



**SUSTAINABILITY
REPORT 2023**

INTRODUCTION

At L.B. Bohle Maschinen und Verfahren GmbH, sustainable thinking and action are firmly rooted in our company and are pursued by our employees with the utmost conviction.

As a company, we view sustainability as a holistic aspect in which we pursue ecological, social and economic goals. The focus is on securing the future of the company and jobs.

As a technology company that supplies machines and processes for the pharmaceutical industry and other life science sectors, we focus not only on the optimal use of resources, but also on all relevant safety aspects regarding patients, machine operators and the environment.

**Do you have any questions or suggestions?
Please do not hesitate to contact us:**

+49 25 24 93 23 0
info@lbbohle.de

www.lbbohle.com

Dear Readers,

The current period can certainly be described as turbulent. The last few years have presented us as a company with some major challenges. Starting with the global corona pandemic and the applicable contact restrictions and hygiene regulations, the next challenge for us as a mid-sized company was the global procurement problem and supply chain bottlenecks. After these crises seemed to be over, the war in Ukraine was the next turning point in our business.

In addition, there are constant changes at the national and international level with changing or constantly new requirements, regulations and laws.

As a medium-sized company that was integrated into a family foundation in 2021, we therefore focus our actions on values and characteristics that also hold our society together. These include honesty, reliability, and constructive and pragmatic action. In addition, sustainability is at the heart of all our activities. All decisions in the present are considered in terms of their impact on the future.

The questions "Can we continue as before?" and "What do we need to change in order to remain a successful and attractive company in the future?" are asked in all our business decisions and guide our path into the future.

We are increasingly aligning our business strategy, processes and product portfolio with the principles of sustainability. This means considering equal development opportunities and, above all, the interests of future generations.



We are constantly reviewing the strengths and weaknesses of the company with the aim of becoming better every day for our customers and employees.

Thinking and acting in a sustainable way helps us to become better, which is why we invest a portion of our sales in making the company sustainable for the future. Our goal is to gradually reduce our carbon footprint in order to achieve climate neutrality as soon as possible.

Dear readers, the first Sustainability Report of L.B. Bohle Maschinen und Verfahren GmbH gives you an insight into our strategy and values as well as our actions and plans.

We hope you enjoy reading it and that you will accompany us on our sustainable path.

Yours sincerely

Tim Remmert & Thorsten Wesselmann
Executive Directors



THE COMPANY
L.B. BOHLE

THE COMPANY

L.B. Bohle Maschinen und Verfahren GmbH

L.B. Bohle Maschinen und Verfahren GmbH, founded in 1981 by Lorenz B. Bohle, is a global technology company for the pharmaceutical industry. The product range includes process and handling technology for the production of pharmaceutical solids. Our machines are used to produce tablets or their intermediates.

With approximately 300 employees, L.B. Bohle is one of the leading companies in the market. In addition, L.B. Bohle also develops laboratory equipment for research and development.

Our customers include leading companies in the global pharmaceutical industry. Our machines are also used by medium-sized and smaller production companies and contract manufacturers.

Research and Development

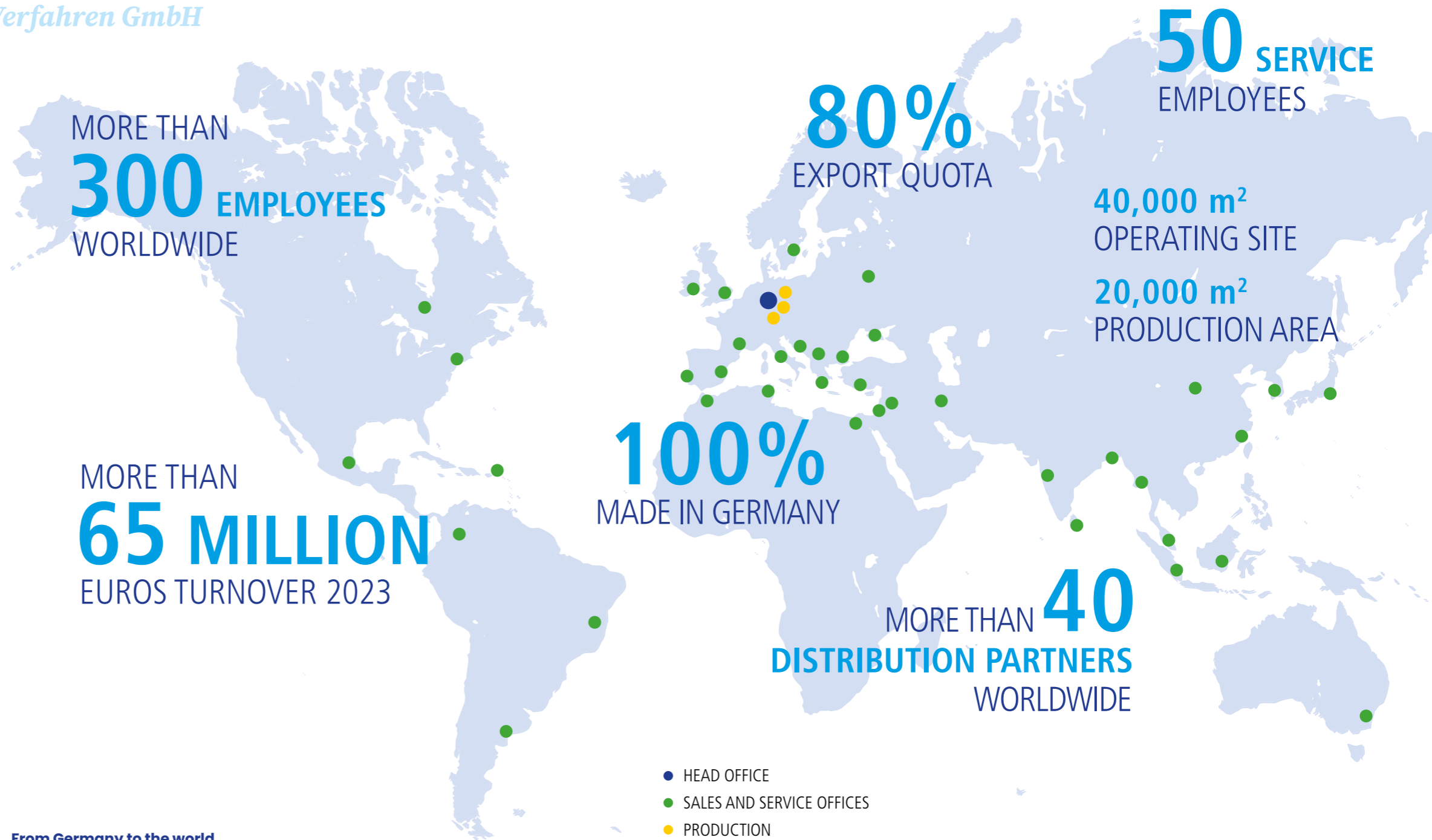
The L.B. Bohle Service Center was opened in 2005. Here, customers and interested parties can test the various machines and processes under realistic conditions or optimize existing processes. In addition, L.B. Bohle develops and tests new machines and processes in this research and test center.

The Technology Center was completed in 2014. In the Technology Center, L.B. Bohle focuses on Continuous Manufacturing (CM). Under the leadership of L.B. Bohle and a consortium of industry and academia, a complete continuous production line has been installed and is available for testing purposes.

Foundation secures future and independence

At the end of 2021, L.B. Bohle Maschinen und Verfahren GmbH, together with L.B. Bohle Pharmatechnik GmbH, was transferred to the "Bohle Foundation", a family foundation that will secure the company's independent existence in the future.

Today, the company is managed by a board of trustees chaired by company founder Lorenz B. Bohle.



From Germany to the world

The company is headquartered in Ennigerloh, Germany. L.B. Bohle operates a total of three plants in Ennigerloh and one more in Sassenberg. Production is 100% "Made in Germany".

Internationally, the company has subsidiaries in the USA (Pennsylvania), Switzerland (Reiden) and India (Ahmedabad). In addition, L.B. Bohle is represented by independent agents in more than 40 countries.

THE STRATEGY

The starting point for the strategy of L.B. Bohle Maschinen und Verfahren GmbH is the goal of being recognized as the technology leader in the market of pharmaceutical suppliers for the production of solids.

In individual process steps of tablet production, such as mixing and coating of tablets, we want to remain the technology leader.

In continuous manufacturing, we want to strengthen our position as a “first follower” and close the gap to the market leader.

This is the basis for our corporate strategy.

In addition to the independence of the company, further organic growth is the primary goal. Acquisitions are not ruled out but are not the focus.

Strengthening research and development underpins our claim to technology leadership on the one hand and on the other hand, patents will be used to secure the advantages of the company’s own technologies. In terms of product optimization, the focus is on reducing the use of resources and increasing energy efficiency.

Digitalization remains an important topic at L.B. Bohle. We aim to play a pioneering role in the industry. We also see artificial intelligence (AI) as an opportunity to optimize our machines and systems, but also to improve internal processes.

In the area of sustainability, we are presenting ourselves to our customers as a thoughtful leader and are actively leading the way with great transparency. As a company, we will significantly reduce our emissions and focus on renewable energy in the coming

years. Our goal is to create a resilient, sustainable company that is excellently positioned for the future.

L.B. Bohle also goes its own way when it comes to procurement: we give preference to local partners who also follow sustainable practices.

Compliance with all relevant environmental laws and regulations is mandatory for us. In addition, we strive for improvements that go beyond the legal requirements.



The following certifications are an expression of our commitment:

DIN EN ISO 9001

DIN EN ISO 14001

DIN EN ISO 50001

DIN ISO 45001



MATERIALITY

Various aspects of sustainability play a key role in our daily business processes. We base our actions and processes on the three pillars of ecology, economy and social responsibility.



