

WILPU

Sustainability report

2025

Reporting year 2024



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Foreword

With this document, we present our sustainability report for the 2024 reporting year.

As a family-owned company producing jigsaw blades, sabre saw blades and hole saws in Remscheid since 1867, it goes without saying that we act in the interests of future generations.

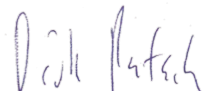
The current global political and economic situation makes it difficult for us to be optimistic about the future in many respects. Since politicians are currently doing everything but setting the course for a sustainable economy and society, we as the German business community are called upon to take responsibility and lead by example.

As a company based in Germany, we have the opportunity to manufacture in an ecologically and socially sustainable manner. In order to be economically successful in the long term, we should take advantage of this opportunity as part of the German economy. Only by combining sustainable business practices with future-oriented design can we leave our children and grandchildren a world worth living in. We want to contribute to this through our daily actions.

In this sustainability report, we outline the measures we have implemented in 2024 in the areas of economic, social and environmental sustainability. We are delighted with our successes, both large and small, on our path towards sustainable business practices. For us, the implementation of measures is always at the forefront. We want to tackle problems and continuously improve, doing what small and medium-sized enterprises in Germany are known for – meeting new challenges with tradition, flexibility and innovation, without detours.



Regina Schläfer-Putsch
Managing Director, Commercial Division



Dirk Putsch
Managing Director, Technical Division

1. What we stand for

In 1867, Wilhelm Putsch founded the saw factory of the same name in Remscheid Hasten. Since 2008, Wilh. Putsch GmbH & Co.KG, with over 100 employees, has been managed by Regina Schläfer-Putsch and Dirk Putsch, the fifth generation of the family. Today, we manufacture and distribute jigsaw blades, sabre saw blades, hole saws and saw blades for oscillating machines as well as hand saws under the WILPU brand – Made in Germany – at two locations in Remscheid, covering a total area of around ten thousand square metres.

As a manufacturing, medium-sized company, we stand for high quality, innovation paired with tradition, precision, passion and responsible action. As a family business that has been operating successfully for over 150 years, our goal is to leave future generations a world in which they can best meet their needs. To this end, we are constantly working to improve our ecological, social and economic sustainability.

In this document, our second sustainability report, we report on our sustainability measures in 2024. As a medium-sized family-owned company, we are not required to report, but do so in our own interest.

If you have any questions or suggestions regarding sustainability at WILPU, please do not hesitate to contact us.

Please get in touch with Lena Schläfer (les@wilpu.com).

1.1. Responsibility

Sustainability is the responsibility of the management and the sustainability officer, who joined the team at the beginning of 2024 and coordinates sustainability at WILPU.

Sustainable business practices can only be implemented as a team, which is why we rely on the support of all WILPU employees. Only with the help of the expert knowledge of each employee can we act holistically, sustainably and develop innovative solutions.



1.2. Our Goals

Last year, we worked with the management team to systematically define our WILPU sustainability goals in a workshop.

We regularly review the implementation of sustainability measures and adjust our goals accordingly.

The current WILPU sustainability goals contribute to the achievement of the 17 Sustainable Development Goals of the United Nations.



2. Ecology

2.1. Use of resources

As a manufacturing company, we use natural resources. The high quality of these resources enables us to produce saw blades of the highest quality.

In order to secure our economic viability as a manufacturer of saw blades, we are dependent on the long-term availability of primary raw materials, such as iron ore for the production of steel.



2.1.1. Steel

Steel accounts for the largest share of our raw materials. In 2024, **our use of this raw material resulted in CO² emissions of 937 tonnes**. Our emissions from steel use have thus increased compared to the previous year, which is attributable to the welcome increase in production volume.



Steel production is a very energy-intensive process. We greatly appreciate working with steel producers who are continuously working towards the transition to sustainable green steel.

We source the steel we use exclusively from Germany or neighbouring European countries, which means that greenhouse gas emissions from transport can be kept to a minimum.

2.1.2. Energy

The production process for our saw blades accounts for the largest share of the energy we use. In 2024, **our gas and electricity consumption resulted in CO² emissions of 469 tonnes**.

Despite an increase in production volume compared to the previous year, we were able to reduce our energy emissions. This is thanks to our photovoltaic system with a total of **669 solar panels on the roofs of our two production halls** in Remscheid Hasten and Bergisch Born. The system was installed at the beginning of 2024 and was already **able to cover 20 % of our energy requirements** last year.



