

# ▶▶ SUSTAINABILITY REPORT 2023

Including EMAS environmental statement for the reporting year 2022



Baden-Württemberg  
Environmental Award  
2020

Winner in the category  
Industrial companies  
with fewer than 250 employees



# ▶▶ We are climate-neutral – you can become so too!

## Foreword

Dear readers,

the year 2022 was once again a challenge for us. Purchase prices, especially for magnets, are experiencing painful highs, supply chains are breaking down, and a war in Europe sends values reeling. BRUGGER defies the adverse circumstances and increases sales, but loses significantly in operating profit. The topic of sustainability as the interaction of economy, ecology and social interaction remains central for us and - completely independent of the developments around us - we remain committed to a positive development in all areas. Most recently, in December 2022, we were able to achieve the audit of attractive employer in silver status.

With this sustainability report, we want to inspire you!

We are convinced that the more people and companies work for a world fit for grandchildren the better - no matter how small the contribution might be. That's why you'll find our concrete implementations in our Sustainability Report.

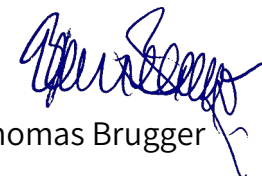
Economical. Sustainable. Fair.

This is how we create individual magnet and fastening solutions.



*The Board of Directors at Brugger: Sascha Bausch, Georg Brugger-Efinger und Thomas Brugger (from left to right)*

Enjoy reading it.



Thomas Brugger

Hardt, dated 20.01.23

## ▶▶ Our motivation for sustainability

### Our Earth



This beautiful Earth is our home.  
It is unique – and we really cannot go anywhere else.  
It is fundamental to our life, and its resources are finite.

### Our Future

The grandchildren of company founder Rudolf Brugger are our direct and greatest source of drive. We wish to keep the world a place worth living in for our children and grandchildren. We believe, the running of a business as though there were no tomorrow would be short-sighted. We therefore base our actions on creating a world *fit for grandchildren*.

Our motivation is to make our contribution, and to take as many people as possible with us along this way.



## ►► CSR – Our understanding of sustainability

### What is CSR?

CSR stands for *Corporate Social Responsibility* and describes the responsible attitude our company has towards society.

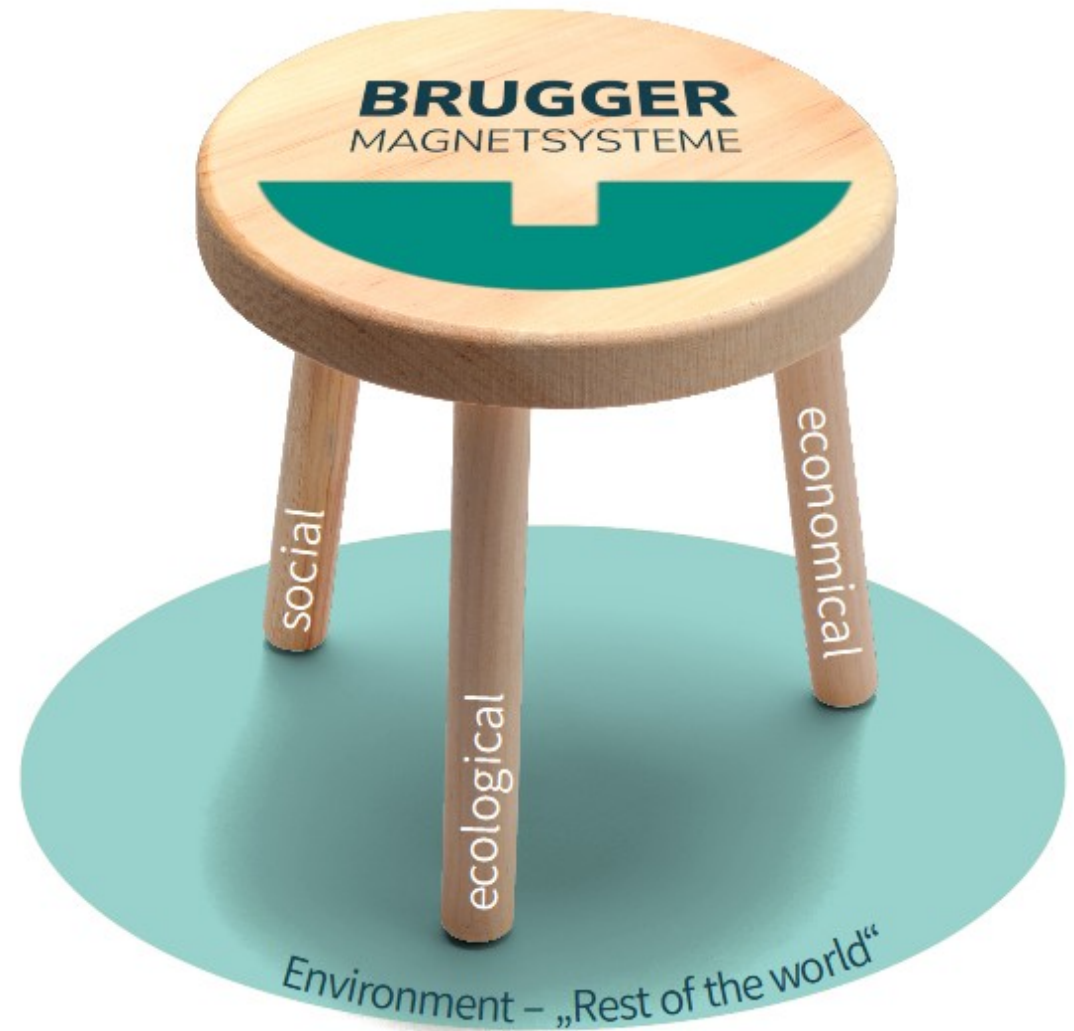
### What does CSR show?

