
ESG at the Core of United Initiators

Sustainability Report United Initiators GmbH

Update 2023/2024

The Content

> Report Profile	3
> Foreword by the CEO	4
> Company Profile	5
> Vision, Mission, and Values	6
> Corporate Management	9
> Management Approach	10
> Stakeholder Engagement	11
> Local Communities	12
> Materiality Overview	13
> Occupational Health and Safety	14
> Reaching climate neutrality	18
> Reaching sustainable procurement	22
> Products for sustainable applications	23
> Employee development	25
> Compliance	29
> Appendix	32

Report Profile

GRI 102-45 to 102-54

This is the second ESG report from United Initiators GmbH, completing the years 2023 and 2024.

With this report, our goal is to inform and foster a dialogue with United Initiator's stakeholder groups, including customers, employees, business partners, and residents, regarding the company's sustainability performance.

We provide insights into United Initiators' ESG-related activities in the realms of the economy, ecology, and social affairs. All content adheres to the GRI index, facilitating easy reference to the respective GRI requirements.

For key figures where trends are not yet specified, the objective is to do so in the future. Please note that when aggregating data, slight deviations may occur due to rounding.

As proud participant in the United Nations Global Compact, we align ourselves with the 17 Sustainable Development Goals outlined by the United Nations.

We value your feedback on this report. If you have any questions or suggestions, please feel free to reach out to us at:

United Initiators GmbH
Dr. Corinna Sedlmaier
corinna.sedlmaier@united-in-com
Global ESG Manager



Foreword by the CEO

Dear Reader,

We are proud to present United Initiators' second Sustainability Report, highlighting our continued efforts and progress in the areas of Environmental, Social, and Governance (ESG) topics. Since the release of our inaugural report 2021/2022, we have made meaningful strides in integrating sustainability more deeply into our operations—despite a global environment marked by ongoing economic pressures, supply chain disruptions, and shifting regulatory landscapes.

These external challenges have forced us to make difficult decisions, including adjustments to our workforce, while staying true to our long-term commitments to environmental responsibility and social accountability. We remain steadfast in our belief that sustainability is not a separate initiative, but a guiding principle that shapes our strategic direction.

Over the past two years, we have focused on improving resource efficiency, advancing cleaner production processes, and reinforcing responsible sourcing practices. Our products continue to play a vital role in enabling a more sustainable future, particularly in sectors such as renewable energy, hygiene, environmental and medical technologies.

We are reaffirming our climate targets: a 30% reduction in CO₂ emissions by 2030 (based on 2021 levels), and a commitment to achieving climate-neutral production by 2045 (Scope 1 and 2). At the same time, we are refining our operational footprint to remain resilient and competitive in a rapidly changing economic and geopolitical context.

While the German Supply Chain Act (LkSG) still does not directly apply to us, we are proactively enhancing our due diligence processes. We continue to evaluate environmental and human rights risks across our supply chains and are working toward greater transparency and accountability in our procurement practices.

Our progress would not be possible without the unwavering dedication of our employees, the trust of our customers, and the support of our partners. We sincerely thank you for your contribution to making United Initiators a company with strong values and a clear vision for the future.

This report is more than a summary of data—it reflects our learning, our resilience, and our ongoing dialogue with stakeholders. We invite your feedback and look forward to continuing this journey together.



Ed Hoozemans
CEO

Company Profile

GRI 102-1 to 102-07

United Initiators has since 1911 produced chemicals at the site, then established as Elektrochemische Werke Dr. Adolph, Pietzsch & Co“ in Pullach-Höllriegelskreuth in the Isar valley. The company is an innovative manufacturer of specialty chemicals, which are used in many industrial areas.

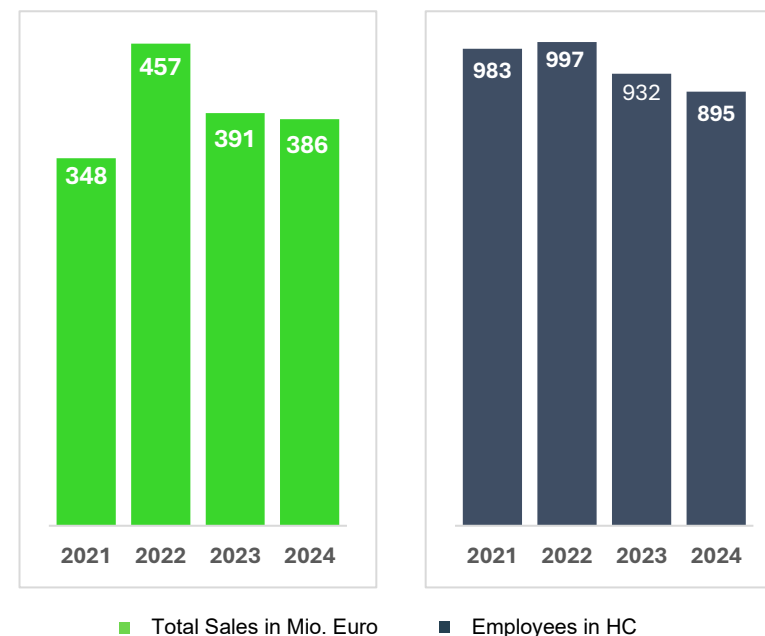
United Initiators is a global company with its headquarters in Pullach and other production sites in the USA, Canada, Australia, China, Turkey and India.

In the product groups of organic peroxides and persulphates, UI group belongs to the global market leaders. In Hydrogen Peroxide, UI holds a top position in respective regional markets around Turkey and Canada.

United Initiators is a recognized partner in the markets for polymers, life sciences, fine chemicals, industrial chemicals and intermediates and produces almost 100 different organic and inorganic peroxides for its customers.

United Initiator's products are sold to all continents in the world and are used in a variety of applications, for example, in the production of thermoplastics, the curing of polyester resins and the cross-linking of elastomers.

In addition to these product groups, which have been successful for decades, UI is committed to researching, developing and marketing selected specialty chemicals. Our products are an essential part of the energy transition, e.g. in the production of wind power and photovoltaic systems as well as insulation materials. They are also used in disinfectants of all kinds, such as surface cleaning agents. The life cycle of our products is finished after the purposive use in the manufacturing process of our customers.



Vision, Mission, and Values

Principles and Guidelines, Ethics and Integrity

GRI 102-11,-12,-16

Our Mission

Satisfy customer needs with reliable service!

