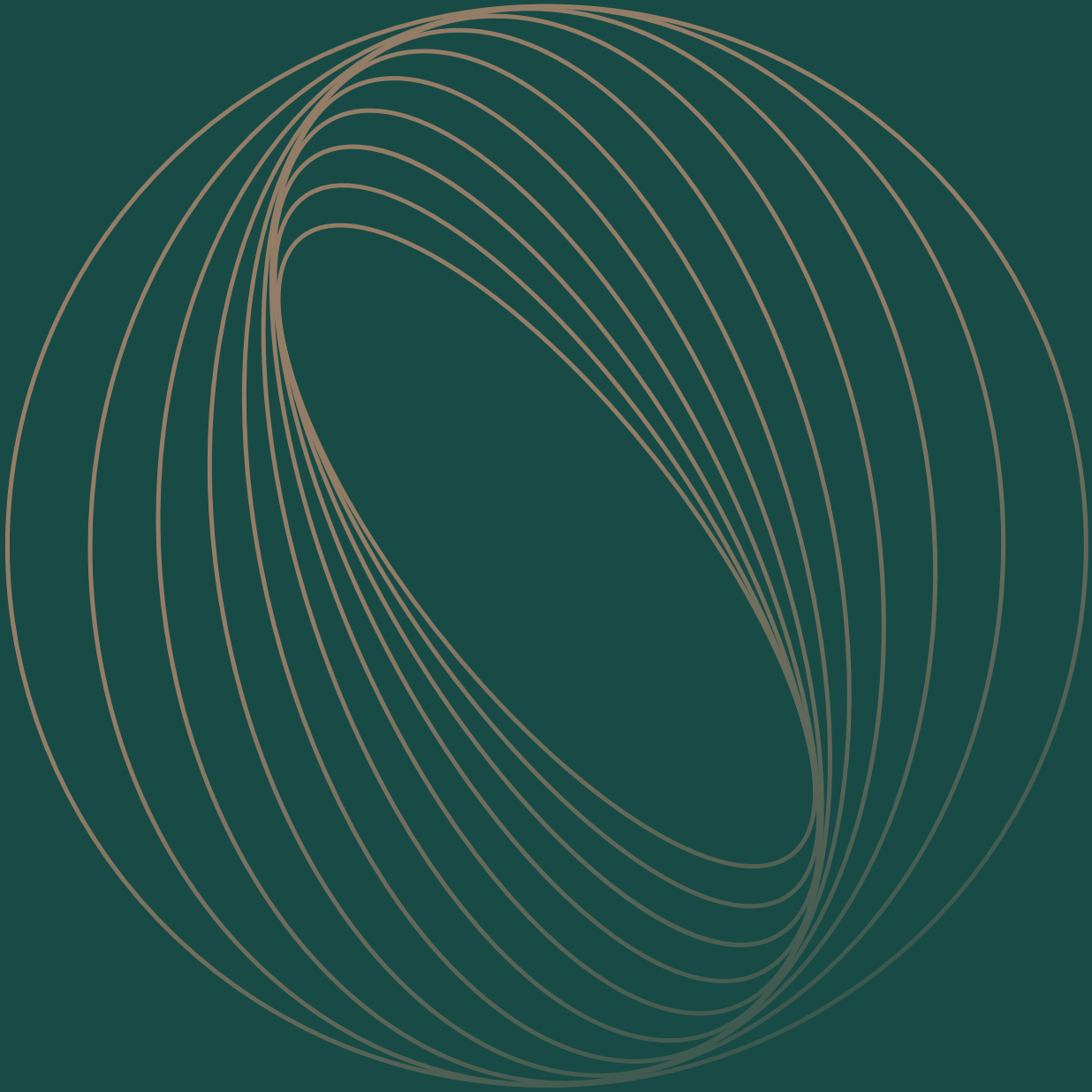


**PARADOR**



Sustainability *Report* 2024

Reporting period 01.04.2023 - 31.03.2024

"The climate,  
vegetation,  
growth and  
mankind.  
*Everything is connected  
with everything.*"

Alexander von Humboldt,  
explorer and discoverer,  
1769–1859.

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"The best way to  
predict your future  
*is to create it.*"

Peter Drucker,  
economist, author, pioneer of modern management theory,  
1909–2005.

**01** About us

# Sustainability preamble



Parador has a special corporate culture. It is goal-orientated and includes not only a consistent focus on the design and manufacture of inspiring interior design products, but also a commitment to conducting our business with integrity, benefiting the community and finding solutions to protect our planet.

It is a commitment to success with purpose.

The Parador Sustainability Report for the 2024 financial year is a representation of this commitment and shows our progress in fulfilling these obligations. Achieving these goals is not easy, but with a proven track record, Parador is on the right path.

Since 2021, we have been guided by the United Nations' Sustainable Development Goals (SDGs). We have used the SDG compass to identify the measures that are important for our stakeholders and to focus on these topics in order to measure our progress and make our direct contribution on the path to a more sustainable future transparent. As one of the world's leading brands for commercial and residential interior design, we believe that our path to sustainability goes beyond the environment to encompass design as well as social and economic factors. From an environmental perspective, this means that we actively use renewable energy sources, minimise waste and strategically select suppliers who consider sustainability a priority and are actively working to reduce their own carbon footprint. We have set ourselves ambitious targets to drive forward the innovations needed to become carbon neutral at our production and manufacturing sites by the end of 2025. Design is an important part of our DNA. It is something that the Parador brand is known for on the market and something that we live with pride every day. For more than 45 years, we have focused all our efforts on designing products that are both aesthetically and ecologically pleasing. The history of craftsmanship, which is inherent to Parador, is evident not only in our innovative and holistically designed products, but also in the way we care for and process our materials. Our main material is wood, one of the most recyclable materials in interior design. In the production process, we take care to use only certified raw materials that can be easily recycled and at the same time reduce the use of non-sustainable materials. For us, this means that we are constantly challenging ourselves. We need to rethink and reorganise our industrial manufacturing processes and our supply chain and drive innovation throughout the company.

The products that Parador manufactures are the heart of the company, but our employees remain our heartbeat. Whether it's the people who sell our products many kilometres away from our production sites in countries all over the world, or the employees who make our products with such attention to detail, the people at Parador are part of our family. Our achievements are only possible thanks to our employees, and our commitment to fair and ethical treatment of all our employees and stakeholders is crucial to achieving our sustainability goals. As the CEO of Parador, I am committed to further accelerating the growth of our company worldwide while remaining true to our company's long-standing focus on sustainable business practices. Our ability to progress along this path is a personal concern for me, our management team and our shareholders. We want to continue to pursue and achieve our ambitious goals on the way to becoming a climate-neutral company that has a positive impact on the lives of current and future generations. It is inspiring to see what we have achieved at Parador. But we also know that we have not yet reached the end of our journey. We encourage our employees, our shareholders, our partners and our customers to become part of the solution to the world's most pressing environmental and social challenges.

Thank you for accompanying us on this journey.

D. Neel Bradham  
Chief Executive Officer

# Company portrait

*Beautiful interiors start with the floor.*

Parador is a leading international interior brand, born from passion and a desire to create outstanding spaces in a sustainable way. Working directly with the design industry and retailers, we provide quality flooring for our clients who are looking for a modern and luxurious aesthetic. Founded in 1977, Parador is a leading global flooring company. Redefining standards for the foundation of a beautiful room, the brand specialises in engineered wood, laminate, and vinyl floors. Parador's eco-friendly Modular ONE range pioneered resilient, plasticiser-free flooring, offering the organic beauty of wood without compromising durability or healthy living.

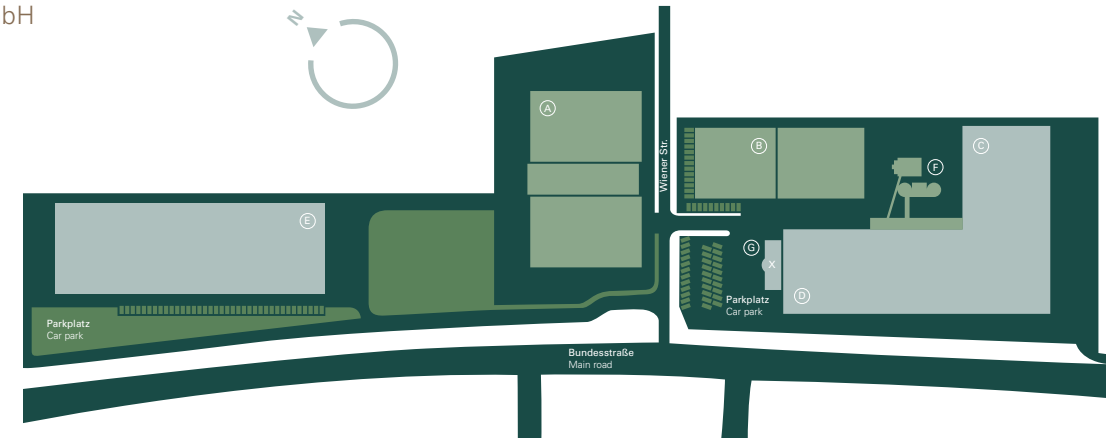
Coesfeld, Germany

Production focus:  
laminate flooring, design flooring,  
wall and ceiling panels



Parador Parkettwerke GmbH  
Güssing

- A Drying centre
- B Conditioning chamber
- C Plant 1
- D Laboratory
- E Plant 2
- F Leftover timber recovery
- G Administration



Our products are manufactured at our headquarters in Coesfeld and at our Austrian production site in Güssing. Around 490 employees in administration and production ensure that our products are available in over 80 markets worldwide.