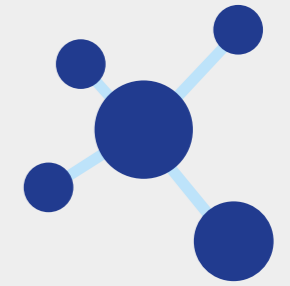
Economy

- ✓ Responsible – especially regional – sourcing and production
- ✓ Conservation of the environment and resources – conscious use of water, energy and resources
- ✓ No overexploitation of the environment: L.B. Bohle only takes as many resources from nature as nature can replenish in the same amount of time.
- ✓ Less plastic: reduction of unnecessary packaging
- ✓ Reuse of packaging materials
- ✓ Reduction of emissions: We use renewable energy sources such as geothermal, wind and solar power, as well as alternative drive systems.
- ✓ In manufacturing and cleaning, we use natural or environmentally friendly products instead of chemicals and toxins.



Ecology

- ✓ Our top priority: Acting for the benefit of society and the environment
- ✓ Ensure the quality of life for present and future generations
- ✓ We act strictly in accordance with legal standards and regulations
- ✓ Our strategies:
 - » Fair trade
 - » Quality raw materials
 - » Fair payment
 - » Promoting education
 - » Promoting and valuing regionalism



Social issues

- ✓ L.B. Bohle is aware of its regional responsibility and acts accordingly
- ✓ Equal opportunities and diversity:
 - We stand for equal access to work, education and resources for all employees as well as gender equality
- ✓ Safeguarding the interests of employees:
 - Fair pay and framework conditions above and beyond legal requirements
- ✓ No forced or child labor (according to §5 JArbSchG)
- ✓ We stand for occupational safety and physical integrity
- ✓ Lifelong learning:
 - We promote training and further education



OUR GOALS

OUR GOALS

L.B. Bohle Maschinen und Verfahren GmbH is aligning its strategy and goals with the 17 global Sustainable Development Goals (SDGs) of the United Nations' 2030 Agenda.

The 2030 Agenda for socially, economically and environmentally sustainable development was adopted by the UN in 2015.

The Agenda is a roadmap for the future that aims to sustainably conserve the natural resources and enable a decent life worldwide.

As a medium-sized company, L.B. Bohle is aware of the special responsibility of industrialized countries in achieving the sustainability goals and acts accordingly.

Our goal is to reduce CO2 emissions (Scope 1 and Scope 2) by 30 % by 2030.

Goal 1: Eradicate poverty in all its forms everywhere

Eradicating poverty is one of the greatest challenges of our time. Poverty has many faces. The common goal must be to eliminate poverty.



Goal 2: Ensure global food security

Sustainable agriculture and rural development are essential to achieving food security, improved nutrition and a world without hunger. All people around the world should have access to sufficient food throughout the year.



Goal 3: Health and well-being

Health is a valuable asset, and everyone wants to stay healthy throughout their lives; it is the responsibility of policymakers to ensure long-term access to good health care, life-saving medicines, healthy food, clean water, and good air quality.



Goal 4: Achieve universal quality education

Ensure that all people have access to inclusive, equitable and quality education, which is the key to individual opportunity, the basis for innovation and a prerequisite for sustainable development of the planet.



Goal 5: Equality between women and men

Equality between women and men should be taken for granted in Germany, but there are still deficits in actual equality in everyday life. Worldwide, differences in education, health care, work and everyday life still exist, yet gender equality is a universal human right.



Goal 6: Adequate water of the highest quality

All life on Earth depends on water. A secure supply of clean water is essential for a healthy and dignified life, so the goal is to protect water resources and the "water ecosystem".



Goal 7:
Affordable and clean energy
Energy is essential for economic and social development. Fossil fuels must be replaced by clean energy sources. This is a key factor in protecting the environment and the climate.

Access to affordable, reliable, environmentally sound and sustainable energy for all is the basis for a viable economic system.



Goal 10:
Reduce inequalities
In Germany, all people are equal before the law, i.e. everyone has the same opportunities, e.g. access to education or health care. Unfortunately, this is not the case everywhere in the world. Inequalities are very high and are even increasing. L.B. Bohle is committed to eliminating inequality both locally and globally.



Goal 13:
Implement climate action worldwide
Climate change is one of the greatest challenges facing humanity. Extreme weather events and the associated consequences are visibly changing people's living conditions. L.B. Bohle actively supports national and international climate targets and is committed to their early implementation.



Goal 16:
Promote strong and transparent institutions
The rule of law and a secure environment, together with peace and justice, are the basis for sustainable development. The aim is to promote the rule of law and prevent all forms of violence, abuse, illegality, crime and corruption.



Goal 8:
Sustainable development as an opportunity for all
Globalization offers opportunities for prosperity, but not everyone benefits equally from the advantages of globalization. In particular, there are major discrepancies in minimum social standards with regard to working conditions, wages and the environment. Our aim is to reduce these inconsistencies.



Goal 11:
Sustainable cities and communities
More than 50% of the world's people live in cities. The aim is to promote sustainable and integrated urban development policies with efficient infrastructure, as well as improve the living conditions of the urban population in the long term, while at the same time enabling sustainable social, political and economic participation.



Goal 14:
Protect life under water
The oceans are the basis of life as a source of food, raw materials, energy and transport, but global climate change and the associated rise in water temperatures, increasing pollution and over-fishing are threatening the marine ecosystem. These trends must be halted immediately.



Goal 17:
Global partnership
The 2030 Agenda calls on all stakeholders, including governments, business, civil society and science, to act sustainably and responsibly to improve the common good and ensure the conditions for a good life on our planet in the future.



Goal 9:
Industry, innovation and infrastructure
Innovation, modern infrastructure and efficient industry are the basis for sustainable economic growth, sustainable production, sustainable cities and sustainable education and health systems.



Goal 12:
Sustainable production and consumption
The Earth can only take so much and provides finite resources. We must adapt our production and consumption patterns to the changing environment if we are to have a good life in the future.



Goal 15:
Life on land
Intact ecosystems are the foundation of life on earth and sustainable development. They provide habitats, clean water and air, and food. The global conservation of ecosystems is a top priority to minimize environmental disasters, hunger, poverty and displacement, as well as ensure future supplies of raw materials.



International standards, resource-efficient, low-emission and climate-friendly production, and technological, non-technological and social innovations are the basis for modern industry and infrastructure.



L.B. Bohle Innovation Centre in India

VALUE CHAIN DEPTH

Value chains encompass the entire life cycle of a product, from the extraction of raw materials to disposal or reuse.

Our goal at L.B. Bohle is to make the value chain more efficient and more sustainable. Above all, we see this goal as an opportunity to optimize our processes.

By analyzing the processes, we obtain meaningful results, e.g. on energy and water efficiency or the use of chemicals.

This allows us to increase our economic and environmental potential.



Stages of the value chain:

RAW MATERIAL EXTRACTION AND PROCESSING

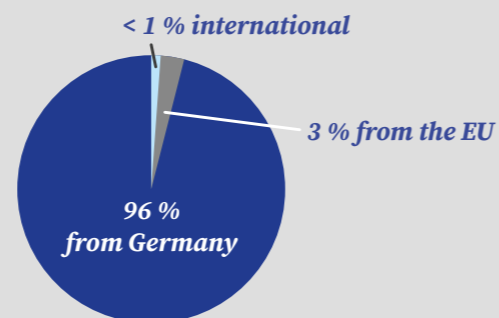
- ✓ L.B. Bohle decides which materials to use. Recyclable materials are given priority.
- ✓ In addition to emissions during production, we also analyze electricity consumption.
- ✓ In addition to monitoring and analyzing emissions, our goal is to reduce the proportion of fossil fuels to zero, especially in production.

100 %
recyclable
stainless
steel

100 % green
power at all
locations

DELIVERY AND TRANSPORTATION

- ✓ L.B. Bohle relies on certified suppliers who are committed to sustainability.
- ✓ When selecting suppliers, we focus on regional or national partners and thus on short transport routes.
- ✓ For us, "Made in Germany" means reducing CO2 emissions through short transport routes. Sales with our suppliers in 2022 will be distributed as follows:



- ✓ For L.B. Bohle, the observance of human and employee rights on site is of fundamental importance.
- ✓ Through supplier surveys and audits, we regularly obtain an overview of the current situation with the aim of making our suppliers more sensitive to sustainable procurement.

DESIGN

- ✓ During the construction phase, we also consider whether the waste generated can be reused or recycled.
- ✓ Separate waste disposal is carried out using various collection containers with the aim of cleanly separating the waste and feeding it into the recycling process. The focus is on waste prevention.
- ✓ Where technically possible, we try to offer our customers efficient and environmentally friendly solutions.

PRODUCTION, MANUFACTURING, PRE-ASSEMBLY

- ✓ L.B. Bohle has a team of highly qualified employees who constantly scrutinize production processes in order to optimize them and make them more efficient.
- ✓ In general, we use energy-efficient manufacturing processes and avoid waste.
- ✓ In recent years in particular, we have been able to systematically optimize the amount of waste we produce, in particular by using recyclable packaging material.

FINAL ASSEMBLY, REPAIR AND REPLACEMENT

- ✓ We are committed to providing comprehensive service worldwide. To ensure short distances and fast response times for our customers, we have service hot-spots on all continents, which are constantly being expanded.

DISASSEMBLY AND REUSE

- ✓ Systems are dismantled at the end of the product life cycle. Most system components can be recycled.

DISPOSAL AND END OF LIFE

- ✓ Transparency and complete and professional disposal are important to us.
- ✓ We are constantly optimizing our waste management to ensure a sustainable recycling economy.
- ✓ Our machines and systems are designed to be as fully recyclable as possible.



Quality is the first priority in the production of our machines. We produce high quality, technological-ly advanced machines with a long service life. Our goal is to produce premium quality that meets the high demands of the pharmaceutical industry.

Our motto: We don't just want to satisfy our customers, we want to inspire them!

