



BOCK

2024

SUSTAINABILITY REPORT

Bock 1 GmbH & Co. KG | An der Heide | 92353 Postbauer-Heng

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Dear Readers,

as a globally active, medium-sized family business with tradition and innovation, we are proud to present our sustainability report. Since our foundation in 1969, we have established ourselves as a pioneering manufacturer of individual and standardized solutions made of various plastics and aluminium. We supply B2B customers worldwide with high demands on quality, efficiency and social ecological standards. Our products are indispensable for leading office furniture manufacturers and various branches of industry.

Our commitment to sustainability is deeply rooted in our corporate philosophy. It characterizes not only our production processes and product developments, but also our relationships with employees, customers, suppliers and the environment. In this report, we would like to transparently present our progress, challenges and measures for a sustainable future.

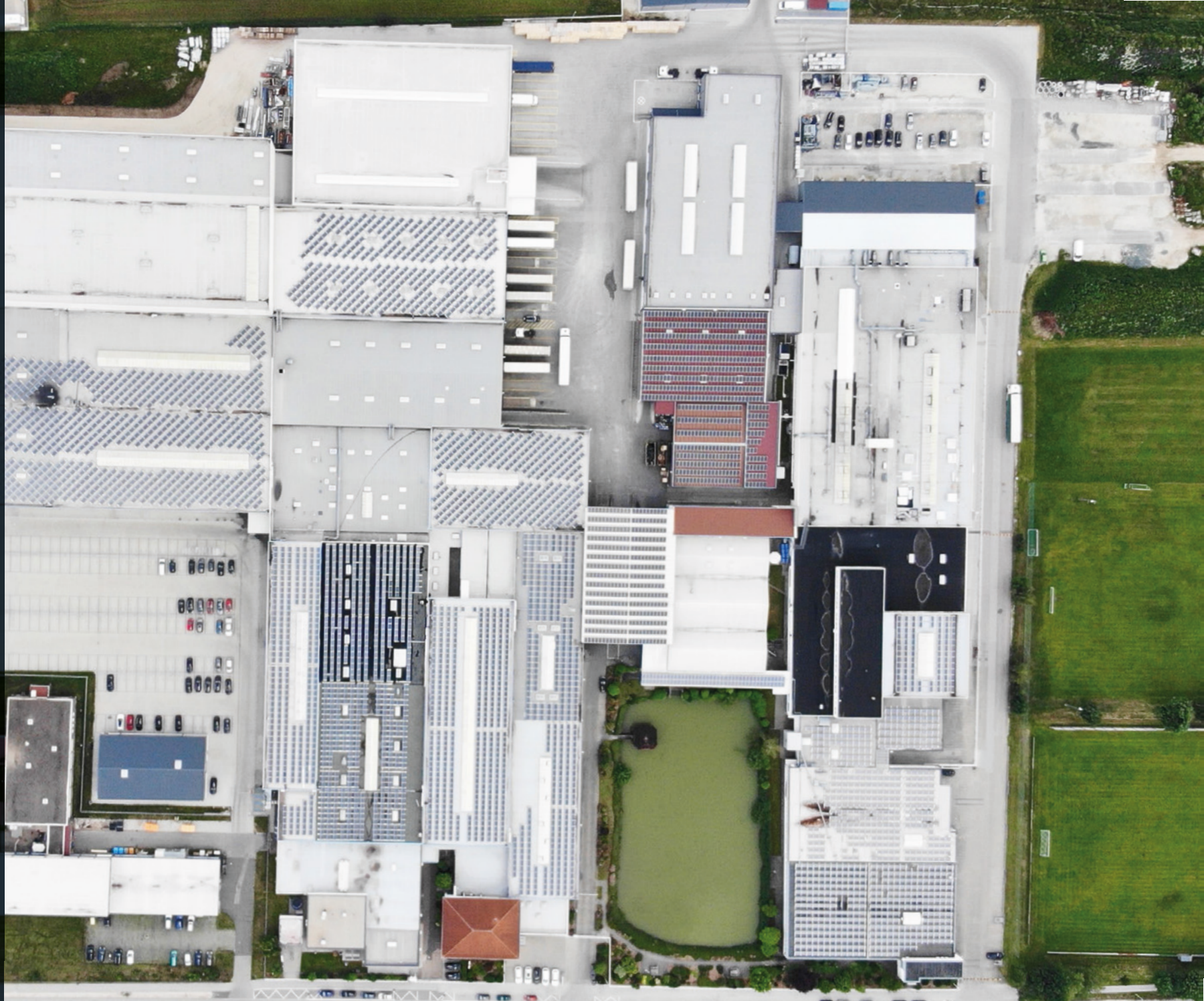
Through continuous innovation and responsible action, we strive to minimize the environmental footprint of our production and services while ensuring the highest quality and functionality. Our aim is to make a positive contribution to society while harmonizing economic success and ecological responsibility.