CSR makes it clear that sustainability always includes three components: *economical, ecological and social*. The long-term success of business and of society in general can only be achieved if these three components are in balance.

Acting economically has an immediate impact, while social factors do not have such an immediate impact, and ecological topics often need decades to deliver their effects.

It is therefore tempting to focus on the economy and to neglect the other aspects.

However, in respect of our children, we quickly became aware once again of this: the only way to obtain a world fit for grandchildren is to establish that balance.



# ▶▶ Brugger Magnetsysteme – A world of possibilities

## Products and applications



*At our location in Hardt more than 120 employees produce bar magnets, flat pot magnets, organisation, decoration and rubber coated magnet systems. As well as magnetic wheels and filter bars. Our magnets get used in every sector: mechanical engineering, lighting technology, office technology, metal-processing industry, automotive manufacture or retail.*



## ▶▶ Our guidelines

### Mission statement

Our mission statement expresses the vision and values of our company.



You can find detailed information at:

<https://www.brugger-magnet.de/en/company/philosophy>

### Corporate policy

#### Management – Values – Community – Health

The Board of Directors and management staff run the company in accordance with a defined set of values. The health and personal development of our employees, and a sense of social responsibility are matters of importance to us.

#### Precision – Market – Processes

We wish to manufacture competitively priced products to a consistently high standard of quality using precise machinery, tools and test equipment in conjunction with a high level of employee expertise. This strengthens our market situation. We control and govern our procedures in defined, measurable processes that are therefore capable of improvement.

#### Partners – Customers – Employees and other stakeholders

As defined in the Sustainability Report, we view our stakeholders as partners on an equal footing. We respect and value our customers, employees, suppliers and all other stakeholders. We are committed to satisfying the requirements of our customers and we focus on selling them genuine solutions.

#### Innovation – CIP - principle of cost-effectiveness - Investments

Our ambition to innovate is driven in large part by customers to whom we provide solutions based on joint development efforts. Continuous improvement plays a decisive role in all of our processes. We pay attention to cost-effectiveness and try to achieve 80% of a success from 20% of an effort (Pareto principle). We are also investing continuously in new (environmental) technology and IT.