All L.B. Bohle machines and systems are

- ✓ High quality, safe and environmentally friendly products
- ✓ Developed and manufactured through constructive ideas, stimulating improvements and innovations

Throughout the company, we use energy efficiently, conserve resources and reduce CO2 emissions.

We do this by

- ✓ Measuring and monitoring energy levels
- ✓ Implementing and maintaining an energy management system
- ✓ Continuous recording of energy flows
- ✓ Involvement of external energy consultants and specialist companies
- ✓ Projects such as energy conversion consulting and working groups
- ✓ Ongoing review of energy efficiency of processes and activities
- ✓ Our energy team plans and manages projects, measures and actions in the areas of energy management

Our quality standards are maintained through significant annual investments in research and development, the Service Center, the Technology Center, employee training, health and safety, and new equipment.

In addition, patents and utility models increase the economic efficiency of individual products.



RESPONSIBILITY

L.B. Bohle Maschinen und Verfahren GmbH is aware of its responsibilities and potential as a company regarding economic, ecological and social tasks.

As a company, we are undisputedly one of the most important social players in Germany. As an employer, we bear Corporate Social Responsibility (CSR), i.e. responsibility for our impact on society and thus also for the preservation of our environment and good living conditions.

For us, sustainability means ensuring the long-term success of the company and making an active contribution to safeguarding the livelihoods of present and future generations.

There are many compelling reasons for us to act responsibly and sustainably.

The benefits of our sustainable actions include

- ✓ Protecting biodiversity and the ecosystem
- ✓ Reducing environmental impact through sustainable use of resources
- ✓ Supporting the long-term goal of carbon neutrality
- ✓ Increasing the company's independence through the increased use of renewable energy and the associated reduction in long-term costs (e.g., for energy)
- ✓ Reducing consumption of fossil fuels



With our 2023 generation of machines, we will not only reduce the energy requirements of the systems, but also increase operator and patient safety.



Source: Balthasar Children and Youth Hospice

- ✓ Reduce emissions, CO2, wastewater and waste
- ✓ Improve occupational health and safety
- ✓ Promote education and training
- ✓ Create and secure jobs and increase attractiveness as an employer
- ✓ Reduce material consumption
- ✓ Increase diversity and equal opportunity
- ✓ Increase consumer protection
- ✓ Improve quality and increasing the innovative power of the company
- ✓ Improve the working environment (e.g. through modern, bright, technically well-equipped workplaces)
- ✓ Form and consolidate a culture of compliance within the company
- ✓ Promote social commitment (cooperation with schools, sponsoring sports, art and culture, etc.)

We have positioned ourselves as a sustainable company, because only by pursuing this strategy can we pave the way for a secure and successful future.

With the introduction of an Integrated Management System (IMS), we have also structurally embedded sustainability within the company.

As the employer, we have made a clear commitment to sustainable management. To embed a sustainable corporate philosophy, we have appointed a Sustainability Officer and formed a Sustainability Team. We have brought together experts from the various departments to initiate and successfully implement sustainability projects. In addition, we have established an energy team that focuses exclusively on energy issues and energy savings potential.

This process has been actively supported by external resources through the use of energy consultants, specialist companies and the implementation of transformation consulting.

Digital monitoring using energy management software provides us with up-to-date information on our consumption and enables us to derive further optimization measures from the data collected, which we document on our company intranet, track continuously and continue to implement.

Social and community involvement

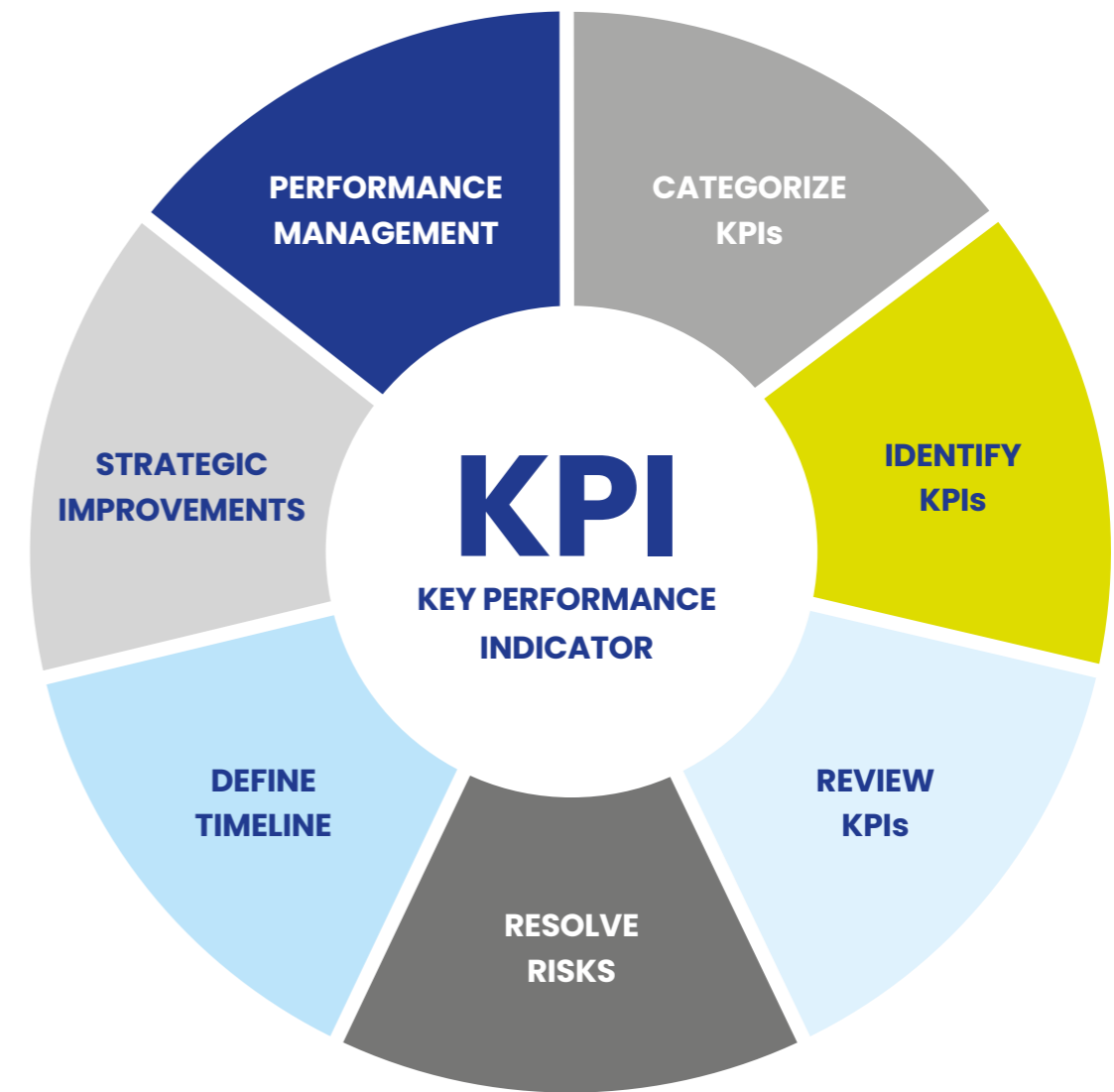
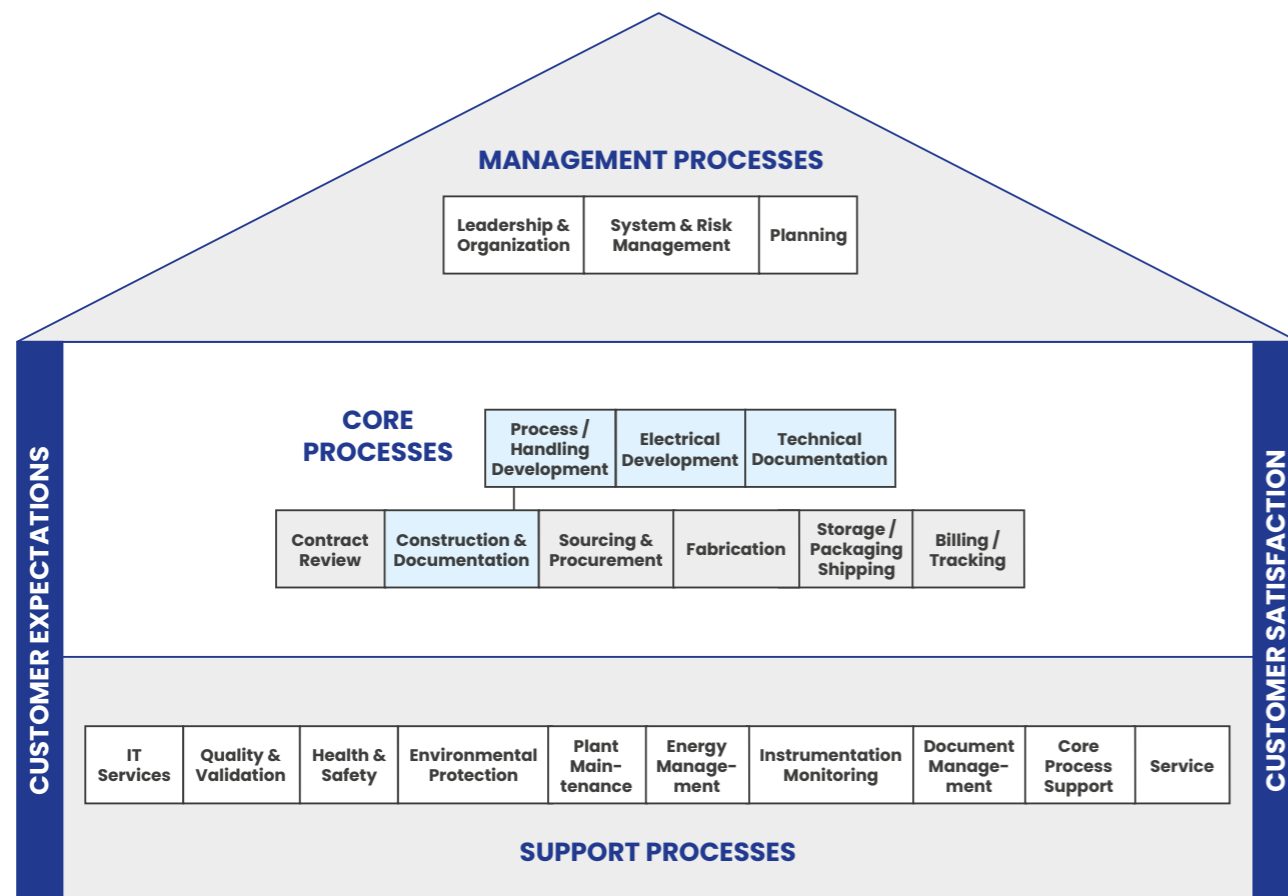
As a company that is deeply rooted in the region, we are committed to supporting a number of institutions, associations and events each year. One focus of our support is the sponsorship of a children's and youth hospice. We also support charitable organizations such as the Tafel e.V. or non-profit organizations such as the German Red Cross (DRK) or the German Life Saving Association (DLRG).