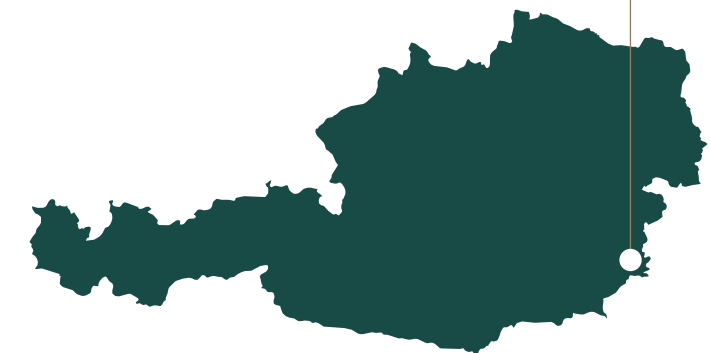
The basis for our success are our premium standards, which are particularly noticeable in the areas of technology, materials and surface finish.

We have received several international awards for our outstanding product design, including the Red Dot Design Award, the Interior Innovation Award and the German Design Award.

As a traditional wood processing company, we are committed to handling natural resources responsibly and set ecological standards in terms of materials, production, packaging and logistics.

Güssing, Austria

Production focus:  
engineered wood flooring



Parador GmbH Coesfeld

- A Trend Center
- B Technical centre
- C Administration
- D Office and laminate flooring scheduling
- E Laboratory
- F Laminate flooring, ClickBoard and vinyl flooring production
- G Decor panel production
- H Moulding production
- I Surface treatment
- J Office and mouldings, decor panels and surface treatment scheduling
- K Logistics
- L Studio construction
- M Factory sales
- N Central goods inspection
- O Despatch



# Our products


*We believe every interior should inspire the person in the room and the foundation of a beautiful room begins with the floor.*

With this promise, we have been developing products for flooring, wall and ceiling design for over 40 years – with the highest standards of design and quality. Stimulating developments from architecture and interior design, sensing trends, suggestions from lifestyle, handicraft and art repeatedly inspire our product developers and designers to come up with new concepts. At the same time, our many years of experience are the basis for our premium quality 'made in Germany' and 'made in Austria'. Our customers can tell the quality of the products by the brilliance of the decors and the choice of timbers as well as by the perfect click connections. These properties characterise the perfect appearance of the Parador installation pattern over the long term.

Sustainability has a very high priority at Parador. We evaluate the sustainability aspects of our products along the value chain. The overall performance of materials and products is already defined during development, fixed in requirement profiles and implemented in the value chain as part of the procurement process.

In these requirement profiles, environmentally relevant requirements are specified from the outset. This ensures a high level of transparency with regard to the materials used. This includes, for example, the procurement of wood and wood-based materials from secure sources. In the selection and evaluation of our suppliers, we include all defined criteria, such as the mandatory countersigning of our Code of Conduct.





"The first rule of sustainability is to *get in tune with natural forces* – or at least not defy them."

Paul Hawken,  
environmentalist, author,  
\* 1946.

## 02 Sustainability strategy

# Our sustainability strategy

*Sustainability is a matter of course at Parador, which has been reflected in an established sustainability strategy for several years. The foundation was laid in 2014 through various stakeholder surveys with the relevant interest groups.*

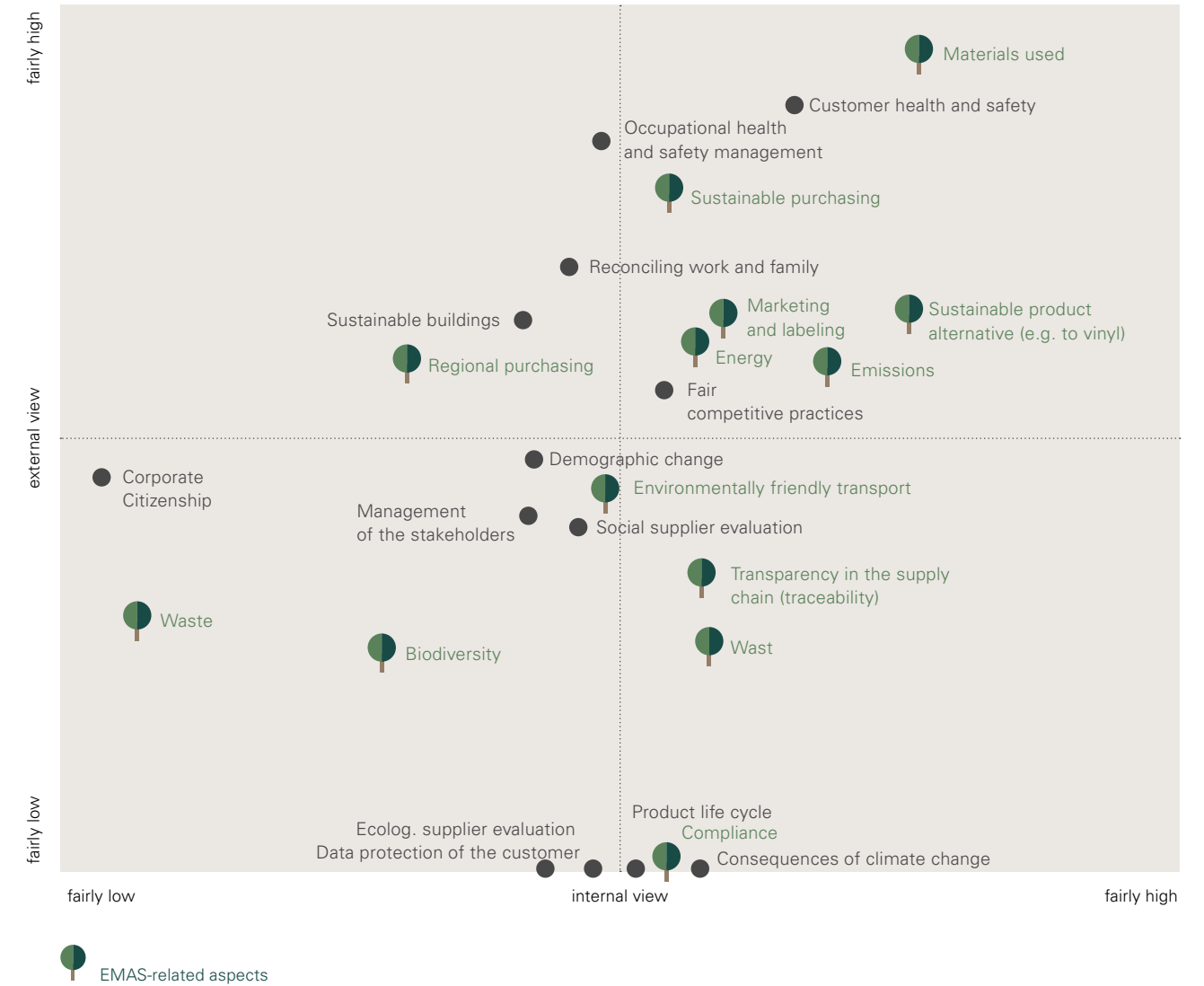
## GSC criterion: Strategic approach and measures

Parador developed its first sustainability strategy in 2014. In addition, an environmental management system in accordance with EMAS III and ISO 14001 was implemented to ensure that we continuously improve our environmental performance. This ensures that targets, measures and the strategy itself are continuously developed further. Since 2020, processes in the area of quality management have been increasingly allocated in accordance with ISO 9001 in order to further increase corporate quality.

This sustainability strategy was based on interviews with key internal and external stakeholders. On the external side, we consulted architects, specialist retailers, political representatives, NGOs and experts, among others. The aim of these surveys was to filter out those social, economic and ecological aspects of the company's activities that are essential for Parador. We evaluated the results as part of a materiality analysis and discussed them in workshops with the management board and specialist departments in order to implement them in the corporate strategy.

In order to bring our sustainability strategy up to date, a new stakeholder survey was conducted in 2021. The most important interest groups were identified in internal workshops on the subject of stakeholders. The stakeholder groups consulted as part of the materiality surveys are as follows: architects, specialist retailers, management, customers, suppliers, NGOs, employees, politicians, the press, associations and certification bodies. In this way, we have succeeded in developing an environmental programme that is specifically tailored to our corporate needs – and at the same time takes into account the interests of our various stakeholder groups.

Under the umbrella of a common understanding of sustainability, we have defined the three fields of action of "Ecology," "Society" and "Company," into which the most important points of the materiality analysis are clustered. The fields of action are assigned to specialist areas that are responsible for pursuing the goals and implementing the measures. In 2024, we have already started to renew the survey of our stakeholders with a view to the CSRD. That is why we have already interviewed a number of customers as part of our Parador Perspectives.