We regularly check machines and systems for leaks – a simple way to reduce avoidable CO₂ emissions.

2.1.3. Water

Our sites in the Bergisches Land region are located near numerous dams. This is an important locational advantage for us, as both our production and our WILPU team depend on a secure drinking water supply.

In order to be able to continue using the water reservoirs in the future, we realise that we must use our water sparingly.

We keep our water consumption as low as possible in our production facilities. To this end, we are constantly optimising our systems and processes. Regular sampling of our emulsions in production, for example, ensures that the cooling water needs to be replaced less frequently and that we reduce our wastewater consumption.

Compared to 2023, we have been able **to reduce our water consumption to 1,513 m³**. This corresponds to the annual drinking water consumption of 33 people.



2.2. Mobility

Our greenhouse gases in the area of mobility consist of emissions from our employees' commutes and business trips.

Our total **CO² emissions in the area of mobility amount to 157 tonnes**. The largest share of this is attributable to our employees' commutes.

90 % of our employees live in the Bergisches Land region. 74 % of our 104 employees use their cars and 21 % use public transport to get to work every day. 5 % of the WILPU team walk to work.

To encourage the use of public transport, we support our employees with a subsidy for their monthly travel pass.

A few years ago, we introduced 'job bike leasing' at WILPU. **By 2024, the number of leased bikes had increased by 50 %.**

Our CO² emissions from business travel were reduced by 80 % in 2024 compared to the previous year. It is expected that these will rise again in 2025. Regular, personal contact with our customers is important for our long-term partnerships. We always plan business trips so that visits to the same region are bundled together. Within the UK, we travel exclusively by car or train. In combination with increased communication via video conferencing, we are able to reduce emissions.



2.3. Shipping and packaging

For years, we have been reducing the amount of plastic used in our packaging and shipping.

We sell the majority of our products in cardboard bags that are over 90 % recycled.

Various PVC packaging for jigsaw and sabre saw blades has been replaced by cardboard packaging for both our own brand WILPU and private labels. In 2024, **cardboard packaging accounted for 76 % of packaging, compared to 24 % for plastic packaging. The higher proportion of cardboard packaging resulted in CO² emissions of 12 tonnes, whereas the greenhouse gases from the lower proportion of plastic packaging amounted to 22 tonnes.**

On the way to 100 % plastic-free packaging, we presented our first cardboard hole saw case at the Cologne Hardware Fair in 2024. In cooperation with our customers and suppliers, we are interested in plastic-free solutions. Feel free to contact us at any time.

In 2024, we were able to minimise the purchase of cushioning material in our shipping department by purchasing a cardboard shredder. This was a worthwhile change, both for our ecological and economic sustainability.

The **shipping of our products caused CO² emissions of 15 tonnes in 2024.** We combine orders as far as possible to reduce emissions from transport. This is always done in consideration of fast delivery and thus the satisfaction of our customers.