We also sponsor local sports in all disciplines, as well as art and culture in the district of Warendorf.

RULES AND PROCESSES

We use defined rules and processes to translate our sustainability strategy into concrete guidelines for day-to-day operations. We establish clear rules in the form of purchasing guidelines, research and development guidelines, and a code of conduct for employees. They are integrated into the day-to-day work of the company through appropriate processes, such as teams or working groups, new processes and procedures in production or internal communication measures.

The Integrated Management System (IMS) maps the structures and processes of our organization with the aim of acting systematically, ensuring smooth processes and achieving our goals. All company-relevant issues and tasks are managed in a structured manner through assigned roles, rules and processes.



L.B. Bohle combines the following topics in its management system

- ✓ Quality management (ISO 9001)
- ✓ Environmental Management (ISO 14001)
- ✓ Energy and Security Management (ISO 50001)
- ✓ Health and Safety Management (ISO 45001)

We achieve continuous improvement (CIP) of our processes through a structured, controlled and planned process. These are continuously monitored through audits and certifications.

Using internally defined and established Key Performance Indicators (KPIs), generated by each department, we measure and evaluate the progress or degree of achievement of our goals in and for the company.

CONTROL

The collection and analysis of data is an integral part of our corporate controlling. We have also introduced a sustainability controlling system to record our sustainability activities and measures. The measurement and evaluation of sustainability targets is complex and must be assessed differently depending on the stakeholder.

Our goal is to achieve the greatest possible transparency in our processes and data.

We use sustainability controlling in various areas of the company. For example, it is used in the finance, procurement and production departments.

This planning, management and control of business areas enables us to optimize processes and resources, increase employee motivation and improve relationships with customers and suppliers.



We divide our sustainability controlling into three groups

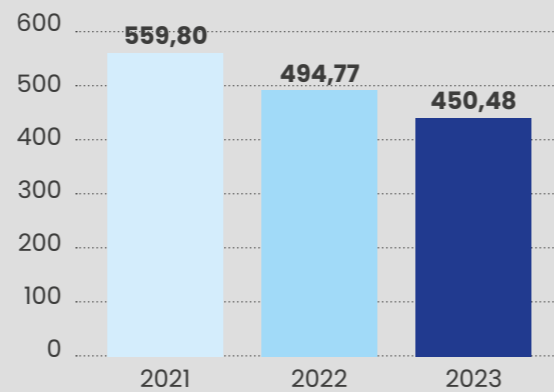
ENVIRONMENTAL INDICATORS

- ✓ Energy Consumption
- ✓ Water Consumption
- ✓ Paper Consumption
- ✓ Amount of waste
- ✓ Environmental violations
- ✓ Greenhouse Gas Emissions
- ✓ Fuel Consumption
- ✓ Use of renewable energy
- ✓ Resource efficiency
- ✓ Circular Economy

Overall, the CO2 balance was reduced by approximately 9 % (44 tons) compared to the previous year thanks to various environmental and energy efficiency measures.

CARBON FOOTPRINT 2021 – 2023

L.B. Bohle CO2 footprint of all plants



SOCIAL INDICATORS

- ✓ Employee Satisfaction
- ✓ Workplace Safety
- ✓ Respect for human rights
- ✓ Fighting Poverty and Inequality
- ✓ Diversity and Inclusion
- ✓ Training Hours
- ✓ Number of employees
- ✓ Proportion of female employees
- ✓ Age of employees
- ✓ Average length of service
- ✓ Training rate
- ✓ Employee turnover rate
- ✓ Health rate
- ✓ Occupational Injury Rate
- ✓ Percentage of part-time employees
- ✓ Work-related injuries

ECONOMIC INDICATORS

- ✓ Profit margin
- ✓ Return on sales
- ✓ Job Creation
- ✓ Ability to innovate
- ✓ Customer Satisfaction
- ✓ Reputation

ATTRACTION SYSTEMS

L.B. Bohle Maschinen und Verfahren GmbH is an independent family business and was transferred to the Bohle Foundation in 2021. The two companies – L.B. Bohle Maschinen und Verfahren GmbH and L.B. Bohle Pharmatechnik GmbH – will continue to operate independently under the umbrella of the family foundation.

This constellation means maximum job security for the employees of L.B. Bohle Maschinen und Verfahren GmbH.

The company is growing organically and, as a supplier to the pharmaceutical industry, is active in a relatively crisis-proof sector.

The number of employees increases in line with the company's development and there is little fluctuation.

In addition to job security, L.B. Bohle offers its employees other benefits in addition to wages based on the metalworkers' collective agreement.

MONETARY BENEFITS

- ✓ Christmas bonus as 13th salary
- ✓ Holiday bonus
- ✓ Annual performance bonus for successful business performance
- ✓ Company Pension Plan
- ✓ Travel allowance
- ✓ Company car (field staff)

WORKPLACE HEALTH PROMOTION

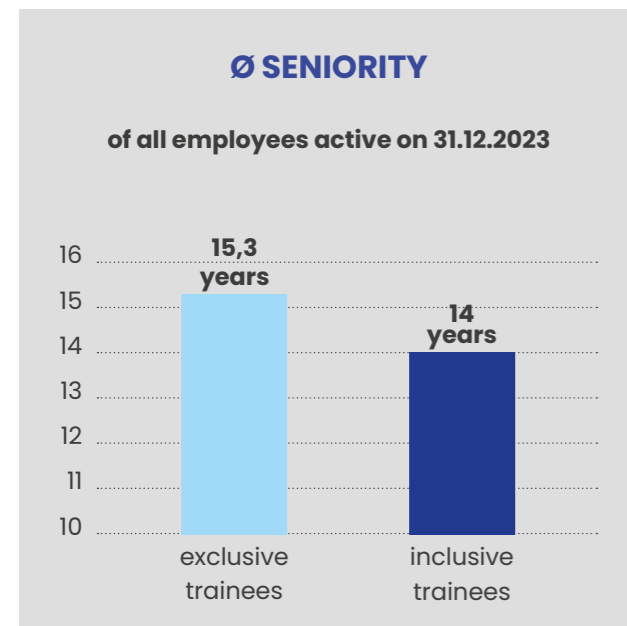
- ✓ Company medical officer, vaccinations, etc.
- ✓ Back training / back mobility
- ✓ Ergonomic workstations / height adjustable desks
- ✓ JobRad®

FURTHER BENEFITS

- ✓ Staff cafeteria, subsidized lunch
- ✓ Summer party
- ✓ Christmas party
- ✓ Trips to fairs

TRAINING / FURTHER EDUCATION

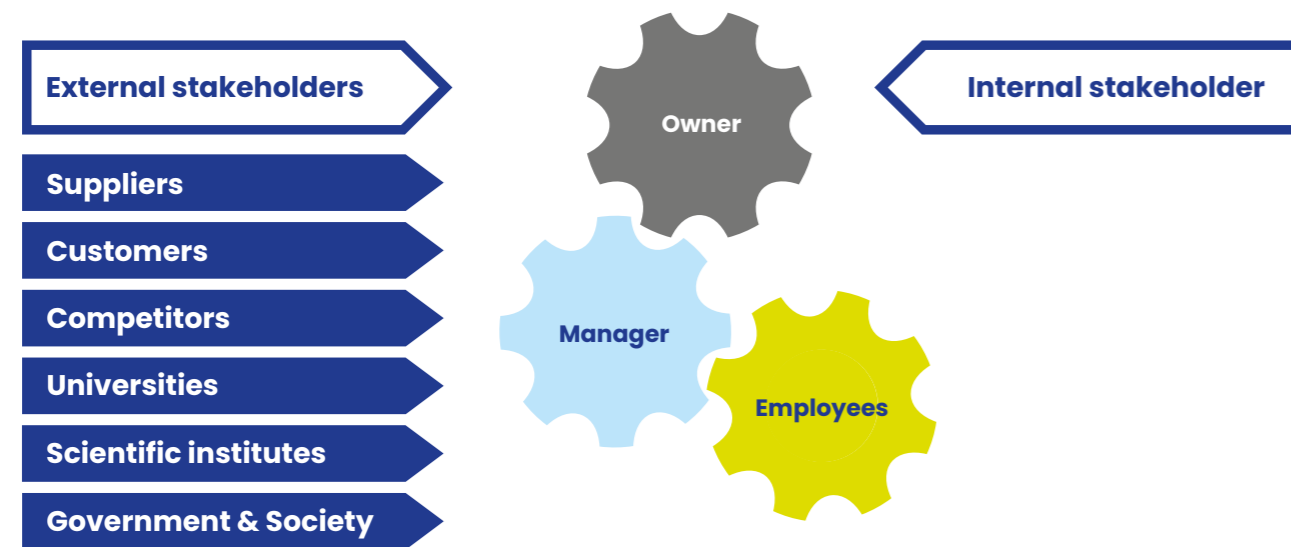
- ✓ Payment of educational expenses (technical school or similar)
- ✓ Language courses



STAKEHOLDER ENGAGEMENT

As an international company, our activities affect both internal and external stakeholders. These groups also articulate and assert their interests vis-à-vis L.B. Bohle.