## GSC criterion: materiality

In future, sustainability-related opportunities and risks will be able to be taken into account even more intensively using Parador's revised product roadmap. The topic of the "circular economy", on which we organised a series of workshops in 2023 in collaboration with an external agency, is seen as a particular opportunity here. In future, we would like to focus initially on the circular use of our engineered wood flooring product group. Significant social and environmental risks are not seen. In general, ecological risks are recorded and evaluated as part of environmental management. In order to achieve a credible commitment with regard to potential environmental risks and impacts, we rely on standards, certifications and seals established

among stakeholders when it comes to the products we offer. Examples of this at product level are the preparation of standardised life cycle assessments in the form of so-called environmental product declarations, FSC and PEFC certification, and Blauer Engel [Blue Angel]. Examples at corporate level here include environmental management in accordance with EMAS III or the preparation of the CO<sub>2</sub> corporate footprint in accordance with the GHG Protocol Standard. Significant social risks are not seen.

On the basis of our materiality matrix and the identified opportunities and risks, we were able to identify the key topic areas, cluster them into our three fields of action, and illustrate them in our value wheel.

# Our value wheel

*"For us, valuable living also means taking responsibility for the social and ecological effects of our actions – from the extraction of raw materials, the production conditions at the sites, the influence of the products on healthy living, to the recycling of the products at the end of their life cycle. From this understanding, we have developed our value wheel and our integrated quality and environmental policy."*

Values and focus areas of sustainability

## Ecology

- Energy
- Emissions
- Materials used
- Waste
- Water and waste water

## Society

- Employee satisfaction
- Customer health and safety
- Occupational health and safety management
- Community

**PARADOR ONE**

## Company

- Risk and compliance management
- Sustainable purchasing
- Marketing and labelling
- Sustainable product alternatives
- Transparency in the supply chain

# Environmental and quality policy

*Parador is one of the leading brands for high quality flooring. In a combination of quality, design and innovation, we create relevant products and services that are based on people's needs. In this respect, Parador takes responsibility for the ecological effects of its actions. Because in this way we will make every home the most beautiful home in the world for future generations too.*

With our quality and environmental policy we commit ourselves to the continuous improvement of quality and environmental behaviour in all areas of Parador's activity. This is based on compliance with existing laws and regulations as well as our voluntary commitments.

In addition, however, we always take into account the requirements of interested parties, which expressly include the wishes of our customers. Out of a sense of responsibility for leaving behind an environment worth living in to future generations, Parador is committed to its environmental policy and will concentrate its efforts on the following points in particular:

- Quality and environmental protection are of great importance to Parador. Continuous improvement in these areas is obligatory for us and the task of each individual employee.
- Compliance with laws and official regulations and requirements is a matter of course for us. In doing so, we aim to implement measures that go beyond the statutory minimum requirements.
- Environmental protection is a management task with the aim of raising awareness of environmental issues among employees. To this end, employees are trained and encouraged to actively participate in operational environmental protection.

- Here, suppliers are encouraged to use environmentally friendly procedures and materials and must provide evidence of this. This applies in particular to wood products (see below).
- Constantly striving for sensible ways to conserve resources in the use of materials and energy is just as much a part of our fundamental principles as the prevention of emissions, waste and waste water, as well as the recycling of reusable materials into the raw materials cycle in order to reduce the impact on the environment over the long term.
- We set ourselves concrete quality and environmental targets, pursue the necessary implementation measures ambitiously and align these regularly and systematically with the best available state of the art. For this purpose we have developed four key strategic fields of action, which are constantly monitored and subject to a continuous improvement process: "Product responsibility", "Social responsibility", "Corporate responsibility" and "Production responsibility".
- In order to check whether the quality and environmental management requirements are met and whether the measures implemented are effective, we carry out internal and external audits at annual intervals.

We are committed to the responsible use of wood as a raw material and have for many years pursued the goal of sourcing only wood and wood products from sources that are beyond doubt.

We regard the legality of the wood with regard to compliance with the applicable legal regulations in the country of origin, which has been required by law under the EU Timber Regulation since 3 March 2013, as a self-evident minimum requirement. In order to comply with our duty of care, we have established a corresponding risk management system (due diligence system). All sources of supply of components and raw materials for wood products we produce are known to us down to the origin of the wood (origin control). They are regularly evaluated by us and the risk of wood from controversial sources is minimised.

We prefer to buy from FSC and/or PEFC certified suppliers and are certified ourselves in accordance with both systems. We are committed to the objectives of forest and product chain certification and to implementing and maintaining FSC and PEFC certification requirements. We ensure that we are not involved in any of the following activities, either directly or as part of a group of companies:

- Illegal logging, trade in illegally harvested timber or timber products, or violation of trade and customs laws.
- Violation of traditional and human rights in forestry use
- Destruction of forest areas particularly worthy of protection and endangerment of protected wood species during forestry use
- Significant influence in the transformation of natural forests into plantations or non-forest areas

- Introduction of genetically modified organisms into forestry use
- Violation of any International Labour Organization (ILO) conventions enshrined in the 1998 ILO Declaration on Fundamental Principles and Rights at Work

Furthermore, we are committed to the following activities:

- Legislation and certification also ensure that we provide for the safety and health of our own employees.
- Should it turn out that wood-containing raw materials procured by us originate from illegal or otherwise controversial sources, we will immediately take all necessary steps to avoid this in the future, including the discontinuation of purchases from these sources.



D. Neel Bradham  
Chief Executive Officer



"The future of design is one in which every product in our environment – whether wearables, cars or buildings – can be part of the natural ecology *because it has appropriate properties and has been designed in relationship to the environment.*"

Neri Oxman,  
architect, professor at the MIT Media Lab,  
\*1976.

03 Focus area on ecology

# Focus area on ecology

*We take ecological responsibility by paying attention to low-emission production and using the most sustainable options possible for both energy and materials.*

In the focus area of ecology, Parador deals with the key topics of energy, emissions and materials used. Furthermore, the EMAS aspects of water, waste water, waste, local phenomena and the risk of environmental accidents are addressed.

As part of the environmental management system in accordance with EMAS III and ISO 14001, we record in detail all direct and indirect environmental aspects as well as their effects as part of environmental audits. In order to continuously improve, we also analyse the ecological impact with the help of product life cycle assessments and corporate footprints.

Our declared goal is to influence aspects of sustainability in as many sections of the value chain as possible. When purchasing wood and wood-based raw materials, certifications such as FSC and/or PEFC as well as compliance with the EUTR are therefore a basic requirement for us

## Direct and indirect environmental aspects/impacts

### Utilisation of resources and raw materials

We record all raw and auxiliary materials using EDP technology. In addition to wood, we primarily use packaging materials such as films, plastic straps or cardboard packaging as well as glues, lacquers and dyes in production. An up-to-date register of hazardous substances is available.

In accordance with our EMAS III environmental management system and ISO 14001, we are committed to steadily reducing our environmental impact and permanently improving resource efficiency. We track annual improvements, plan actions to achieve them, and measure progress via indicators. For this purpose, we use a life cycle assessment. It enables us to present and evaluate the environmental aspects and impacts of our economic activities also as input-output. On the input side are material and energy flows to account for the extraction of materials from nature. The output side shows the delivery of marketable products and the environmental impact on nature, such as CO<sub>2</sub> emissions or waste water.

We also use our input-output balance sheet to continuously monitor the key aspects carved out in our sustainability strategy and their impact ([EMAS core indicators](#)).

The derived EMAS core indicators provide a condensed overview of the specific environmental impacts of our activities (see appendix).

The overarching objective when it comes to engineered wood flooring is to optimise the yield of wood in order to make efficient use of natural resources. In addition, further research projects in the field of resource efficiency have been implemented with LANUV (North Rhine-Westphalia State Office for Nature, Environment and Consumer Protection). This year, for example, savings were made in the production of centre layer carpet strips to reduce the amount of material used. This is a small intermediate goal that contributes to material savings in production. We are also currently implementing a thermal energy concept aimed at reducing our overall heating oil demand.

In our view, there are no significant risks. The development of demand currently shows a strong interest in the direction of design flooring.

This is not optimal for nature, as it is not only made of natural resources, but also partly from vinyl (= non-renewable fossil resources). That is why we are focusing on this issue in particular and researching the development of sustainable product alternatives to pure vinyl floors. With the modular design flooring, Modular ONE, we have already created a successful alternative for this.

### Energy

Energy consumption is a key environmental aspect at both of our sites. Throughout the company, we are able to account for a share of renewable energy amounting to 80 %. In order to produce in a climate-friendly manner and to conserve resources, it is especially important to Parador to obtain electricity from renewable energy sources and to control consumption in an optimal manner..

Most of the electricity in Güssing comes from hydroelectric power. We supply production residues such as sanding dust and sawdust directly to the Güssing biomass power plant via high-pressure pipes, where electricity is generated from these materials.

