

A close-up photograph showing two hands, one with dark skin and one with light skin, planting a small green seedling into dark brown soil. The seedling has several green leaves and a thin stem. The hands are gently holding the plant and soil.

WELEDA

Since 1921

SUSTAINABLE CORPORATE TRANSFORMATION

| e-Sustainability Conference, 24.10.2023 | Dr. Stefan Siemer, Corporate Sustainability

Weleda. Grow together.

CONTENT



1. About Weleda

2. Between Positioning and Regulation

3. Focus: Climate Protection

4. Focus: Corporate Digital Responsibility



1.

ABOUT WELEDA

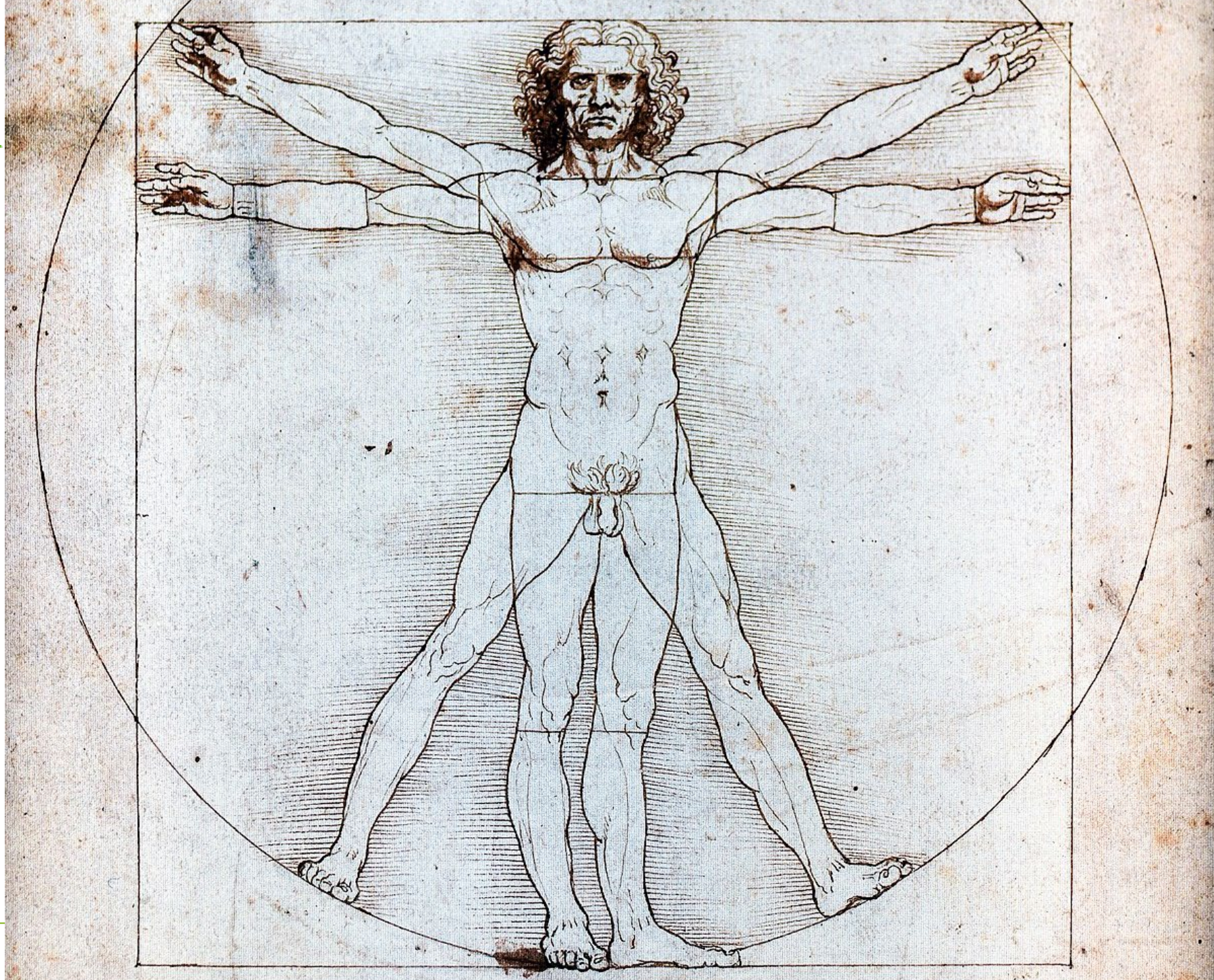
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WHAT CAN RESPONSE-ABILITY MEAN TO OUR TIME?