We invite you to accompany us on this journey and gain a deeper insight into our sustainable practices and services.

Sincerely, Christian Bock



COMPANY



Our vision for a sustainable future: innovation, quality and social responsibility

As an internationally active family business in its third generation and market leader in our core office segment, we see ourselves as a pioneer for innovation, quality and sustainability. With our many years of experience and our commitment as a manufacturer of high-quality components for the office chair, lounge furniture and automotive industries, we are committed to our responsibility towards society and the environment as well as to our family values. Our aim is to create a sustainable future in which our products and our actions create real added value for people.



Our corporate vision includes:

SUSTAINABILITY: We are continuously reducing the ecological footprint of our processes and products. In doing so, we focus on the economical use of resources, recycling, innovative processes and renewable energies.

INNOVATION: We develop products that are recyclable, made from recycled materials or can be easily repaired using universal interfaces. In the spirit of the circular economy, we design the life cycle of our products so that they remain on the market for a long time and can be recycled and reused.

GLOBAL PRESENCE: We are driving our global growth, tapping into new markets and building close partnerships through a global network of production sites in order to optimally fulfil the needs of our employees and customers worldwide and ensure short delivery routes.

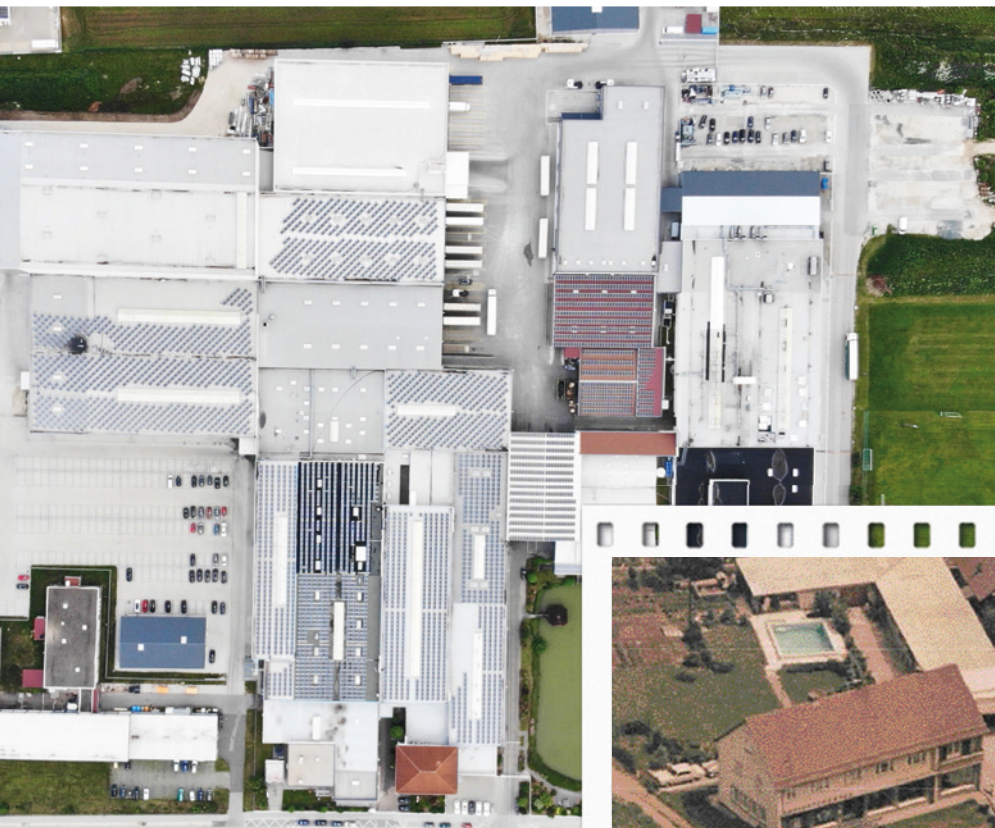
QUALITY: We strive for the highest standards in all areas of the company in order to offer customized solutions that precisely meet our customers' needs.

TEAM BOCK: Our employees are the heart of our company. Through a culture of collaboration, respect and continuous development, we create an inspiring working environment in which everyone can realize their full potential.

RESPONSIBLE CORPORATE GOVERNANCE:

We are committed to ethical business behaviour, transparent communication and compliance with high environmental standards. Our goal is not only economic success, but also a positive contribution to society and the well-being of future generations through responsible behaviour and social commitment.

