building, i.e. the production of a locksmith's shop located there at that time
- until 2010 the locksmith's shop was extended by a warehouse and a dispatch hall, all in the spirit of the "lean production" idea.

This enabled

- the desired depth production
- the production according to the "One-Piece-Workflow"- principle
- order based production with fixed throughput times (Give me 5)
- continuous production according to the "Lean Production" principle

3.3 PROCESS AND ORGANIZATIONAL RESTRUCTURING

With the support of the Austrian management consultancy Ernst Weichselbaum OG, PROLICHT GmbH has restructured itself sustainably since the year 2007.

The initial spark was started with the project "Phase 3". Since then, "1 Piece Flow", "Give me 5" and clearly defined seams between production and sales have been firmly established.

In particular, the so-called "OK point" ensures deadlines, highest quality and optimal use of v. resources for our customers.

The OK point represents the central interface between the planning phase and the production phase. At this point, the orders & work orders must be released and free of queries in order to be handed over from sales to the executing teams.

Only after the OK point are all levers set in motion and raw materials refined into the final end product for the customer. **Without the OK point, there is no production.**

Then they are irrevocably implemented by the workshop and assembly teams.

Another important detail of our OK point, which has immensely positive consequences for the environment, is the OK point criterion "**no production without customer order**".

In this way, we ensure that only orders with an explicit customer order can be put into production.

Ecologically, this has far-reaching positive effects on our environment

- no finished goods warehouses at PROLICHT
- no unnecessary waste of resources & energy as with stock production
- increasing customer satisfaction
- competitiveness on the market
- constant business success due to customer specific contract manufacturing

3.4 QUALITY OFFENSIVE WITH „PORSCHE-CONSULTING“

After the far-reaching restructuring of our production processes, accompanied by the management consultancy Ernst Weichselbaum OG, PROLICHT also relied on the consulting services of "Porsche Consulting" from 2010.

Using specific process optimization tools, the customer complaint rate was reduced by 80% within a few months according to the "Toyota principle" (80/20 rule).

In addition to positive ecological consequences such as

- Resource savings (raw material, human resources, energy)
- Waste reduction at the customer

also economic consequences such as

- cost reduction and
- increasing customer satisfaction

In addition to the 2010-2012 quality offensive, numerous other projects have followed to date in close cooperation with Porsche Consulting, such as

- „Optimization of material management“
- „Restructuring of research and development“
- „Introduction of product development process (PEP)“
- „Restructuring of the sales department“
- Etc.

3.5 TECHNOLOGY LEAP LED

PROLICHT presented its first products adapted to LED design at the "Light & Building" trade fair as early as 2012. The complete changeover to the more energy-efficient and at the same time longer-lasting diode took until about 2015. Both customers still demanded conventional illuminants, but suppliers also needed time to keep up with this technological leap in quality. Today, in retrospect, the use of conventional light sources is no longer imaginable in the industry and has had an immense positive ecological effect.

3.6 ORGANIZATIONAL PROJECT „Y4“

At the end of 2013, CEO Walter Norz launched the "Y4" organizational project. Together with the management consultancy Ernst Weichselbaum OG, the successes achieved were continued and the company was aligned according to this success pattern across the board. The project "Y4" was a strategic project for the reorganization of PROLICHT GmbH with the following objectives

- clear strategic orientation
- non-hierarchical autonomous team organization
- intensification of customer orientation
- involvement of the employees as valued but autonomous co-creators
- involvement of all stakeholders at the Götzens site for a mutual growth with each other

The implementation of the "Y4" project led to the flat, non-hierarchical organizational structure called "Probella". In addition, a strategy paper was created in which, among other things, the "Values of PROLICHT" were documented. In this strategy paper, the topic of "sustainability", as an essential factor for consistent growth, was also written down in 2016 and has since been in

2020, the management group, in preparing the document "Quality, HSE & Energy Policy", also committed itself to the continuous optimization of

- quality
- environment
- safety & health of its employees, partners & customers

3.7 ISO 14401 & ISO 9001 CERTIFICATION

In 2017, PROLICHT decided, with the support of TÜV Austria, to obtain certification according to

- ISO 14001 &
- ISO 9001

Both certificates were confirmed to PROLICHT by TÜV Austria in the same year.



Figure 3: „ISO CERTIFICATION 9001 & 14001“

3.8 ECOVADIS

PROLICHT reached another milestone in "ecological" but also "social sustainability" in 2019. With the successful participation in the sustainability rating by "EcoVadis", PROLICHT is now one of the members of this network of over 75,000 companies.

Not only PROLICHT as a participating company, but also our customers and interested parties enjoy the benefits of this worldwide leading & most reliable sustainability rating agency, which awarded PROLICHT, respectively our CSR management system with the EcoVadis bronze medals, placing PROLICHT in the international top field of "eco-socially" active companies.

3.9 PHOTOVOLTAIC POWER PLANT

Despite the challenges of 2020, 2021, in the shadow of a pandemic that has not left the lighting industry unscathed, PROLICHT 2020/21 has decided to make its largest investment to date in terms of "sustainability".

Since October 2021, a photovoltaic system with a capacity of

- 200 kWp
- on an area of approx. 1500 m²

on the roofs of our production halls.

Thereby

- approx. 200,000 kWh of energy is generated in our own production.
- PROLICHT uses about 170.000 kWh of it directly
- approx. 30.000 kWh are fed into the grid.

On weekends and holidays the plant produces a surplus.

The annual demand of the headquarters (administration building & production halls) amounts to approx. 800,000 kWh.

Consequently, the plant produces about 20-25% of the annual electricity demand at the headquarters. The associated green footprint is reflected in a saving of approximately 127 tons of CO₂ emissions.