As the management of L.B. Bohle Maschinen und Verfahren GmbH, we take the interests of our stakeholders into account when making decisions.



EXTERNAL STAKEHOLDERS

- ✓ Banks/insurance companies, lenders
- ✓ Suppliers, service providers (certifiers, notified bodies, auditors, etc.)
- ✓ Customers / Clients
- ✓ Partner companies / competitors
- ✓ Government and society
 - » Government, politics, legislators
 - » Political parties, associations / chambers of industry and commerce (VDMA, etc.)
 - » Press, media (including Internet)
 - » Authorities e.g. BAFA, district government, county administration, authorities
 - » Neighborhood

INTERNAL STAKEHOLDERS

- ✓ Board of Trustees, Advisory Board
- ✓ Management Board
- ✓ Employees of L.B. Bohle

We are aware that our dealings and cooperation with stakeholders influence the business success of L.B. Bohle Maschinen und Verfahren GmbH.

Regular and open communication with stakeholders is beneficial for the company. In this way, we ensure that problems, obstacles or even resistance can be identified and resolved at an early stage or that those affected by change processes are informed in a timely manner.

Suppliers and consultants help us to make our production more sustainable and to transform it accordingly.

In particular, personal dialog with customers, interested parties and industry organizations at various trade fairs, congresses and similar events regularly provides us with information that enables us to question our corporate strategy and optimize it where necessary.

We also work closely with stakeholders on sustainability issues. As a member of the German Engineering Federation's (VDMA) Sustainability Initiative, we exchange information on this topic on an ongoing basis. The VDMA also offers opportunities for participation and information on CSR.



LS BOHLE



**INNOVATION AND
PRODUCT MANAGEMENT**

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Our motto: We don't just want to satisfy our customers, we want to inspire them!

All L.B. Bohle machines and systems are high quality, safe and environmentally conscious products, developed and manufactured with constructive ideas and innovations.

Our quality standards are ensured by high annual investments in research and development, the Service Center and the Technology Center, as well as in employee training and new equipment.

In Germany, we operate our Service Center at our headquarters in Ennigerloh. Here, we offer our customers the opportunity to test our machines for all process steps in the production of pharmaceutical solids and to optimize their processes. Production for batch sizes from 10 to 30 kg is installed on an integrated production area of more than 600 m².

Each system is installed in an open box for optimum accessibility for product testing and demonstrations.

In addition to the Service Center in Ennigerloh, we also operate a test center in Warminster, Pennsylvania, USA, and an innovation center in Hyderabad, India, where the concept from Germany has been successfully introduced and implemented.

With the inauguration of the Technology Center in 2015, L.B. Bohle offers its customers a first-class test and development center for testing continuous processes and developing them for practical use. Together with partners from research and industry, L.B. Bohle focuses on processes for the continuous production of pharmaceutical solids.



The introduction of continuous production offers numerous advantages for manufacturers of pharmaceutical solids:

Integrated processes, shorter production times, more flexible production and an increase in quality are just some of the benefits resulting from continuous production.

L.B. Bohle offers individual machines for the continuous processes of twin-screw granulation, drying, dry granulation and coating as well as the QbCon[®] production system.

The QbCon[®] production system enables the continuous production of pharmaceutical solids from powder to coated tablets via direct compression, dry and wet granulation.

In addition to the internal suggestion system for product optimization, we have established a patent team to focus on new developments and innova-

tions. Patents and utility models strengthen our position as a technology leader and give us an edge over our competitors.



WORLDWIDE PATENTS AND UTILITY MODELS

L.B. Bohle's core value is to increase the efficiency of your products. We offer complete production systems as well as solutions for individual production steps. The basis for this is the rapid development and production of technically mature, pragmatic and individual applications.

In addition to developing, designing and manufacturing machines for your pharmaceutical solids production, we offer comprehensive service at all levels.

Our comprehensive range for your pharmaceutical production includes machines and processes for the following process steps

- ✓ Weighing
- ✓ Wet and dry granulation
- ✓ Grinding and sieving
- ✓ Blending
- ✓ Tablet coating
- ✓ Product-Handling

With this broad product portfolio, we are now one of the suppliers with the widest range of solutions for the production of pharmaceutical solids, and we continuously monitor the market and the competition through extensive communication with our customers in order to optimize our potential.

L.B. Bohle machines have always been synonymous with efficiency, speed, durability and top quality. For these reasons alone, our machines fulfill a sustainable approach.

In recent years, and most recently with the launch of our new generation of machines, we have placed even greater emphasis on sustainability.

With the BFC tablet coater, the BRC dry granulator and the new QbCon® 1 for continuous wet granulation and drying, we introduced three machines from the new machine generation in 2023.

In addition to the modern appearance, the focus is on the inner values:

Easy handling, fast cleaning, reliable processes, transparent workflows, economical use of resources and energy monitoring - all with state-of-the-art technology, of course.



RESOURCE AND CLIMATE PROTECTION

As a globally active company, L.B. Bohle Maschinen und Verfahren GmbH contributes to the protection of natural resources and has set itself the goal of reducing negative effects as far as possible.

Climate change has serious and lasting consequences for people and nature worldwide. By actively protecting the climate, environment and nature, we secure the basis of life for present and future generations. Sustainable action is therefore also essential for us as a company to ensure a secure future. At L.B. Bohle, we see ourselves as a progressive player committed to conserving resources and protecting the climate.

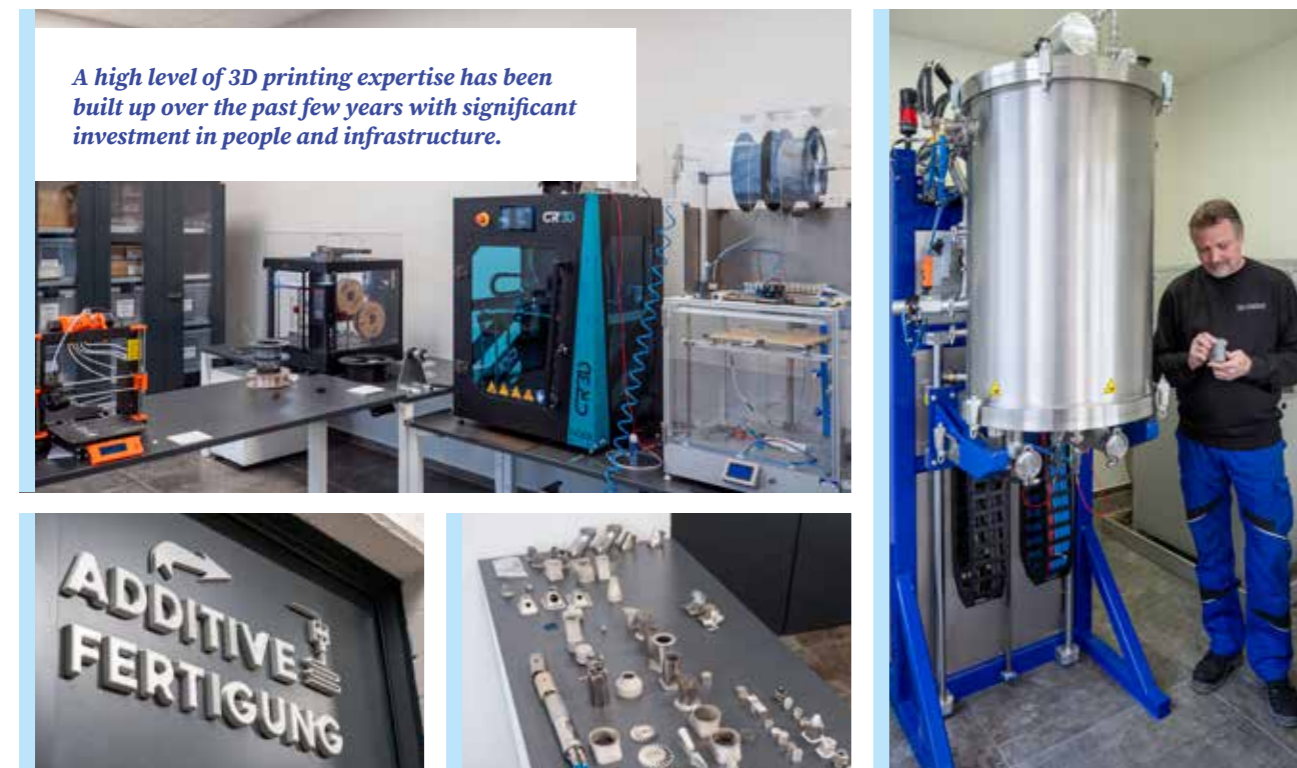
It was essential for us as a company to gain an overview of our own emissions. The company's greenhouse gas emissions are quantified by means of a CO2 balance. This means that all activities that cause carbon emissions are recorded. From this data, we derive measures and targets to reduce carbon emissions.

Production – Raw material

The materials required for the machines and systems of L.B. Bohle Maschinen und Verfahren GmbH are primarily metals such as stainless steel, steel or aluminum as well as copper (cable harnesses). We use significantly smaller quantities of plastics (oil, grease, chemicals, etc.). We use wood, cardboard and paper for shipping and packaging.

We have also been successfully using 3D printed parts for our machines and systems for several years. These components produced using additive manufacturing are more sustainable thanks to their high flexibility, fast production times and innovative design options.

Above all, parts manufactured using the 3D printing process require less material than products manufactured using traditional methods. It becomes particularly interesting when recycled materials are used as recyclables.