BOCK: A success story full of pioneering spirit and innovation



The BOCK Group can look back on an inspiring history full of pioneering spirit, innovation and a strong family heritage. In 1969, Martin Bock laid the foundations for the company with the production of the first plastic furniture parts, starting a remarkable journey of progress and expansion.

On 3 November 1969, Bock 1 GmbH & Co. KG was founded, initially focusing on the manufacture of plastic products. With increasing demand and growing success, the production and storage facilities in Pyrbaum quickly reached their limits. In 1979, Bock finally found a new location in Postbauer-Heng. Which is still the heart of the company today.

The transition to the second generation was initiated in 1986 when Hermann Bock took over the business. Under his management, the company developed from a craft business into a modern industrial company with its own mould construction and development department.



In the 2000s, BOCK began its international expansion with the establishment of sites in Hungary, China and Canada.

In 2010, BOCK diversified with the new “AUTOMOTIVE” division, which focuses on the production of automotive components and draws on the company’s many years of experience in aluminium processing.

In 2020, Christian Bock was appointed to the management board, laying the foundation for the successful continuation of the family business.

The most recent expansion took place in 2023 with the founding of BOCK Mexico in Santa Catarina, Nuevo León. This strategic step strengthens BOCK’s presence in the North and Latin American markets and underscores the company’s commitment to continued growth and innovation.

Today, after more than 50 years of successful business, BOCK is a leading manufacturer of components for office chairs, lounge furniture and the automotive industry continues to focus on innovation, quality and long-term cooperation. As a third-generation family business, with seven locations in a total of five countries, BOCK remains true to its roots and will continue to be a reliable partner for his customers and more than 2000 employees worldwide in the future.



„As a family-owned German medium-sized company, we stand for reliability, innovation and passion – for our company and our products. This is how we became a market leader in our core industry and how we continuously invest in our future.“

HERMANN BOCK

Managing Director
of Bock 1 GmbH & Co. KG



Establishment of Bock 1 GmbH & Co. KG by Martin Bock



First complete chair
in series production



Establishment of Bock North America as a subsidiary



New business unit
Automotive



Establishment of Bock Mexico as a subsidiary

1969

1986

1995

2002

2007

2009

2011

2020

2023

The Second generation:
Hermann Bock takes over the
management of the company

Establishment of Bock Hungary as a subsidiary

Establishment of Bock China as a subsidiary

Rejuvenation of the management

Christian Bock



Scope of the BOCK Sustainability Report 2024

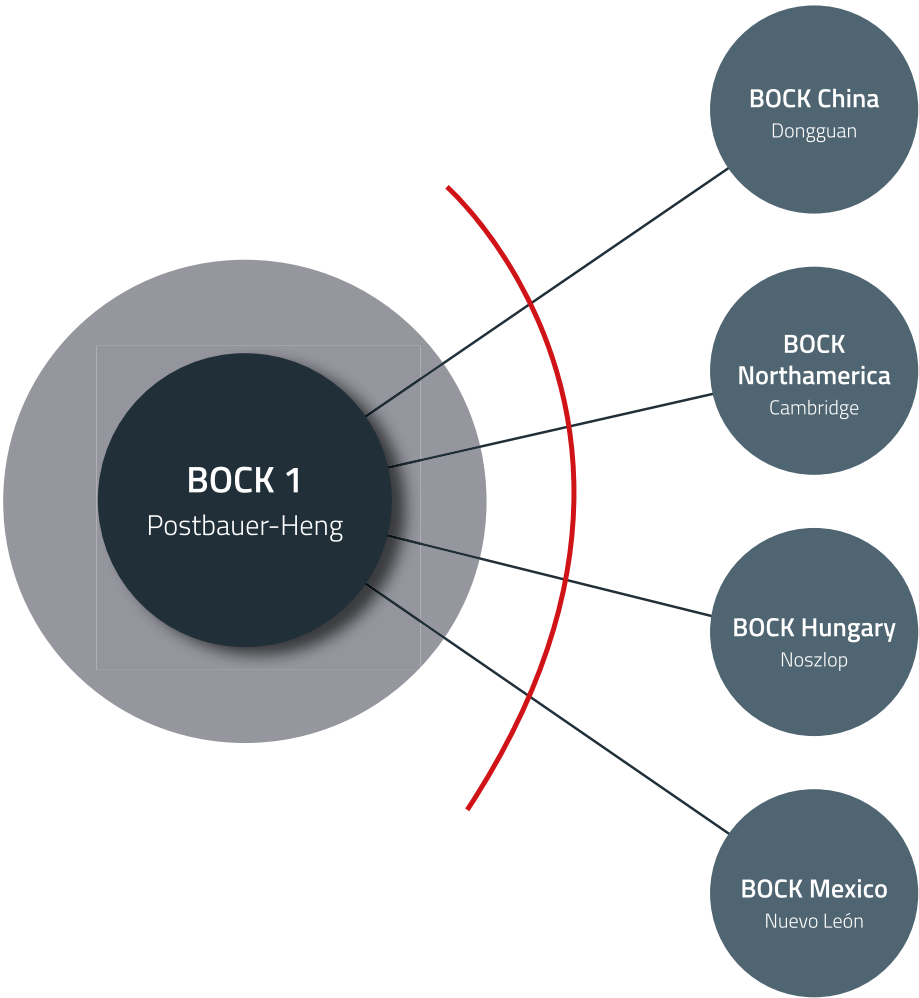
The 2024 sustainability report focuses on BOCK 1 GmbH & Co. KG, with Hermann Bock, Kerstin Czerwinski-Bock and Christian Bock as limited partners. All content, including texts, charts, data and facts, refer exclusively to BOCK 1 GmbH & Co. KG