Our (customers') success is based on reliable delivery of our initiators from safe and environmentally sound plants. We prioritize fostering a trusting and open relationship with all our stakeholders. These include our customers and suppliers, owners and shareholders, our employees, authorities, our neighborhood and community. Climate change presents a major challenge to the entire world. We are committed to continuously reduce our impact on the climate change that presents a major threat. This is valid for all global sites.

Our Vision

The leading initiators producer serving a growing world!

- We prioritize the safe operations of our plants, with respect for the health of our employees and the communities' environment.
- Our commitment to delivering consistent, high-quality products and exceptional service solidifies our position as the top partner for our customers.
- We continually enhance the cost competitiveness of our operations
- Innovation is at the forefront of our business strategy, driving sustainable growth and positioning us as a leader in the global initiator market.
- Our employees derive satisfaction from achieving success through competence, empowerment, and meeting targets.
- We accept the challenge of actively countering climate change within the scope of our capabilities.

Our Values

Respectful

Entrepreneurial

Safety focused

Professional Expertise

Engaged

Customer-focused

Transparent



Code of Conduct

At United Initiators, we uphold a global Code of Conduct that applies to all employees, contract personnel, officers, and directors within our group of entities. We expect everyone to act ethically and abide by all applicable laws and regulations that govern our business practices. This Code acts as a guiding framework to help us meet these expectations, providing direction and support in our daily activities. We also hold our suppliers, agents, business partners, consultants, and licensees to these standards, encouraging them to adopt similar ethical principles.

Environmental Protection

The sustainability of United Initiators' sites relies on eco-friendly production and processes. We are committed to operating in a way that is both progressive and sustainable, adhering to the Responsible Care Program's principles for the chemical industry.

Energy

Acknowledging the finite nature of our planet's resources, United Initiators is devoted to manufacturing products in a way that conserves these resources as much as possible.

Safety and Health

The health and safety of our employees and neighbors are of utmost importance to United Initiators. Our goal is clear: no one should be harmed, put at risk, or excessively disturbed by our operations.

Quality

For us, quality means continuously maintaining excellent customer-supplier relationships and meeting our customers' requirements through the delivery of high-quality products and services.

Sustainable Procurement

United Initiators expects its suppliers to commit to sustainable business practices across the value chain. Engaging in a business relationship with us requires suppliers to fully accept and adhere to our published Global Supplier Code of Conduct.

Integrated Management Systems

Our integrated management systems, encompassing quality, environment, energy, and occupational health and safety, are certified in accordance with ISO 9001, ISO 14001, ISO 50001, ISO 45001, RC 14001, OHRIS, and EMAS standards. These are further enhanced by our safety management practices in line with the German Störfallverordnung, applicable to our operations in Pullach. Additionally, our commitment to sustainable and responsible business practices is reinforced by our membership in the Responsible Care Global Charter and our participation in the United Nations Global Compact. Together, these certifications and affiliations form the foundation of our ESG (Environmental, Social, and Governance) management approach.

WE SUPPORT



RESPONSIBLE CARE®
OUR COMMITMENT TO SUSTAINABILITY

	ISO 9001	ISO 14001	ISO 50001	ISO 45001/ OHRIS	RC 14001
Pullach	x	x plus EMAS	x	x	
Ahmedabad	x	x	x (ISO 52000)		
Bandirma	x	x			
Chalon	x	x			
Elyria	x	x			x
Helena	x	x			
Mobile	x				x
Prince George	x	x			
Hefei	x	x		x	
Huaibei	x	x		x	
Banksmeadow					

Group	Responsible Care Global Charta	EcoVadis Silver Rating	United Nations Global Compact
-------	--------------------------------	------------------------	-------------------------------

Corporate Management

GRI 102-18

The company's strategic direction is determined by the management board, aided by the Executive Team. This strategy is implemented through tight coordination with the Regional Management Teams. ESG (Environmental, Social, and Governance) management is embedded within the Operational Excellence department and is accountable to the Executive Team. Here, ESG Key Performance Indicators (KPIs) are routinely reviewed. The responsibility for operational execution is assigned to the staff units and specialists in the relevant departments.

Management Board United Initiators GmbH

- Ed Hoozemans (CEO)
- Ralf Schuler (CFO)
- Oliver Meyer (VP and General Manager EMEA)

Executive Team

- Ed Hoozemans (CEO)
- Ralf Schuler (CFO)
- Oliver Meyer (VP and General Manager EMEA)
- Andy Lu (VP and General Manager APAC)
- Mario Budisa (VP and General Manager Americas)
- Andreas Pohl (VP Operational Excellence)

Management Approach

GRI 103

Environmental protection, safety, health, quality (ESHQ)

Environmental protection, safety, health, and quality (ESHQ), alongside sustained profitability, are foundational and equally vital for our company's enduring success and development. In urgent situations, priorities are clear: environmental protection, safety, health, and quality will always take precedence over efficiency. These goals are not at odds; instead, they complement each other. Strategic planning for the future incorporates considerations of environmental impact, energy efficiency, and financial sustainability. We are dedicated to ongoing development and finding the right balance between these priorities.

Our company policy is mandatory for all employees across every level of the organization. Everyone is responsible for its execution, with leadership playing a crucial role in demonstrating its importance through their actions.

The pursuit of excellence in environmental protection, energy efficiency, safety, health, and quality is a continuous process. As our company evolves and our community interactions grow, the tasks associated with these areas advance. It necessitates regular evaluation, adaptation, and enhancement of our policies and specific actions.

Our ESHQ system is built on a comprehensive policy, foundational documentation, routine audits, continuous employee training, and transparent communication. These elements are vital in maintaining and improving our standards in environmental protection, energy efficiency, safety, health, and quality.

Acknowledging the environmental impact inherent in chemical production, we strive to minimize our footprint beyond legal requirements through regular environmental impact assessments. Our investments emphasize environmental friendliness, energy efficiency, and resource conservation.

We set ambitious goals for climate and energy conservation, committing to sustainable practices. Our focus is on advancing efficient processes and products and aiding our customers in environmentally responsible product use.

We expect our suppliers to meet high environmental and social standards, emphasizing preventive environmental protection and fair practices throughout our value chain. We actively oppose corruption.

Our dedication to sustainable development extends to job security and employee well-being. We create a supportive work environment that encourages innovation, offering competitive compensation and additional voluntary benefits to retain our diverse and talented workforce.

Our forward-looking HR strategy is integral to our sustainable management approach. By providing attractive working conditions and supporting our corporate goals, we lay the groundwork for long-term success.

Our integrated management systems for environment, safety, health, and quality set strategic and operational targets, with regular monitoring and audits to ensure effectiveness and continuous improvement.