L.B. BOHLE USES THE FOLLOWING NATURAL RESOURCES, AMONG OTHERS

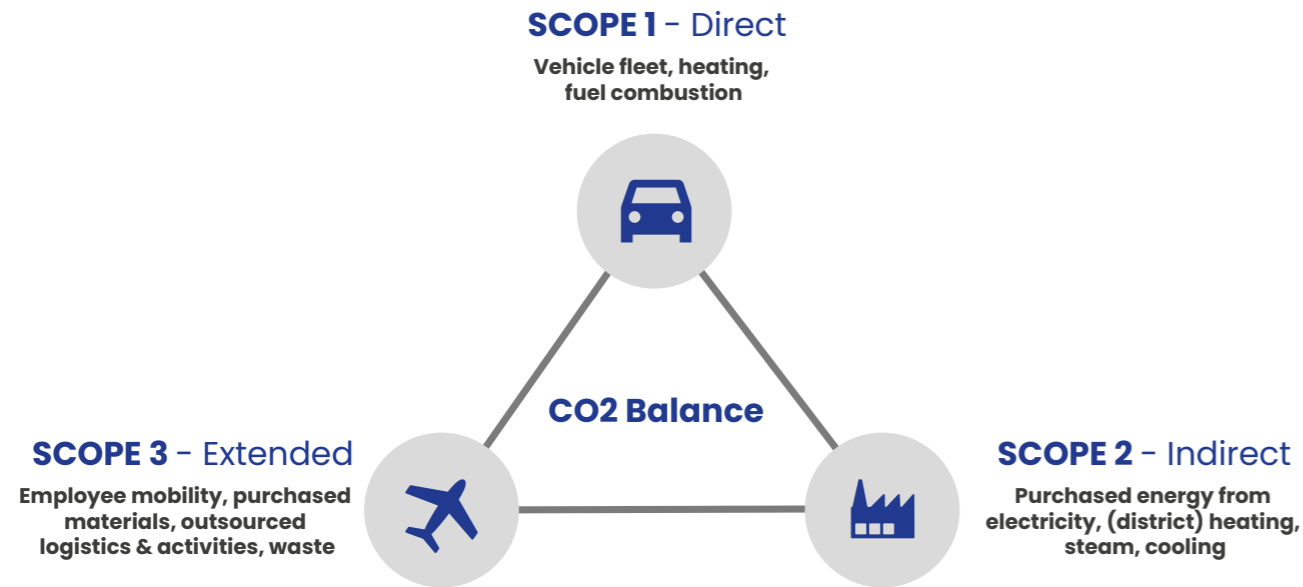
As of Dec. 31, 2023

Natural Resource	Quantity	Business activity
Motor Fuels	68.571,5 L	Driving vehicles
Natural Gas	976.587 kWh	Building Operations
Electricity	897.746 kWh	Building Operations
Drinking Water	2.197.000 L	Building Operations
Production Area	20.269 m ²	Company buildings and parking lots

Paper consumption is minimized. Paper is recycled by type.



The carbon footprint typically includes three areas of emissions, also known as Scopes 1 through 3.



SCOPE 1

Scope 1 emissions are direct greenhouse gas emissions caused by the combustion of fossil fuels in production or processes within the company.

- ✓ Heating / Production and Administration Heating
 - » Energy in the form of natural gas, LPG, fuel oil
- ✓ Emergency generators
- ✓ Air conditioning systems
- ✓ Vehicle fleet (internal combustion vehicles)

SCOPE 2

Scope 2 includes indirect greenhouse gas emissions from the generation of purchased energy. CO2 emissions are caused by the consumption of secondary energy sources such as electricity, district heating, steam or cooling energy in buildings and by electric vehicles.

Since 2022, L.B. Bohle has used electricity exclusively from renewable sources. By installing large photovoltaic systems on the production buildings, we will soon be able to generate the majority of the electricity we need ourselves from solar energy.

SCOPE 3

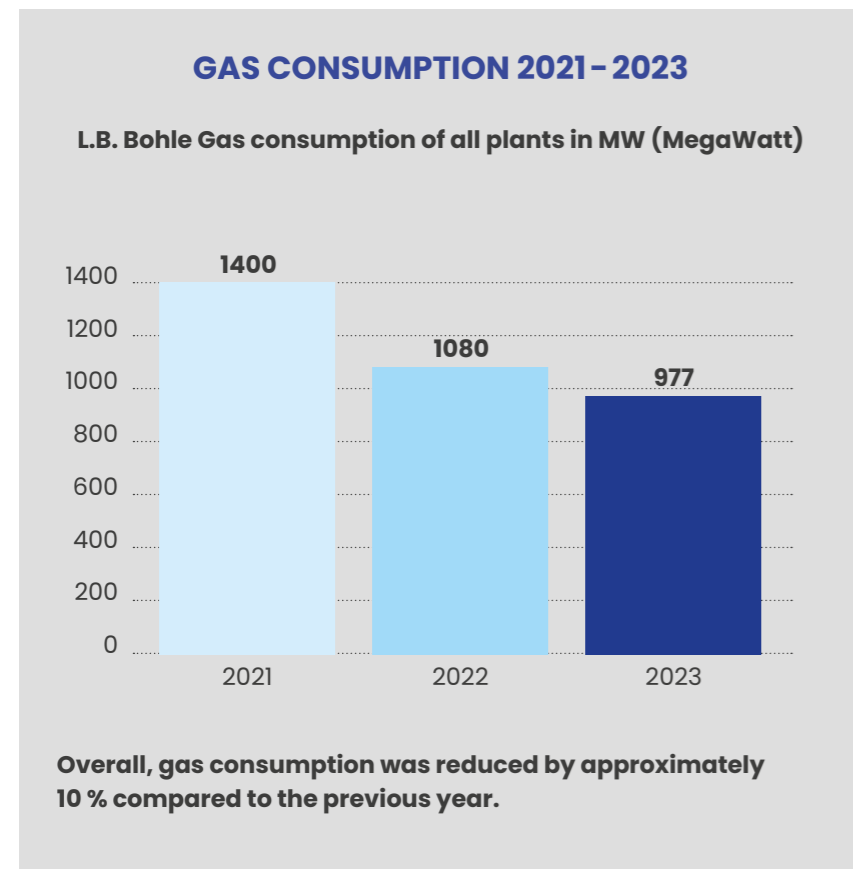
Scope 3 includes other indirect greenhouse gas emissions that are primarily related to the company's activities.

These emissions are divided into 15 categories and assigned to an upstream and downstream area.

Scope 3 CO2 emissions include

- ✓ Purchase of goods and services
- ✓ Business travel
 - » Air travel
 - » Accommodation
 - » Rental and Private Cars
 - » Train travel
- ✓ Employee travel to and from work
- ✓ Waste and waste generation and disposal
- ✓ Consumables and supplies
- ✓ Paper and toner consumption
- ✓ Water consumption and wastewater

Scope 3 emissions not yet fully tracked (system under development).



RESOURCE AND CLIMATE PROTECTION

To further improve our resource management, we have implemented an Integrated Management System (IMS). The development and implementation of the IMS includes management systems for quality (ISO 9001), environment (ISO 14001), energy (ISO 50001), and occupational health and safety (ISO 45001).

Providing Resources

Management provides the necessary resources to achieve the objectives, functions and actions defined in the management system.

These are resources for

- ✓ The necessary organization of the company (including the definition of competencies, responsibilities and tasks)
- ✓ Measures to improve resource and energy efficiency, environmental protection, occupational health and safety, and product safety
- ✓ Ongoing and targeted assessment of customer needs and satisfaction
- ✓ Market-, customer- and product-oriented sales structures
- ✓ Approvals, authorizations, qualifications (of products, processes)
- ✓ Measures to increase the efficiency of energy consumption
- ✓ All necessary production and test equipment
- ✓ Procurement of necessary tools, products, equipment, etc.
- ✓ Internal and external communications
- ✓ Working groups, reports, data collection and analysis
- ✓ Internal and external audits
- ✓ Corrective and preventive actions
- ✓ The resources needed to establish and maintain a functioning management system are determined by the investment plans and made available by management.

STAFF

Competent employees are a prerequisite for the success of our company. Our corporate culture is characterized by a down-to-earth attitude, team spirit and a way of working that requires all employees to take responsibility. Our aim is to involve each individual more closely in decision-making so that they can identify more strongly with their work and find self-fulfillment.

We think and work in flat hierarchies and delegate responsibilities in order to not only guide but also motivate our employees.

All employees contribute to the quantitative and qualitative fulfillment of all operational processes. Personnel requirements are planned and ensured by management. This ensures a sufficient number of qualified specialists in the departments. The requirements for individual employees are set out in the skills matrix by line managers and in corresponding instructions.

Based on the qualification matrix, the specific requirements (target) are compared with the actual situation and integrated into training plans if training is required. The individual qualification is documented in the personnel file and in the respective area.

INFRASTRUCTURE

L.B. Bohle has a total of four plants in Germany. The headquarters (Plant 1) in Ennigerloh was founded in the mid-1980s and has been gradually expanded and modernized. In addition to administration, it houses preassembly and the two test and development centers.

Company founder Lorenz Bohle began building the production site in Sassenberg (Plant 2) in 2000. The site has been gradually expanded over the years and focuses on the design and manufacture of container mixers and handling components.

Plant 3 in Ennigerloh was inaugurated in 2013. Here L.B. Bohle bundles the production of process systems such as tablet coaters and fluid bed systems.

Production at Plant 4 (Ennigerloh) started in 2021. On a 12,000 m² site, an approximately 2,000 m² state-of-the-art production complex was built in which L.B. Bohle manufactures machines and interlinked systems for continuous production.

All facilities meet current and even aboveaverage standards in terms of construction and equipment, and are regularly inspected and updated in accordance with applicable regulations.