The subsidiaries:

- BOCK PRECISE COMPONENTS DE MEXI2, S.A.P.I DE C.V., ISO 9001
- BOCK HUNGARIA Kft. (HU), with locations in Noszlop, Ajka and Nemesvámos
- BOCK Precise Components (Guangdong) Ltd.
- BOCK North America Ltd. (Cambridge), ISO 9001

are not included in this report and no figures, measurements or facts have been taken from these companies.

These subsidiaries operate as independent companies within our supply chain. These companies meet all the requirements of our Code of Conduct, as well as our supply chain requirements.



Key sustainability topics

For the development of a sustainable corporate strategy, we have identified the following key sustainability issues for the company BOCK. Here we define or continuously develop measures that help us to develop BOCK into a more sustainable company.



Social

- Occupational safety and health
- Human rights and ethical behaviour in the supply chain
- Attractive workplace
- Diversity and equal opportunities
- Staff development, training and professional development
- Social commitment



Sustainability

- Energy efficiency in production
- Reduction of waste in production
- Environmental standards in the supply chain
- CO2 reduction throughout the entire value chain



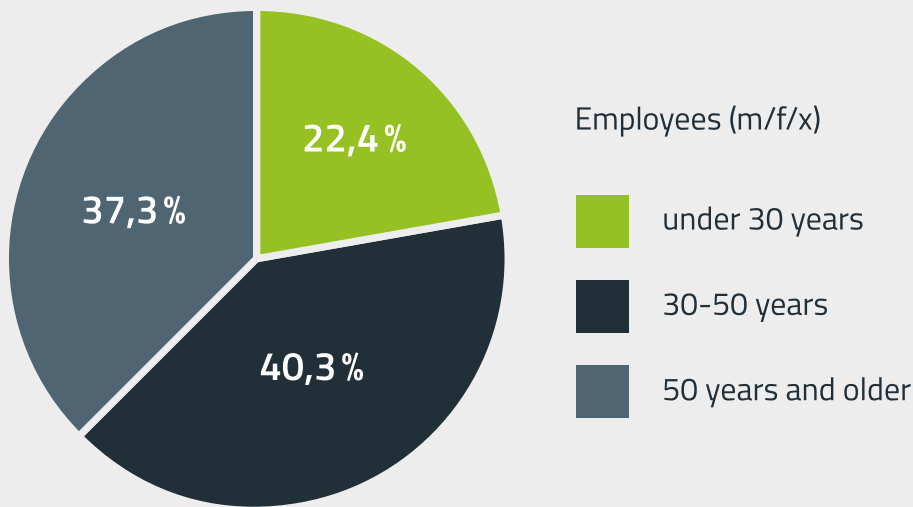
Product

- Product safety
- Products for the circular economy
- Recyclable products
- CO2 reduced products
- Sustainability in the supply chain
- More sustainable materials

