



Sustainability report 2025

REICH GmbH

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REICH GmbH

Contents

1	FOREWORD BY THE OWNER AND MANAGEMENT	4
2	PROFILE OF REICH GMBH	5
3	FACTS & FIGURES OF FINANCIAL YEAR 2023	6
3.1	Development of sales revenue	6
3.2	Industry and product distribution of sales revenue	6
4	SUSTAINABILITY STRATEGY	7
4.1	Organisation	7
4.2	Stakeholders (interested parties)	7
4.3	Compliance policy	8
4.4	Complaints procedure	8
4.5	Handling potentially critical substances	9
4.6	Management systems	9
4.7	Environmental risks and environmental programme	9
5	SUPPLY CHAIN	10
5.1	Management approach	10
5.2	Requirements for our suppliers	10
5.3	Supplier evaluation	10
5.4	Handling conflict minerals	11
6	ENVIRONMENT	12
6.1	Management approach	12
6.2	Energy efficiency	12
6.3	Air pollutant emissions	13
6.4	Waste and water/waste water	13
7	EMPLOYEES	14
7.1	Management approach	14
7.2	Diversity	14
7.3	Occupational health and safety	15
8	SOCIETY	16
8.1	Management approach	16
9	GRI CONTENT INDEX	17

1 Foreword by the owner and management

Dear ladies and gentlemen, dear readers,

Now is the time to take action to preserve our planet for future generations. Any delay in reversing global climate change will mean even greater effort in the future to achieve the goal, or an even greater risk of jeopardising the necessary reversal.

REICH GmbH is an owner-managed, medium-sized company that manufactures precision metal parts to the highest standards. We have decided to make our contribution to climate protection on this planet. In this report, we describe the activities that we, as a medium-sized company, intend to carry out. Our success in the joint fight against climate change and for the protection of our environment primarily depends on our own basic attitude and tenacity. We must not let up in developing and implementing new, suitable activities.

As a first step, we want to reduce the carbon footprint of our own company. We are working on reducing emissions and implementing measures for greater energy efficiency. We are also planning on using more energy from renewable sources. We are also involving our suppliers along the entire value chain to encourage them to commit to climate protection and sustainability. In doing so, we are also making climate protection a joint task in our corporate world. After all, this joint task can only be achieved with the cooperation of our suppliers and partners.

Sustainable, responsible and mutually fair conduct is also part of our corporate culture. These major challenges can only be mastered together. We want to improve people's quality of life and secure the livelihoods of current and future generations by acting in an economically, ecologically and socially responsible manner.



In the future, we will prioritise these aspects even more and cultivate a culture of sustainability within the company.

We want to make a relevant contribution to tackling global social challenges. Our reporting makes our commitment transparent and invites dialogue.

This is our second report on the topic of sustainability. (First report 2022)

This report was prepared in accordance with the internationally recognised guidelines of the Global Reporting Initiative (GRI). It was prepared in line with the 'Core' option of the GRI Standards. Reports are issued annually.

2 Profile of REICH GmbH

REICH GmbH is an owner-managed, medium-sized company that manufactures precision metal parts to the highest standard. The design of our products is specified by the customer. Today, 825 people are employed at our headquarters in Mellrichstadt.

in 1919, REICH was founded by brothers Karl and Franz Reich in Zella-Mehlis/Thuringia. What began as a small family business producing bicycle parts has since evolved into a leading manufacturer of turned parts such as components for gearboxes and steering systems, ball bearings and components for fuel injection systems.

Today, with REICH CONSULTING GmbH, REICH USA GmbH and its subsidiary, REICH LLC, REICH GmbH has grown into an internationally operating company that still has deep roots in the region around Mellrichstadt. With more than 850 employees and a production area of over 48,000 m², REICH GmbH is a medium-sized company that is still entirely family-owned.

The headquarters and production facilities of REICH GmbH are located in Mellrichstadt, Germany, close to the border between Franconia and Thuringia. REICH GmbH can look back on a company history spanning more than 100 years. This experience has led to the development of a unique system of manufacturing processes that ensure quality at the highest level.

REICH LLC is located in the heart of the Blue Ridge Mountains in Arden, south of Asheville, and now serves as a distribution centre.

REICH MIM GmbH is involved in the production of metal injection moulding parts, or MIM for short. Production at REICH MIM GmbH is based in Schwarzenberg in the Ore Mountains of Germany. REICH MIM GmbH was entered in the commercial register in November 2016.