The waste heat from the cogeneration plant flows back into the factory. This creates a local cycle that conserves resources. At the Coesfeld site, too, we pay attention to sustainable processes in the use of energy. Sawdust generated during production is burned in a solid fuel boiler and returned to the factory as heating energy. In order to be more sustainable, the exhaust filters are fitted with heat exchangers. In this way fresh air is heated and saved as heating energy.

The reduction in the amount of energy is illustrated by the example of the replacement of LED lighting in a Parador production hall, where a reduction in energy consumption can only be measured by replacing the lighting. With a conservative assumption of twelve hours of lighting per day and 230 lighting days per year, this results in an annual reduction in energy consumption of 68,655 kWh. Currently, the replacement of LED lighting in the majority of our buildings has been completed.

Energy consumption	MWh	GJ (gigajoule)
Total energy consumption	31,236	112,449.6
Share thereof renewable energy	26,401	95,043.6
Thermal energy	14,524	52,286.4
Of which heating oil	4,553	16,390.8
Of which wood chips (production and heating)	4,851	17,463.6
Electrical energy	16,712	60,163.2
Of which renewable energy	16,712	60,163.2

**Water / Waste Water**

Within the framework of the production processes, water consumption plays a minor role at Parador. Mainly due to sanitary facilities and cleaning activities, water consumption at both sites is comparatively average. Total water extraction in the reporting period amounted to 5,029 m<sup>3</sup>.

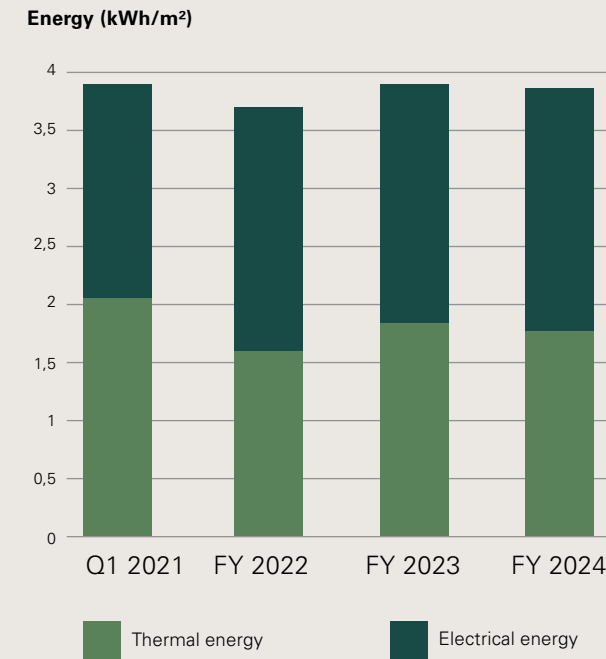
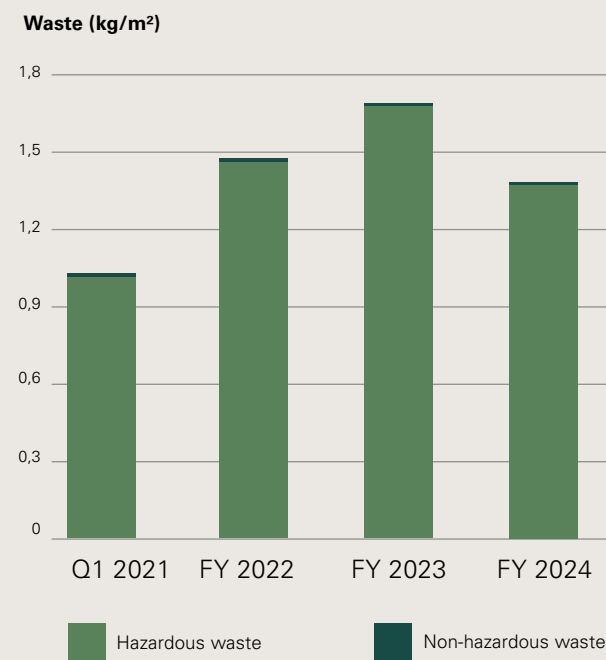
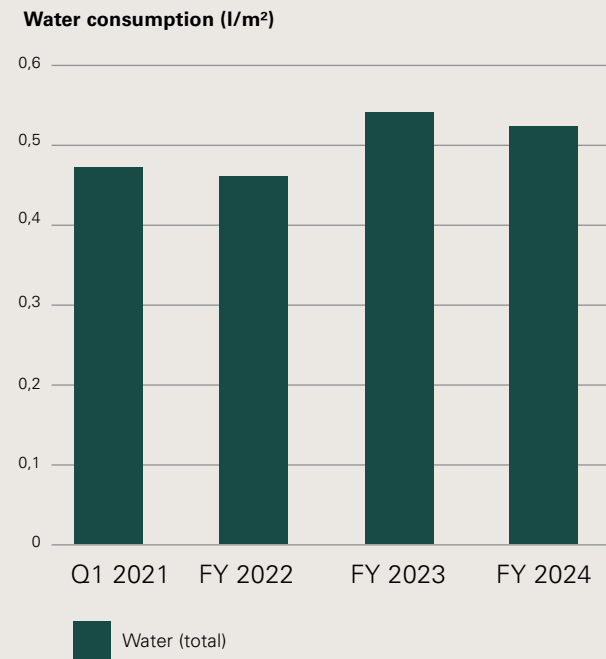
**Waste / Recycling**

At our two sites in Coesfeld and Güssing, we pay attention to sustainable processes when it comes to using energy.

At the Coesfeld site, the sawdust produced during production is incinerated in the company's own solid fuel boiler and made available to the factory again as thermal energy. In order to be more sustainable, the exhaust filters are fitted with heat exchangers. In this way fresh air is heated and saved as heating energy. The total weight of the so-called hazardous waste in the reporting period amounted to 146 tonnes (consolidated). The total weight of non-hazardous waste was 15,697 tonnes (consolidated).

Production residues such as sawdust and sanding dust are delivered in Güssing through high-pressure pipelines to the biomass power plant, where electricity is in turn generated from these materials. The waste heat from the combined heat and power plant flows back into the Güssing plant, creating a local cycle that conserves resources. The residual and waste wood is processed directly into energy in combustion chambers in the Güssing district heating power plant. This energy then benefits both the plant and other local customers.

Plastic waste is also incurred at both sites in the form of packing film and leftover plastic strapping. These are collected separately and disposed of by an external service provider.



**Local phenomena**

Outside the factory halls in Güssing and Coesfeld, there are no notable noise emissions. Nevertheless, noise must be considered a key environmental aspect for Parador, as noise pollution is generated at both sites in the production process due to the use of machinery. For this reason, we provide all employees with hearing protection – some of which is even customised. This was done, among other things, in the course of a risk assessment for the factory buildings in Coesfeld. As a result, we have launched our current noise reduction programme. In addition to individual hearing protection for employees, noise protection booths were also installed in a further step

**Risk of environmental accidents**

We regularly conduct hazard analyses to identify potential environmental hazards. A factory fire is considered the most likely "incident" for Parador. Accordingly, we have taken numerous precautions at both sites. We have installed sprinkler systems throughout the area, which are connected to local water tanks. In case sparks are kindled in the extraction unit, thus causing a deflagration, there is a spark extinguishing system which automatically shuts down the extraction unit and immediately extinguishes emerging sparks. We also regularly check emergency equipment, do first responder training sessions and emergency drills.

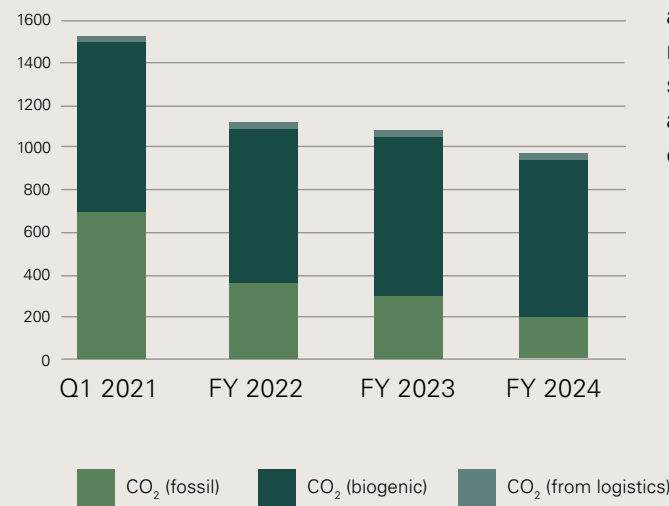
## Emissions

In 2020, we had our first CO<sub>2</sub> footprint prepared in accordance with the GHG Protocol Corporate Standard for Scope 1 and 2.

The two main emission factors at Parador are the use of heating oil for thermal energy and the purchase of electricity at the Coesfeld site. We are working hard to find solutions to these challenges. For instance, from April 2024, we will only use electricity from renewable resources at all sites. We could reduce heating oil consumption by twelve per cent compared to the previous year.

At the same time, the Güssing site is already supplied entirely from renewable energy sources, which has enabled us to minimise emissions here. Further emissions not directly relevant to climate (e.g. particulate matter) can be found in the appendix.