#### Sustainability – Environment - Energy

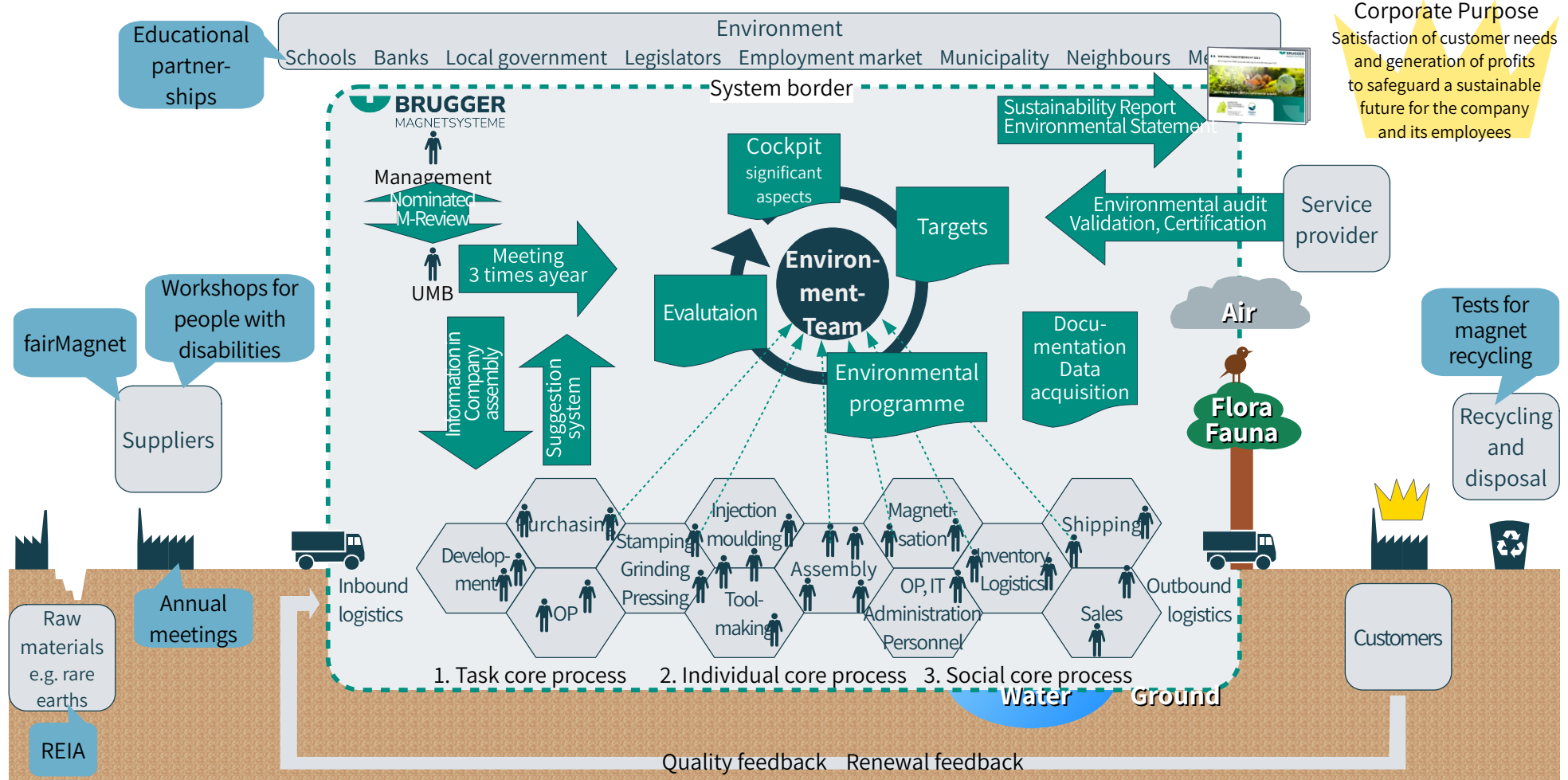
We act sustainably and are committed to protecting the environment, and we involve our business partners and employees in that endeavour. We are committed to compliance with all legal provisions that apply to us. On a regular basis, with our Environmental Declaration, we inform our employees and our contractual partners as well as the general public about our environmental activities. We prevent environmental pollution, we always look for ways to reduce energy consumption and we focus on renewable resources. We also scrutinise new purchases to achieve the economical use of energy and materials. We continuously improve our environmental performance.

#### Threats – Opportunities – Knowledge - Error culture

We view and assess the threats that affect us in broad-based threat assessments and in case-specific risk evaluations. We try to identify opportunities and to weigh up any attendant potential threats. We recognise knowledge as a valuable resource and 'store' it in different forms and media. We wish with an effective and efficient error culture to contribute towards the sustainable improvement of our products.