We have been working successfully for and with many major national and international companies for decades. Our customers mainly come from the automotive sector.

Manufacturing quality products depends on a variety of factors. In addition to innovation and experience, a company must also be able to rely on the motivation and expertise of its employees. Optimisation is achieved through continuous development of production methods and processes. Collectively, all these factors lead to the sustainable success of our products.

Quality, attention to detail and excellent functionality make us and our customers successful. Reliable, high-quality products from REICH GmbH are particularly important as a supplier, because our customers' satisfaction is our main benchmark.

3 Facts & figures of financial year 2023

3.1 Development of sales revenue

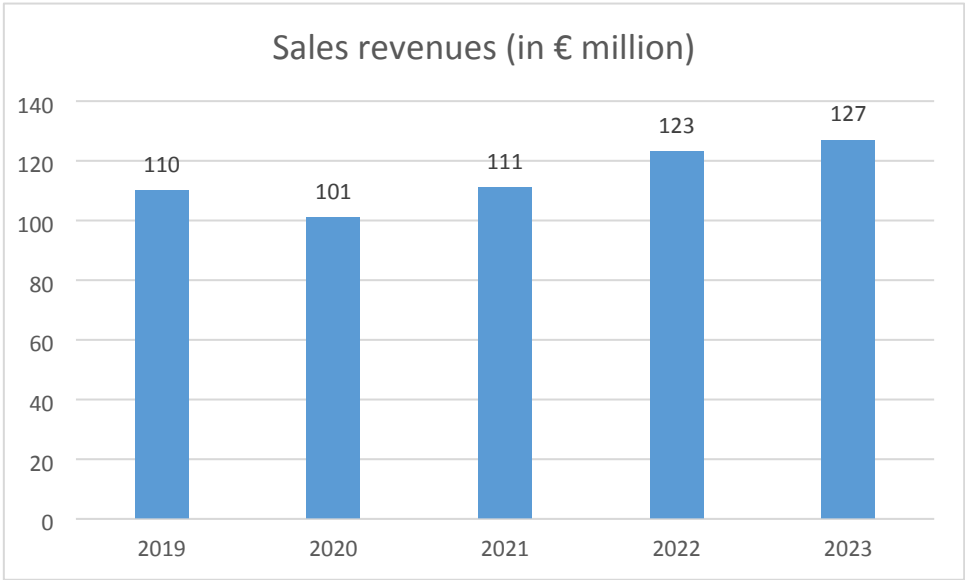
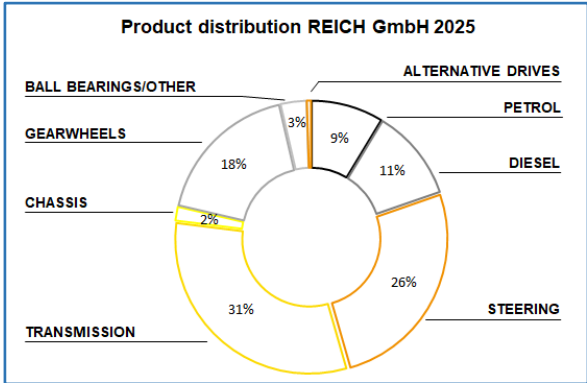
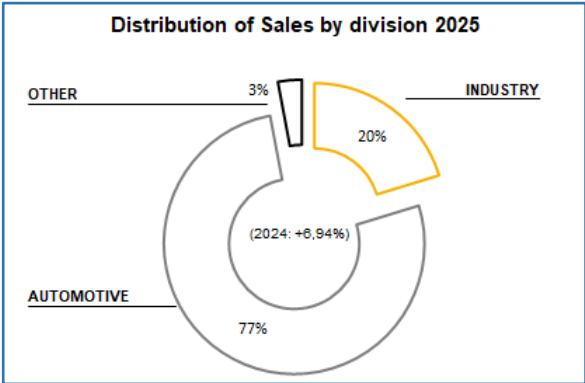