CO<sub>2</sub>-emissions (g/m<sup>2</sup>)\*



\*Note: Due to an adjustment of the emission factors and an update of the GWP values according to the current report of the IPCC, the information on the reporting years 2021, 2022 and 2023 has changed slightly retrospectively.

## Reduction of GHG emissions

Currently, we do not record the reduction of our greenhouse gases in a differentiated manner. However, we have already initiated numerous measures with the aim of continuously reducing CO<sub>2</sub> emissions. For instance, we are continuously reorganising our logistics processes. Our new logistics centre at the Coesfeld site was put into operation at the beginning of 2024 in order to further reduce internal transport and the associated CO<sub>2</sub> emissions. We expect to reduce internal transport by around 30% by this means.

Furthermore, since the 2024 reporting year, we have been purchasing electricity at both sites from 100% renewable energy sources. This changeover has led to a reduction of our greenhouse gas emissions from electrical energy by 100%. We have also been able to reduce the emissions in Scope 2 by 98% overall.

Also, by gradually implementing hydraulic balancing, we are working on reducing our heating oil requirement and thus also the emission of greenhouse gases on an ongoing basis. In the wake of this, we are currently planning, in collaboration with an external company, to construct a biomass boiler, which is scheduled to go into operation at the end of 2025 and is expected to help to reduce greenhouse gas emissions.



*By 2025, we want to make production at our locations in Coesfeld and Güssing climate-neutral.*



"Design can change us, can create habits and rituals or have a *positive impact on our mental health.*"

Ilse Crawford,  
interior designer, anthroposophist,  
\* 1962.

**04** Focus area on  
society

# Focus area on society

*We assume social responsibility, by taking the health and well-being of our customers and employees seriously.*

In the society field of action, Parador deals with the key topics of employee satisfaction, customer health and safety, occupational health and safety and community. These can be found below under the corresponding GSC criteria.

## GSC criterion: employee rights

We produce at the locations Coesfeld in Germany and Güssing in Austria. It goes without saying that national regulations on employee rights are complied with. In addition, we ensure that we are bound by the collective bargaining agreement with IG Metall. For our other employees in Northern and Western Europe, the labour regulations of the respective country apply.

Our aim is also to continuously develop occupational health management and work safety.

At the end of 2023, we published our Code of Conduct for our employees, which informs them of their rights and obligations. We are currently carrying out a workplace analysis in collaboration with a health insurance company and the Institute for Health Prevention in Münster. The aim of this is to interview employees to identify needs with regard to promoting employee health and to follow up on this where possible. At our Coesfeld site, we have also been offering the option of leasing bicycles since 2023.

The operational goals, target achievements and measures of the past seven years can be found in the environmental statements of the previous

years: in case of interest, the older environmental statements can be requested via [umwelt@parador.de](mailto:umwelt@parador.de).

We implement internal communication across all areas of the supply chain using the "Shopfloor Management (Shopfloor Meetings)" tool.

Here, the "topics of the day" in the individual areas are exchanged between employees and management at regular intervals.

This is an effective approach with the goal of continuous process improvement that comes from collaboration between managers and employees. The PDCA cycle acts as a basis. In the production areas, the shopfloor meeting takes place on a daily basis to share the necessary KPIs with all those involved. Once a week, this meeting takes place in the presence of our management board. Beyond a normal suggestion system, employee participation is so strong that the high level of involvement in the shopfloor meetings is integrated into everyday working life.

This also applies to our sustainability management. It is not seen as an isolated department; rather, participation in sustainability management is an integral part of all processes. This was also clearly confirmed by the internal survey on this topic.

## GSC criterion: equal opportunities

We strongly condemn discrimination of any kind. At Parador, the existing diversity is particularly evident in the integration of people with disabilities. For example, we have a severely disabled rate of 6.5 %

(FY 2023), which is well above the value required by law.

To further improve equal opportunities, we are working on further expanding the opportunities for part-time work. The compatibility of home and work life, with the possibility of promoting mobile working and further expanding it, is a declared goal. To this end, we are currently investing more in hardware to provide employees with the necessary technical infrastructure. In 2021, a guideline on "working from home" was drawn up and put into effect to provide employees with guidance on their rights and obligations in this context.

We pay wages in the industrial sector in accordance with the applicable collective agreement negotiated by IG Metall. In addition, there is a bonus consisting of a qualitative and a quantitative component. These components also exist for managers, who negotiate these targets individually in their annual appraisals.

## GSC criterion: qualification

We value our employees and place a high value on low staff turnover. We want to retain know-how by increasingly filling positions internally. That is why we offer both horizontal and vertical training opportunities. In this context, we coordinate the needs in individual annual appraisals, taking into account the personal goals of the individual.

We offer training contracts in which employees are subsidised and partially released for on-the-job studies.

Health management in practice is a matter of course for us, not least with regard to our overarching topic of healthy living. In addition to the legally required regulations, we employ an external company doctor, for example, who also attends the ASA meetings. A strong focus is placed on operational integration management. To prevent back problems among employees, we are gradually installing height-adjustable desks for everyone. This measure is continuously implemented as soon as new workplaces have to be set up. In the industrial sector, there are also ergonomic lifting aids. Furthermore we offer at our Coesfeld site as part of the company health management system the opportunity to take part in company sport. Our employees can take part in courses such as yoga, stretching or strength training in various areas.

Demographic change is a relevant challenge for Parador. The average age of our employees is currently 44.7 years. We currently offer training in twelve different occupations. Our very strong trainee ratio of 6.4 % and the high retention rate illustrate the importance that Parador attaches to young talent. For us, qualified junior staff are crucial to being able to master the challenges of demographic change in the long term.

In addition, we raise awareness of demographic change by providing all managers with annual overviews of our employees' regular scenarios.

In this way, preferred versions of retirement can also be agreed with employees in good time (planning goes up to 2027).

Due to the coronavirus pandemic, the face-to-face meetings with supervisors for all employees and the investments in height-adjustable desks on all office workstations have not yet been able to be implemented. We are working flat out to finalise both issues by the end of the 2024 financial year (31 March 2024).

## Training occupations at Parador

- VWA Master of Business Administration / Bachelor of Arts
- Industrial clerk
- Clerk for marketing communication
- IT specialist for system integration
- Industrial mechanic specialising in maintenance
- Warehouse logistics technician
- Electronics engineer for industrial engineering
- Machine and plant operator
- Clerk for e-commerce
- Process technician
- Mechatronics technician
- Wood technician

## Involvement of employees in occupational health and safety

We ensure through our internal corporate communications that the sustainability management system is implemented at all levels. We use various channels for this purpose, such as team meetings, notices in the workplaces, internal management reports, the intranet, and emails.

Furthermore, we control the internal communication by meetings, for example in the wider management team and in different working groups. When corrective and preventive actions are developed, we make them available digitally to all employees, along with the results of internal audits and assessments.

The heads of department and officers answer directly to the management board. The heads of department are immediately responsible for the work results of their field of competence, whilst the management officers are responsible for the respective specialist topics at inter-departmental level.

The whole management system is assessed at regular intervals as part of a management review. During this process, the topics of quality, environment and occupational safety are coordinated at inter-departmental level and compliance with the corresponding targets is verified.