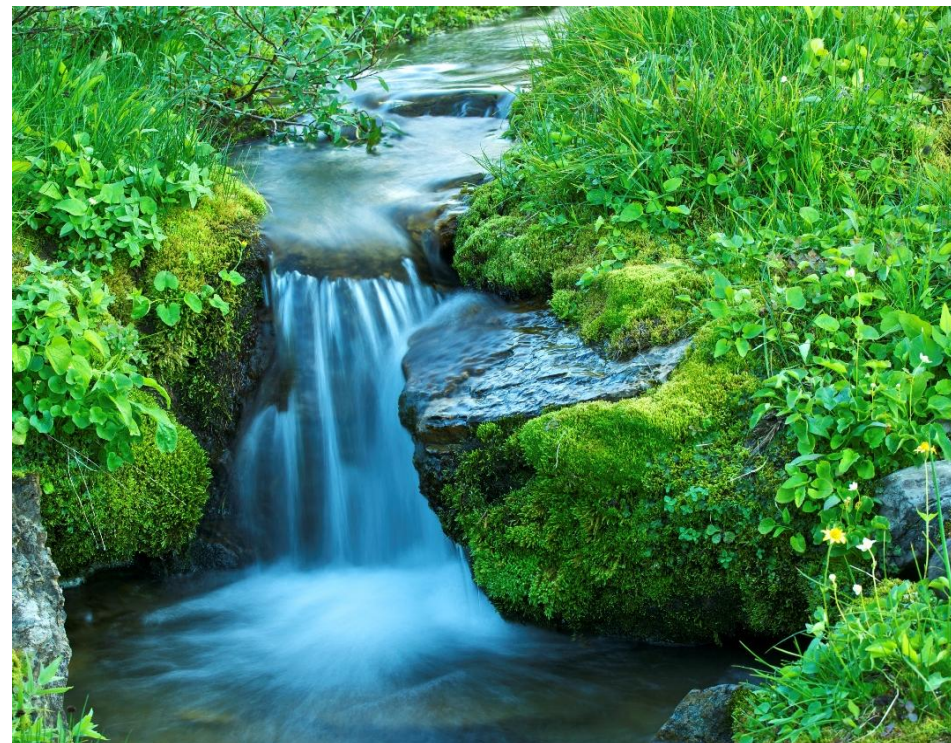
Stakeholder Engagement

GRI 102-40, -42, 43

Our key stakeholders comprise a broad spectrum, including customers, employees, business partners and suppliers, shareholders, associations, neighbors, authorities, legislators, competitors, NGOs, the press, media, and the wider community. Recognizing their diverse interests and their significant impact on our company, we prioritize fostering transparency and engaging in open dialogue with them.

We engage with our stakeholders through a variety of channels, including product demonstrations, video conferences, trade show appearances, presentations, brochures, and customer support services. For our employees, we ensure open communication via emails, newsletters, company meetings, and an idea management process to consider their needs and suggestions.

By participating in events like the "Night of Apprenticeship," offering guided tours of our facilities, and organizing presentations and discussions, we specifically reach out to young individuals interested in apprenticeships at our Pullach headquarters. This initiative is part of our broader commitment to meaningful and varied engagement with our stakeholders.



Local Communities

GRI 413-1, -2

In line with the requirements of Germany's Störfallverordnung (Major Accident Ordinance), we regularly distribute the brochure "Information for Your Safety" to our neighbors. This brochure includes a contact point for inquiries and suggestions: +49 89 7744 220; Robert Kölbl.

We take complaints from our neighbors about noise or odors very seriously, meticulously recording them in our non-conformity system. These records are subject to a detailed root cause analysis, which helps us identify and implement corrective and preventive measures. Annually, these records are reviewed with our management team and during external audits or discussions with local authorities.

Furthermore, the works council in Pullach is actively involved in decision-making processes through various committees, such as the Occupational Safety Committee (ASA).

This practice of involving similar committees at other sites ensures a strong dialogue between the employer and employees on matters of occupational health and safety.

Over recent years, United Initiators and its staff have been actively engaged in supporting a variety of charitable initiatives and causes.

We provide free space on our premises for the Pullach foodbank's storage and distribution activities.

United Initiators employees volunteered to renovate and furnish four flats owned by United Initiators. These flats are given rent-free to the Pullacher Partnerschaftsverein, an organization dedicated to assisting Ukrainian refugees from Pullach's twin town of Baryschiwka.

Materiality Overview

GRI 102-44, -47

The following table shows the key issues for United Initiators from a company and stakeholder perspective. The order does not represent a ranking of importance. The material topics were assigned to the relevant Sustainable Development Goals.

Climate action	Responsible Consumption and Production	Industry, Innovation and Infrastructure	Partnership for the Goals	Good health and Well-being	Decent work and economic growth	Gender Equality	Management and Corporate Culture
							
Climate Neutrality	- Occupational health and Safety - Active waste and water management - Hazardous Materials - Safe Production	- R&D - Increase of Resource Efficiency	- Sustainable Procurement - Stakeholder Dialogue, Communication - Local Social Engagement	- Occupational Health and Safety - Training and Education - Occupational Health and Safety	- Employee Empowerment and Development - Ensuring Social Standards (in high-risk countries) - Economic KPIs	Diversity, Equity, Inclusion and Belonging	- Integration of Sustainability into the Business Strategy - Sustainability Management

Occupational Health and Safety

GRI 403-9

"Safety first!" is a fundamental value upheld by all United Initiators employees and contractors across our sites.

We prioritize occupational health and safety, implementing a range of measures to create a safe work environment. These measures include conducting risk assessments that are tailored to specific departments and job roles, providing detailed operating instructions, offering regular safety briefings, and organizing hands-on training sessions led by safety experts and our company physician. Our safety training videos and sessions are compulsory for both our employees and visitors to our sites. Additionally, all employees undergo mandatory annual occupational safety training, which covers topics such as workplace safety, ergonomics, fire prevention, and safe chemical handling. To further promote safety awareness and readiness, we also offer supplementary training on various safety topics, including fire extinguishing techniques, conducting fire drills, forklift operation, managing hazardous substances, and first aid.

We believe that involving a broad spectrum of employees in our safety organization is crucial, as they possess in-depth knowledge of the specific challenges and opportunities for improvement in their areas. Effective management includes providing continuous training and education, as well as keeping employees well-informed about safety issues. Supervisors play a key role in this process, which can include setting specific safety goals for their departments, such as achieving a minimum number of safety interactions, and encouraging a culture of collaboration and proactive safety across the company.