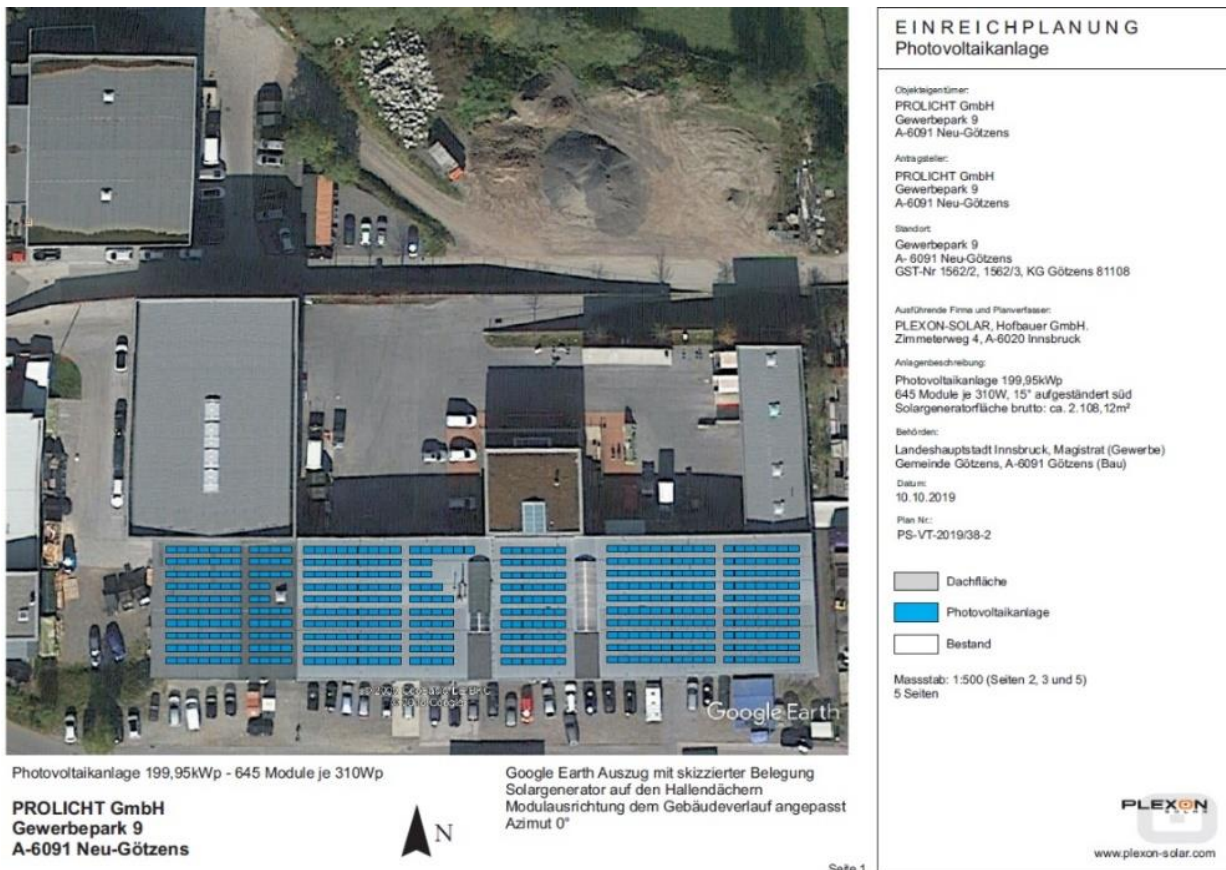


Figure 4: „PHOTOVOLTAIC POWER PLANT 1“

The first data of a dashboard linked to the photovoltaic power plant prove the “hard facts” of this sustainable large-scale investment just mentioned.

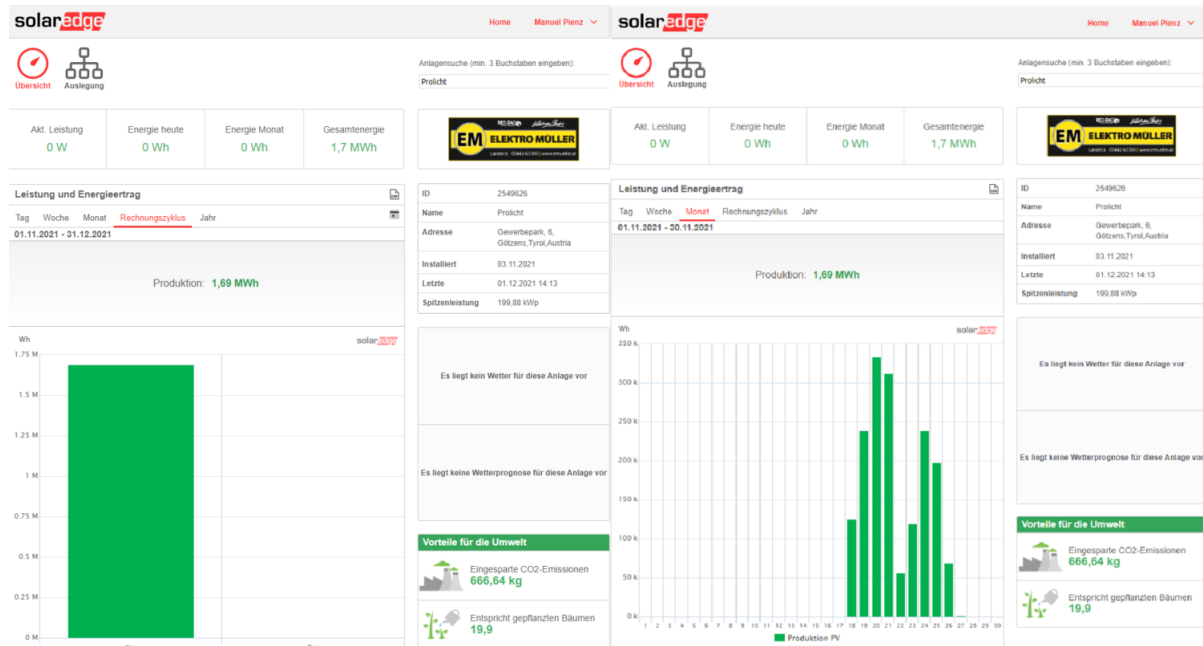


Figure 5: „DASHBOARD PHOTOVOLTAIC POWER PLANT“

4. ENVIRONMENTAL MILESTONES

The following table summarizes the most important milestones and their eco-social effects in PROLICHT’s almost 30-year history.

Year	Milestones	Eco-social relevance
1993	Founding of PROLICHT GmbH	
2003	Change from pure trade goods distribution to in-house production	Reduction of the purchase of finished products from the Far East to "0".
2006-2009	Change of production site to Götzens in Tyrol & expansion of the production line	100 percent commitment to the Tyrol as a production location.
2007-2010	Restructuring manufacturing from make-to-stock to make-to-order. Batch size 1 project → "Phase 3"	Reduction of waste through "0" stock principle. "No order → no production". Total control over quality, environment and employee health.
2010-2012	Quality Offensive (Porsche Consulting)	Reduction of waste volume at the end customer, reduction of energy & resources in the house by reduction of complaints and thus of replacement goods
2012-2015	Switching from conventional light sources (fluorescent tubes, halogen LM, HIT, HQL, etc.) to LED	Reduction of energy consumption at the end customer, elimination of separate disposal of "hazardous substances" (illuminants, fluorescent tubes, etc.) Reduction of waste generation by increasing product service life

2013-2016	Organizational project "Y4	Commitment to sustainability as a success factor through documentation in the strategy paper
2017	ISO 14001 & ISO 9001	Certification PROLICHT according to ISO 9001 & 14001
2018	EcoVadis membership	Sustainability rating according to EcoVadis & Silver Medal rating
2020	Integrated Management System (IMS) @ PROLICHT	Implementation of the "Integrated Management Approach, & Establishment of Area of Responsibility for Topics "Quality", "Environment", "Safety & Health".
2017-2021	§82B - Regular inspection of the operating facilities by TÜV Austria	Ecological and occupational safety inspection of the operating facilities at the headquarters and the machines & employees located there
2020-2022	Dashboard "Environment"	Establishment of KPIs on the basis of which the development of ecological factors PROLICHTs and their environmental influences are monitored.
2020-2022	Pilot Project "ONLINE Sales Kick-Off	Online meeting, instead of physical gathering of all international sales managers for annual sales kickoff meeting → Reduction of carbon footprint
2021	Employee sensitization "Water"	Sensitization of the employees in the handling of water when using the toilet facilities
2021	Employee awareness-raising "paper consumption"	Reduction of paper consumption by sensitizing employees to the use of paper, monitoring paper consumption at HQ
2021	Electricity from own production → Construction of photovoltaic power plant	Share of energy consumption reduced by 20-25% due to 200 kWp photovoltaic power plant
2021-2022	Home Office Agreement	Reduction of CO2 emissions & energy consumption at HQ through home office arrangement.
2021-2022	Expansion of the IMS team to include an environmental officer	Establishment of an additional employee (environmental engineer) in the "IMS" team as waste officer/environmental manager/environmental officer
2022	Reuse exhibition stand Light & Building at headquarters	Enormous waste reduction through re-use of the 650m ² large and 5m high LB20 exhibition stand at headquarters
2022	Optimization processes product disposal	Measures to sharpen processes in compliance with international legal regulations & laws of product disposal.
2022	ISO 50001	PROLICHT's energy management system certification by the end of 2022

5. ORGANIZATIONAL STRUCTURE - PROBELLA

Since 2014, the "Probella" reflects the organizational structure of our company.