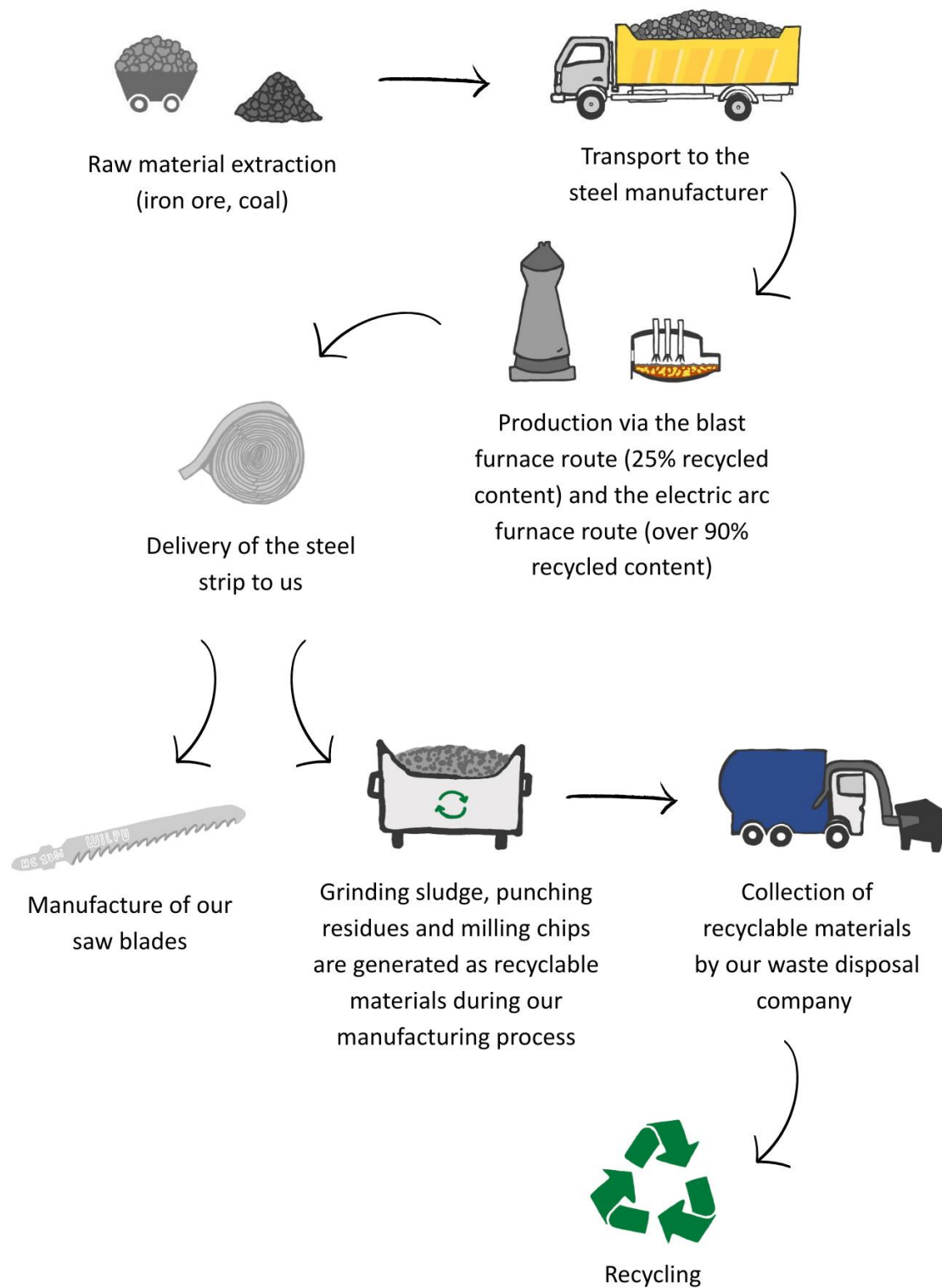
2.4. Waste management

WILPU saw blades are always characterised by their high quality. This not only ensures optimum sawing results, but also extends the product's service life. Resources are conserved and waste is kept to a minimum.

Nevertheless, both **hazardous (2024: 56 tonnes)** and **non-hazardous (2024: 113 tonnes)** waste is generated. This is meticulously separated and disposed of so that no harmful substances are released into the environment. In 2024, 55 % of our total waste was recycled and returned to the recycling cycle.



The journey of our steel:



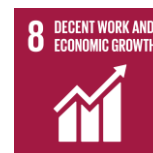
3. Society

3.1. Our WILPU team

In 2024, the WILPU team consisted of 104 employees from eight different countries. Of the two employees who recently retired, one has fortunately decided to continue working at WILPU and continues to actively support us in production.

Our team spirit is strengthened by our daily work, but above all by joint activities. In 2024, we were delighted to take part in the company bowling championship for the first time, which was organised independently by the employees. We also celebrated together with the entire WILPU team at the annual spring festival at our Bergisch Born site.

Compared to 2023, the average age of the WILPU team has fallen by 5 years. The professional skills of our experienced employees are optimally complemented by the innovative impetus of younger generations.



3.2. Health and safety work

Our employees play a key role in the success of the company. This deserves recognition, which is why the 'WILPU Versorgungswerk' pension fund has been in place for many years. It provides support for retirement and health care.

We promote healthy eating among our employees by providing free, high-quality drinking water from the Bergisches Land region. Ergonomic working is also a natural part of a healthy workplace for us. In 2024, the packing tables in our shipping department were replaced with modern alternatives. This minimises the negative health effects of poor posture in the workplace.

Occupational safety is a major concern for us in order to protect our employees from accidents as best as possible. The internal occupational safety committee meets every three months. In case of an emergency, we have 11 trained first aiders and a defibrillator at each of our two locations.