In Pullach, our dedication to safety is further demonstrated by the establishment of our own fire brigade unit, led by our employees, to ensure prompt and effective emergency responses. Additionally, in collaboration with our site security, we ensure the availability of a 24/7 on-site paramedic service to further safeguard the health and safety of our workforce.

Technical security measures are essential in creating a safe working environment. At our facilities, we have implemented several key technical security measures to protect our employees and operations:

- Automatic sprinkler systems: Installed throughout all areas identified as fire risks, these systems offer a quick and automated response to fire incidents, significantly enhancing our ability to manage potential fires.
- Limitation of hazardous material inventory: We actively work to minimize the amount of hazardous materials on site and aim to keep flammable areas as contained as possible. This approach effectively reduces the risks associated with handling and storing these materials.

- Concrete cells with blast release areas: In areas where explosive or particularly hazardous materials are handled, we utilize concrete cells designed with blast release areas. This design is a critical safety feature that mitigates the impact of potential explosions, thereby enhancing protection for our employees and facilities.
- Modern, computerized process controls: By leveraging advanced, computerized process controls, we ensure high precision and efficiency in our operations. These sophisticated systems play a vital role in enhancing the safety and reliability of our processes by enabling precise control and monitoring.

Acknowledging the critical role of personal protection, we equip our employees with high-quality personal protective equipment (PPE), including flame-resistant clothing, custom-fitted goggles with prescription lenses, and specially designed insoles for safety footwear.

The safe production and usage of our products are achieved through collaborative efforts, requiring ongoing dialogue and the sharing of insights among all stakeholders. This dedication to open communication and mutual learning fosters a safer work environment and underscores our commitment to employee welfare. Our goal to consistently reduce OSHA and lost time injury frequency rates demonstrates our ongoing commitment to enhancing safety standards and minimizing workplace injuries. Regular monitoring and analysis of these key performance indicators (KPIs) support a proactive safety culture, pinpointing areas for specific improvements to ensure employee safety and maintain a secure work environment.

These KPIs encompass both employees and contractors:

Year	Lost time injury frequency rate (%), per 1 mio work hours	OSHA relevant incidents (#)	OSHA rate (%), per 200 000 work hours
2021	5.3	12	1.23
2022	1.2	14	1.51
2023	1.0	4	0.5
2024	2.1	11	1.1

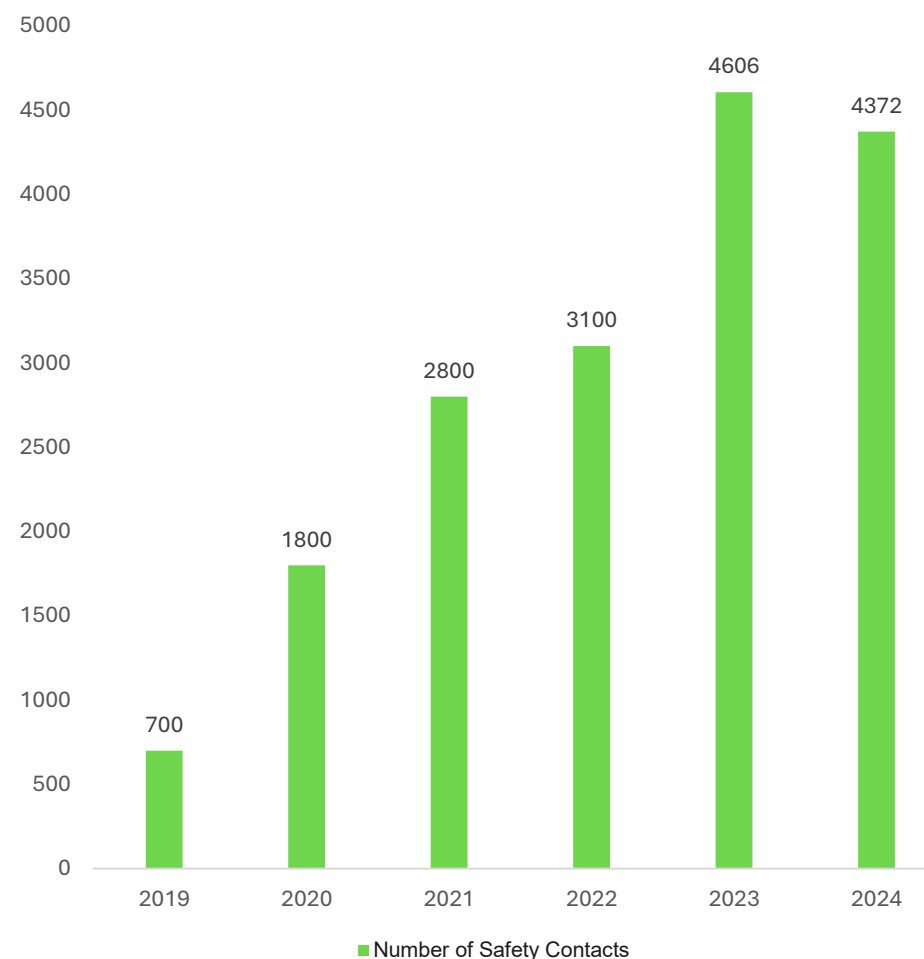
Collaborating openly and trustfully with relevant authorities, such as employers' liability insurance associations and Trade Supervisory Offices, is crucial. This partnership ensures compliance with safety regulations and promotes a proactive stance on occupational health and safety.

Continuous communication with suppliers, customers, and other manufacturers is vital to our safety commitment, ensuring uniform understanding and implementation of safety standards across the supply chain.

Moreover, our involvement in developing practical laws and regulations illustrates our commitment to fostering a regulatory environment that prioritizes safety and supports the welfare of all stakeholders. This cooperative approach highlights our dedication to safety, compliance, and responsible business practices.

Each employee plays a pivotal role in maintaining a safe workplace through safety observations. These observations, whether through dialogue on specific topics or inspections of designated areas, enable employees to identify and mitigate potential hazards actively.

The marked increase in safety observations since the program's inception in 2019 signals a growing awareness and commitment to safety among our workforce. This collective effort enhances our safety culture and contributes to the ongoing improvement of workplace safety. We commend this excellent work in promoting a safe environment for all.



Offering on-site Covid-19 vaccinations by our company physician, in addition to annual flu shots, reflects our strong commitment to employee health.

Activities during our annual safety and health prevention week, such as chemical experiments, dietary advice, yoga sessions, and other health-focused events in collaboration with health insurers, advocate for a holistic approach to employee well-being.