The growth of the past years, as well as the size of the company, meant that PROLICHT had to adapt its organizational form to the future goals in 2013. Above all, the management of the company was to be distributed on several shoulders as a result of this change. The so-called "management circle", consisting of team leaders of the 5 company divisions, supports the management in all strategic topics and decisions.

Since 2013, the organizational structure has thus consisted of 5 areas to which the teams listed below are assigned:

- Production organization (Area):
 - o Warehouse (Team)
 - o Nasa (Team)
 - o Venus / Terra (Team)
 - o Shuttle (Team)
- Engineering – R&D (Area)
 - o New Product Development (Team)
 - o Vtry (Team)
 - o Support and Standard Support (Team)
 - o Technology and test lab (Team)
 - o Research and lighting laboratory (team)
 - o Profit (Team)
- Central Services (Area)
 - o Finance (Team)
 - o IT (Team)
 - o Operative Purchasing (Team)
 - o Strategic Purchasing (Team)
- Marketing (Area):
 - o Sales (Team)
 - o Marketing (Team)
 - o Product Management (Team)
- Support – (Area):
 - o Human Resources/Organizational Development (Team)
 - o Process Development (Team)

The management circle, consisting of 5 division managers, meets weekly to make operational and strategic decisions and once a quarter to discuss purely strategic issues. The project organization works in consultation with the individual teams, with the management circle having project control. In the individual areas, weekly team jour-fixes guarantee the necessary exchange of information. The respective area managers and group leaders are the first points of contact for questions and concerns of colleagues. They bring important topics to the management circle. The aim of this change was to lay the foundation for the future and successful growth, to organize cooperation more efficiently, to create transparency, clarity and orientation, to clarify responsibilities, to structure corporate processes and to create optimal conditions for independent work.

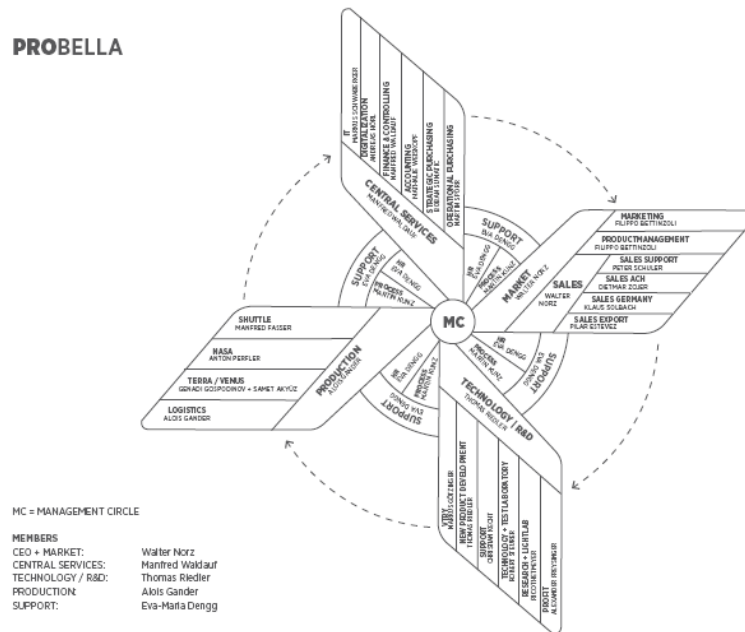


Figure 6: „ORGANISATIONAL STRUCTURE - PROBELLA“

6. HEADQUARTER PROLICHT GMBH

Since 2006, the PROLICHT headquarters are located at the industrial park in Götzens, in the heart of the Tyrolean Alps, 15 minutes by car from Tyrol's capital Innsbruck.

In the past 15 years, we have remained faithful to the production site and feel strongly connected with all the players around our company headquarters (municipality, local companies, etc.). In line with our growth, we have continued to expand our headquarters over the years, always in close consultation with all stakeholders.

At the end of 2021, the "Headquarter-PROLICHT" will comprise the following building and functional units:

Gewerbepark 9:

- Administration:
 - o Showroom (incl. lounge bar area & reception & meeting room).
 - o Sales-Office (sales & marketing offices & meeting room)
 - o Research & Development (offices, lab, meeting rooms)
 - o Management (offices)
- Production:
 - o High bay warehouse (hall)

Gewerbepark 6:

- Administration:
 - o Purchasing (office)
 - o Finance (office)
 - o IT & Digitization (office)
 - o Human Resources (office)
 - o Process Development (office)
 - o Production Office (Office)
- Production:
 - o Profile storage & gripper storage hall (hall)
 - o Machine hall (hall)
 - o Assembling hall (hall)

Gewerbepark 4:

- Production:
 - o Shipping hall (building rented)