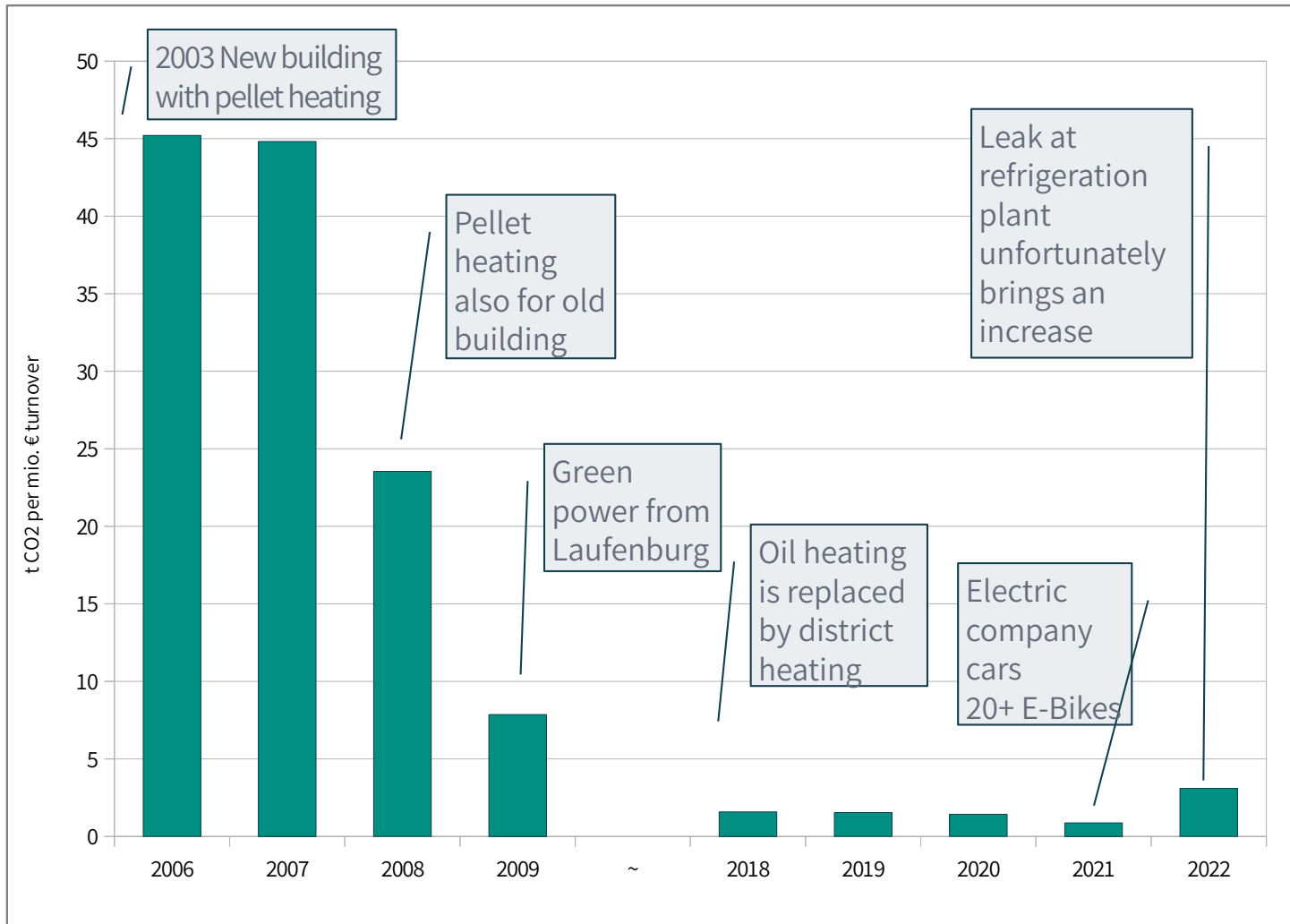
# Brugger and environment

## Environmental management system und CSR activities



The grey elements describe Brugger the company, and its stakeholders, who include suppliers, customers and the wider social context. The green elements show the structure of our environmental management system with its functional method and its most important elements. The blue speech bubbles provide an overview of activities that extend beyond the environmental management system.

## ►► What we do – Milestones and their influence on our CO2 emissions



Since 2007, we are EMAS-certified. The diagram on the left shows our current position and demonstrates clearly the path we have been following up until now. We are proud that we have successfully reduced our CO2 emissions through a few of the measures we have taken.

Today our emissions are only 10% of the amount that a 'Fossil' would produce.

\*(Electricity of federal mix, heating oil, diesel cars)

We managed to compensate the remaining emissions in 2019 for the first time.



# ►► Our milestones – be inspired to create a world fit for our grandchildren!



Energy recovery through heat exchangers (1995)

New building with pellet heating (2003)



Toilet flushing via rainwater tank (2004)



EMAS in convoy and validation (2007)

Package belt made of paper, CO2-neutral parcel shipment (2010)

Green power from Laufenburg (2009)

Acoustic measures implemented to reduce noise levels in the pressing, punching and injection departments (2012)

**Bio**

All internal products such as coffee, milk, sugar and detergents (without microplastics) are purchased from bio shops (2011)



Height-adjustable desks in all office workplaces to allow alternate standing or sitting work positions (2013)



Photovoltaic plant on the roof (2003)

Regranulation machine for recycling plastic sprue (2007)

# ►► Our milestones – be inspired to create a world fit for our grandchildren!

Start of the weekly round of health talks (2013)



Purchase of the first 8 E-bikes for employees (2013)



Water dispensers in Administration and Production (2014)

Oil heating is replaced by district heating from a large joinery (2014)

Launch of the CSR project in China. This gives rise to FairMagnet. (2014)

Prize received for "100 businesses for resource efficiency, examples of excellence in Baden-Württemberg" (2016)



Height-adjustable benches throughout Production (2015)

Silver Seal for Attractive Employer awarded by the Chamber of Industry & Commerce, the ICC (2016)



Annual Health Days with training, good food and pleasant company (since 2012)

# ►► Our milestones – be inspired to create a world fit for our grandchildren!

Conversion of the vehicle fleet to electric cars or hybrids (since 2017)



Lighting changed over to LED (2017)

Management development (2017)



All employees can acquire a bicycle through BusinessBike (2018)



CO2 neutrality of Brugger (2019)

Founding member of REIA (Rare Earth Industry Association) (2019)

CSR prize form German business in China won (2021) [Link](#)

Company-wide introduction of the "Feedback" method (2019)

Silver Seal for Attractive Employer awarded by the BVMW (2022)

BRUGGER purchases only lead-free materials (2022)

Gold Seal for Attractive Employer awarded by the Chamber of Industry & Commerce, the ICC (2020)

Award "Place full of Energy" from the Ministry of the Environment (2020)

Presentation of our way to a climate-neutral company as part of an event of the wvib with 35+ members (2020)

Winner of the Baden-Württemberg Environmental Award (Industrial companies with fewer than 250 employees) (2020) [Link](#)



## ▶▶ Highlights

### Code of Conduct Care in the supply chain is important to us



For many years, we have paid attention to good dealings with our suppliers in the various supply chains. We buy locally wherever possible and if not - as in the case of magnets with China, for example - we pay attention to good working conditions and are helping to increase the quality of life of local people and along that also improve the quality of our products. With our Code of Conduct we now obligate our suppliers as well as ourselves to behave accordingly.