Figure 1: Development of sales distribution in EUR million

3.2 Industry and product distribution of sales revenue

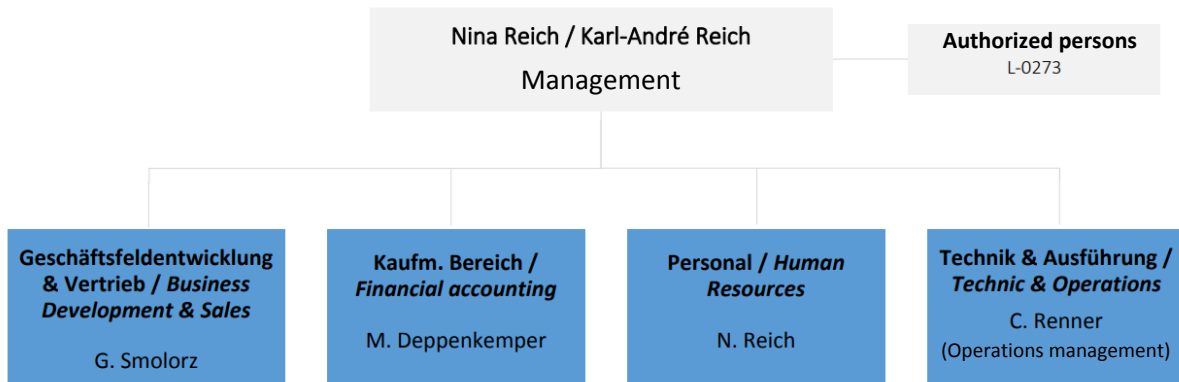
The presented figures are derived from parts sales including revenue from the recovery of materials. Parts sales are derived from the following areas:



4 Sustainability strategy

4.1 Organisation

The expanded management team was appointed for the introduction, implementation and continuous development of the sustainability strategy. This also emphasises the importance of sustainability for our company. The contact person for this report is the internally appointed sustainability officer.



Organigramm REICH GmbH¹

With our systematic sustainability management, we are pursuing a clear claim to leadership. By acting in an economically, ecologically and socially responsible manner, we want to improve people's quality of life and secure the livelihoods of current and future generations.

4.2 Stakeholders (interested parties)

Our stakeholders support our endeavours to implement sustainability for our company. We have identified the following stakeholder groups for our company:

- Company owners
- Management
- Employees
- Customers
- Suppliers
- Authorities/offices
- Public
- Banks
- Insurance companies

Responsibility extends across the entire supply chain. This is why we maintain regular contact with our stakeholders, why the purchasing department involves our suppliers and why the sales department keeps customers informed and involves them accordingly. Authorities and the public can find the necessary information on our homepage.

The aspects relating to sustainability were collected and prioritised with the support of the stakeholders. We use a prioritisation analysis to determine which aspects of sustainability our activities need to focus on. The current evaluation dates back to 2025. We discuss it with the key stakeholders every two years and adjust it as needed.

¹ Michael Mohr will be responsible for the Technic & Operations division in future.

Materiality matrix with prioritisation of key aspects:

Relevance for stakeholders	very high	Diversity	Health protection Occupational safety	Compliance and integrity Compliance and integrity within the supply chain Climate protection and energy efficiency
		Sustainability reporting	Air quality Social commitment Environmental and social standards in the supply chain	Employer attractiveness Employee development
	medium	Place in society	Digitalisation	Awareness of sustainability
		medium		very high
Relevance for Reich GmbH				

Figure 1: Materiality matrix of REICH GmbH

The key aspects from the matrix above are structured as follows:

- Supply chain
 - o Compliance and integrity
 - o Environmental and social standards
- Environment
 - o Climate protection and energy efficiency
 - o Electricity generated in-house
 - o Air quality
- Employees
 - o Employer attractiveness
 - o Compliance and integrity
 - o Diversity
 - o Occupational health and safety
- Society

4.3 Compliance policy

We are expressly committed to lawfulness and ethical conduct and act in accordance with the law. We have clearly defined our stance on legal requirements and ethical issues in our compliance policy. This provides all employees with a guideline for value-oriented and impeccable behaviour. Because responsible and lawful conduct is important to us, we will articulate our expectations of our business partners in a corresponding compliance guideline for suppliers. Our suppliers are also obliged to pass these guidelines on to their subcontractors to ensure sustainability throughout the entire supply chain. This includes requirements for compliance with human rights. An analysis shows that human rights are respected in our company. All our employees are committed to compliance and have received training on the compliance policy.

No actual or potential deviations from our compliance policy were identified in 2023.

4.4 Complaints procedure

If there is any suspicion of possible misconduct (for example a breach of applicable law or the compliance policy), employees, business partners and other third parties can submit a report to the contact persons named in the compliance policy – anonymously, if permitted by law. Protection of whistleblowers throughout the entire process takes high priority. This applies to identity protection as well as to protection against potential disadvantages. A separate process description (MP 2.4.3 Complaints management) has been created for this purpose.

