

LÜDECKE

Since 1930. The perfect connection.

GREEN COMPANY REPORT

A shared responsibility



Dear readers,

As a company and an employer, it is our duty to convey fundamental values and to implement them at the economic, social and ecological level. The main task is to hand over our world as a liveable place to future generations.

For this reason, we are all requested to deal conscientiously with our resources and to operate as sustainably as possible. As a company, we have a special responsibility in our society. Hence, we want to lead by example and prove, that sustainable action can be combined perfectly with efficiency and profitability.

Let us together ensure, that we reach this goal and thus secure a sustainable success.

We would be delighted if you would accompany us on this way!

Sincerely yours,



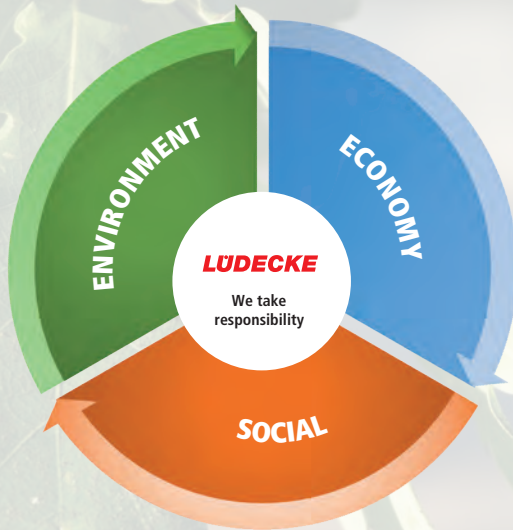
Klaus Herdegen



Andreas Sperl



Management:
Klaus Herdegen and
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It is our duty to take responsibility and to act sustainably in all our activities. Apart from ecological, this also includes economic and social aspects.

It's our goal to become even more efficient in the long term, taking into account all three areas and thus creating added value for all parties involved.

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We only have this one world!

The sentence makes us aware of the importance of carefully dealing with our planet. Sustainable acting in the interest of the environment starts with each individual and can be perceived in all areas of the company. Even small things help to protect the climate and the environment and to preserve our natural resources.

With our "Green Company" concept, we have set ourselves the goal to apply this ecological responsibility to the entire company. This regards our products, the building and production as well as numerous other activities.

We want to show that ecological and economic acting is not a contradiction and doesn't mean higher costs. Both things can go hand in hand. Anyone who makes sustainable decisions can ensure long-term economic success.



Our goals are convincing: in 2015 we were certified for environmental management (ISO 14001:2015) and energy management (ISO 50001:2011).



LUDECKE Efficiency:

- Streamlined Valve
- Extremely high flow rates
- Low pressure drop
- Long lifetime
- High operational safety and absolute tightness



Products

Our products are what defines us. We are manufacturer of high-quality coupling systems for a variety of media and applications and live our guiding principle "Engineered and Made in Germany". **LUDECKE** products are offered via our certified technical partners. Or, the products are assembled/integrated by leading machine manufacturers in their own products. We are aware of this responsibility.

Materials

Thus, it is our goal, to supply premium coupling systems with a long durability and a good life cycle assessment.

We only use tested and reusable materials, free of any harmful substances (RoHs Directive, e.g., chrome-VI-free yellow passivation). These materials are almost entirely from Germany or Europe. All products are subjected to a comprehensive quality assurance, what warrants a long product lifecycle, maximum safety and the prevention of expensive leakage losses.

Function

On our quick connect couplings, we permanently carry out fluid mechanics optimisations. This ensures increased flow rates and reduced energy, which allows our customers to work even more energetically and to save costs during operation.



Production

We guarantee energy efficiency and the protection of natural resources with our products and also our production.

Power

At **LUDECKE** 100% of our products are produced with locally generated green electricity. Instead of atomic and coal-based electricity, we rely on an eco-mix of at least 50% certified green electricity (mainly hydropower from Bavaria) and max. 50% cogenerated electricity from highly efficient natural gas-powered combined heat and power plants.

This electricity is also used to operate the new charging station for electric vehicles, which is located directly on the **LUDECKE** parking lot.