THREE FURTHER DEVELOPMENTS OF MINDSET AS AN EVOLUTIONARY CHALLENGE

- From passion to Absolute Truthfulness
- from empathy to Responsibility for fellow Human Beings and Nature
- from acceptance to the Necessary Action

THE SIMPLE CRUCIAL QUESTION

■ WELEDA WORLD IMPACT ASSESSMENT

The «Gretchenfrage»:

*Would a world without Weleda
be worse or better
than the world with Weleda?*





CULTIVATING
A BETTER FUTURE
AS ONE.



55
countries



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Since 1921

5
continents



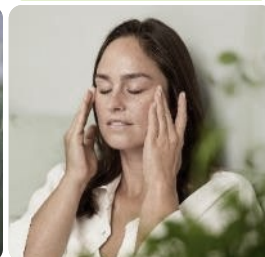
300
plant species



50
raw material
suppliers



Certified
B
Corporation



>400
million
euros
turnover



>2400
employees



1000
raw
materials





2.

BETWEEN
POSITIONING
AND
REGULATION

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WELEDA WAS FOUNDED
IN 1921 BY PEOPLE
WHO ASPIRED TO A
BETTER FUTURE AND
WHO WERE BREAKING
NEW GROUND.

Our purpose as driver
for taking sustainable
development action:

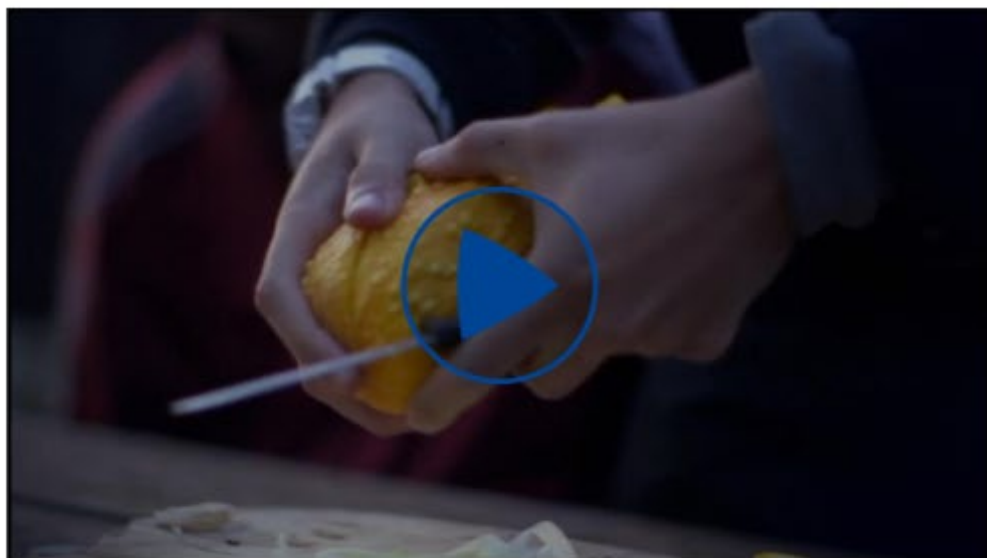
WELEDA
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*Unfolding Health and Beauty
in Harmony with
Nature and the Human Being*

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The European Green Deal

Striving to be the first climate-neutral continent



Climate change and environmental degradation are an existential threat to Europe and the world. To overcome these challenges, the European Green Deal will transform the EU into a modern, resource-efficient and competitive economy, ensuring:

- no net emissions of greenhouse gases by 2050
- economic growth decoupled from resource use
- no person and no place left behind

The European Green Deal is also our lifeline out of the COVID-19 pandemic.

One third of the €1.8 trillion investments from the NextGenerationEU Recovery Plan, and the EU's seven-year budget will finance the European Green Deal.

3.