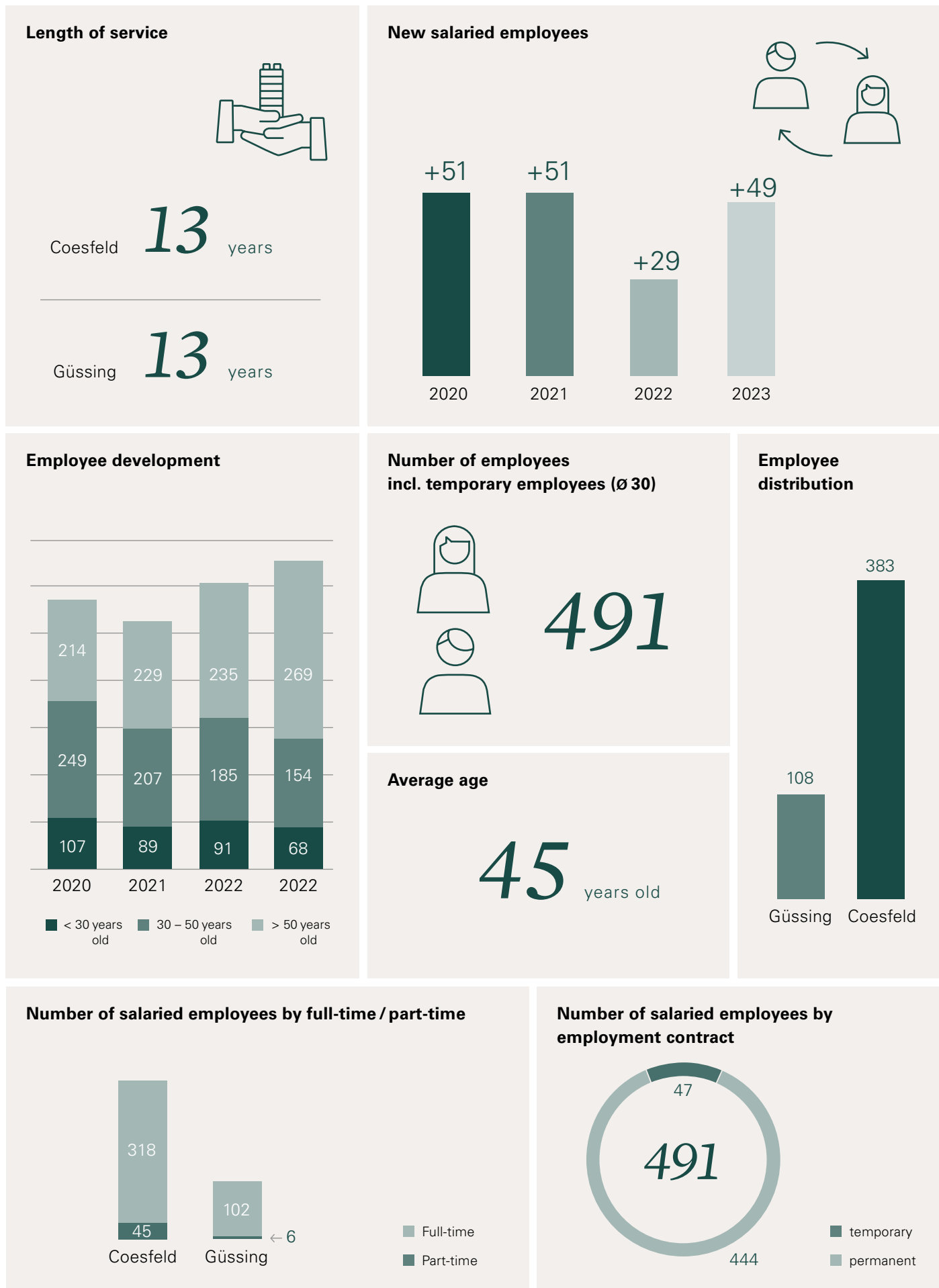
In this respect, the environmental officer is responsible for checking the environmental performance and compliance with the environmental programme, as well as for adapting the environmental management system to changing operational procedures. In addition, as part of environmental management, the various process owners at the different sites are responsible for ensuring compliance with environment-related activities.

## GSC criterion: community

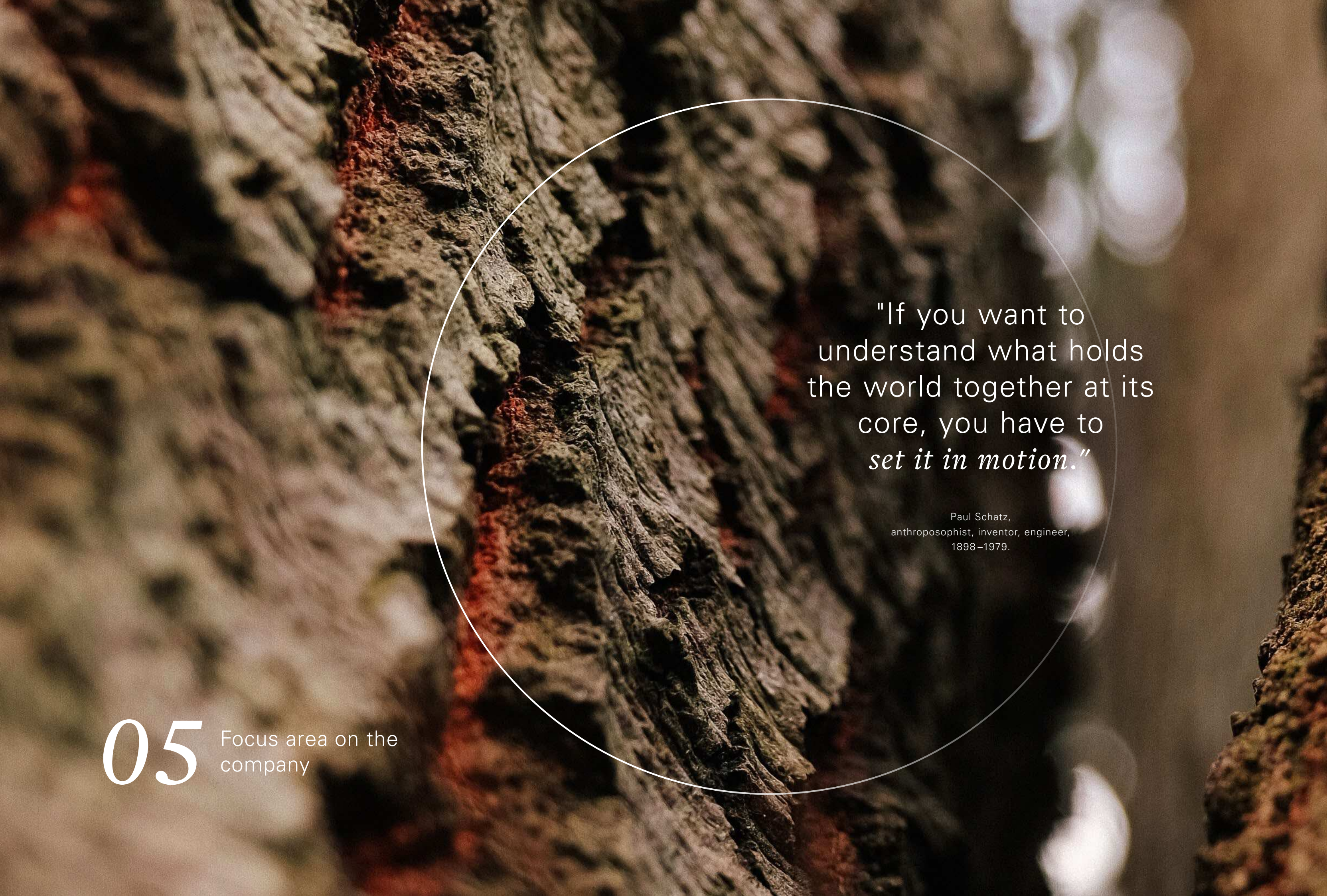
On a regional level, we regularly like to make our Trend Center at the Coesfeld site available for external events such as regional political discussions, concerts or for information events organised by the municipal business development department. In the educational context, we also offer a variety of different work placement opportunities for pupils and students and provide support for bachelor's and master's theses. Regional clubs are also regularly supported on request with sponsorship, such as pro bono flooring.



By offering *durable quality products* and taking the issue of *healthy living* seriously, we contribute to the satisfaction of our customers.



We want to contribute to a high level of satisfaction and long-term well-being of our employees through flat hierarchies and interaction at eye level.



"If you want to  
understand what holds  
the world together at its  
core, you have to  
*set it in motion.*"

Paul Schatz,  
anthroposophist, inventor, engineer,  
1898–1979.

**05** Focus area on the  
company

# Focus area on the company

*We assume corporate responsibility because we question every step we take and ensure transparency along the entire supply chain.*

In the focus area on the company, Parador deals with the key topics of risk and compliance management, sustainable purchasing, marketing and labelling, sustainable product alternatives and transparency in the supply chain. These can be found under the corresponding GSC criteria in this chapter.



## GSC criterion: depth of the value chain

Sustainability is very important to us. We evaluate the sustainability aspects of our products along the added value cycle or life cycle. We define the overall performance of materials and products as early as the development stage and record it in requirement profiles

In these requirement profiles, we specify environmentally relevant requirements from the outset to ensure a high level of transparency with regard to all materials used. This context also includes, for example, the procurement of wood and wood-based materials from secure sources.

We include all defined criteria in the selection and evaluation of our suppliers. This also includes the mandatory countersigning of the Parador Code of Conduct..

This Code of Conduct contains statements on the topics of compliance, human rights, equal opportunities, health protection, occupational safety, environmental responsibility and ethical behaviour. We help suppliers to eliminate any obstacles that may arise so that the requirements can be fully met.

In 2022, Parador had a total of 792 direct suppliers. Of these, 96 % are located within the EU internal market (71 % of which in Germany) and 4 % worldwide.

We usually have several suppliers for one product to avoid dependency. Parador is committed to the responsible use of wood as a raw material and has for many years pursued the goal of only sourcing wood and wood products from sustainable and certified sources. We regard the legality of the wood with regard to compliance with the applicable legal regulations in the country of origin, which has been required by law under the EU Timber Regulation, UKTR (UK) and HHV (CH), as a self-evident minimum requirement. In order to comply with the due diligence obligation, Parador has set up a corresponding due diligence system.

All sources of supply of components and raw materials for wood products produced by Parador are known to us right down to the origin of the wood (origin control). We regularly evaluate them to eliminate the risk of wood from controversial sources. In addition, we prefer to buy from FSC and/or PEFC certified suppliers and are ourselves certified according to both systems.

We are committed to the objectives of forest and product chain certification and undertake to implement and maintain the certification requirements of FSC and PEFC.

### GSC criterion: human rights

It is our declared goal to avoid any kind of human rights violation in our company or at our supply chain partners.

We do not see any risks in the area of human rights for our production sites in Germany and Austria.