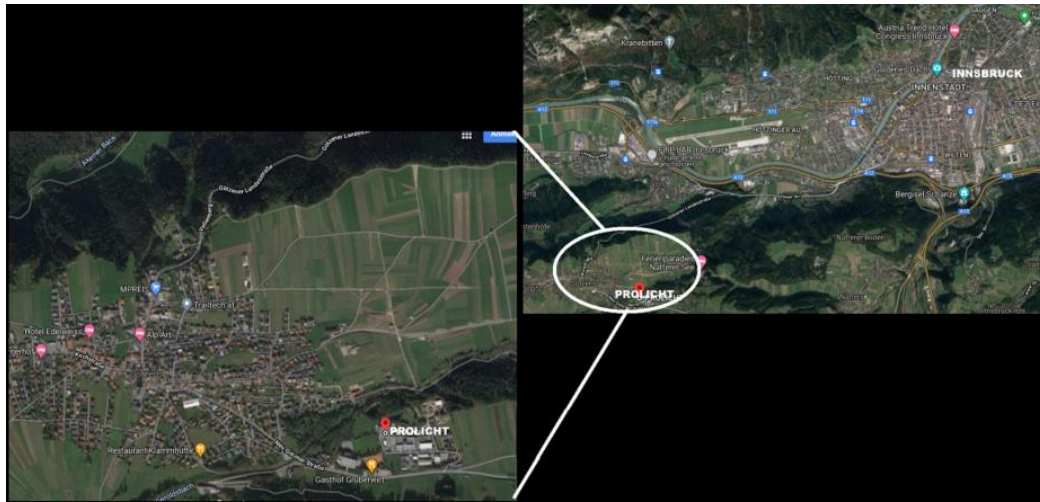


Figure 7: „LOCATION PLAN PROLICHT 1“

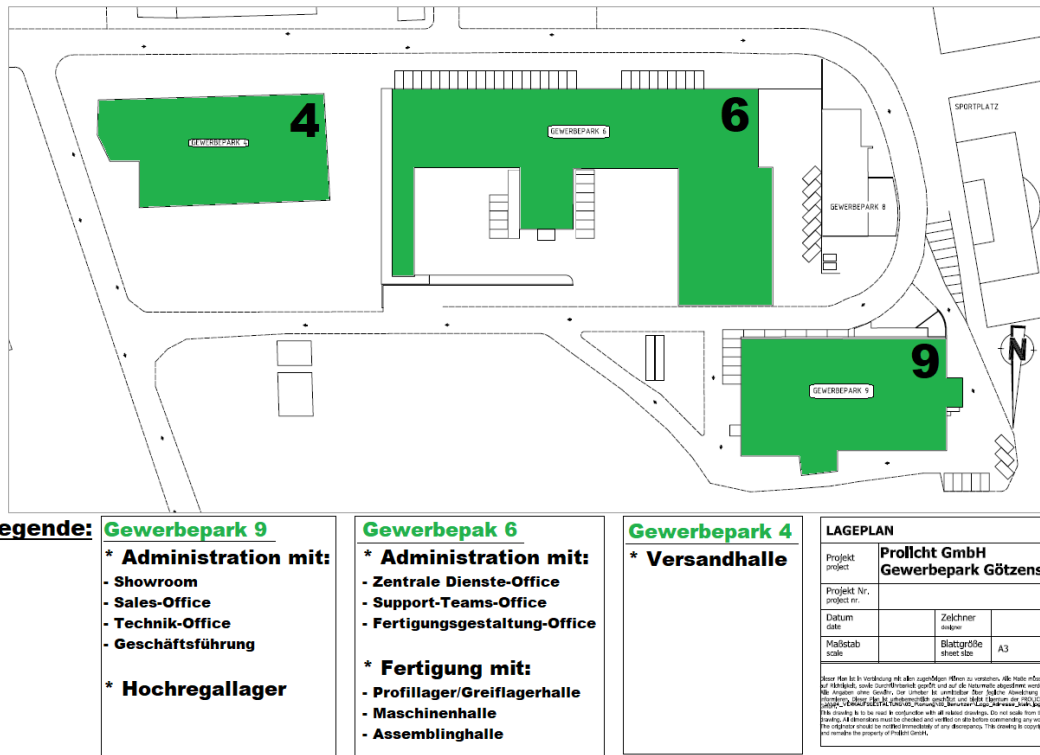


Figure 8: „LOCATION PLAN PROLICHT 2“

7. ENVIRONMENTAL POLICY

90% of PROLICHT employees work at or in the immediate vicinity of the PROLICHT headquarters. The relationship to nature, the sustainable handling of it and the consideration of the concerns of a holistic environmental protection are and were thus laid in the cradle of the majority of our employees.

Progressive globalization, the establishment of an international sales network with partners, customers, but also employees from all over the world, have prompted us to also set down the ecological standards and values in writing.

This commitment to environmental protection was included in the PROLICHT strategy paper as environmental guidelines for the first time in 2016.

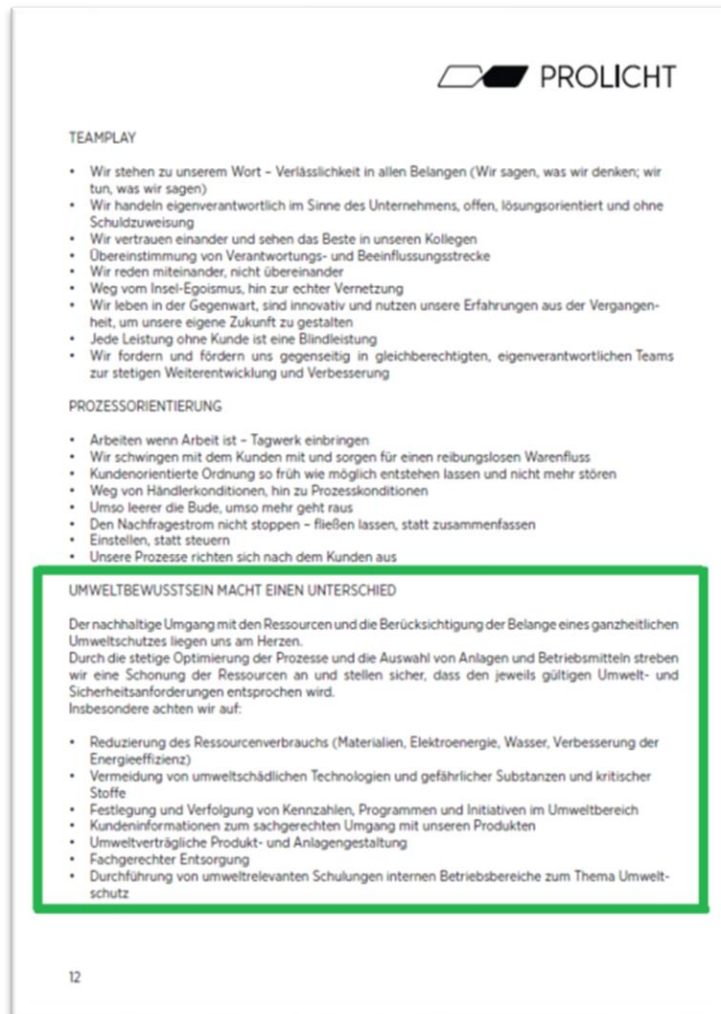


Figure 9: „ ENVIRONMENTAL POLICY GUIDELINES - STRATEGY PAPER 2016 “

Our environmental policy, guidelines, values, commitment to greater environmental protection, but also the topics of quality and "Safety & Health" of employees, customers and partners, as well as the involvement of relevant interest groups (stakeholders) in corporate decisions, were set out in far greater detail in the document "HSEQ Policy Prolicht 2021" by the management group. Details can be found in the document itself.