These wide-ranging efforts demonstrate a proactive and caring approach to employee health and safety.



Reaching climate neutrality

Our dedication to manufacturing products efficiently to make the most of limited natural resources is noteworthy. Since obtaining ISO 50001 certification for our energy management system at the Pullach site in 2016, and later extending it to other locations, we have exemplified a forward-thinking approach to energy management.

The ISO 50001 certification process entails a continuous enhancement of a company's energy performance, which is independently assessed and verified. This certification aligns with our commitment to optimizing energy use and improving overall energy efficiency.

By adhering to the ISO 50001 standards, we not only demonstrate our commitment to sustainable practices but also actively reduce the environmental impact stemming from energy consumption. In doing so, we incorporate efficient energy management practices across our operations.

Electricity as a raw material

Furthermore, United Initiators' acknowledgment of electricity as both an operational resource and a "raw material" for the electrolysis processes at the Pullach site, as well as our persulfate production facilities in India and China, is commendable. This perspective has been crucial for over a century.

Our commitment to sustainability is further highlighted by our decision to source 100% of our external electricity from renewable resources at our sites in Germany, Canada, and Turkey.

This proactive stance not only supports environmental conservation efforts but also makes a tangible contribution to fostering a better environment for both present and future generations.

Energy efficiency

Our dedication to energy efficiency, recognizing the importance of adopting new technologies and establishing a strong management system for definable, implementable, and measurable improvements, is praiseworthy. This continual effort to reduce energy consumption not only bolsters competitiveness but also ensures compliance with legislative and regulatory standards.

Our ongoing investment in cutting-edge technologies, which enhance the conversion and utilization of energy in processes such as chemical syntheses, building equipment, and overall infrastructure, reflects a proactive and innovative approach to maintaining state-of-the-art operations.

The remarkable achievement of reducing energy consumption per ton of product by 40% from 1996 to 2020 at the Pullach site exemplifies the effectiveness of our energy efficiency measures. This significant milestone not only underscores our commitment to sustainability but also highlights the successful integration of advanced technologies and effective management strategies in our operations.

Management system: Documentation

Integrating an energy management system into our longstanding integrated management system represents a strategic decision to structurally embed the company's energy policy within our operations. This integration ensures that energy-related goals are harmoniously aligned with our existing processes and guidelines.

Conducting regular reviews is essential for updating and refining United Initiators' processes and guidelines in accordance with the energy management system, guaranteeing their continued relevance and efficacy. By prioritizing energy efficiency from the beginning when creating new processes or guidelines, our company takes a proactive stance towards embedding sustainability into all facets of our operations.

This systematic and cohesive approach to energy management not only underscores our commitment to energy efficiency but also establishes a comprehensive and unified strategy that extends across the organization. Continue the excellent work in aligning energy management with overall business procedures to uphold our dedication to environmental stewardship.

Energy consumption

United Initiators has pledged to achieve climate neutrality in its energy-related greenhouse gas emissions (Scopes 1 and 2) by 2045, aiming for a 30% reduction by 2030 relative to our 2021 emissions levels.

Key to this commitment is the systematic monitoring and analysis of energy consumption, alongside planned and actual improvements in energy efficiency. This approach fosters an ongoing cycle of enhancement, with outcomes regularly assessed and refined. The dynamic adjustment of energy targets underscores our dedication to leading in sustainable practices.

With management responsible for evaluating and enacting energy-saving measures, and employees across all levels actively engaged in this endeavor and receiving appropriate training, our approach is both comprehensive and collaborative. This collective commitment throughout the company signifies a proactive effort to mitigate climate impact and promote a sustainable future.

In recent years, we have undertaken various measures to boost energy efficiency and shift towards renewable energy sources:

- Process optimizations: We have implemented process improvements to increase energy efficiency.
- Compressed air network optimization: We have streamlined and optimized our compressed air networks to lower energy use.
- Heat and steam network optimizations: We have enhanced the efficiency of our heat and steam networks to foster more sustainable energy consumption.
- Wind power usage in India: Wind power meets about 50% of our energy needs in India, supporting our move to cleaner energy sources.
- Renewable energy sourcing: We ensure 100% of electricity is sourced from renewables in locations such as Pullach and Prince George.

- **LED lighting implementation:** We have transitioned to energy-efficient LED lighting to cut down on electricity use.
- **Waste heat recovery:** We capture and utilize waste heat to bolster overall energy efficiency.
- **Cooling network optimizations:** Several technical measures were implemented to increase efficiency and thus reduce the electrical power consumption of our cooling networks.

Our ongoing projects include installing solar panels, alongside developing a strategy to significantly reduce natural gas usage across our sites.

In Pullach we installed solar panels on the roof of our waste water treatment plant that have a total area of 1000 square meters. The nominal capacity of these panels is roughly 200 000 kWh/a. Although fully operational, we are still in the process of integrating the panels into the local electricity grid due to strict regulatory requirements and long processing time of our local electricity grid operator.

In 2023 a large heat pump, which provides process heating, as well as cooling has been installed in Pullach. The associated annual saving of around one million standard cubic meters of natural gas means that CO₂ emissions can be reduced by more than 2000 tons per year.

In 2024, United Initiators experienced an increase in greenhouse gas emissions compared to the previous year. This development is primarily attributable to two key factors:

1. **Higher Production Volumes:** After a notably low production output in 2023—particularly in persulfate manufacturing, which is energy-intensive—2024 saw a return to increased production levels. This naturally led to higher energy consumption and, consequently, increased emissions.
2. **Energy Mix Adjustment:** Due to ongoing economic pressures, we were required to temporarily shift back to a more conventional electricity mix in certain regions, moving away from previously used renewable energy sources. This change, while necessary to maintain cost-efficiency and operational continuity, contributed to a higher carbon footprint.

We remain committed to our long-term climate targets and are actively exploring measures to offset these temporary setbacks, including renewed investments in energy efficiency, low-emission technologies, and a gradual return to a greener electricity mix as economic conditions allow.