<https://www.brugger-magnet.de/en/company/code-of-conduct>

### we are lead-free End of 2022 conversion to lead-free alloys

Lead in free-cutting steel, brass and aluminum alloys has long been a thorn in our side. The exemptions for RoHS are coming to an end, and we also dislike the obligation to provide information about lead for REACH. We have therefore decided to switch to "lead-free". From the end of 2022, we will therefore only order alloys that do not contain lead. Of course there are still stocks. But they are gradually being phased out.

### We are an attractive employer Resting is out of the question



We have now had the "Attractive Employer" seal in silver since 2016. In the 2022 re-audit, we successfully achieved silver once again.

"You are one of the best companies in Germany," said auditor Hugo Frey when he presented the seal in December 2022.

We are proud that our mission statement is an actual reflection of our behavior.



<https://www.brugger-magnet.de/en/news/ihk-attractive-employer-seal-awarded-in-silver-125>

# Input-output analysis

Input						
Item	Unit	2018	2019	2020	2021	2022

Water						
municipal water	m <sup>3</sup>	284	223	288	288	219

Energy						
Energy (providers + our solar power)	kWh	572.452	549.408	465.635	583.438	596.706
Heating oil	kWh	4.374	3.469	5.348	4.115	5.378
District heating	kWh	261.881	249.200	233.420	262.130	213.850
Pellets	kWh	27.770	51.600	59.100	60.200	31.970
Propane	kWh	3.548	2.838	2.696	4.115	2.980
Diesel	kWh	43.007	34.105	30.206	18.337	21.235
Petroleum	kWh	31.941	33.229	25.953	24.976	27.450
Natural gas (LNG)	kWh	2.347	6.320	7.856	2.660	2.672

Total electricity	kWh	572.452	549.408	465.635	583.438	596.706
Total heating energy	kWh	294.025	304.269	297.868	326.445	251.198
Total energy, climate-adjusted	kWh	312.792	366.589	334.683	358.731	275.436
Total fuels	kWh	80.842	76.492	66.711	50.088	54.337

Raw and operating material						
Steel	t	176	155	175	234	268
Plastics	t	40	41	35	31	41
Refrigerant R134a	kg	0	0	0	0	27
Paper white, chlorine-free bleached	m <sup>2</sup>	9.063	10.695	9.392	9.648	10.977

## Significant indirect environmental aspects

Purchasing

Ways to work for employees

## Improvement by

Purchasing guidelines, e.g. regional providers, sustainable products.

With the e-bikes, about 10 tons of CO<sub>2</sub> are saved annually.

Output						
Item	Unit	2018	2019	2020	2021	2022

Waste water						
Sewage	m <sup>3</sup>	284	223	288	288	219
Rainwater	m <sup>3</sup>	3.185	3.185	3.185	3.185	3.185

Waste						
Total non-hazardous waste	t	35,9	40,6	23,9	32,0	37,1
Total metal waste	t	65,8	65,0	57,1	67,4	87,5
Total hazardous waste	t	6,6	3,6	4,2	2,7	3,9

CO <sub>2</sub> emissions						
Electricity	kg	0	0	0	0	0
Heating energy	kg	1.494	1.286	1.790	1.490	1.619
Fuels	kg	21.706	20.482	17.802	13.360	14.556
Refrigerant R134a	kg	0	0	0	0	38.610
Total CO <sub>2</sub> -emissions	kg	23.200	21.768	19.592	14.850	54.785