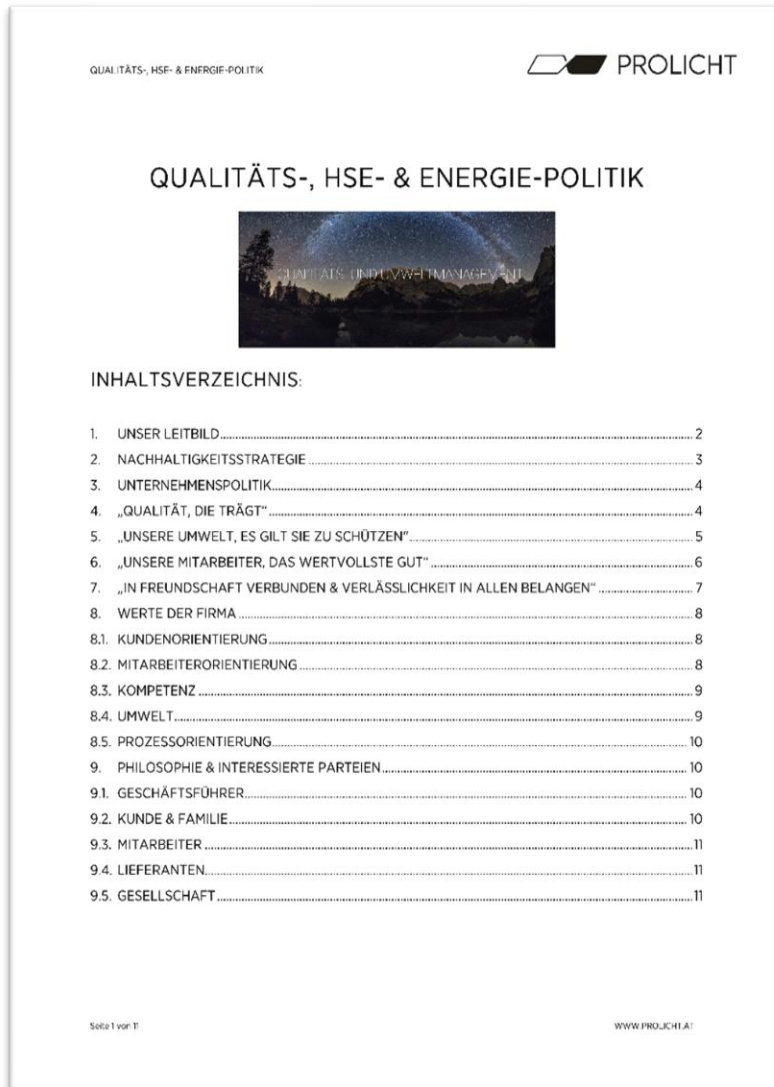


Figure 10: „QUALITY, HSE & ENERGY POLICY PROLICHT“

Based on this, environmental targets were formulated in the management circle, the achievement of which is checked once a year in internal audits but also on the basis of the ISO 14001 monitoring audit.

8. ENVIRONMENTAL MANAGEMENT SYSTEM

8.1 IMS – INTEGRATED MANAGEMENT SYSTEM

In the course of the successful initial certification in 2017 according to ISO 14001, an environmental management system was also established in the company. Since then, it has formed the foundation for the systematic, continuous and targeted advancement of environmental issues. A clearly defined area "Team IMS" (Integrated Management System), located at the core of the company organization, was also established in 2017. The area or team IMS includes

- Quality management
- environmental management as well as
- safety and health

to its area of responsibility

Viewed from an ecological perspective, the "Team IMS" is tasked, among other things, with the further development of environmental management. This includes the following tasks:

- Live environmental management
- - Updating & expanding environmental indicators
- - Internal and external contact point for questions regarding sustainability
- - Supporting the management team in the preparation of communication content relating to quality, the environment or health & safety.
- - Supporting the FC with proposals for fields of action for the environmental program (derived from the KPIs, among other things)
- - Accompanying the implementation of the environmental program and auditing its effects
- - Document positive effects of implemented fields of action & point out non-conformities
- - Accompany external auditors during audits at the site on the topics of quality, environment and health and safety
 - o ISO 14001 (TÜV Austria)
 - o ISO 9001 (TÜV Austria)
 - o Inspections by the safety expert (Würtenberger GmbH)
 - o Inspection according to GewO §82b (TÜV Austria)
 - o Inspections by occupational medicine (Praxis P4)
- - Etc.

The following figure describes the embedding & function of the IMS area within our organizational structure.

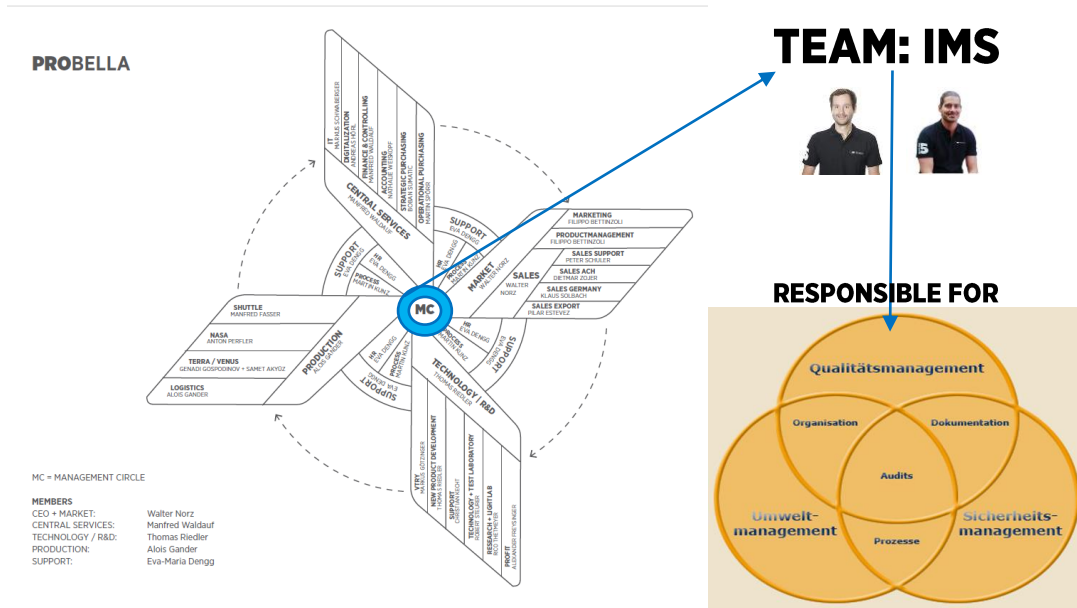


Figure 11: „INTEGRATED MANAGEMENT SYSTEM“

8.2 PROLICHT ENVIRONMENTAL MANAGEMENT SYSTEM

As the responsible area, the "IMS" team was also tasked in 2017 with establishing an environmental management system within the company. Most of the structures were already in place, nevertheless the process was documented in 2017 within the framework of ISO 14001 and is still valid today.

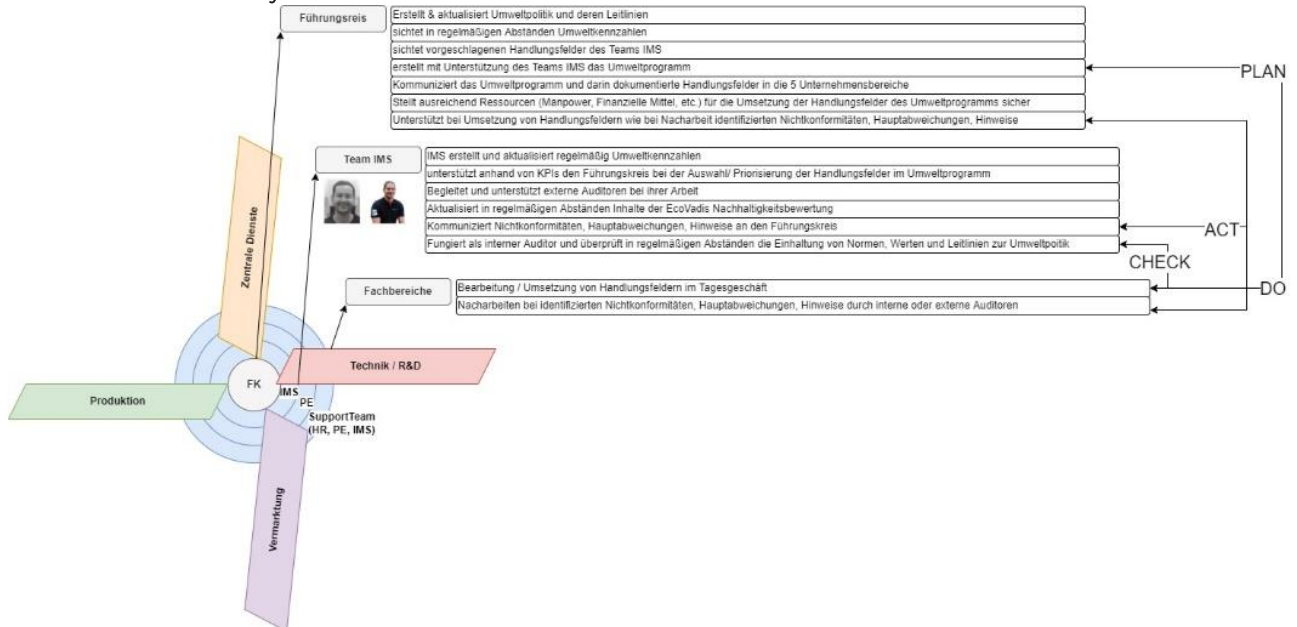


Figure 12: „ENVIRONMENTAL MANAGEMENT SYSTEM PROLICHT“

The graphic above shows the interrelationships and processes of the environmental management system:

8.3 ENVIRONMENTAL MANAGEMENT & RESPONSIBLE PERSONS

The "Team IMS" is located in the central 5th wing, the "Support Team", and is also assigned to this wing.