4.5 Handling potentially critical substances

We consider all substances in materials that are classified as prohibited or declarable by law, customer agreements or our own requirements to be potentially critical substances. We work continuously to identify these substances, utilise substitutes and, where possible, reduce or completely avoid hazardous substances in the long term. We endeavour to pass on corresponding requirements along the entire supply chain.

4.6 Management systems

To support our endeavours, we can rely on a certified management system in line with ISO 9001/IATF 16949. Our processes are visualised in a process map and recorded in process descriptions. The processes are analysed using process turtles.

We also have a certified environmental management system in accordance with ISO 14001, a management system for occupational safety based on ISO 45001, a certified energy management system in accordance with ISO 50001 and one for handling issues relating to working conditions and human rights. We have integrated these management systems internally.

4.7 Environmental risks and environmental programme

We are working on the following projects to improve the energy balance:

- Increasing the efficiency of our process cooling systems
- Using heat pumps
- CHP operation for electricity and heat generation
- Transformation concept with efficiency measures (6-stage plan)
- Participation in an energy efficiency network across all sectors in northern and eastern Bavaria
 - Waste heat recovery via a local heating network (Bayerische Rhöngas)

By 2030, we aim to implement measures at our site that will deliver a total energy-saving potential of 10% through improvements in energy efficiency, and to achieve carbon neutrality by 2040

5 Supply chain

5.1 Management approach

The procurement focus is on steels for our production. Most of our suppliers come from Germany and Europe. The purchasing manager is responsible for compliance with the supplier quality assurance agreement, which is clearly communicated at the supplier selection stage. If necessary, the purchasing organisation commissions a consultancy firm to perform the review. This company carries out sustainability-related assessments and supports the purchasing organisation in implementing any necessary escalation processes.

5.2 Requirements for our suppliers

We describe the requirements for our supply chain in our terms and conditions of purchase and in our supplier quality assurance agreement. Among other things, this agreement is based on the basic principles of the International Labour Organisation (ILO). Moreover, the supplier quality assurance agreement obliges suppliers to pass on our requirements to their own suppliers and thus to the entire supply chain. If a violation is suspected, the supplier is required to clarify the matter, possibly also by disclosing its supply chain. If unlawful conduct or unsatisfactory implementation of the QAA is detected at an active supplier, the supplier may be excluded from further contract awards.

The compliance policy should be handed out to all suppliers at the start of the business relationship. Together with the questionnaire for conflict materials, it forms part of the agreement in the terms and conditions of purchase.

We oblige our suppliers to protect the environment and conserve resources. We also require our suppliers to comply with the generally applicable labour standards. Amongst other things, this means that they must guarantee freedom of assembly, refrain from forced and child labour, show no tolerance towards discrimination and guarantee occupational safety.

5.3 Supplier evaluation

Responsible supplier management can only be implemented if there is transparency with regard to compliance with social and environmental standards. This is the only way we can support suppliers in a targeted manner to continuously advance their sustainability performance. Where necessary, suppliers are also assessed on the basis of on-site inspections.

We already take the necessary sustainability aspects into account when we are selecting potential new suppliers. We involve the new key suppliers. Inspections are also used to assess existing supplier relationships. New contracts are awarded based on criteria such as quality, costs and previous delivery reliability. Furthermore, there must be no violations of sustainability requirements. Existing suppliers only receive new orders if they are sufficiently qualified. As part of the supplier audits, we will review the content of our compliance policy for suppliers, among other things. We will also ensure this through a written supplier self-disclosure.



5.4 Handling conflict minerals

We do not source any conflict minerals ourselves, but we do process stainless steels. They may contain cobalt, manganese or nickel as alloy components. Our suppliers are called upon to actively participate in the reporting system for conflict minerals (questionnaire for conflict materials).

	Lead		Manganese
	Gold		Nickel
	Graphite		Rare earths
			Tantalum
	Copper		Tin
			Tungsten

Measures Taken:

- Verification
- Transparency
- Project industry dialogue
- Conflict minerals report

6 Environment

6.1 Management approach

We want to be a trailblazer in climate protection. Therefore, we have introduced a certified environmental and energy management system in accordance with ISO 14001/50001. We are working on three key topics to achieve the goals we have set for ourselves:

Energy targets:

- Increase energy efficiency
- Utilise renewable energies
- Reduce CO₂ emissions

Environmental targets:

- Reduce waste generation
- Reduce emissions
- Conservation of resources

At the same time, we are broadening the focus of our activities and are aiming to reduce emissions that lie outside our direct sphere of influence, for example at suppliers, in logistics and on business trips. We want to provide more and more employees with the best possible qualifications for climate protection and sustainability through web-based and classroom training. As part of our internal competence management, we promote their methods and expertise and thus create the conditions for safe and environmentally friendly work processes.