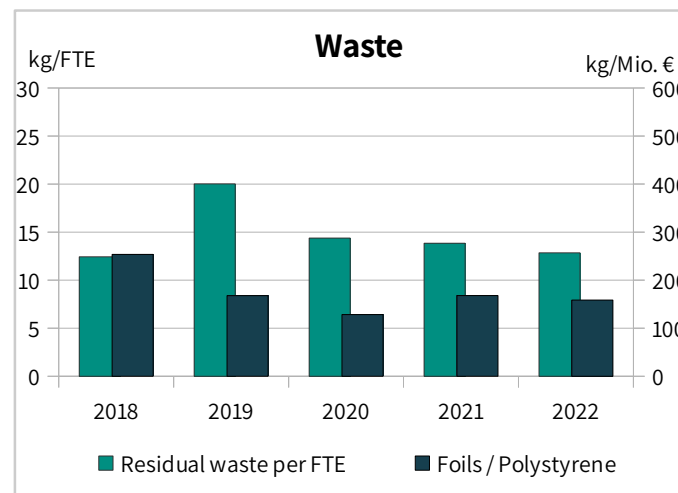
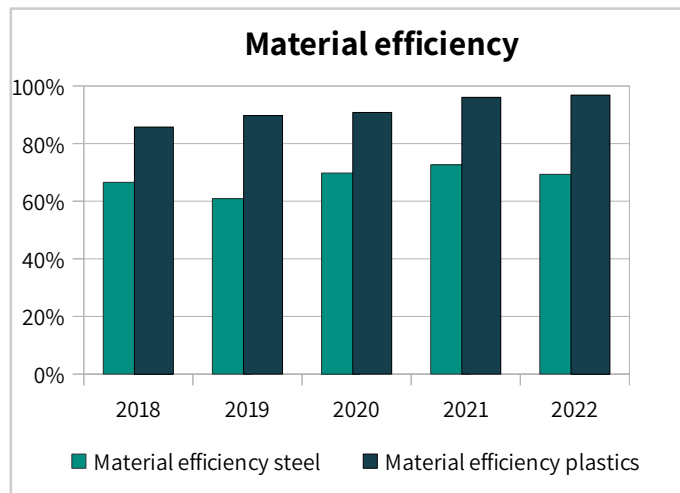
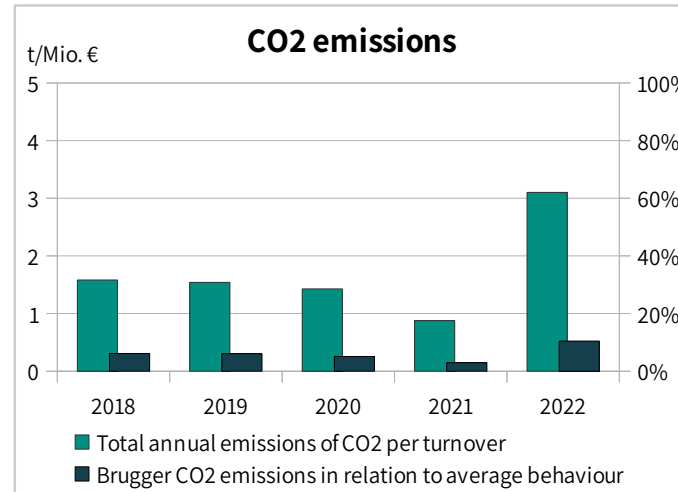
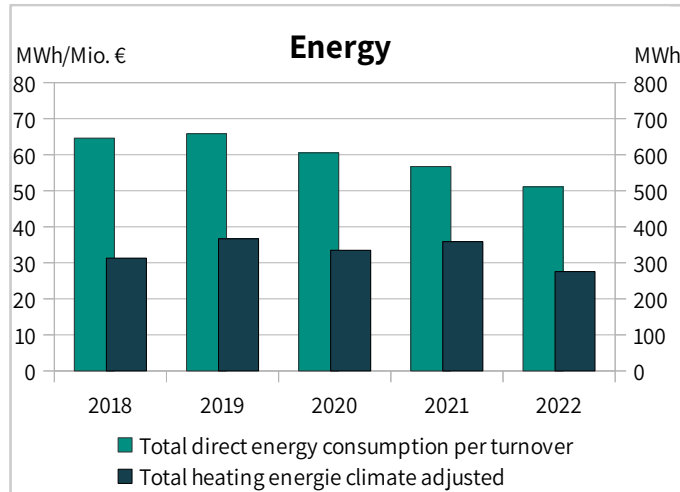
NO <sub>x</sub> emissions						
Electricity	g	0	0	0	0	0
Heating energy	g	99.285	101.242	97.924	108.139	83.744
Fuels	g	14.583	12.757	11.131	7.755	8.649
Total NO <sub>x</sub> emissions	g	113.868	113.999	109.055	115.895	92.393

SO <sub>2</sub> emissions						
Electricity	g	0	0	0	0	0
Heating energy	g	33.653	34.722	34.183	37.292	28.912
Fuels	g	12.832	10.386	9.110	5.768	6.641
Total SO <sub>2</sub> emissions	g	46.485	45.108	43.293	43.060	35.553

PM10 emissions						
Electricity	g	0	0	0	0	0
Heating energy	g	40.968	42.513	41.400	45.568	34.817
Fuels	g	5.137	4.561	3.871	2.885	3.225
Total PM10 emissions	g	46.105	47.075	45.271	48.453	38.042

# ▶▶ Environmental cockpit

## Illustration and assessment of the major environmental aspects



*Our energy consumption remains at a consistently low level. In fact, we have the lowest heating energy consumption within the periods under review. Our measures have had an impact here. Our remaining direct CO2 emissions come almost exclusively from vehicle fuels. For the third time (since 2019), we have offset our remaining emissions. Unfortunately, a loss of refrigerant R134a (27kg≈34tCO2e) resulted in a sharp increase in emissions.*