Within the framework of ISO 14001, 2 employees from the Process Development department (also "Support Team") have been assigned to deal exclusively with the topics of

- Quality Management (QM)
- Environmental Management as well as (UM)
- Safety and Health (SIGE)

to take care of.

The function of the environmental management representative is performed by the team spokesperson of the "IMS" team (see following figure).

VERANTWORTLICHE PERSONEN		
BEREICH	FUNKTION	NAME
UMWELTMANAGEMENT	Umweltbeauftragter	PIETZ Manuel
ABFALLBEAUFTRAGTER	Abfallbeauftragter	PIETZ Manuel
	Abfallbeauftragter	PIETZ Manuel

Figure 13: „RESPONSIBLE PERSONS (ENVIRONMENT)“

For the operational implementation of the environmental management system, both the team spokesperson and another team member have been appointed.

The "IMS" team has also been empowered to act as internal environmental auditors. The team therefore also advises the management group on decisions such as

- Fields of action/focal points in the environmental program
- Key figure-based evaluation and interpretation of implemented points
- Personnel decisions in the area of IMS
- etc.

As soon as the environmental program has been approved by the management committee (MC), both the MC himself and teams from the five divisions support the implementation of the environmental program.

The "IMS" team, as auditor, is then obliged to check the implementation and, in the case of non-conformities, to report to the management group in order to initiate countermeasures.

In addition, the following areas of responsibility are defined in the company:

VERANTWORTLICHE PERSONEN		
BEREICH	FUNKTION	NAME
BRANDSCHUTZ	Brandschutzbeauftragter	GLANZER Andreas
	Brandschutzbeauftragter	PARR Michael
LEHRLINGSBETREUUNG	Lehrlingsbeauftragter	ROBE Walter
	Lehrlingsbeauftragter	DEBAG Eva
ERSTE HILFE	Ersthelfer	FRAN Herbert
	Ersthelfer	ROBE Walter
	Ersthelfer	DEBAG Eva
	Ersthelfer	ROBE Barbara
	Ersthelfer	KUNT Martin
	Ersthelfer	REISER Thomas
	Ersthelfer	REISER Anton
	Ersthelfer	REISER Florian
	Ersthelfer	SCHWABERER Markus
	Ersthelfer	QUILLMAYER Bianca
	Ersthelfer	REIS Christoph
ARBEITSMEDIZIN	Arbeitsmediziner	PELLERER Stefan
ARBEITNEHMERSCHUTZ	Sicherheitsfachkraft	WÖRTNERROTH Roland
	Sicherheitsfachkraft	WÖRTNERROTH Tamara
	Sicherheitsvertrauensperson	REIS Christoph
	Sicherheitsvertrauensperson	DEBAG Eva
DATENSCHUTZ	Datenschutzverantwortlicher	WALDNER Manfred
QUALITÄTSMANAGEMENT	Qualitätsbeauftragter	REIS Christoph
UMWELTMANAGEMENT	Umweltbeauftragter	REIS Christoph
ABFALLBEAUFTRAGTER	Abfallbeauftragter	REIS Christoph
	Abfallbeauftragter	REIS Christoph
IT SICHERHEIT	Leitung IT	SCHWABERER Markus
GESCHÄFTSFÜHRUNG	Prokurist	WALDNER Manfred
	CEO	ROBE Walter
RECHTSSCHUTZ	Jurist	REIS Christoph
ZERTIFIZIERUNG	CCC	STUBER Robert
	UL	STUBER Robert

Figure 14: „RESPONSIBLE PERSONEN (GENERAL)“

8.4 COMMUNICATION ENVIRONMENTAL PROTECTION & SUSTAINABILITY

Responsibility for communicating environmental protection and sustainability issues lies both internally and externally with the management team, with the FC relying on the support of the IMS team for external communication. The current EcoVadis rating and ISO 14001 certification are primarily managed by the IMS team (see following figure)..


			
Kommunikationskanäle Umweltschutz & Nachhaltigkeit			
Kanal	Wann	Empfänger	Verantwortung Kommunikations-Inhalte
Prolicht-Youtube-Kanal	Spontan	intern	Führungskreis
Newsletter	monatlich	intern	Führungskreis
Team Jour-Fix(e)	wöchentlich	intern	Führungskreis
Ecovadis	jährlich	extern	IMS
ISO 14001	jährlich	intern/ extern	IMS

Figure 15: „COMMUNICATION ENVIRONMENTAL PROTECTION & SUSTAINABILITY“

9. SUSTAINABILITY STRATEGY

With the support of the "IMS" team, the Leadership Circle (FK) was able to identify around 30 focal points for the "Sustainability Strategy 2030". Together with the "IMS" team, the FC has derived fields of action for these focal points. These are included in the environmental program and also in the PROLICHTS social action plan. The identified focal points could be summarized under the "4 sustainability dimensions of PROLICHT".



GRUNES PRODUKT

„GREEN PRODUCT“ → our products



MUTTER ERDE

„MOTHER EARTH“ → Energy, environmental and climate protection



MIT-MENSCHEN

„FELLOW HUMANS“ → Employees, partners, customers and suppliers



GESELLSCHAFT

„SOCIETY“ → Social commitment & responsibility

10. SIGNIFICANCE ANALYSIS

The 4 dimensions of PROLICHT sustainability "GREEN PRODUCT", "MOTHER EARTH", "PEOPLE" & "SOCIETY" are the outcome of a significance analysis. The 4 dimensions summarize about 30 significant focal topics that PROLICHT has identified in its analysis and will work on in its action plan until 2030.