Heating

Since 2015 we are producing more ecological and sustainable thanks to the ONI heat recovery system. Due to a special system technology, the waste heat from the production is used for heating purposes (for example, office rooms, production halls or social rooms). This means: instead of releasing the unused waste heat to the environment, it is transferred via our heat recovery into free heat and thus replaces expensive energy sources such as fuel oil or natural gas. Moreover, there are no more costs that would be necessary for the operation of a cooling system. This allows us to significantly reduce energy consumption and environmental impact while creating a comfortable and balanced room climate.



Air

For perfect conditions in our production, high-quality filter systems are being used. As a result, aerosols are vacuumed and packaged for disposal. The ventilation system in turn has a positive effect on the health of our employees and at the same time reduces the maintenance effort on the machines.

Material Resources

While manufacturing our couplings and fittings, some secondary products are occurring, such as chips from different materials. This "waste" is not dumped into the garbage. It can be reused after a melting process.

Dispatch

We always strive to optimize the delivery of our products. As far as possible, orders are collected and send together to customers. As packaging we mainly use recyclable cartons and reusable boxes as well as pallets. We reduce the use of foils to a minimum.



We meet highest requirements: Since 1994 the quality management of **LUDECKE** GmbH has been certified according to ISO 9001:2015.



Do we have any greater task than maintain the creation and so to preserve the posterity?
I don't know any other one.

Richard von Weizsäcker



Green Activities

Our goal is to integrate “Green Company” into all areas of our company. Even minor things can make a positive contribution and save energy and resources.

Working Environment

Every employee at our company takes care of waste separation and low paper consumption. If a room is not used, the electricity switches off automatically after a certain time.

Another good example is the kostBAR (**LUDECKE** canteen). One-way packaging are not in use for puddings, muesli, fruit salads and such. Instead, employees are provided, free of charge, with high-quality and reusable Mason jars and lunch boxes for the transportation of food. Drinks are exclusively available in glass bottles.

Even when selecting promotional articles, we are always careful to work with environmentally friendly or recyclable materials. When possible, our customer or employee gifts are also made in-house.

LUDECKE Green Areas

Conserving nature is particularly important to us. Among other things, this concerns the preservation or creation of natural areas for native animal and plant species. The entire company area has an enormous proportion of green space: wildflower meadows, extensive green roof areas, two ponds, several hedges and various insect hotels create a natural oasis in the middle of the industrial area.



The highlight is the approximately 4,000 square meter **LUDECKE** park with a huge orchard, a natural pond and a wildflower meadow with herb garden. These green and water areas offer relaxation space for employees and visitors. At the same time, this creates a home and a valuable retreat for numerous species of fish, insects and birds.

Project "Bee-Sharing"

The bee colonies of the "Bee-Sharing" project with the Beekeepers Association Sulzbach-Rosenberg occupy a central place in the **LUDECKE** Park. With this unique concept, **LUDECKE** has been successfully highlighting the importance of beekeeping for 4 years now. The result of the work is impressive: in addition to happy bees and excellent honey, the trees also carry a large amount of fruit - which in turn means a wonderful apple juice for the employees.

This "admirable" collaboration was awarded the environmental prize from the City of Amberg.

Knowledge Transfer and Environmental Education

The experience that we gain in the area of environment and sustainability is constantly passed on to employees and the public. During informative days (e.g. open-door days in the **LUDECKE** Park) or small trade fairs, **LUDECKE** displays which operations and activities can be used to do something good for the environment. With our bee mascot LÜdia, even small children are involved and inspired to look and listen.



LÜDECKE - long term partner an quality supplier



LÜDECKE

To act sustainable and at the same time economical on a permanent base every party of a company needs to be involved. **LUDECKE** isn't working isolated, but in cooperation with suppliers, customers and regional institutions. Therefore, we're having precisely defined standards to guarantee transparency, safety, fairness and durability to all participants. For us, these values are standing as a fundamental direction for a collective process.