3.3. Equal opportunities and employee rights

In the spirit of equal opportunities, we ensure that all employees are treated equally, regardless of gender, origin, religion, age, mental or physical disability, or sexual identity, both in our recruitment process and in our day-to-day work.



Our industry is inherently male-dominated, which is why women make up 38 % of our workforce. The proportion of women working for us rose by 3 % last year.

To help our employees achieve a good work-life balance, we offer 19 different working time models.



Since 2013, people from Lebenshilfe have been working hand in hand with our other employees in our production department. They enrich our team with their high reliability, infectious joy at work and high motivation. In 2024, we employed 11 people from the Lebenshilfe team, which represents 10 % of our workforce.

Employee rights include fair pay and annual feedback meetings. All employees also have the opportunity to hold additional feedback meetings at any time. Every employee is fairly remunerated for their work.

We also pay attention to compliance with working conditions in accordance with the German Occupational Safety and Health Act during our annual audits of selected suppliers. Fortunately, we did not find any violations last year.

3.4. Qualification and further training

For us, it is undisputed that our company's success depends on the high qualifications of our team. For this reason, we enable our employees to continuously develop their skills, for example through internal and external training courses and seminars in various specialist areas.



Last year, WILPU employees took part in product training, safety training, export and import training and other specialist training courses. Some employees are also continuing their education through part-time studies.

3.5. Engagement

Since 1867, the Bergisches Land region has provided us with an ideal production location offering perfect conditions. We intend to continue manufacturing 100 % of our saw blades in Germany, in the Bergisches Land region, and to offer our employees a safe, natural and attractive home.



To ensure that this remains the case in the future, we are committed to protecting our home and the local community. We are committed to this alongside our core business. Our focus is always on supporting projects with a local connection, such as the Düsseldorf Children's Cancer Clinic, the Hasten Fire Brigade and the Caritas 'Emergency Brake' in 2024.

3.6. Communication and awareness raising

Communication between WILPU employees and management takes place directly and continuously. Direct communication has always proven to be beneficial for our cooperation and our working relationships.

In the area of sustainability, suggestions and questions are also communicated directly to the sustainability officer. Ideas can be submitted anonymously via the letterbox, which is accessible to everyone.

News from the sustainability department and invitations to company celebrations and events are communicated in an accessible manner via the notice board. This ensures that every WILPU employee can be reached. In 2024, for example, there was an Advent calendar with sustainability facts and tips as well as 'WILPU facts' from the company's history.

Stakeholders learn about WILPU news via social media or our website.

4. Economy

4.1. Business relationships

Thanks to the economically sustainable actions of our predecessors, we have been able to develop to such an extent that we now produce a wide range of products 'Made in Germany' and distribute them to 44 countries worldwide. This has been made possible by a combination of inventive spirit, openness to innovation and tradition.

We are proud of our many long-standing business relationships, which have played a major role in our economic success. Some of these relationships have been in place for 30 years. It is our goal to maintain and further expand these relationships in the future.

In cooperation with our suppliers, we attach great importance to working with regional companies that offer products that are as environmentally sustainable as possible in order to keep our CO2 emissions low, conserve resources and strengthen Germany as a business location.



4.2. Innovation and quality

In order to ensure the high quality of our suppliers' products and to increase transparency in the supply chain, we conduct annual audits of a number of selected suppliers. If the results do not meet our quality and sustainability standards, appropriate action is taken.

Since 1997, our quality management system has been regularly certified by TÜV in accordance with ISO 9001. We are delighted to have received the certification again in 2024.

We are constantly developing new innovative solutions in the product area to meet the needs of our customers. Machines and systems are continuously optimised.

Our vertical range of manufacture, which corresponds to the proportion of our in-house production, is over 90 %.



4.3. Data protection

The protection of all types of data is our top priority. Personal data is sent exclusively with password protection. We strictly adhere to the legal data protection regulations.

The confidentiality of sensitive information and the protection of personal data of our employees, business partners and other third parties is a matter of course for us.

We protect this data in accordance with the German Data Protection Act. Further information on data protection can be found on our website.

4.4. Compliance

We reject any form of non-compliance, such as bribery and corruption. We condemn any agreements that restrict competition under antitrust law in the strongest possible terms.

We disapprove of any use of illegal financial means in the economic cycle, such as money laundering.

Further information can be found in our Code of Conduct.