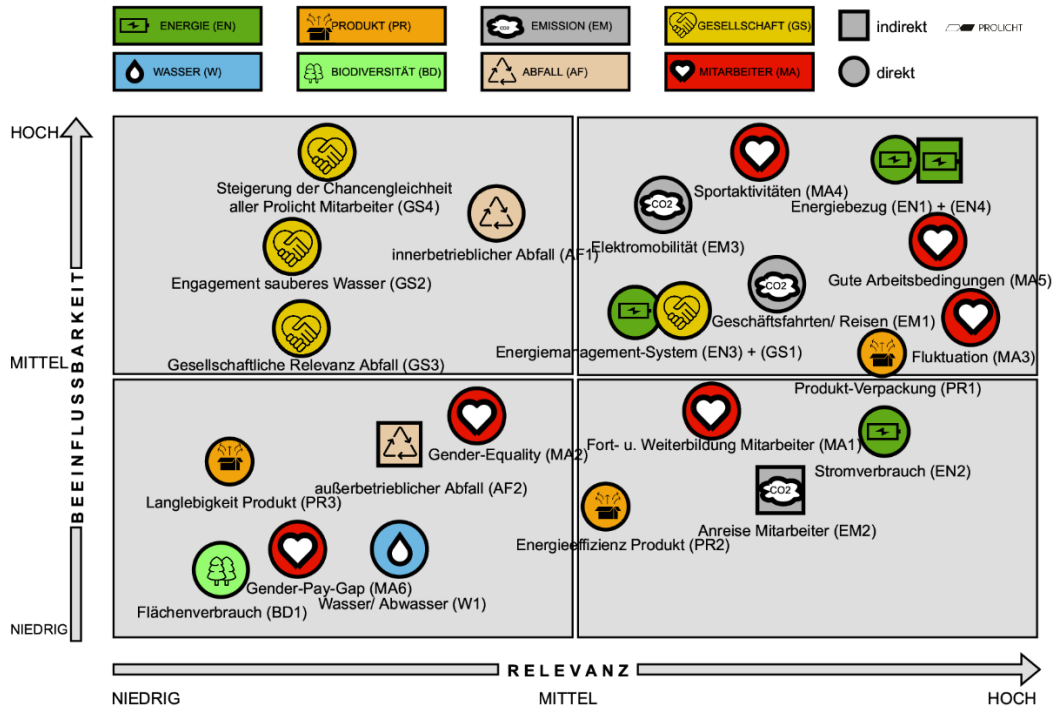


Figure 16: „SIGNIFICANCE ANALYSIS PROLICHT-SUSTAINABILITY“

To date, around 30 fields of action and their results have been described both in the Environmental Statement 2021-2022 and in the report on "Labor and Human Rights". Every 2 years, the analysis is updated and new fields of action are added. In this way, PROLICHT tries to derive measures for the identified focus areas in order to contribute to the achievement of the 17 SDG goals.

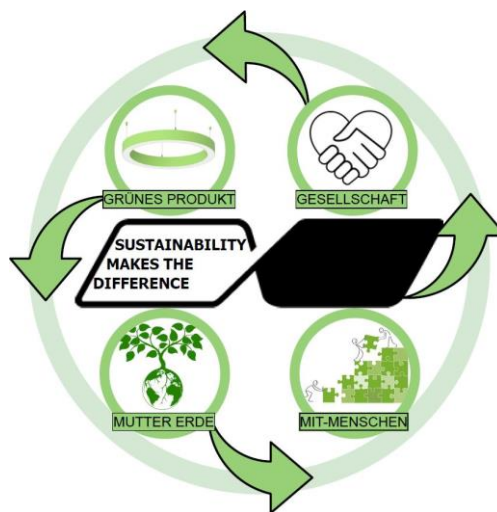


Figure 17: „SUSTAINABILITY STRATEGY-PROLICHT“

In the "SUSTAINABILITY REPORT 2021", PROLICHT describes its sustainability goals and the fields of action derived from them. The following graphic describes how the 30 identified focal topics are assigned to PROLICHT's 4 sustainability dimensions and to what extent they contribute to the 17 SDGs of the United Nations.

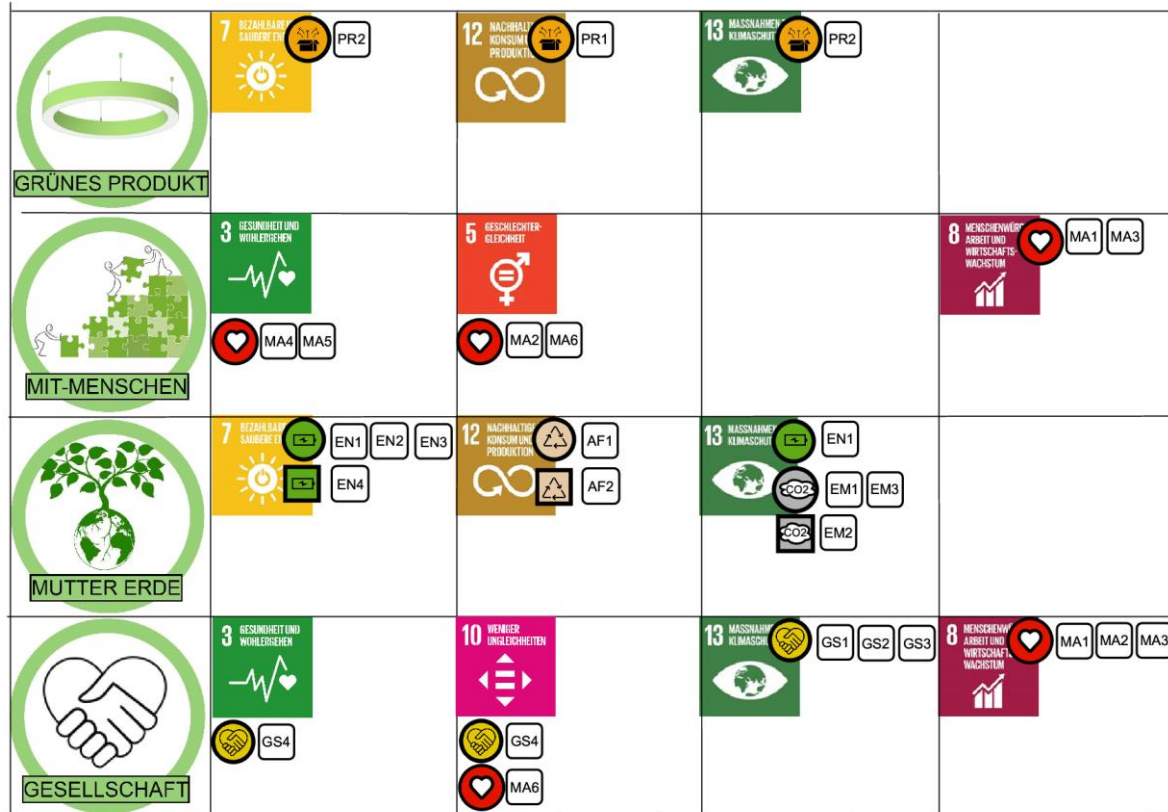


Figure 18: „SUSTAINABILITY DIMENSIONS, HEAVY POINTS & SDGs“

Through our commitment to sustainability, we would like to make a contribution to achieving the following SDG targets:

- Goal 3: Health and well-being
- Goal 5: Gender equality
- Goal 7: Affordable and clean energy
- Goal 8: Decent work and economic growth
- Goal 10: Reduce inequality
- Goal 12: Sustainable consumption and production
- Goal 13: Climate protection measures

GREEN PRODUCT:

Within the framework of the sustainability dimension "GREEN PRODUCT", PROLICHT focuses on fields of action that affect the product itself, i.e. our lighting solutions. By setting targeted measures until 2030, the fields of action of the dimension "GREEN PRODUCT" support above all the SDG goals SDG 7 "**Affordable and clean energy**", SDG 12 "**Sustainable consumption and production**" and SDG 13 "**Climate protection measures**".

MOTHER EARTH:

Here Prolicht focuses on packages of measures that benefit the SDG targets SDG 7 "**Affordable and clean energy**", SDG 12 "**Sustainable consumption and production**" and SDG 13 "**Climate protection measures**". It is not so much the product itself, but our actions as a company on the issues of energy, waste and emissions that should support the achievement of these goals here.