INFRASTRUCTURE – RESOURCE MANAGEMENT

In order to increase resource efficiency and raw material productivity, management has set the following goals

- ✓ Increase efficiency / reduce energy and material use
- ▶ **Continuous**
- ✓ Gradually increase the share of renewable energy generated for own consumption
- ▶ **Continuous**
- ✓ Purchase of 100% green power with a guarantee of origin
- ▶ **Already implemented in 2021**
- ✓ Reduce gas consumption by using waste heat, geothermal energy and district heating
- ▶ **Implemented and continuing implementation in planning or ongoing optimization**

To achieve these goals, we partner with local energy providers and prioritize and initiate our own resource efficiency projects.

Resource conservation in products

The longevity of our machines and systems is an indicator of resource conservation. In addition to first-class workmanship and outstanding material quality, we offer comprehensive service and maintenance throughout the product life cycle. Technical machine upgrades or software updates can further extend the life of the systems.

We are constantly looking for new solutions to make more efficient use of existing resources. Through continuous research and development, we test optimizations that are transferred to our series production. We also strive to reduce the use of materials. At L.B. Bohle, we prefer to use renewable raw materials, taking into account the aspect of recyclability.

We continuously review material and concept development as well as procurement with a focus on sustainability.



CLIMATE-RELATED EMISSIONS

The biggest challenge in terms of climate-relevant emissions today is still the combustion of fossil fuels such as natural gas, heating oil, liquified petroleum gas and fuels for the operation of the vehicle fleet.

Our goal is to reduce these emissions. We use 100 % green electricity since 2021. We use self-generated electricity from our photovoltaic systems. ISO 14001 and ISO 50001 certification is an important part of our sustainability strategy.

Other energy efficiency measures already in place, including

- ✓ Purchase of new electric vans
 - ✓ Expansion of heating systems with intelligent controls for on-demand consumption
 - ✓ Replacement of window seals in the administration wing of Plant 1
 - ✓ Installation of air-to-water heat pump in 3D printing area
 - ✓ Installation of charging stations for electric vehicles
 - ✓ Conversion to LED lighting
 - ✓ Comprehensive consulting, training and data analysis in the area of sustainability, such as transformation consulting, employee awareness, energy measurement system (E3CON)
 - ✓ Renewal or optimization of inefficient heating heating systems
- In 2023, we were able to reduce our carbon footprint by approximately 9% compared to 2022.** Scope 1, Scope 2 and Scope 3 (water only) were covered.



A scientist wearing a white lab coat, a white hairnet, and a white face mask with a yellow strap is working in a laboratory. The scientist is wearing blue nitrile gloves and is focused on adjusting or operating a large, complex piece of industrial machinery. The machine has two large, circular, stainless steel doors that are open, revealing internal components. The background is a blurred laboratory setting with various pieces of equipment and a window. A yellow rounded rectangular box is overlaid on the right side of the image, containing the text "L.B. BOHLE AS AN EMPLOYER".

L.B. BOHLE
AS AN EMPLOYER



L.B. BOHLE AS AN EMPLOYER

As a family-owned company, L.B. Bohle takes social responsibility very seriously. That is why people are always at the heart of everything we do. Our employees, their commitment and their loyalty to the company are the most valuable asset we can build on as a company.

As a company, we have set ourselves the goal of creating good and sustainable working conditions for our employees.

Communication is fundamental to us: we maintain a lively exchange of information with the workforce via our intranet "b.net". At least two dialog events are held each year to inform employees about the current status as well as short- and long-term tasks and goals. Management's door is always open.

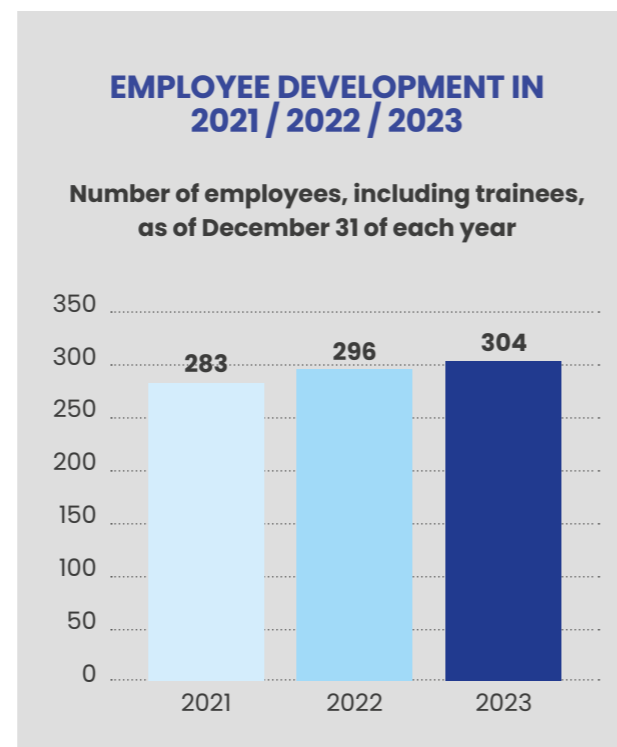
In the year under review, we held workshops on the subject of "L.B. Bohle as an employer" with a selected group of employees and our department heads. This provided important insights into the development of the company.

In general, we are pleased to see a very high level of loyalty to the company. Every year we are pleased to welcome a large group of employees who have been with the company for 10, 25 or more years.

Growing workforce - low fluctuation

Our goal as a company is to continue to grow organically. In addition to revenue growth, this includes increasing the size of our workforce.

As of December 31, 2023, we employed a total of 243 full-time employees, 34 part-time employees and 27 trainees. At 15.1 %, the proportion of female employees is above the average for the German engineering industry. Our goal is to further increase the number of female employees.



The average length of service of all permanent employees (excluding trainees) was 15.3 years. We are very pleased with the high level of loyalty and long-term commitment to the company.

The employee turnover rate, calculated according to the BDA formula (formula of the Confederation of German Employers' Associations: employee-initiated departures / average number of employees in the period under review * 100), is very low at 3.4 %, which we are very pleased about.

Personal Development

Lifelong learning is also fundamental to our professional lives. We actively encourage and support our employees' education and training. We support their professional development by covering the costs of these measures.

We also constantly open up new avenues within the company. We often fill vacant management positions from within our own ranks, provided the qualifications are right.

Make it fun to work

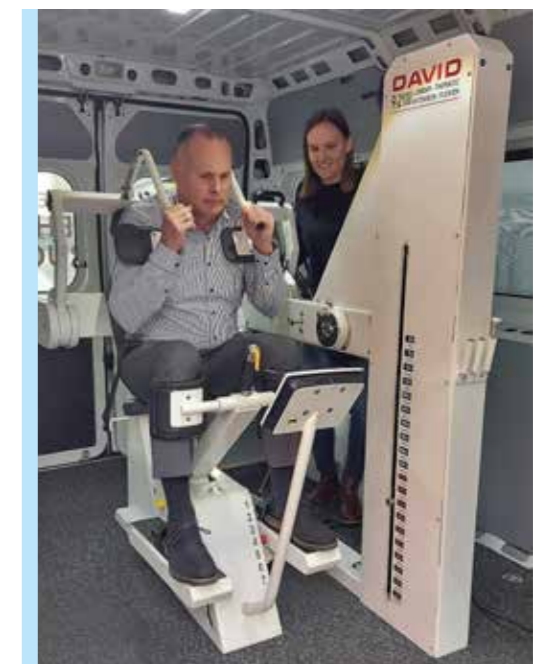
Our goal is to create workplaces where people enjoy working. Spacious rooms, plenty of daylight, cleanliness and excellent technical equipment characterize our production and administrative workplaces.

Workplace health promotion

During working hours, we offer our employees the opportunity to use the Back Mobile once a week. The Back Mobile provides a targeted and effective workout of the abdominal and back muscles in the immediate vicinity of the workplace. With the help of computer-assisted training equipment and the guidance of specialists, core muscles are targeted and strengthened to help prevent back problems.

The Works Medical Centre (WAZ) Oelde e.V. provides us with optimum occupational health and safety care throughout the year.

For us, modern occupational health and safety is more than just a tool for preventing accidents and occupational illnesses. Occupational health and safety measures are an investment in the future of the company.



Cooperation with WAZ Oelde e.V. in the area of occupational medicine

- ✓ General and special occupational health examinations, recruitment examinations, initial examinations
- ✓ Company and workplace inspections
- ✓ Travel health advice, vaccinations
- ✓ Hearing and vision screening
- ✓ Risk assessments

By offering JobBike leasing, we promote the health and physical activity of our employees. Whether the bike is used for commuting to work or for personal use, as a company we want as many people as possible to take advantage of this opportunity. That's why we allow employees to rent up to two bikes at a time.

In addition to the sporting aspect, every trip by bike reduces the CO2 emissions that a car or bus would cause.



ISO 45001 certification

At the end of 2023, we received ISO 45001 certification for our occupational health and safety management system.

For us, occupational health and safety means not only preventing accidents, but also avoiding situations in the workplace that are hazardous to health.

Our goal

- ✓ Reduce accidents by eliminating unsafe behaviors and identifying risks early
- ✓ Full compliance with legal and regulatory requirements
- ✓ Build confidence among existing employees
- ✓ Safeguard and increase ongoing production by reducing absenteeism
- ✓ Implement across the board through standardized health and safety requirements
- ✓ Continuously manage and improve health and safety

Improvement System

We pursue a continuous improvement process and optimization of workflows throughout the company. We actively involve our employees in these processes, thereby increasing their motivation and identification with projects and the company.

We have also introduced a suggestion scheme so that our employees can submit suggestions for improvement. These suggestions can relate to general processes or to machines (components) and procedures.

The executive team, the responsible department manager(s) and the head of quality management review the usefulness and feasibility of the suggestions.

After a successful review, the person who submitted the suggestion receives an award.