6.2 Energy efficiency

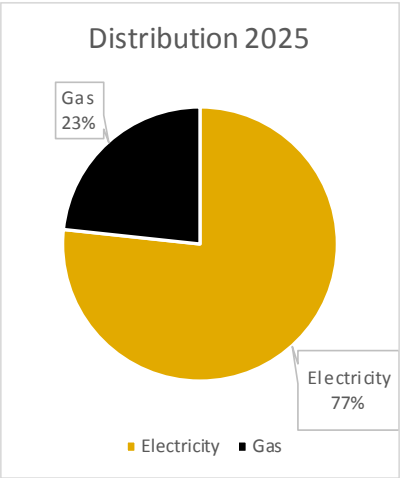
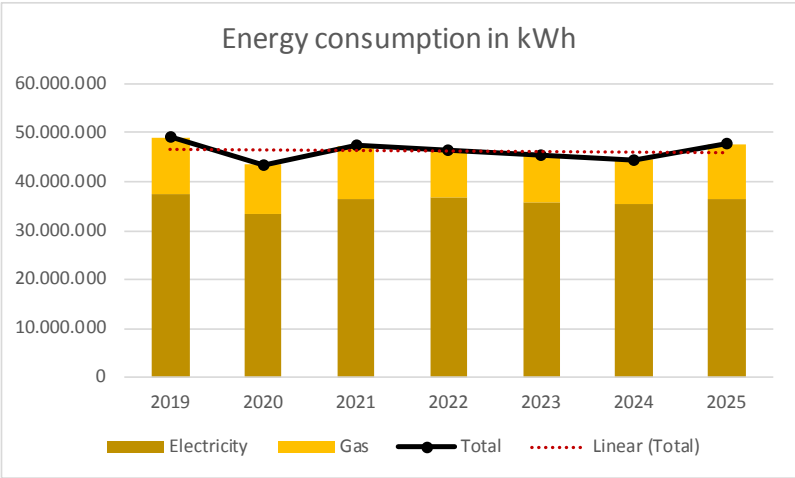
By 2030, we want to realise measures with a total energy reduction potential of 10% by boosting energy efficiency at our site.

In order to achieve CO₂ neutrality as quickly as possible, we are increasingly using electricity from our own CHP plants.

Here are the company's energy consumption figures for the years 2019 to 2025 for the main energy sources electricity and gas.

Table 1: Energy consumption in kWh

Year	Electricity	Gas	Total
2019	37.458.390	11.618.567	49.076.957
2020	33.358.262	10.191.841	43.550.103
2021	36.433.859	10.993.623	47.427.482
2022	36.682.130	9.805.003	46.487.133
2023	35.644.685	9.719.398	45.364.083
2024	35.339.501	9.064.587	44.404.088
2025	36.571.554	11.113.479	47.685.033

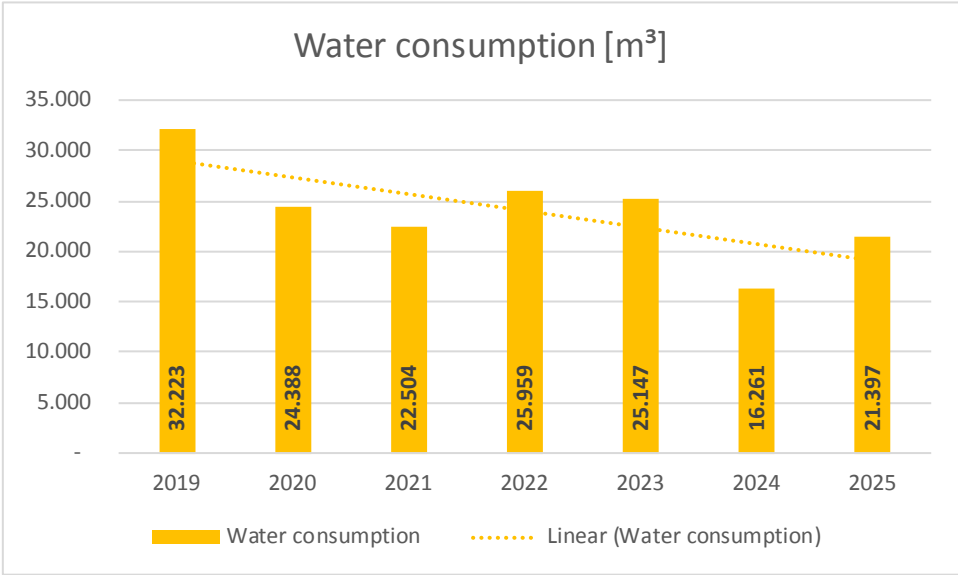


6.3 Air pollutant emissions

Air pollutants can be harmful to human health and should therefore be effectively reduced. An analysis of our processes shows that we do not have any significant impact on people or the environment in terms of air pollutant emissions.