TEAM BOCK



Age structure



745 Employees

work for Bock 1 GmbH & Co. KG



25,5 %
are Women



74,5 %
are Men

48,2 % of our employees have been with the company for more than 7 years



We have employees from

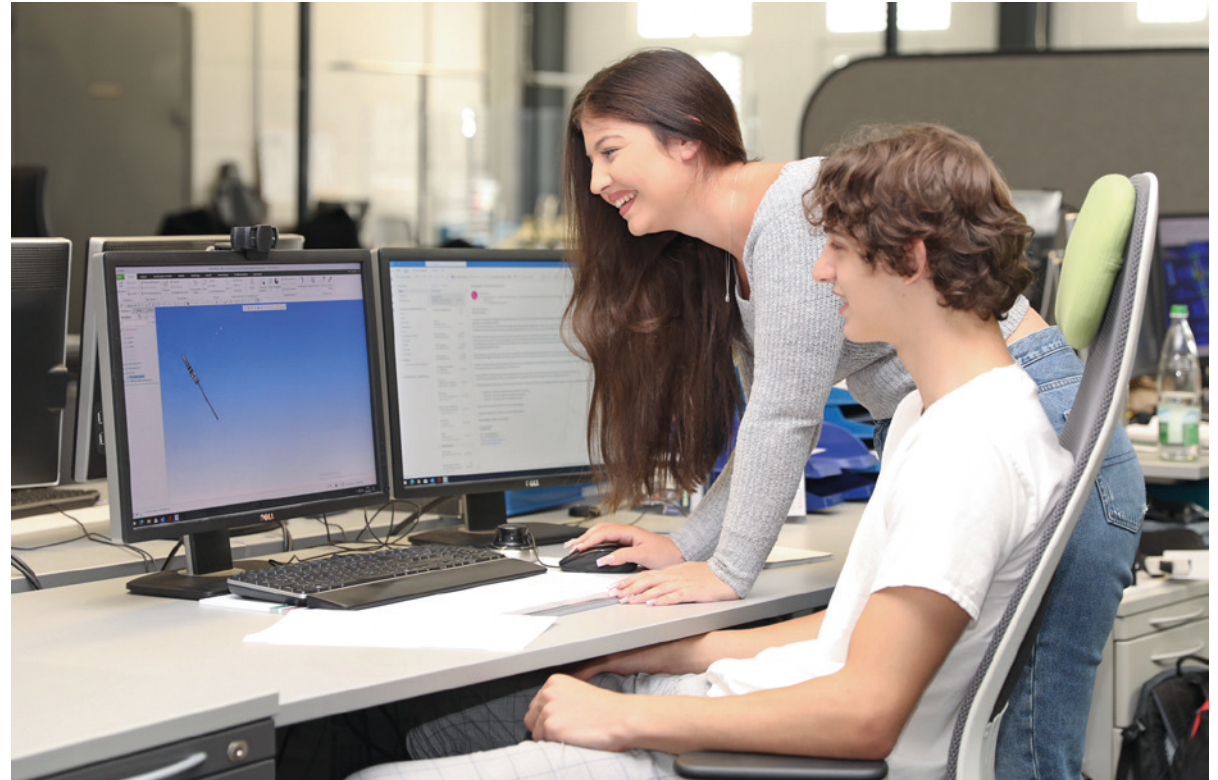
30 different countries

Commitment to training and further education at BOCK



In a world that is constantly changing due to rapid technological progress and changing market conditions, the continuous training and professional development of our employees is a decisive factor in these areas.

This reflects our conviction that the development of talent not only contributes significantly to our competitiveness and future viability, but also promotes the personal and professional development of our employees.





Apprenticeship with BOCK:

A basis of our corporate philosophy

In 2023, we expanded our training programme at the Postbauer-Heng site to counteract the shortage of skilled workers and to develop qualified specialists ourselves.

We employ a total of 46 apprentices, including ten dual students, and welcomed 16 new apprentices in September.



Industrial apprenticeships:

- Toolmaker
- Process mechanic
- Technical model maker
- Technical product designers
- Industrial mechanic
- Electronics technician for operating technology

Commercial apprenticeships:

- Industrial clerk
- Warehouse logistics specialist
- IT Specialist Application Development
- IT Specialist System Integration





Further training – promoting individual potential

A central element of our corporate strategy is the continuous expansion of our employees' skills. In 2023, 172 employees took part in a total of 215 training programmes. The most common training courses covered topics such as fire protection, first aid, forklift truck driving and safety in the high-bay warehouse.

Social engagement and personal development

Through our participation in the Campbridge Camp Initiative, we not only promote social engagement but also the personal development of our employees. Since 2019, we have awarded 6 scholarships worth EUR 9,000 for participation in this project to support the engagement of our employees and provide them with additional skills in the areas of team leadership and project management.



Participants of the Campbridge Camp



Occupational safety: high level of commitment and increase in the number of first aiders

Thanks to targeted training measures and the high level of commitment of our employees, we were able to achieve a significant reduction in reportable accidents from 3.0% in 2022 to 1.9% in 2023.

In addition, 116 employees were trained as first responders, which further improves our occupational safety and demonstrates our strong commitment to safety in the workplace.



// The training and further education programmes at BOCK underline our commitment to developing the professional and personal skills of our employees. These measures strengthen our market position and contribute to the individual development of our workforce.

Occupational pension scheme at BOCK



Due to demographic developments, public social security systems increasingly only provide a basic level of care in old age. Private and occupational pension provision is therefore becoming more and more important to ensure that people can maintain their accustomed standard of living in retirement.