KPI Overview

Energy

GRI 302-1,3,4

Year	Total Energy Consumption (MWh)	Share of Renewable Energy consumption (%)	Energy Intensity (MWh/t of product)
2021	838,078	14.6	4.42
2022	809,464	16.6	4.37
2023	666,482	16.7	3.96
2024	828136	13.7	4.16

Emissions

GRI 305-1. -2, -4

Year	Scope 1 (t CO2e)	Scope 2 (t CO2e)	Scope 1+2 (t CO2e)	Reduction Scope 1+2 with regard to baseline year 2021 (%)
2021	109,510	103,405	212,915	./.
2022	112,739	64,229	176,963	16.9
2023	99,947	63,870	163,817	23.1
2024	117,339	81,171	198,510	6.7

Water

GRI 303-5

Year	Water Consumption (m3)
2021	776,402
2022	766470
2023	964373
2024	1095212

Waste

GRI 306-2

Year	Non-hazardous waste (t)	thereof recycled waste (t)	thereof incinerated with energy recovery (t)	Hazardous waste (t)
2021	2,213	423	not available	1,759
2022	2,078	484	not available	1,871
2023	2,283	909	77	2,216
2024	2,534	979	69	1,868

Reaching sustainable procurement

United Initiators' dedication to sustainable development is praiseworthy, with a focus on environmental protection, social responsibility, ethical conduct, and economic prosperity. The company's expectation for its suppliers to adhere to internationally recognized sustainability standards signifies a commitment to promoting sustainable practices across the entire value chain.

The Supplier Code of Conduct, now available in all “UI languages”, is a key document that outlines essential principles expected of suppliers worldwide. By engaging in business with United Initiators, suppliers commit to adhering to this Code, demonstrating their commitment to these principles. Moreover, requiring suppliers to ensure compliance throughout their own value chains reflects a comprehensive approach to sustainability.

As a signatory of the UN Global Compact, United Initiators aligns its operations with the Compact's Ten Principles in Human Rights, Labor, Environment, and Anti-Corruption. This affiliation highlights the company's pledge to uphold these principles and contribute positively to the global business community's sustainability and ethical standards.

Key principles include:

- The prohibition of child and forced labor.
- Protection of the right to organize and collective bargaining.
- Ensuring freedom from discrimination in employment.
- Guaranteeing fair wages and reasonable working hours.

ESG-Report | 06/2025

Our longstanding relationships with most of our suppliers are built on loyalty and trust, underscoring the depth of our business connections. These enduring partnerships are grounded in mutual respect and collaboration, laying the foundation for joint success.

In response to the *German Supply Chain Act*, United Initiators proactively embraces its principles by conducting risk assessments on suppliers to evaluate their dedication to ethical and responsible sourcing, even though our operations fall below the Act's applicability threshold. This proactive stance illustrates our commitment to surpassing mere compliance, emphasizing our dedication to ethical practices and sustainability within our supply chain.

Since 2024 we also publish an annual report according to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* for our Canadian entity, which is publicly available on our webpage.

We also require our suppliers to comply with relevant laws and standards, such as REACH, UK REACH, and RoHS, reinforcing our commitment to legal and environmental compliance. This collaborative effort ensures adherence to industry standards and regulations, fostering a more responsible and sustainable supply chain ecosystem.

Products for sustainable applications

We initiate tomorrow

Our products play a pivotal role as vital ingredients across a broad spectrum of applications and products integral to everyday life, proving indispensable in the production of a wide variety of polymers and polymer-based materials. However, their utility extends far beyond the realm of polymers. In consumer domains, our products find diverse applications such as in hair bleaching, disinfection processes, denture cleaning, and tooth whitening treatments. In the industrial sector, they are critical for etching printed circuit boards, facilitating chemical synthesis, enabling oil and gas exploration, conducting soil remediation, and supporting numerous other processes.

As we progress in the modern world, the relevance and application of our products expand accordingly. Currently, this evolution is manifested in a product range that intersects with nearly all aspects of daily life, highlighting their ubiquitous and versatile nature.

Renewable Energy

In 2023, wind energy contributed to over 2,500 TWh of electricity, accounting for more than 8% of global electricity consumption and approximately 2.5% of the world's total energy usage. United Initiators has developed specialized product blends designed to meet the stringent quality requirements of manufacturing rotor blades exceeding 100 meters in length, particularly for the rapidly expanding offshore wind sector.

Solar energy represented over 5% of global electricity production in 2023. United Initiators manufactures high-purity initiators that are essential for the production of photovoltaic (PV) modules. These initiators are crucial for achieving the highest solar energy yields, thereby ensuring efficient conversion into electricity. In the solar energy sector, our products play a key role in forming a translucent protective layer, further enhancing the efficiency and durability of PV modules.

Health Care

United Initiators stands as the leading European producer of a specific initiator crucial for manufacturing polypropylene fibers, commonly referred to as nonwovens. These PP nonwovens are in high demand globally, primarily for producing FFP2 masks critical in preventing the spread of the Coronavirus. Additionally, these initiators are instrumental in creating other medical supplies, including overshoes, gowns, and similar items, catering to the healthcare sector's needs.

Disinfection

United Initiators stands out as the sole manufacturer in Europe of a unique active oxygen compound renowned for its exceptional antiviral capabilities, complying with the stringent standards set by the EU biocide guidelines. This product distinguishes itself from many traditional options by being entirely chlorine-free, while proving effective against all known virus classes. It plays a crucial role in combating the spread of epidemics in the animal sector, particularly against diseases such as bird flu, swine fever, and foot-and-mouth disease, by being employed for surface disinfection purposes.

Energy-efficient home refurbishment

The use of thermal insulation panels for house facades represents a significant measure towards energy conservation. For the safety of residents, these panels must meet standardized fire resistance criteria. Located in Pullach is Europe's sole production facility dedicated to producing additives for the flame-retardant treatment of these thermal insulation boards. These additives have notably succeeded in replacing bromine compounds, which were used for decades but are now recognized as PBT (persistent, bioaccumulative, toxic), making them environmentally detrimental.



Employee development

At United Initiators, our commitment to sustainable development goes hand in hand with securing long-term employment and acknowledging the vital role our employees' dedication, experience, and creativity play in our company's ongoing success. In line with our adherence to Environmental, Social, and Governance (ESG) principles, we place a strong emphasis on the "social" component, striving to cultivate a workplace that champions diversity, inclusion, and the overall well-being of our staff. The cornerstone of our employee development strategy includes:

Healthy Working Environment

- Prioritize the creation and maintenance of a healthy working environment that fosters innovation and new ideas.
- Regularly assess and improve workplace conditions to ensure the physical and mental well-being of our employees.
- Implement health and wellness programs that contribute to the overall welfare of our workforce.

Attractive Working Conditions

- Offer attractive working conditions to enhance job satisfaction and retention.
- Ensure financial security for employees in case of illness, disability, or the need for care through comprehensive benefit packages.
- Emphasize a familiar atmosphere and personal appreciation to build a positive and inclusive workplace culture.