*Material efficiency is very good, especially for plastics due to the regranulator. In the case of steel waste, there is still a high level of waste due to the mostly round shape of our die-cut parts. A new rectangular series will slightly improve the situation in the next few years. The absolute waste volume of foils has again increased (5%), while the volume of polystyrene has decreased significantly (36%). The relative change is smaller due to the slightly increased sales.*

## EMAS core indicators

	Unit	2020	2021	2022
<b>Reference</b>				
Turnover	Mio. €	13,72	16,93	17,66

<b>Energy efficiency</b>				
Total direct energy consumption	MWh	830	960	902
Use of renewable energy (external)	MWh	677	825	753
Use of renewable energy (self-generated)	MWh	90	89	89
Percentage of renewable energy	%	92,38 %	95,20 %	93,38 %

<b>Material efficiency</b>				
Annual mass-flow steel	t	175	234	268
Annual mass-flow plastics	t	35	31	41

<b>Water</b>				
Total annual water use	m <sup>3</sup>	288	288	219

<b>Waste</b>				
Non-hazardous waste	t	23,91	31,99	37,12
Hazardous waste	t	4,18	2,73	3,94
Metal waste	t	57,13	67,35	87,47

<b>Biodiversity</b>				
Total use of land	m <sup>2</sup>	10.097	10.097	10.097
- sealed	m <sup>2</sup>	4.504	4.504	4.504
- unsealed	m <sup>2</sup>	5.593	5.593	5.593
- unsealed natural	m <sup>2</sup>	5.393	5.393	5.393

<b>Emissions</b>				
Total annual emissions of CO <sub>2</sub>	t	19,6	14,8	54,8
Total annual emissions of NO <sub>x</sub>	kg	109,1	115,9	92,4
Total annual emissions of SO <sub>2</sub>	kg	43,3	43,1	35,6
Total annual emissions of PM <sub>10</sub>	kg	45,3	48,5	38,0

2020	2021	2022
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60,5	56,7	51,1	MWh/Mio. €
49,3	48,7	42,6	MWh/Mio. €
6,6	5,2	5,1	MWh/Mio. €
92,38 %	95,20 %	93,38 %	%

12,7	13,8	15,2	t/Mio. €
2,6	1,8	2,3	t/Mio. €

21,0	17,0	12,4	m <sup>3</sup> /Mio. €
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1,74	1,89	2,10	t/Mio. €
0,30	0,16	0,22	t/Mio. €
4,16	3,98	4,95	t/Mio. €

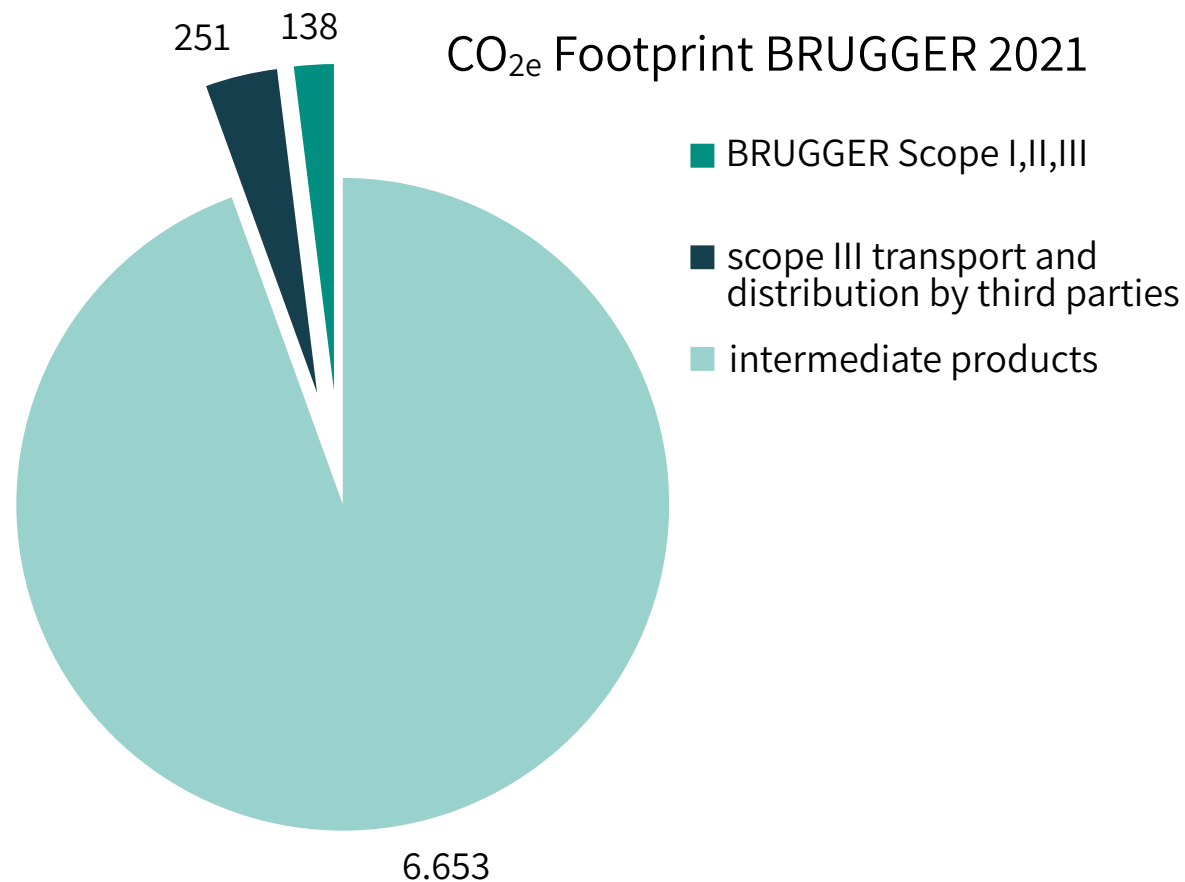
736	596	572	m <sup>2</sup> /Mio. €
328	266	255	m <sup>2</sup> /Mio. €
408	330	317	m <sup>2</sup> /Mio. €
393	319	305	m <sup>2</sup> /Mio. €

