



Social Responsibility at Lenz Laborglas

Lenz Laborglas GmbH & Co. KG

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Long tradition, strong values

Lenz Laborglas is a family business with strong values that has been in existence since 1931.

With currently 75 employees, we are not subject to CSR reporting requirements. However, we are aware of our company's social responsibility as part of our economic activities.

Economic success and social responsibility are two of our corporate goals that are interdependent. Responsible and ethical behaviour towards

our employees, business partners, society and the environment determine our actions.

We have developed a Code of Conduct as a binding guideline and basis for responsible action in our daily business practices. In this code, we commit ourselves to binding compliance with the law and the ethical business principles described in the code. This naturally includes compliance with collective bargaining agreements and legal requirements regarding the minimum wage (MiLoG).

Social responsibility at Lenz includes:

Ecological responsibility: sustainable use of resources, reduction of CO₂ emissions, environmental protection

- Environmentally friendly production processes
- Waste management
- Use of energy-saving LED lighting
- Self-generated photovoltaic electricity
- Heat recovery
- Raising employee awareness
- Bicycle leasing

Social responsibility: Fair working conditions, equality, promotion of diversity, support for social projects, flexible working time models, further training opportunities

- Regulated working time conditions and orientation towards legal requirements.
- Flexible working time models for a better work-life balance
- Regular further education and training opportunities

- Support for our employees in social and personal challenges
- Employment of people without formal training: We offer them the opportunity to work and support them in developing their skills
- Health and safety at work: Regular safety briefings, accident prevention measures
- Provision of health promotion programmes, ergonomic workplaces, health checks
- Social benefits, company pension scheme
- Integration and diversity: Promotion of an inclusive corporate culture, measures to integrate new employees and promote diversity in the workplace
- Company outings and parties to strengthen team spirit and employee loyalty

Economic responsibility: ethical business practices, transparent corporate governance, fair trade

Social commitment: donations, sponsorship, promotion of education

- Support for SOS Children's Villages
- Support for local associations, institutions and service clubs
- Participation in charity events