Compensation and Benefits

- Maintain a pay scale above the statutory minimum wage as a standard practice.
- Provide additional voluntary social benefits to further support and retain employees.
- Regularly review and adjust compensation structures to remain competitive in the market.

Diversity and Inclusion

- Celebrate and promote globally inclusive teams.
- Actively support a suggestion scheme to encourage diverse perspectives and ideas.

Employee-Oriented Personnel Strategy

- Develop and implement a forward-looking, employee-oriented personnel strategy.
- Integrate inclusion initiatives into the overall HR strategy to ensure an innovative workforce that respects and values all employees.
- Align HR practices with long-term, comprehensive planning to support qualitative and quantitative corporate goals.
- Regularly evaluate and adapt our HR strategy to address emerging social and workforce challenges.

Economic Performance

GRI 201-1, -3

United Initiators demonstrates a strong commitment to fair and competitive remuneration, as evidenced by its compensation practices. By offering wages and salaries that surpass statutory minimums, the company shows its dedication to ensuring employees receive fair pay. In Germany, compensation is aligned with the collective wage agreements of the German chemical industry, highlighting our commitment to fairness in employee remuneration.

Furthermore, we provide additional benefits for managers and top performers under non-tariff regulations, underscoring our appreciation for exceptional contributions within the company.

In Germany, our employees receive attractive subsidies paid into their company pension scheme as well payments into a private long-term care insurance. All employees in Pullach are covered by a general accident insurance. We also offer free social counselling for our employees, which is provided by an external counsellor. In addition, UI in Germany offers our employees access to company and co-operative flats, which provide long-term affordable housing.

In the US, we offer competitive pay and bonuses along with benefits such as 401(k), medical, dental, vision, life and disability, and paid time off.

In China, aside from competitive pay, we offer all employees social benefits including pension, medical insurance, employment insurance, work-related injury insurance and housing fund.

These practices contribute to a positive and supportive work environment, fostering employee satisfaction and well-being across different regions.

Employment

GRI 401-1, -2

Our compliance with collective agreements, such as those established with IG BCE in Pullach, further underlines our dedication to offering standardized and equitable working conditions for all employees. This approach guarantees that fairness and consistency are integral to our employment policies, contributing significantly to fostering a positive and inclusive workplace culture.

By ensuring equal benefits access and adhering to collective bargaining agreements, United Initiators solidifies its pledge to equitable treatment of all employees, thereby cultivating a work environment that highly regards diversity and equality. Continuing to uphold these principles is crucial in maintaining a supportive and inclusive atmosphere for everyone at United Initiators.

Year	Turnover (#)	Rate (%)
2021	84	9.2
2022	93	9.7
2023	121	13.0
2024	113	12.6

Labor / Management Relations

GRI 402-1

United Initiators' commitment to effective communication is evident in the various channels used to inform employees about intended changes. Utilizing personal interactions, team meetings, work meetings, notices, news tickers, and emails ensures that information is disseminated quickly and within statutory deadlines.

The involvement of the Works Council in Pullach in discussions and decision-making processes related to operational changes reflects a collaborative approach to addressing workplace changes. By engaging the Works Council in a timely and comprehensive manner, United Initiators demonstrates a commitment to transparency, employee representation, and adherence to legal requirements.

We aim for a continuous improvement of an effective communication and employee involvement to enhance organizational transparency and maintain positive working relationships.

Occupational Health and Safety

GRI 403-1, -2, -3, -4

The "Occupational Safety Committee" in Pullach convenes regularly, with employee representation through members of the Works Council and safety officers from among the staff. This committee diligently oversees the safety of all activities and workplaces for employees based in Pullach. At our other sites, we hold regular safety group meetings that address similar safety-related topics.

To date, we have not identified any increased risk or prevalence of specific illnesses related to our company operations. The health and social benefits provided to our employees are in line with the collective agreements negotiated with trade unions, to which United Initiators is a signatory. Moreover, we have implemented certified occupational safety management systems in compliance with OHRIS, RC14001, or ISO 45001 standards. Our ongoing efforts are aimed at achieving our long-term goal of maintaining an OSHA incident rate of 0.5, demonstrating our commitment to the highest standards of workplace safety and employee well-being.

Training and development

GRI 404-1, 2, -3

In 2024, we allocated an average of 22 hours per employee annually for training programs, without discrimination based on gender or employee category.

Our company has a long-standing history as an apprenticeship provider. We employ a dedicated team of instructors committed to training young individuals in professions that are currently in high demand and hard to fill in the job market.

Child Labor

GRI 408-1

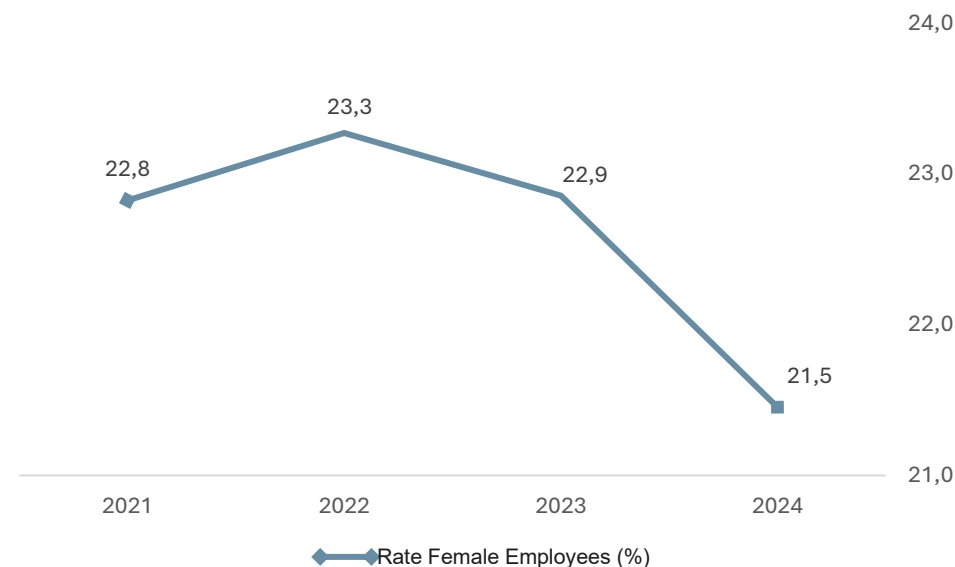
United Initiators does not engage any employees under the age of 18. All apprentices in Pullach have been older than 16 years of age between 2021 and 2024. In 2024, only two apprentices have been between the age of 16 to 18.