1,4	0,9	3,1	t/Mio. €
7,9	6,8	5,2	kg/Mio. €
3,2	2,5	2,0	kg/Mio. €
3,3	2,9	2,2	kg/Mio. €

According to Annex IV of Regulation (EC) No 1221/2009 (EMAS III) the environmental statement shall contain defined core indicators, which refer to the same reference. As we have very different processes this is not very suitable to assess the environmental performance. Though to comply with the regulation we publish the core indicators for the last three years.

## ►► Where we stand and how we can best progress

CO<sub>2</sub> footprint (scope 3) in tons of CO<sub>2e</sub>



## Key findings

Currently, we only make 2.1% of that footprint directly.

- e-bikes improve the indirect environmental aspect of employee ways to work
- the conversion of the vehicle fleet to alternative drives is having an effect

More than 95% are caused by energy-intensive upstream products such as turned parts, magnets and plastics.

- The big lever for improvement lies in the supply chain (Pareto principle)
- For this, we use our influence in purchasing



## ▶▶ How we continue

### Achievement of our 2022 programme

No.	Action	CSR reference	Status
1	Complete CO2 compensation/neutrality	ecological	achieved
2	Switch building lighting outside to LED and motion detectors	ecological	achieved
3	Switch lighting in production to LED and zone areas.	ecological	not achieved
4	Introduce and pick up on the employees' environmental understanding of environmental issues	ecological, social	achieved
5	Rare earth magnets collect for recycling	ecological	achieved
6	Suppliers of turned parts purchase CO2-neutral electricity	ecological, supply chain	partly achieved

### New programme for 2022

No.	Action	CSR reference
1	Climate neutrality	ecological
2	Relatively reduce electricity consumption (lighting, compressed air, machinery)	ecological / economical
3	Create transparency about energy consumption (electricity and heat) and energy generation (photovoltaic)	ecological / economical
4	Environmentally friendly and cost-saving to and from work	ecological / economical
5	Reduce carbon footprint of Chinese suppliers	ecological

▶▶ Do you have any questions, requests or criticisms? Get in touch with us!

Matthias Thimm



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Thomas Brugger



*Chief Executive Officer and proprietor*  
[thomas.brugger@brugger-magnet.de](mailto:thomas.brugger@brugger-magnet.de)

The Sustainability Report with integrated Environmental Declaration is being approved for publication:

20.01.23, Thomas Brugger

20.01.23, Georg Brugger-Efinger

20.01.23, Sascha Bausch

## ▶▶ Validation of Environmental Statement

The next consolidated Environmental Statement will be available for validation February 2023 latest.

The undersigned, Reinhard Mirz, EMAS environmental inspector with the registration number DE-V-0260, accredited for area 25 (NACE-Code Rev. 2), confirms having audited whether the facility as declared in the Environmental Statement of

Brugger GmbH Magnetsysteme  
Gewerbestrasse 23, 78739 Hardt, Germany  
with Reg. No. D-169-00061

states that it satisfies all requirements of Directive (EC) No. 1221/2009 of the European Parliament and Council of 25 November 2009 and the changes 2017/1505 and 2018/2026 on the voluntary participation of organisations in a joint system for environmental management and environmental company audits (EMAS).

Hardt, dated 23.01.2023

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By signing this declaration, we confirm that

- the appraisal and validation were conducted in full accordance with the requirements of directive (EC) No. 1221/2009,
- the outcome of the appraisal and validation confirms that no evidence exists of non-compliance with applicable environmental regulations,
- the data and information from the updated Environmental Declaration for the location provide a reliable, credible and accurate picture of all activities at the location within the area defined in the Environmental Declaration.

This declaration cannot be equated to an EMAS registration. EMAS registration can only be performed by a competent body according to Directive (EU) No. 1221/2009. This declaration may not be used as the sole basis for communication with the public.

Environmental inspector