PEOPLE:

The SDG goals 3 "**Health and well-being**", 5 "**Gender equality**" and 8 "**Decent work and economic growth**" are addressed with implementation of the fields of action in the PROLICHT sustainability dimension "WITH-HUMANS". Particular attention is paid here to the socially sustainable topics of "people" or "employees".

SOCIETY:

We also want to give our "social responsibility" a place in our sustainability strategy. Above all, we see it as our social duty to set measures and incentives that not only motivate PROLICHT, but also encourage regional groups, associations and institutions to follow our example in order to serve the environment. By implementing our measures, we can contribute to the achievement of SDG goals 3 "**Health and well-being**", 8 "**Decent work and economic growth**"; 10 "**Reduce inequality**" and 13 "**Climate protection measures**".

11. ENVIRONMENTAL REPORT 2022³

The Environmental Report 2022 documents ecological, but also eco-social activities and milestones of the past years, but focuses mainly on the past year 2021. The measures planned for the near future, which correspond to the environmental policy of PROLICHT, are also described in this environmental management document.

The preparation of the current Environmental Statement was accompanied by the preparation of the Environmental Program 2021. The findings of both documents are based on PROLICHT's sustainability strategy and PROLICHT's previous "Weighting of Environmental Aspects".

³ „UMWELTERKLÄRUNG PROLICHT GMBH 2021“ Link zum Download → <https://prolicht.at/de/social-responsibility/>



INDUSTRIE	Produktion	Administration	beim Kunden	Intensitätslevel
BEWERTUNGS-CLUSTER				
Energieverbrauch	← → → →	← → → →		← → → → gering ← → → → mittel ← → → → hoch
Wasserverbrauch	💧	💧		
Biodiversität	🌳	🌳		
Luftverschmutzung	☁️	☁️		
Abfallaufkommen	♻️	♻️	♻️	
Produkt	📦		📦	
Gesellschaft	🤝	🤝	🤝	
Sicherheit & Gesundheit Kunde und Mitarbeiter	❤️			
				Erstellungs-Datum: 09.12.2020

⚡	signifikanter Energieverbrauch	♻️	signifikantes Abfall-Aufkommen
💧	signifikanter Wasserverbrauch	📦	signifikante Auswirkung auf Energie, Wasser, Boden, Luft bei Produkt-Nutzung
🌳	signifikanter Bodenverbrauch/ Tierversuche	🤝	signifikante(n) gesellschaftlicher Aspekt/ Verantwortung
☁️	signifikante Luftverschmutzung	❤️	signifikante Auswirkungen auf Sicherheit & Gesundheit von Kunden od. Mitarbeitern bei Produkt-Nutzung

Figure 19: „SUSTAINABILITY STRATEGY PROLICHT“

Figure 20: „ENVIRONMENTAL ASPECTS-MATRIX“

The document "ENVIRONMENTAL REPORT 2022" was prepared by the "IMS" team and checked for its truthfulness by TÜV Austria GmbH. There, the topics sustainability strategy, ecological goals, fields of action and their implementation status are presented in detail. The document can be found under the link <https://prolicht.at/en/company/know-how/quality-and-environmental-standards/>. They all pursue the common goal of contributing to the achievement of the "17 SUSTAINABLE DEVELOPMENT GOALS" of the United Nations.



Figure 21: „ENVIRONMENTAL REPORT 2022“

12. REPORT ON LABOUR AND HUMAN RIGHTS⁴

With the creation of PROLICHT's policy statement on "Respect for Human Rights", the foundation had been laid for us to also include this topic in our sustainability strategy. It was time, not internally, to do everything to protect our employees and their rights, but our responsibility to let our gaze wander beyond the boundaries of the company.

Thus, PROLICHT, with the creation of the "LABOR- & HUMAN RIGHTS REPORT PROLICHT", goes the way of protecting and preserving all rights, duties and regulations for all those involved in the PROLICHT business process. Prolicht always pursues the overriding goal of aligning its identified focus areas and derived fields of action with the UN's 17 SGD goals.

Details on the focus areas, the action plan and the findings and results can be found in the report under the link → <https://prolicht.at/en/company/know-how/quality-and-environmental-standards/>

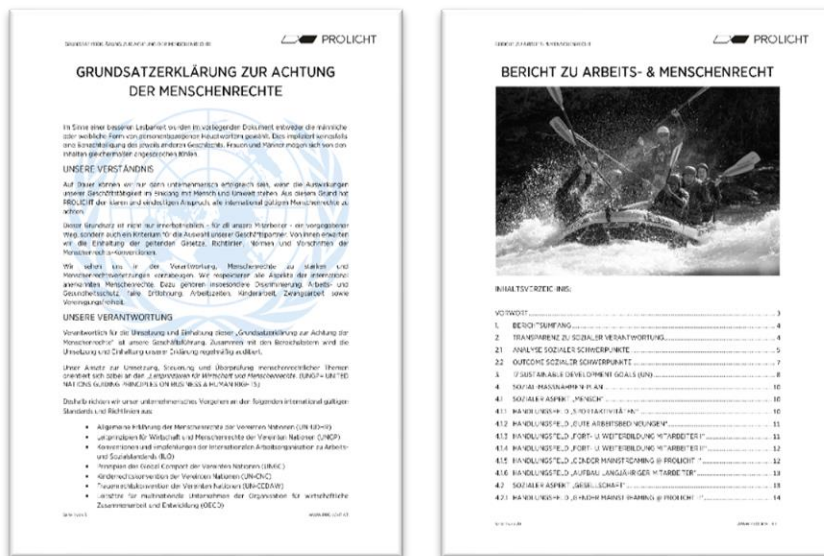


Figure 22: „DECLARATION OF PRINCIPLES ON RESPECT FOR HUMAN RIGHTS“

Figure 23: „LABOR- & HUMAN RIGHTS REPORT PROLICHT“

13. LEGAL REQUIREMENTS

Die rechtlichen Anforderungen an die PROLICHT GmbH, für die Liegenschaften in Neu-Götzens (Headquarter), sind in einem Rechtskataster zusammengestellt.

The legal requirements for PROLICHT GmbH, for the properties in Neu-Götzens (headquarters), are compiled in a legal register.

This is regularly updated in order to be able to guarantee compliance with the environmental and human rights requirements for PROLICHT GmbH. In case of deviations, appropriate measures are initiated. In the business unit "Central Services" under the management of Manfred Waldauf (CFO), the requirements from the legal register that are legally relevant for the properties in question can be requested and viewed as required.

⁴ „LABOR- & HUMAN RIGHTS REPORT PROLICHT“ download link → <https://prolicht.at/en/company/know-how/quality-and-environmental-standards/>

14. CONTACT PERSONS AT PROLICHT

Your contact persons for questions regarding the sustainability management system at PROLICHT are

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A-6091 Götzens

www.prolicht.at

This sustainability declaration can be downloaded from the PROLICHT homepage at

<https://prolicht.at/en/company/know-how/quality-and-environmental-standards/> .

15. DECLARATION OF VALIDITY TÜV AUSTRIA

The preparation of an expert opinion on this report "SUSTAINABILITY REPORT PROLICHT GMBH 2021 " is planned in the course of the ISO recertification (ISO 9001 & ISO 14001) in July 2022 by TÜV Austria.