Diversity and Equal Opportunity

GRI 405-1, -2

We value the skills and dedication of every employee and, as such, stand firmly against any form of unequal treatment or demotion for any reason. Our goal is to boost the proportion of female employees to 30% by 2030.

All employees are compensated in accordance with the collective agreement, without any differentiation based on gender. In 2024, our global unadjusted gender pay gap stood at 21.2%.



Compliance

Our dedication to ethical business practices, adherence to legal standards, and responsible corporate citizenship is unwavering. We strive to foster trust among our stakeholders and meet the broader societal expectations for responsible and sustainable business conduct. Across critical domains such as anti-corruption, anti-competitive behavior, compliance with environmental laws and regulations, non-discrimination, labor and human rights, data protection, customer health and safety, product information and labeling, marketing and communication, socio-economic compliance, and political donations, we monitor the following Key Performance Indicator (KPI):

	2021	2022	2023	2024
GRI 205-3 Confirmed incidents of corruption	0	0	0	0
GRI 206-1 Legal actions regarding anti-competitive behavior and violations of anti-trust and monopoly legislation	0	0	0	0
GRI 307-1 Significant fines and non-monetary sanctions for non-compliance with environmental laws and/or regulations	0	0	0	0
GRI 406-1 Incidents of discrimination	0	0	0	0

	2021	2022	2023	2024
GRI 407-1, 408-1, 409-1 Significant risks of incidents of threats to the right to freedom of association, child labor, forced or compulsory labor	0	0	0	0
GRI 415-1 Donations to political parties	0	0	0	0
GRI 416-1, -2 Incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of our products	0	0	0	0
GRI 417-1, 2 Incidents of non-compliance with regulations and/or voluntary codes concerning product and service information and labeling	0	0	0	0
GRI 417-3 Incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications	0	0	0	0
GRI 418-1 Substantiated complaints received concerning breaches of customer privacy	0	0	0	0

Anti corruption

GRI 205-1, 205-2

United Initiators' stance on fighting corruption, bribery, and anti-competitive behavior is clear and firm. We unequivocally reject any unfair practices in business transactions. Our policy ensures that gifts and invitations are only acceptable when they are appropriate and do not influence decision-making processes. These guidelines are comprehensively detailed in our Code of Conduct, a document that is regularly communicated to and emphasized among all employees through training sessions. In addition our Global Anti Bribery and Corruption Policy sets rules for all employees. This steadfast commitment highlights our resolve to uphold ethical business practices and nurture an organizational culture rooted in integrity.

The establishment of a compliance office and its active communication with our stakeholders further underscore United Initiators' dedication to maintaining ethical standards across all facets of its operations. Additionally, the implementation of a corruption risk assessment at our headquarters in Germany and across our global production sites reflects our proactive stance in identifying and addressing potential risks.

As an initial measure, we have evaluated the countries where we operate using the CPI Corruption Perceptions Index 2022. By leveraging the CPI, which scores countries on a scale from 0 (highly corrupt) to 100 (very clean), we can quantitatively gauge the perceived levels of corruption in various contexts, enabling us to tailor our approach to mitigating corruption risks accordingly.

Risk of Corruption	Number of Countries of Operation
Low, CPI $\geq$ 67	5
Medium, 66 $\geq$ CPI $\geq$ 34	5
Hight, CPI $\leq$ 33	0

United Initiators does not operate in any high-risk country.

¹CPI Corruption Perceptions Index 2022 by Transparency International is licensed under CC-BYND 4.0

Human Rights and Responsibility

GRI 412-1, -2

The headquarters of United Initiators in Germany is committed to rigorously adhering to the extensive German and European laws concerning individual rights and the prohibition of child, forced, or compulsory labor. This dedication underscores our strong commitment to ethical and legal standards, fostering a responsible and law-abiding operational framework.

We conduct analyses based on the Human Rights Index (HRI) 2022 to evaluate the compliance with human rights in the countries where we operate. The HRI, which ranges from 1 (indicating the highest adherence to human rights) to 0 (indicating the lowest adherence), offers a systematic method for assessing the human rights conditions across various regions. This structured approach aids in our understanding and navigating of the human rights landscape in different areas of operation.

Risk of Violation of Human Rights	Number of Countries of Operation
Very low, $HRI \geq 0.90$	5
Low, $0.89 \geq HRI \geq 0.50$	1
Medium, $0.49 \geq HRI \geq 0.34$	0
Hight, $HRI \leq 33$	2

The strong partnership between our international sites and the management team headquartered in Germany, coupled with their oversight, reinforces governance and guarantees adherence to fundamental human rights principles. The absence of identified violations of these core principles attests to the effectiveness of our company's dedication to ethical behavior and compliance with labor laws.

Appendix

EcoVadis Silver Medal for United Initiators GmbH (all global sites)



Useful links

- [Environmental Statement Pullach \(Umwelterklärung, German only\)](#)
- [Supply Chain Act Report \(Canada\)](#)
- [Code of Conduct](#)
- [Supplier Code of Conduct](#)
- [Certificates](#)

Our locations

www.united-initiators.com



Germany

United Initiators GmbH
Pullach
T: +49 89 74422 237
cs-initiators.eu@united-in.com

Turkey

Hidrojen Peroksit Sanayi Tic. A.S.
Bandırma
T: +90 212 843 3271
cs-initiators.tr@united-in.com

USA

United Initiators Inc.
Elyria, OH

United Initiators Inc.
Helena, AR

United Initiators Inc.
Mobile, AL

T: +1 800 231 2702
cs-initiators.nafta@united-in.com

Canada

United Initiators Canada, Ltd.
Prince George, BC
T: +1 250 561 4200
MLPRGCustomerService@united-in.com

Australia

United Initiators Pty Ltd.
Banksmeadow
T: +61 2 9188 3690
cs-initiators.au@united-in.com

China

United Initiators (Shanghai) Co. Ltd.
Baoshan District Shanghai

United Initiators Hefei Co. Ltd.
Hefei
T: +86 21 6117 2758

United Initiators (Huaibei) Co. Ltd.
Anhui

T: +86 561 7888 168
cs-initiators.cn@united-initiators.com

Shanghai United Initiators Trading Co. Ltd.
T: +86 21 3429 3909
cs-initiators.cn@united-initiators.com

France

United Initiators SAS
Chalon-sur-Saône
T: +33 (0)3 85 48 59 37
contact-chalon@united-in.com

India

UI-VR Private Limited
Ahmedabad
T: +91 9909724733
sales@vrpersulfates.com