Customers

Our customers provide the biggest expression of confidence while ordering **LUDECKE**-products. To maintain the trust of our customers is our highest goal. For our existing and potential customers we like to be the first choice supplier and to perfectly fulfil their needs regarding to quality, functionality, productivity, security, price and sustainability.

Furthermore, we are always attentive to offer first-class service. This includes individual and detailed advice, transparent project planning, specially adapted training courses and extensive marketing support. We're communicating our product modifications and innovations early on. Every customer is assigned to his own contact person. In this way, we ensure even in the case of a problem quick and competent help.



MADE IN GERMANY - Our Slogan is being implemented continuously



Suppliers

We're receiving our high-quality materials from carefully selected and tested suppliers. Thereby we focus on a long-standing and reliable business relationship. While the consideration of our suppliers we take care, that they satisfy our sophisticated requirements, regarding to quality, service and sustainability. In our view, a continuous and transparent communication is self-evident.

Furthermore, we always strive to cooperate with suppliers in our region or to our local area. We obtain 94.5 % of our manufactured material from Germany, about 5 % from other European countries. Due to shorter transport routes, we're saving costs and reduce the environmental pollution.

Local Business Development

We are a family-run, medium-sized company and have strong roots in Amberg and the region. That is why we are constantly investing in the local economy.

If it's possible, we're cooperating with local companies. This also includes regional institutions for disabled persons. Since 2014 the existing contract with the east-Bavarian technical university Amberg-Weiden strengthens and underlines the good long-time cooperation between students, professors and **LUDECKE**.



“The perfect connection” does not just mean to connect different media. Our goal is to unite employees, companies and the society in an optimal way and to ensure a harmonious and durable coexistence.

Employees

A company is just as good as his employees – and they are our top priority. We want our employees to feel comfortable. This is the only way to achieve best performances. At **LUDECKE** every single one contributes to our company success and receives the necessary support.

Workplace

LUDECKE provides modern spaces and well-equipped workplaces. Furthermore, we make it possible to participate to internal and external training programs and further education. We are especially proud of our first-class trainee program. Moreover, our employees receive the maximum on flexibility: Flextime, flexible timetables, home office, etc. are part of our work routine. That’s how we guarantee the best compatibility between work and private life.

Communication

We lay great importance to open and honest conversation, permanent communication flow, high self-responsibility of our employees, diversity of ideas as well as collegiality and appreciation.



Achieve goals together and shape the future



Good teamwork is very important to us - this is the only way we can grow together.

Regular company events (barbecues, hiking day, playing card evening, Christmas party, etc.) promote cohesion and understanding for one another. An "Apprentice Team Day" is held each year for the rapid integration of the new apprentices.

Furthermore, **LUDECKE** offers personal contacts for all matters at any time. Employees can always go directly to their superiors. Of course, this also applies to the management and the works council. Both committees are in constant contact and find the best solutions together.

Health

It is very important to **LUDECKE** that the employees stay healthy. All workplaces are therefore ergonomically and user-friendly. Our canteen offers healthy, well-balanced and varied food at affordable prices.

In addition, we offer variety of opportunities on the subject of health.

For example, we subsidize the purchase of a bicycle ("JobRad" program) and membership in the neighboring fitness studio. In addition to various sports programs (**LUDECKE** running team, yoga group, etc.), there is also the possibility to take part in health days or courses and to get detailed advice from the health insurance companies on a wide variety of topics.



Society

LUDECKE is conscious of the responsibility towards the society and the region.

Therefore, it is a pleasure for us to get involved in social, cultural and other projects in many different areas.

For example, we actively support the Amberg Air Museum. That is also why we always exhibit during the "Amberg Air Night". In addition, **LUDECKE** makes its contribution to various other cultural and educational events and campaigns.

Supporting charitable institutions is a matter close to our hearts (e.g. the Gertrud and Klaus Conrad Foundation, Amberg-Sulzbach Counseling, Association for helping children in Eastern Bavaria suffering from cancer or physical disabilities).

Numerous schools and sporting clubs in the region can also rely on our help.



Regardless if it is promoting nature, sports or culture, we enjoy engaging ourselves and passing on a part of our corporate success.



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