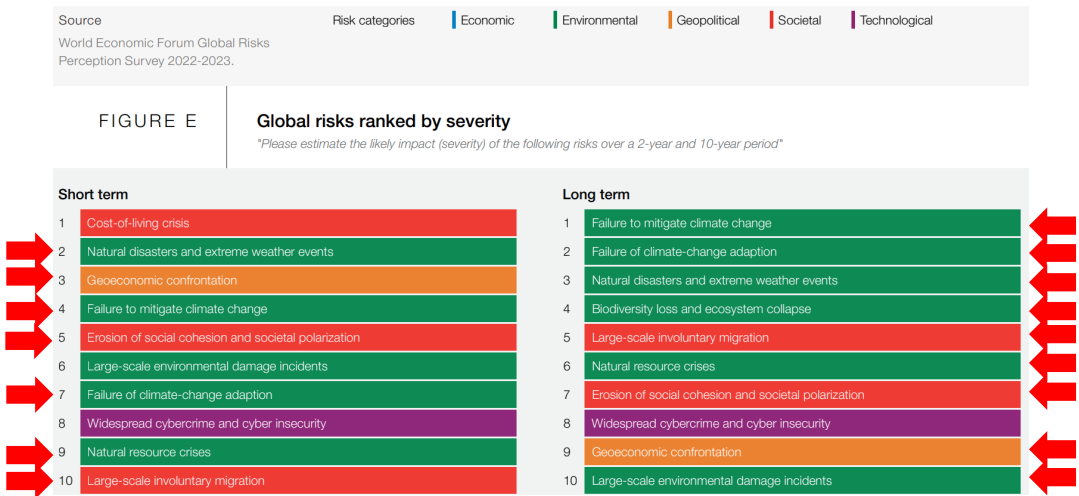
CORPORATE CLIMATE ACTION

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RISK-PERSPECTIVE: TWO REASONS FOR AMBITIOUS WELEDA CLIMATE PROTECTION SPECIALLY HIGHLIGHTED

- Climate change related risks are the single greatest business risk for the next decade according to WEF Global Risks Report 2023.
- Our suppliers are directly exposed to climate change, including the related biodiversity loss and livelihood destruction.



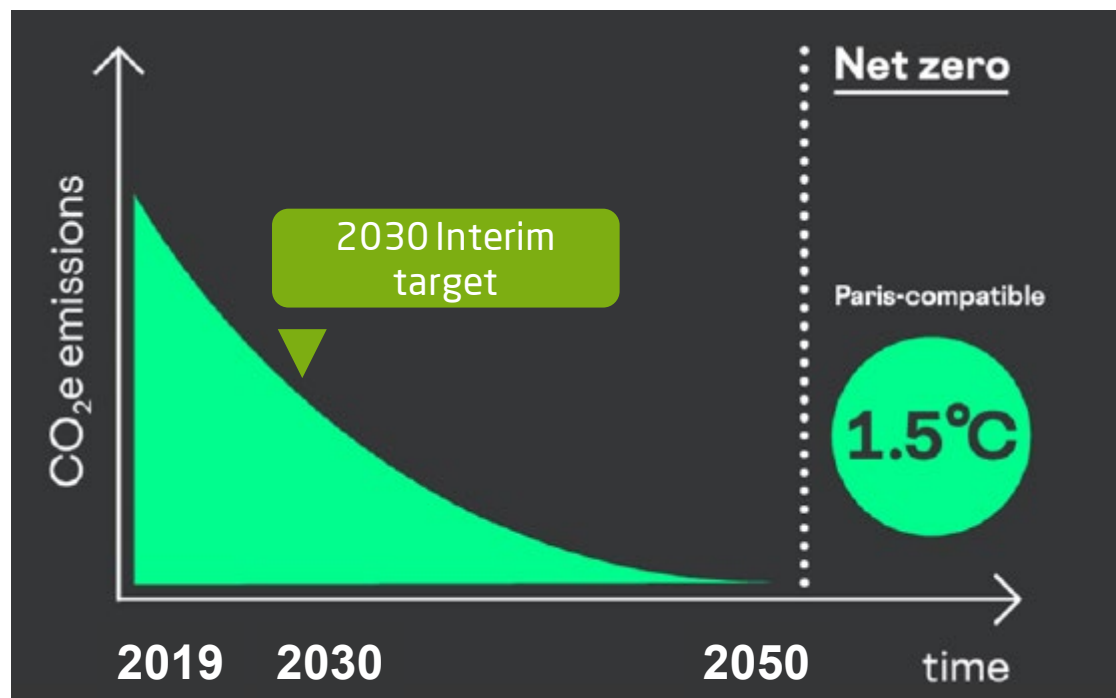
↔ = strong connection to climate change

WELEDA GROUP CLIMATE ASSESSMENT (ALL SCOPES, INCL. FINANCE)



Emission overview in relation to total

COMMITMENT TO A PARIS-ALIGNED REDUCTION PATHWAY (<1,5 DEGREE)



Source: right.based.on.science

2019: Base year 100% *

2030: Interim Target to substantially reduce CO2e vs '19 to reach a Paris aligned mitigation pathway

2050: Target ~-90% CO2e vs 2019 over all Scopes



*Strictly according to GHGP

THE WELEDA HEADQUARTER: 100% RENEWABLE ENERGY

IN ARLESHEIM NEXT TO BASEL, SWITZERLAND

WELEDA
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Since 2021:

Supply of the site with 100% renewable energy in its own buildings, including energy intense production.