Our commitment at BOCK

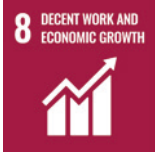
- Private and corporate pension measures due to demographic developments more important
- BOCK supports employees with a company pension scheme
- Enabling an effective supplementary pension and tax advantages





SOCIAL

Strengthening employee satisfaction through a wide range of benefits

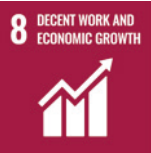


BOCK aims to increase employee satisfaction by continuously improving working conditions. This not only promotes efficiency, effectiveness and productivity in our factories, but also strengthens the team spirit and optimises the profitability of the entire company.

BOCK bonus card and employee benefits for a sustainable corporate culture

After their probationary period, each employee receives a BOCK bonus card with a starting balance of 20€, which is topped up on special occasions. Through our cooperation with regional and national partners, our employees benefit from exclusive special conditions and discounts. In addition, our employees benefit from attractive discounts from long-standing partners and can purchase our BOCK office chairs for private use at preferential prices.





Developing tomorrow’s skilled workers

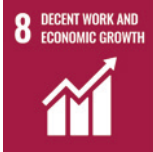
We provide our apprentices and dual students with comprehensive support: from learning materials and the 38-Euro Ticket to bonuses for special achievements and excursions to customers and suppliers.



Internal referrals through the ‘employees recruit employees’

Successful referrals of new colleagues are rewarded. The referrer’s BOCK bonus card is topped up with 50€ upon successful referral and even increased by 250€ after the new employee’s probationary period.

Free internal holiday care for children from 1st to 4th grade!



Under the empathetic care of experienced pedagogues, the young BOCK talents experience a week full of variety and exciting activities. Our flexible care program adapts to the weather conditions and the interests of the children, with a clear focus on not only caring for them, but also actively educating them.

As a central component of our sustainability strategy, we invite parents to bring breakfast and lunch boxes. Healthy snacks such as biscuits, fresh fruit and water with juice instead of soft drinks promote the health of children and reduce plastic waste.

Our goal is to create an environment that is not only educationally valuable, but also promotes environmentally conscious behaviour and relieves the burden on parents.



Little BOCK talents at the creative-Workshop



Promoting health and community engagement

BOCK offers free sports courses, including muscle-building and spinning classes, as well as beach volleyball in the summer. A weekly running group promotes team spirit and prepares for running events. In addition, we support sustainable mobility through a bike leasing program that protects the environment and promotes the health of our employees.

// With these measures, BOCK is setting a strong example of sustainable corporate governance that considers the needs of employees as well as social and environmental responsibility. We are continuously improving the quality of life and work of our employees and making a positive contribution to the regional economy.



The spinning bikes in our own fitness room, ready for an energetic workout.



„Our weekly running group has a positive effect on the well-being and job satisfaction of our employees. Through regular exercise and interaction with colleagues, we not only reduce stress but also promote our health. The shared activity strengthens team spirit and contributes to a positive and productive atmosphere in the company.“

MARTIN ROSINSKI
Industrial Engineering

Local commitment: Support for sport, education and community



As a direct neighbour and part of the community, we at BOCK are particularly keen to support local partners such as TSV Pavelsbach as a main sponsor, SV Postbauer and other sports clubs. Through targeted sponsoring and perimeter advertising, we strengthen sporting passion and team spirit.

But our commitment is not limited to sports. We also support the Pyrbaum kindergarten to promote early childhood education and care in our region.

We are proud to work with various associations in our region to promote cultural events, social projects and environmental initiatives. This includes our membership of the Neumarkt Landscape Conservation Association and our support of the Seligenporten charity run, which raises important funds for aid projects every year.

For us, these partnerships are more than just financial contributions – they are an expression of our commitment to the community and our desire to create a sustainable environment with a high quality of life for all.