EMPLOYEE RIGHTS

Employee rights are firmly anchored in Germany, and these regulations provide employees with comprehensive protection.

As a company, we are firmly committed to these principles. When it comes to work time, protection against unfair dismissal, data protection, protection of young people in the workplace and employee participation, we act in accordance with the law.

We maintain an open exchange of information within the company, which we also intensify in our dialog events. Active participation by our employees is important to us.

Equal Opportunity

The diversity of our workforce is one of L.B. Bohle's strengths. Within the company, we also cultivate an open and tolerant relationship with each other across hierarchies.

In its Code of Conduct, L.B. Bohle expressly commits itself to respecting human rights. This also forms the basis of our attitude to diversity within the company and our commitment to combating discrimination. All employees are treated equally in accordance with the General Equal Treatment Act (AGG).

This applies to

- ✓ gender
- ✓ age
- ✓ ethnic origin
- ✓ religion
- ✓ sexual orientation
- ✓ worldview
- ✓ or disability.

The same standards apply to job applicants.

The goal of managing corporate inclusion is to create a cooperative, engaged and respectful work environment for all colleagues in the company.

Severely disabled and able-bodied colleagues should be treated equally. Inclusion is actively integrated into the existing structures and processes at L.B. Bohle.

Family and Career

Our goal at L.B. Bohle is to think and act with foresight. This is especially true for our employees. That is why our employees enjoy freedom and flexibility in their daily work. In order to create an attractive and motivating working environment, we rely on an excellent building infrastructure, our own workplace dining facility and modern, technically optimized and ergonomic workplace equipment.

“People are the foundation of our success“

We offer various models to support the different home lives of our employees and to improve the compatibility of family and career. A flexitime model provides additional flexibility. This model has been working very well for years in administration, and in 2023 we successfully introduced it in production.

For many of our employees' life situations, a suitable and flexible solution can be found in discussions between employee and supervisor that satisfy both parties. For example, employees can take time off or reduce their working hours if they have family challenges or need to care for relatives.

We strive to find the best possible solution for all employees. We offer a wide range of services related to health, work-life balance and a family-friendly work environment. All employees who take parental leave are also supported when they return to work.

Qualification

L.B. Bohle Maschinen und Verfahren GmbH stands for production "Made in Germany".

The basis of our successful production is the knowledge of our employees. Their expertise and commitment make our products what they are: state-of-the-art technology. L.B. Bohle attaches great importance to training and further education. There is a wide range of specific training and development opportunities in each of the company's divisions. These range from vocational training and further education in seminars to qualifications, e.g. by attending technical college or university courses.

Staff development

L.B. Bohle specializes in machines for tablet production, so our employees must also be specialists in their field. This quality standard requires not only a high level of basic knowledge, but also specific knowledge in the respective field or for our machines.

Structured dual training, targeted onboarding for new employees and development opportunities open up a wide range of opportunities for our employees.

Our training and development opportunities

- ✓ Various entry options for students and young adults:
 - » Vocational training, dual studies or direct entry
- ✓ Professional qualification, mainly with recognized professional qualifications
- ✓ Part-time studies leading to a B.A. or M.A. degree
- ✓ External training courses such as seminars and trade fairs





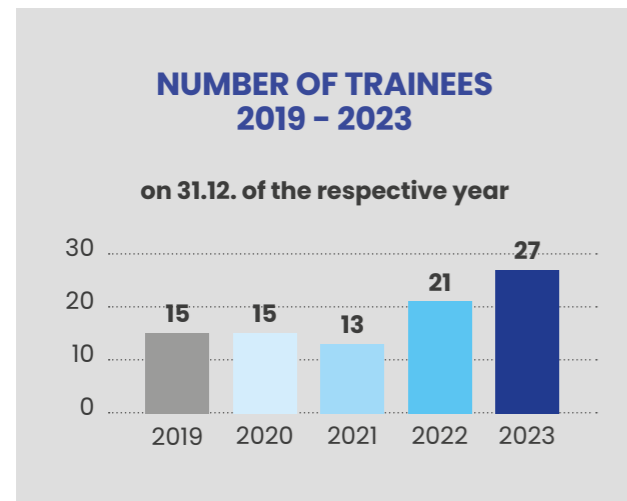
Growing range of apprenticeships

L.B. Bohle Maschinen und Verfahren GmbH attaches great importance to the quality of vocational training. Our trainees today are not only the skilled workers of tomorrow, but also potential managers.

After many years of providing training only in the industrial and technical fields, we launched a more comprehensive training program in 2022.

We now offer training in the following areas

- ✓ Industrial mechanics
- ✓ Electronics
- ✓ Machining mechanics
- ✓ Information technology in systems integration and digital networking
- ✓ Product Design



Knowledge Management

Knowledge management is the systematic capture of the knowledge available in an organization. It includes implicit and explicit knowledge and is used for analysis, decision making, and forecasting. Knowledge management is part of the ISO 9001:2015 certification and an important prerequisite for collaboration and innovation.

We structure and communicate our knowledge management through our intranet "b.net".

Explicit knowledge

Explicit knowledge is information that is available in print or digital form and accessible to all employees. It is formulated knowledge, such as rules and regulations. Manuals are also part of the explicit knowledge in a knowledge base. Employees can use this information to learn how to operate a machine or how software works.

Implicit knowledge

Implicit knowledge refers to experience and intuition. Even with all the information available, it is sometimes difficult to make a decision. Implicit knowledge is difficult to capture in a database. It can also be lost when someone leaves the organization. This makes it all the more important to convert as much implicit knowledge as possible into explicit knowledge. One way to do this is through corporate wikis.



At L.B. Bohle, we distinguish between four objectives of our knowledge management

1. collect knowledge
2. share knowledge
3. impart knowledge
4. use knowledge

Our task: Keeping knowledge in the company

We have a large number of employees who have been with the company for many years. These employees have a wealth of knowledge, especially in the production of our machines and systems. It is therefore our task to document this existing knowledge in order to keep it within the company.

Human rights

Respect for human rights (Definition according to ILO) at the respective national level is an integral part of L.B. Bohle's corporate policy.

L.B. Bohle respects and supports the observance of human rights and respects the personal dignity, privacy and personal rights of each individual. L.B. Bohle protects, grants and stands for freedom of expression. We do not tolerate unacceptable treatment of employees through physical and psychological hardship, sexual and personal harassment or discrimination.

We stand for

- ✓ The prohibition of child labor
- ✓ The elimination of forced and compulsory labor
- ✓ The freedom of association and the effective recognition of the right to collective bargaining
- ✓ Ensure diversity and equal opportunity



We have a Code of Conduct to ensure that our suppliers adhere to the rules of sustainable procurement.

Corruption

L.B. Bohle does not tolerate any form of corruption, bribery or other illegal practices.

All employees, managers and business partners are obliged to refrain from any form of corruption, to intervene against it and to take all necessary measures to prevent corruption in connection with business activities. This includes not only avoiding violations of the law, but also any actions that could give others the impression of corruption, even if they do not violate any laws.

By bribery, we mean anyone who accepts

- ✓ Money
- ✓ Gifts / travel
- ✓ Gifts (tangible / intangible)
- ✓ Promises
- ✓ Services

or other types of favors with the aim of obtaining advantages for oneself, the company or third parties.

L.B. Bohle has drawn up its own anti-corruption policy, which provides our employees with guidelines for correct behavior and conduct.

Sustainable Procurement

L.B. Bohle Maschinen und Verfahren GmbH is committed to environmentally and socially responsible management. Within the framework of the Supply Chain Duty of Care Act (LkSG), we deal intensively with human rights and ecological issues. This applies to our own procurement as well as to the supply chain of our partners.

We sign a code of conduct with our partners that includes the following standards

Social Responsibility

- ✓ Elimination of Forced Labor
- ✓ Prohibition of Child Labor
- ✓ Fair wages and working hours
- ✓ Prohibition of discrimination
- ✓ Health and safety in the workplace

Environmental responsibility

- ✓ Treatment and discharge of industrial wastewater
- ✓ Handling of waste and hazardous substances
- ✓ Reducing consumption of raw materials and natural resources
- ✓ Energy consumption / efficiency

Ethical business conduct

- ✓ Fair competition
- ✓ Privacy / Confidentiality
- ✓ Integrity, Bribery, Taking Advantage



Community

Sustainable and responsible business practices are an integral part of L.B. Bohle's corporate strategy. We consider the impact of our business activities on society as a whole. This includes controlling and optimizing our impact on the environment, conducting our business in an ethical manner and ensuring that our employees feel safe, valued and included.

As a major employer and taxpayer in Ennigerloh, L.B. Bohle currently employs around 300 people.

We promote social commitment among our employees, for example by granting time off for voluntary fire brigade work, making donations to charitable and social institutions, and participating in sports and cultural clubs.

Political Impact

L.B. Bohle does not exert any political influence but is in close contact with politicians in the city and region when issues are in the interest of the company.

We do not participate in legislative initiatives or legislative procedures and are not involved in lobbying processes.

We articulate our interests in this industry association through our membership in the VDMA.

The VDMA represents the economic and socio-political interests of the mechanical and plant engineering industry in Germany and Europe on behalf of its members.

We are also a compulsory member of the Chamber of Industry and Commerce (IHK).



Comply with laws and policies

As a medium-sized family-owned company, L.B. Bohle attaches great importance to trusting relationships and reliable partnerships at eye level with our employees, customers and suppliers. Behavior that complies with laws and regulations is fundamental to this.

We deliberately do not have a formal compliance management system nor guidelines for legal and regulatory compliance. We rely on an established culture of trust and a high degree of personal responsibility on the part of all employees.

By maintaining our certification, we implement the standards and legal requirements that have been set for us.



L.B. Bohle
Maschinen und Verfahren GmbH

Industriestr. 18
D-59320 Ennigerloh

+49 25 24 93 23 0
info@lbbohle.de

www.lbbohle.com