6.4 Waste and water/waste water

An analysis of our processes shows that we do not have any significant impact on people or the environment in the area of waste and water management. Waste materials are separated, collected and disposed of in accordance with our waste management system. Water is drawn from the public water network and discharged into the public sewerage system. Wastewater is treated as described in the wastewater management system.



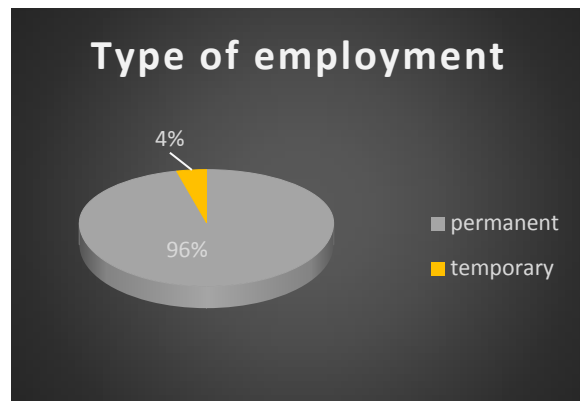
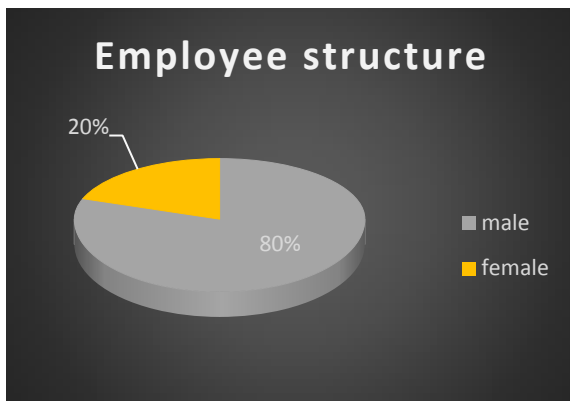
7 Employees

7.1 Management approach

We contribute to change by organising modern, suitable personnel management processes and promoting the development of our employees. REICH GmbH is bound by collective bargaining agreements and our employee turnover is low. REICH GmbH has a company-wide collective agreement, and our staff turnover is low.

Our goals are:

- To remain an attractive employer in order to attract and retain talented young people.
- To strengthen the management and cooperation culture in which our employees can realise their true potential.
- To support employees at all levels in their tasks and promote their career development, e.g. with suitable training programmes.
- To coordinate flexible working time models, including mobile working, so that our employees can achieve a better work-life balance (e.g. parental leave or time off to care for relatives).
- To develop and establish modern methods and IT tools for efficient data utilisation and to ensure data protection.



7.2 Diversity

Our compliance policy makes it clear that we respect and protect the personal dignity of each individual. We believe firmly that mutual respect promotes a favourable work atmosphere. We value the diversity of our employees and respect their mindsets, experience and lifestyles. There are no known deviations on this topic.

7.3 Occupational health and safety

Accidents must be avoided and safety in the workplace is part of our responsibility. Occupational safety begins with the individual's awareness of the problem and their conduct. We continue to see potential for improvement here. Therefore, we are focussing on measures to raise employee awareness. We want to reduce the accident rate by 10% by 2030. To this end, every accident and every near-accident is assessed in order to prevent a subsequent accident of a similar nature. Workplace-related risk assessments are carried out frequently at our site. After deriving appropriate preventive and protective measures, our employees are instructed accordingly. The same rules are applied for external companies.

Health plays a crucial role for motivated and satisfied employees, both personally and for us as a responsible, high-performance company. In order to reduce absences due to illness, we set specific priorities based on the experience of the occupational health physician. We also incorporate findings from the company reintegration management programme and risk assessments. We were able to identify musculoskeletal disorders and mental illnesses as priority areas.

As a result, employees are offered preventative measures against long-term consequences, which can primarily be the result of monotonous movement at the workplace, or even worse, no movement at all.