Sponsorship agreement signed between BOCK and TSV Pavelsbach

ENVIRONMENT



Energy efficiency and management at BOCK



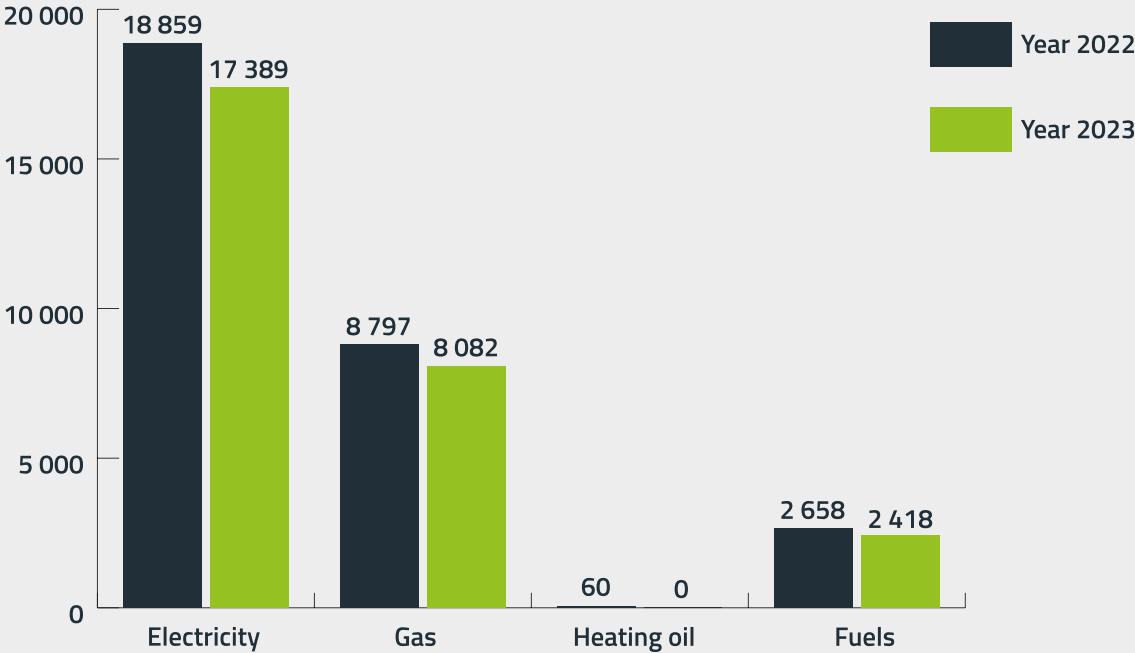
As a manufacturing company, BOCK carries out energy-intensive processes that have a significant impact on our environmental balance.

To optimise our energy consumption and make our processes sustainable, we rely on a comprehensive energy management system that is certified according to ISO 50001.

By continuously monitoring our energy-related processes, we identify ongoing optimisation potential and thus increase energy efficiency in a targeted manner. These measures, combined with a slight decline in production, have led to an average reduction of around 8 % in electricity and gas consumption from 2022 to 2023.

When buying electricity, BOCK relies on an energy mix with a renewable share of around 48%.

Energy consumption (MWh)



Local generation of electrical energy



Since 2010, our location in Postbauer-Heng has been operating a photovoltaic system with an installed electrical output of 1.06 MWp.

In our continuous efforts to reduce our CO₂ emissions, we expanded our capacity to 2.3 MWp in 2023 and 2024.

This local production of electrical energy covers up to 12% of our annual electrical energy needs at the Postbauer-Heng site. By using these sustainable energy sources, we can save up to 1,350 tonnes of CO₂ annually.

By investing in renewable energies, we are clearly demonstrating our commitment to sustainability and actively contributing to the conservation of our natural resources.





ISO certifications and environmental training

As part of our regular audits and certifications according to ISO 14001-2015 and ISO 50001-2018, we place particular emphasis on sustainably sensitising our employees at their workplaces to their behaviour and compliance with various standards.

In addition to these certifications, we at BOCK offer annual environmental training. These training sessions are an integral part of our extensive training and continuing education programme and of the induction of new employees. They not only serve to refresh and deepen knowledge, but also to actively contribute to the company's continuous sustainability process.



A humming sign of sustainability: our bee colonies on the company premises



In the middle of our company premises, behind the high-bay warehouse, there is a special highlight: two bee colonies.

The bees are taken care of by our dedicated employee Werner Leonhard and his wife. As passionate bee-keepers, they look after the animals with devotion, ensure their health and provide them with an ideal living environment.

With this project, we are making an active contribution to pollination and the preservation of native flora and fauna. In doing so, we are setting an example in environmental protection and biodiversity. In addition, the obtained honey is not only a popular and high-quality gift, but also symbolises our commitment to sustainable management.



LOGISTICS



Eco-boxes



Sustainable packaging solutions for an environmentally conscious future

With our cardboard ECO-boxes, we offer a more sustainable alternative to disposable cardboard boxes for customers without their own packaging.

Our reusable packaging guarantees the highest level of security, product protection and durability. Unnecessary intermediate packaging is a thing of the past.

This saves us and our partners unnecessary disposable packaging and helps to protect the environment. Once in circulation, they are a valuable part of sustainable logistics.



Lorry fleet



Due to the constant transfer of goods, products and materials between suppliers, customers and, in particular, between the three Hungarian locations, BOCK carries out the transports with four of its own trucks and with trucks from a forwarding company. All of BOCK 1's trucks are up to date and meet the Euro 6 standard.