At our Swiss site, all products are produced with 100% renewable energy



Arlesheim site

NEW LOGISTICS CAMPUS IN SCHWÄBISCH GMÜND, GERMANY

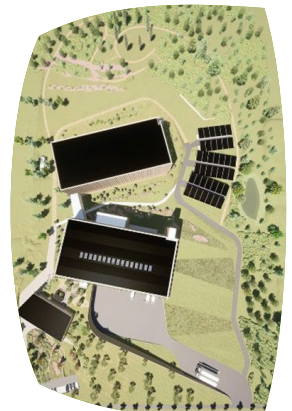
A MILESTONE ON OUR CLIMATE JOURNEY

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- Centralisation of logistic movements
 - Reduction of emissions in Scope 1, 2 and 3 and carbon storage
- Use of clay (walls) and wood (high shelf) reduces "grey energy" substantially
- Platinum pre certificate from the "German Sustainable Building Council DGNB"

The new building will be one of the most sustainable logistics buildings in the world.


**Climate
neutral
operation**



MORE AND MORE RELEVANT: CLIMATE IMPACT OF DIGITAL ACTION

231023: CHECK WITH: [HTTPS://DIGITALBEACON.CO/](https://digitalbeacon.co/)





<https://www.weleda.ch/>

First visit

CO2

0.944g

SIZE

2.97 MB

Return visit

CO2

0.129g

SIZE

416.91 KB

Return visit

CO2

0.129g

SIZE

416.91 KB

Beacon

Overall this web page is rated as good when it comes to its carbon footprint

This website is hosted using renewable energy or carbon offsets.

EMISSIONS CALCULATOR

Monthly visits

10000

New / Returning (%)

40% 60%

Total: 4.55kg PER MONTH

This is equivalent to:

MORE AND MORE RELEVANT: CLIMATE IMPACT OF DIGITAL ACTION

231023: CHECK WITH: [HTTPS://WWW.THEGREENWEBFOUNDATION.ORG/](https://www.thegreenwebfoundation.org/)

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GREEN WEB
FOUNDATION

TOOLS ▾

INSIGHTS ▾

GET
VERIFIED

ABOUT ▾

DONATE

PROVIDER
PORTAL

RESULT OF GREEN WEB CHECK



GREAT NEWS!

www.weleda.ch

IS HOSTED GREEN



4.

COPORATE DIGITAL
RESPONSIBILITY

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WELEDA DIGITAL RESPONSIBILITY: 15 ETHICAL PRINCIPLES

WELEDA WAS ONE OF THE FIRST COMPANIES TO ANCHOR DIGITAL ETHICS IN A GUIDELINE AND MAKE THEM BINDING



Good handling of data and algorithms

1. Protect and respect the privacy of all participants
2. Make data use transparent
3. Ensure high data security and quality
4. Design algorithms transparently
5. Use data sparingly

Human-centred digital working

6. Create fair and healthy working conditions
7. Involve employees
8. Promote digital competence among employees
9. Leave decision-making authority with people
10. Set an example of CDR leadership
11. Ensure equal opportunities

Positive impact on the environment and society

12. Promote positive impact on humanity and the environment
13. Avoid negative impacts on humanity and the environment
14. Support sustainability goals
15. Shape digital innovation responsibly

Our 15 principles are laid down in a binding guideline and are valid throughout the company. IT topics and projects are reviewed with regard to the principles and aligned with them. A CDR Council provides binding recommendations for action and is the contact for all digital ethics issues.

OUR CDR NETWORK (GERMANY)

Bundesverband der Digitalen Wirtschaft (BVDW) e.V.
Chairman Ressort Digital Responsibility

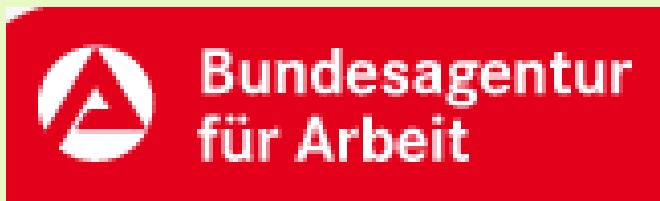


CDR Initiative – Weleda is Member in this Initiative of
Federal Environment Ministry



Bundesministerium
für Umwelt, Naturschutz, nukleare Sicherheit
und Verbraucherschutz

Human Friendly Automation – Weleda is Network
Member



The Weleda CDR Approach is awarded with
„Responsible Care“-Award of VCI



THANK YOU

For your kind attention and your time

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Head Corporate Sustainability
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