8 Society

8.1 Management approach

We are convinced that good education is a key element in providing for the future and should therefore be the key concern of every company.

The Karl Reich Foundation was founded in 1994. The aim of the foundation is to give something back to the region and thereby build a bridge between the economic sector, the public sector and society. Every year since then, we have supported a wide variety of projects and programmes aligned with the purpose of the foundation.

We are in favour of the social commitment of our employees, because they embody our values. We promote the broad commitment of our employees, for example, by giving them time off work.



9 GRI content index

GRI indicators		Keyword	Reference
General standard information			
Organisational profile			Page
GRI 102-1	Name of the organisation	Reich GmbH	1
GRI 102-2	Activities and services	Production of precision metal parts	4
GRI 102-3	Headquarters of the organisation	97638 Mellrichstadt	23
GRI 102-4	Headquarters of the organisation	company profile	5
GRI 102-5	Ownership structure and legal form	Owner-managed GmbH (LLC)	4 4
GRI 102-6	Markets supplied	company profile Sales trend	5 6
GRI 102-7	Size of the organisation	Medium-sized company 875 employees	5 5
GRI 102-8	Information on employees and other staff	Employee structure	14
GRI 102-9	Supply chain	Purchasing organisation	10
GRI 102-10	Significant changes in the organisation and its supply chain	Initial report	4
GRI 102-11	Precautionary approach or precautionary principle	Compliance policy	10
Strategy			
GRI 102-14	Statement from the highest decision-maker	Foreword by the owner and management	4
Ethics and integrity			
GRI 102-16	Values, principles, standards and code of conduct	Compliance policy	10
Corporate Governance			
GRI 102-18	Management structure	Organisational chart	7
Stakeholder involvement			
GRI 102-40	List of stakeholder groups	Stakeholders	7
GRI 102-41	Collective bargaining agreements	Employee structure	14
GRI 102-42	Identification and selection of stakeholders	Stakeholders	7
GRI 102-43	Approach to stakeholder involvement	Stakeholders	7
GRI 102-44	Key topics and raised concerns	Materiality matrix	8

GRI indicators		Keyword	Reference
Procedure for reporting			Page
GRI 102-45	Entities included in the consolidated financial statements	company profile	5
GRI 102-46	Procedure for determining the report content and delimitation of topics	Materiality analysis	8
GRI 102-47	List of material topics	Materiality analysis	8
GRI 102-48	Restatement of information	Initial report	4
GRI 102-49	Changes in reporting	Initial report	4
GRI 102-50	Reporting period	2023	6
GRI 102-51	Date of the last report	First report for 2022	4
GRI 102-52	Reporting cycle	Every year, latest 2 years	4
GRI 102-53	Contact for questions about the report	sustainability officer	7
GRI 102-54	Declaration on reporting in line with the GRI Standards	'Core' option	4
GRI 102-55	GRI content index	GRI content index	17 ff
GRI 102-56	External audit	TopQM-Systems AG (initial report)	4

Economic performance indicators

Economic performance

GRI 201/103	Information on the management approach	Climate change adaptation	4
GRI 201-1	Directly generated and distributed economic value	Key economic indicators	6
GRI 201-2	Financial implications of climate change for the organisation and other risks and opportunities associated with climate change	Position on climate change	4 5

Fight against corruption

GRI 205/103	Information on the management approach	Compliance policy	10
GRI 205-2	Communication and training on anti-corruption policies and procedures	Compliance policy	10

Anti-competitive behaviour

GRI 206/103	Information on the management approach	Compliance policy	8
GRI 206-1	Legal proceedings due to anti-competitive behaviour, cartels and monopolies	Compliance	8