Charging infrastructure

In 2023, 32 charging sockets for hybrid vehicles and one wall box for electric vehicles were installed in our car parks. In 2024, 10 more wall boxes were added to meet the increasing demand.

Our employees now have the opportunity to charge their private vehicles at a subsidised rate with electricity that comes largely from our company's own photovoltaic system.



Company vehicles

BOCK has a carpool of 64 vehicles for business trips and various service journeys, three of which are fully electric and seven of which have hybrid engines.

PRODUCT



Expertise and innovation for sustainable product development



BOCK sets ambitious goals for itself in product development: the company demonstrates its high level of expertise in modern product development and consistently focuses on sustainable approaches.

With a specially developed modular system, innovative solutions are offered that meet both today’s requirements and environmental goals, supporting customers on their way to a circular economy.

Increase in the proportion of recycled material

A central component of our sustainability strategy is to continuously increase the proportion of recycled materials in our products. This conserves resources and reduces the environmental footprint of our products.





High recyclability through un-mixed separability

During the product development stage, we ensure that all components can be separated by type at the end of their life cycle, in order to enable efficient and environmentally friendly recycling of all materials used. This means that they can be returned to the cycle.



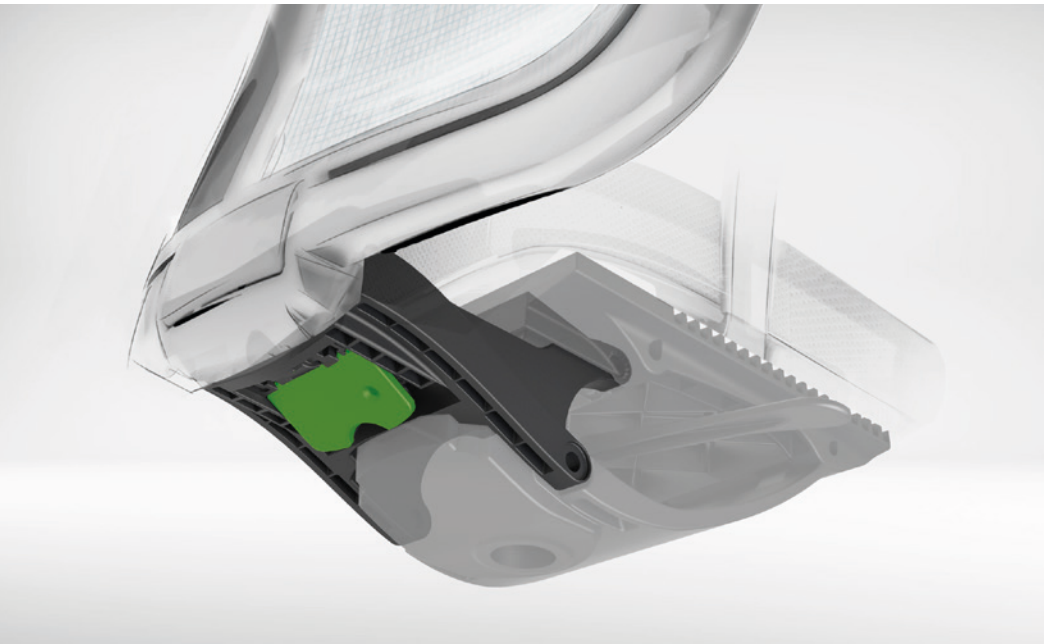
Reduction of material usage

Another focus is on the effective reduction of the amount of material used. Even during the product development stage, we place great emphasis on a shapely, functional and material-saving design. Innovative construction and manufacturing methods, as well as the reduction of components, lead to lower material usage, improved recyclability and savings throughout the entire process chain.



Circular approach and maximum lifespan

Our modular system enables easy repair, replacement and reuse of components through standardised interfaces. This maximises the lifespan of the products and minimises waste. Many of our products are therefore already suitable for use in circular business models.



Longevity through extensive testing

The durability of our products is ensured by extensive testing. In addition to the tests according to market standards and norms (BIFMA, EN 1335 etc.), we carry out our own tests to ensure a high level of reliability.



„In the area of product development, there are many opportunities for companies to operate more sustainably. At BOCK, for example, we focus on reducing the use of materials, using recycled materials, avoiding composite materials, critical processes and the use of PU foams.

We are particularly proud of the fact that we not only act more sustainably when developing our own products, but also offer our customers a variety of solutions and options for realising their ideas.“

CHRISTIAN BOCK
Managing Director

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The sustainability report is available for download in the download area of the website www.bockonline.de.



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