In the case of suppliers, some of whom come from the Asian region, our influence is limited. In order to guarantee human rights in the supply chain in the best possible way, we adhere to the principles of the International Labour Organization (ILO) and support the UN's 17 Sustainable Development Goals along our value chain. Respect for human rights is also part of the internal code of conduct. In future, it is planned to elicit the most important social risks for the industry in order to subsequently derive suitable targets and measures and to establish a system for supplier evaluation that queries both social and sustainable criteria. Until then, the primary goal is to expand the supplier code of conduct with regard to the issue of compliance and subsequently to secure a binding agreement from all existing and new suppliers to the supplier code of conduct. There is also a code of conduct for the employees.

### GSC criterion: conduct in compliance with laws and guidelines

We have developed our own compliance and anti-corruption policies to ensure conduct in compliance with the law and guidelines. The actual form as well as the monitoring of compliance, is ensured by an external, independent lawyer. In order to give her the greatest possible independence, so that matters can also be investigated independently of the management board, she is not bound by guidelines. Our primary objective is to prevent violations of the law before they occur. As this objective has been successfully implemented, no measures have had to be taken to date.

Although no significant risks are seen, we are actively monitoring the issue of antitrust law. The management board is responsible for this. An independent lawyer is responsible for the issue. Managers and employees are sensitised to the issue by means of training sessions with an external lawyer. In these sessions, direct dialogues are simulated and actual cases are worked on with the employees.

### GSC criterion: innovation and product management/sustainable product alternatives

For us, the ecological impact along the value chain is key first and foremost, which is why we have been providing information on the ecological footprint of products through environmental product declarations (EPDs) since 2013.

These provide information on global warming potential, stratospheric ozone depletion potential, acidification potential, eutrophication potential, ozone formation potential, abiotic elemental resource use, and abiotic fossil resource use. These EPDs are currently available for all flooring types: laminate flooring, multilayer engineered wood flooring and design flooring.

Furthermore, we have carried out several funding projects in the context of resource efficiency in recent years. These help us to explore further potential in reducing our environmental impact. The social impacts of products have not been specifically investigated to date, but are indirectly taken into consideration for wood-based flooring, e.g., through FSC (FSC C018498) certification.

We are also developing a suitable eco-efficiency method with an external partner in order to integrate ecological aspects as well economic ones into product development. We also held a series of workshops to identify initial starting points for the topic of circular economy and developed checklists in product development to anchor the principles of eco-design in the various stages of the product life cycle.

Along the value chain, we work actively with partners to recycle, among other things, profiling waste that cannot be used in our own production. This is a major challenge due to the rapidly changing conditions on the demand side.

# Marketing and labelling/marketing

## GSC criterion: innovation and product management

We strive for the highest customer satisfaction in everything we do. A key aspect of this is transparency. By transparency we mean, on the one hand, a full overview of our product range and, on the other hand, knowledge of the materials used in the products and the processes applied.

The website of Parador provides our customers with all the necessary information. Intuitive search and filter functions enable them to quickly find the products that meet their requirements. Further descriptions clarify the product structure and materials used. In the form of a fact check, they also receive information about our sustainable production. Independent institutions such as PEFC, FSC, Der Blaue Engel, TÜV Rheinland and the Institute for Construction and the Environment regularly certify the quality and environmental compatibility of our products.



[www.blauer-engel.de/uz176](http://www.blauer-engel.de/uz176)

Der Blaue Engel identifies low-emission products made of wood and wood-based materials. The award principles include requirements regarding: origin of wood, formaldehyde, VOC, interior air quality, packaging, recycling/waste disposal, consumer information and liquid and normal coating systems. Awarded by: RAL German institute of quality assurance and labelling in cooperation with the Federal Environmental Agency.

Further information: [www.blauer-engel.de](http://www.blauer-engel.de)



The core element of the EPD is the life cycle assessment, in which the entire life cycle of a product is disclosed. An EPD is based on ISO 14025. Against the background of energy efficiency, sustainability and the increasing prevalence of building certifications, EPDs are becoming increasingly important. *More information: [www.bau-umwelt.de](http://www.bau-umwelt.de)*

As a wood-processing company, it is a particular concern to Parador to advocate the responsible handling of resources and make an active contribution towards the conservation of forests. The raw material for our engineered wood flooring comes 87% from certified sources. 97% of all wood-based materials used come from certified sources.

With these percentages of certified wood and wood-based materials in FSC or PEFC quality, we guarantee our customers that the materials used come from monitored sustainable forest management. To make product transparency as high as possible for our customers, we have had life cycle assessments and environmental product declarations (EPDs) drawn up for our laminate flooring product group.

Further GRI indicators can be found in the index.



We attach great importance to *transparency*. Not only in production, process and product, but also in *communication*.

# Environmental programme

As part of our sustainability strategy adopted in 2014 and updated in 2021 through our stakeholder survey, we established three fields of action under the umbrella of a common understanding of sustainability. Annual sustainability goals are set in each of the individual fields of action and measures are adopted to ensure that the goals are achieved. For example, we have set ourselves the goal of having climate-neutral production at our sites in Coesfeld and Güssing from 2025 onwards.

We achieve these goal through defined measures, which are particularly attached to the issues of healthy living and environmental protection. In doing so, we first prioritise the issues that can be implemented as concretely as possible and that can also be expected to be economically sustainable.

We evaluate the degree of achievement of the goals and the progress made in implementing the adopted measures in annual workshops with the management board. In results presentations, we check the degree of achievement and document any deviations. During the management review, the results and goals are discussed and also documented. These are then discussed and verified with the external auditor.

## Strategic field of action: Company

Goal	Measures	Site	Period	Status
Perception as a sustainable company	Update Ecovadis rating	U	2024	
Perception as a sustainable company	Update the voluntary commitment in accordance with the "German Sustainability Code".	U	2024	
Perception as a sustainable company	Joining the United Nations Global Compact	U	from	
More sustainable supply chain	Revision of the code of conduct introduced for suppliers	U	2024-205	
Increased transparency in terms of sustainable products	Expansion of green building information	U	2024-205	
Healthy living	Completion of the health declarations for engineered wood and vinyl flooring	U	2024-205	
Perception as a sustainable company	Initial activities for reporting in accordance with the ESRS (incl. double materiality)	U	2024-205	
More sustainable supply chain	Expansion of the sustainable procurement policy by assessing suppliers on the basis of questionnaires on social and ecological practices	U	2024-205	

## Strategic field of action: environment

Goal	Measures	Site	Period	Status
Reduction of the ecological footprint	Reduction of CO2 emissions with the overall goal of climate-neutral production sites from 2025	U	2025	
Climate protection and CO2 reduction	Expansion of the corporate carbon footprint in Scope 3	U	2024	
Climate protection and CO2 reduction	Revision of the greenhouse gas inventory in order to make it CSRD-compliant	U	2024-2025	
Approach to credible climate neutrality	Concept recommendation based on ISO 14068 (climate neutrality) and development of an SBTi-compliant target	U	2024-2025	
Increase in resource efficiency	Resource efficiency 3.0 (Infrastructure for new energy concept)	U	from	
Climate protection and CO2 reduction	Performance evaluation of initiatives to reduce emissions	U	2024-2025	
Product transparency	Creation of an end-of-life policy including a recycling concept (circular economy)	U	2024-2025	
Customer health and customer safety	Integration of the customer's detailed health and safety policy in the reporting process	U	2024-2025	

## Strategic field of action: society

Goal	Measures	Site	Period	Status
Personnel development	Further development of the Parador Academy also for external parties	U	from	
Employee satisfaction	Carrying out an employee survey	U	2024	
Strengthening social sustainability	Internal survey on sustainability	U	2024	
Strengthening social sustainability	Setting quantitative targets in the area of labour and human rights	U	2024	
Company health management	Introduction of bicycle leasing	U	2023	
Community involvement	Identification of a commitment suitable for Parador for the long-term promotion of nature	U	2024-2025	

U = Entire company



"Learn from the  
*speed* of nature:  
its *secret is patience.*"

Ralph Waldo Emerson,  
philosopher, writer, human rights activist,  
1803–1882.

06 Outlook  
for the future

# Integration of the Sustainability Development Goals






*In the Sustainable Development Goals, the United Nations have set out 17 targets to change our world and our future for the better.*

Based on the results of the materiality analysis, in 2021 we examined for the first time the extent to which Parador's sustainability goals and measures relate to the United Nations Sustainable Development Goals (SDGs).

With the help of the SDG Compass, developed by the Global Reporting Initiative, the United Nations Global Compact and the World Business Council for Sustainable Development, we have identified six key SDGs for Parador.

Within these key SDGs, i.e. the topics in which we see both the greatest responsibility and the greatest opportunities for Parador, we are guided by selected SDG sub-goals in order to measure our progress and make our direct contribution to sustainable development visible.