GRI indicators		Keyword	Reference
Environmental performance indicators			
Materials			Page
GRI 301/103	Information on the management approach	Material and energy efficiency	10
GRI 301-1	Materials used by weight and volume	Steels	10
		Conflict materials	11
GRI 301-2	Reused recycled raw materials	Steels	11
Energy consumption			
GRI 302/103	Information on the management approach	Green electricity in in-house production	
GRI 302-1	Energy consumption within the organisation	Energy audit based on ISO 50001, energy flows	9
GRI 302-2	Energy consumption outside the organisation	Energy audit based on ISO 50001, energy flows	9
GRI 302-3	Energy intensity	Energy audit based on ISO 50001, energy flows	9
GRI 302-4	Reduction of energy consumption	Energy audit based on ISO 50001, energy flows	9
GRI 302-5	Reduction in energy consumption for logistics and services	Energy audit based on ISO 50001, energy flows	9
Water and waste water			
GRI 303/103	Information on the management approach	ISO 14001	10
		Water and wastewater management	13
GRI 303-1	Water as a shared resource	Water and wastewater management	13
Emissions			
GRI 305/103	Information on the management approach	Green electricity in in-house production	12
		ISO 14001	10
		Energy efficiency	12
		Emissions	13
GRI 305-1	Direct GHG emissions (scope 1)	Carbon footprint	13
GRI 305-2	Indirect energy-related GHG emissions (scope 2)	Green electricity in in-house production	12
		Energy efficiency	12
		Carbon footprint	13
GRI 305-3	Other indirect GHG emissions (scope 3)	Green electricity in in-house production	12
		Energy efficiency	12
		Carbon footprint	13
Waste			
GRI 306/103	Information on the management approach	Waste management	13
GRI 306-1	Waste generated and significant waste-related impacts	Management report	13

GRI indicators		Keyword	Reference
Environmental compliance			Page
GRI 307/103	Information on the management approach	Compliance policy ISO 14001	8 10
GRI 307-1	Non-compliance with environmental laws and regulations	Compliance policy	8
Environmental assessment of suppliers			
GRI 308/103	Information on the management approach	Quality assurance agreement ISO 14001	10 10
GRI 301-1	Negative environmental impacts in the supply chain and actions taken	Code of conduct for suppliers ISO 14001 Supplier evaluation	10 10 10
Employment			
GRI 401/103	Information on the management approach	Employees	5
GRI 401-1	New employee hires and employee turnover	Attractive employer Employee turnover	14 14
GRI 401-2	Company benefits that are only offered to full-time employees, but not temporary workers or part-time employees	Attractive employer Employee turnover	14 14
GRI 401-3	Parental leave	Attractive employer	14
Employee-employer relationship			
GRI 402/103	Information on the management approach	Employees	14
GRI 402-1	Notification period for operational changes	Employment agreement	14
Occupational safety and accident prevention			
GRI 403/103	Information on the management approach	Occupational safety ISO 45001	15 9
GRI 403-1	Management system for occupational health and safety	Occupational safety ISO 45001	15 9
GRI 403-2	Hazard identification, risk assessment and investigation of incidents	Occupational safety Accidents and near-accidents	15 15
Training and further education			
GRI 404/103	Information on the management approach	Employees	14
GRI 404-2	Programmes to improve employee skills and transition assistance	Employees	14

GRI indicators		Keyword	Reference
Non-discrimination			Page
GRI 406/103	Information on the management approach	Compliance policy Complaints procedure	8 8
GRI 406-1	Incidents of discrimination and corrective actions taken	Complaints procedure	8
Child labour			
GRI 408/103	Information on the management approach	Compliance policy Code of conduct for suppliers	8 10
GRI 408-1	Operations and suppliers at significant risk for incidents of child labour	Compliance Supplier evaluation	8 10
Forced and compulsory labour			
GRI 409/103	Information on the management approach	Compliance policy Code of conduct for suppliers	8 10
GRI 409-1	Operations and suppliers at significant risk for incidents of forced and compulsory labour	Compliance Supplier evaluation	8 10
Verification of compliance with human rights			
GRI 412/103	Information on the management approach	Compliance policy Code of conduct for suppliers	8 10
GRI 412-1	Production sites that have undergone human rights due diligence and human rights impact assessments	Code of conduct for suppliers Supplier evaluation	10 10
GRI 412-2	Training for employees on human rights policies and procedures	Compliance policy	8
Social assessment of suppliers			
GRI 414/103	Information on the management approach	Code of conduct for suppliers	10
GRI 414-1	New suppliers that have been screened using social criteria	Supplier evaluation	10
GRI 414-2	Negative social impacts in the supply chain and actions taken	Supplier evaluation	10
Diversity and equal opportunities			
GRI 405/103	Information on the management approach	Compliance policy Diversity	8 8
GRI 405-1	Diversity in supervisory bodies and among employees	Diversity	8

GRI indicators**Keyword****Reference****Protection of customer data**

Page

GRI 418/103	Information on the management approach	Compliance policy	8
GRI 418-1	Substantiated complaints concerning of customer data privacy violations and losses	Compliance and code of conduct	8

Socio-economic compliance

GRI 419/103	Information on the management approach	Compliance policy	8
GRI 418-1	Non-compliance with laws and regulations in the social and economic area	Compliance policy	8



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