## Wie wir zu den SDGs beitragen

SDG goals	Selected SDG sub-goals	Sustainability aspects	Example measures at Parador
	Promotion of general health care (3.8)	Customer health and safety	<ul style="list-style-type: none"> <li>Tested materials (Blauer Engel and Eco INSTITUT label)</li> <li>Health Product Declaration for the product Modular ONE</li> </ul>
		Occupational health and safety management	<ul style="list-style-type: none"> <li>Expansion/modernisation of the communal areas including hygiene concept</li> <li>Expansion of services offered in the area of medical care at work</li> </ul>
	Improving global resource efficiency in terms of consumption and production (8.4)	Occupational health and safety management	<ul style="list-style-type: none"> <li>Improvement of manufacturing processes for employees (physical strain)</li> <li>Reconciliation of family and career and expansion of mobile working</li> <li>Education and training measures</li> </ul>
	Securing and protecting labour rights and supporting all employees (8.8)	Transparency in the supply chain	<ul style="list-style-type: none"> <li>Supplier management:</li> <li>Supplier Code of Conduct, On-site audits and monitoring systems</li> </ul>
	Modernisation of infrastructure and upgrading of industries (9.4)	Sustainable product alternatives Emissions	<ul style="list-style-type: none"> <li>Planning of the new logistics centre: shortening of transport routes and generating our own power</li> <li>Resource-efficient production processes</li> <li>Planned: development of a sustainable product alternative (research and development)</li> </ul>
	Improvement of scientific research and technological capacities (9.5)		
	Achieving sustainable management and efficient use of natural resources (12.2)	Materials used Sustainable purchasing Marketing and labelling Sustainable product alternatives	<ul style="list-style-type: none"> <li>Increasing ecological product transparency and promoting sustainable purchasing decisions through EPDs, labels and certifications: PEFC, FSC, Blauer Engel, TÜV Rheinland.</li> <li>Promoting the circular economy (e.g. use of waste heat from facilities and waste wood for heating) Responsible, sustainable procurement of raw materials is ensured by qualified suppliers</li> <li>Use of climate-neutral cardboard boxes for product packaging</li> </ul>
	Reduction of waste generation through prevention, reduction, recycling and reuse		
	Integrating climate protection measures into national strategies and planning (13.2)	Emissions Energy	<ul style="list-style-type: none"> <li>Annual calculation of the corporate carbon footprint</li> <li>Wood-based production waste for process heat and heating</li> <li>Reducing the consumption of heating oil</li> </ul>
	Promotion of sustainable management and (re)forestation (15.2)	Materials used	<ul style="list-style-type: none"> <li>Responsible sourcing of wood-based materials from certified sustainably managed forests (PEFC, FSC)</li> </ul>



"Like music and art, *love of nature* is a *common language*, that can transcend political and social boundaries."

Jimmy Carter,  
39th American president, human rights activist,  
Nobel Peace Prize laureate,  
\*1924.

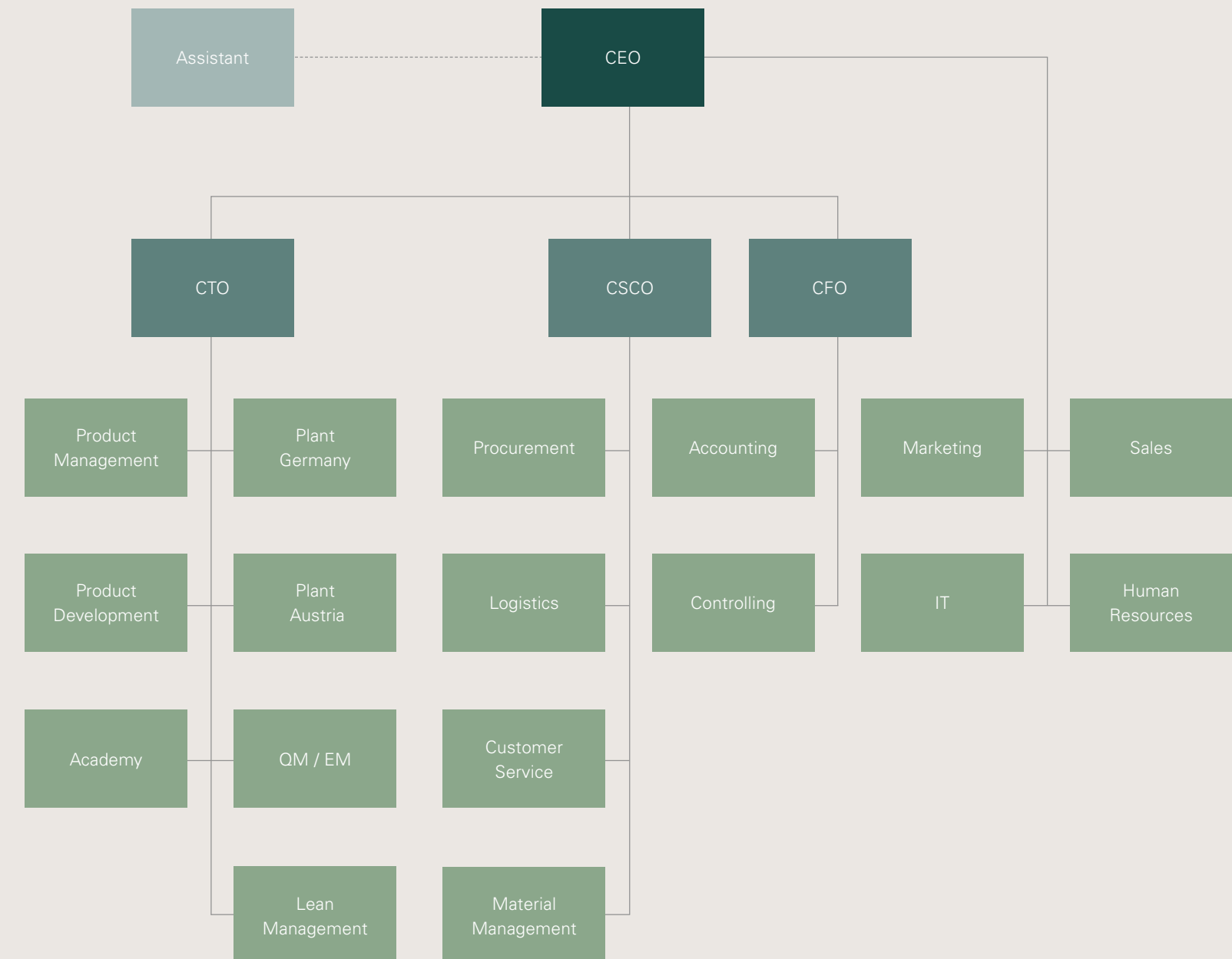
**07** Process management

# Process management

## GSC criterion: responsibility

The ultimate responsibility for the topic of sustainability lies with the management board of Parador GmbH. In this way, we ensure that sustainability is also taken into account in strategic corporate decisions.

Operational responsibility lies with the respective managers of the specialist departments. They ensure that sustainability aspects can be integrated into the various business units and processes.



Organisation chart without reference to persons

## Implementation

We have documented all environmentally relevant processes and responsibilities at Parador and anchored them in the corporate strategy. In this way, our employees can quickly and specifically access all environmental protection-related obligations, rights, tasks and procedures. In addition, our environmental management manual is the benchmark for internal as well as external functional reviews of the processes used for environmental protection.

As part of the organisational structures at Parador, various departments are associated with the company processes.

Besides the management board, there are also heads of departments and process owners there. Over and above this, we have appointed specific officers for specialised areas of responsibility.

For example, ecological sustainability is the responsibility of the Environmental and Quality Management department, while social issues are the responsibility of the Human Resources department. The managers exchange information with the management board at regular intervals on the progress of current projects and discuss new measures and goals for the further development of sustainability commitment at Parador.

The entire management system is evaluated at regular intervals as part of a management review. In doing so, we coordinate the issue of quality, environment and occupational safety across departments and check whether agreed targets have been achieved.

Our environmental officer is responsible for checking the environmental performance and compliance with the environmental programme, as well as for adapting the environmental management system to changing operational procedures.

We regularly check the legal conformity and regulatory developments in the environmental field and ensure that all relevant laws are complied with.

## GSC criterion:

### Rules and processes

The quality management system in accordance with DIN EN ISO 9001:2015 ensures that all processes are documented and adapted as needed. Regular internal quality circles for employees ensure that everyone involved in the business process can contribute their concerns to this system in order to continuously improve it. The environmental management system in accordance with EMAS III and ISO 14001:2015 also ensures that the continuous improvement of our environmental performance is structured and optimally managed.

To this end, annual targets and measures are agreed with the management board, progress is recorded using key figures in accordance with ISO 14031, and employees are made aware of various dimensions of sustainability in annual training courses.

## GSC criterion:

### control

We use a variety of key figures and indicators to control our sustainability commitment. For example, we have been collecting the EMAS core indicators as performance indicators for our sustainability performance since 2014. These are communicated transparently to the public. Furthermore, we record our performance indicators by using proven standards such as the GHG Protocol for balancing emissions or carrying out external reviewed life cycle assessments in accordance with ISO 14040 and 14044 as well as preparing environmental product declarations in accordance with EN 15804. Indicators relating to social issues and society are recorded using the quality management system. Since 2021, they have been supplemented by the GRI SRS indicators that are currently taken into account in the Sustainability Code standard, as

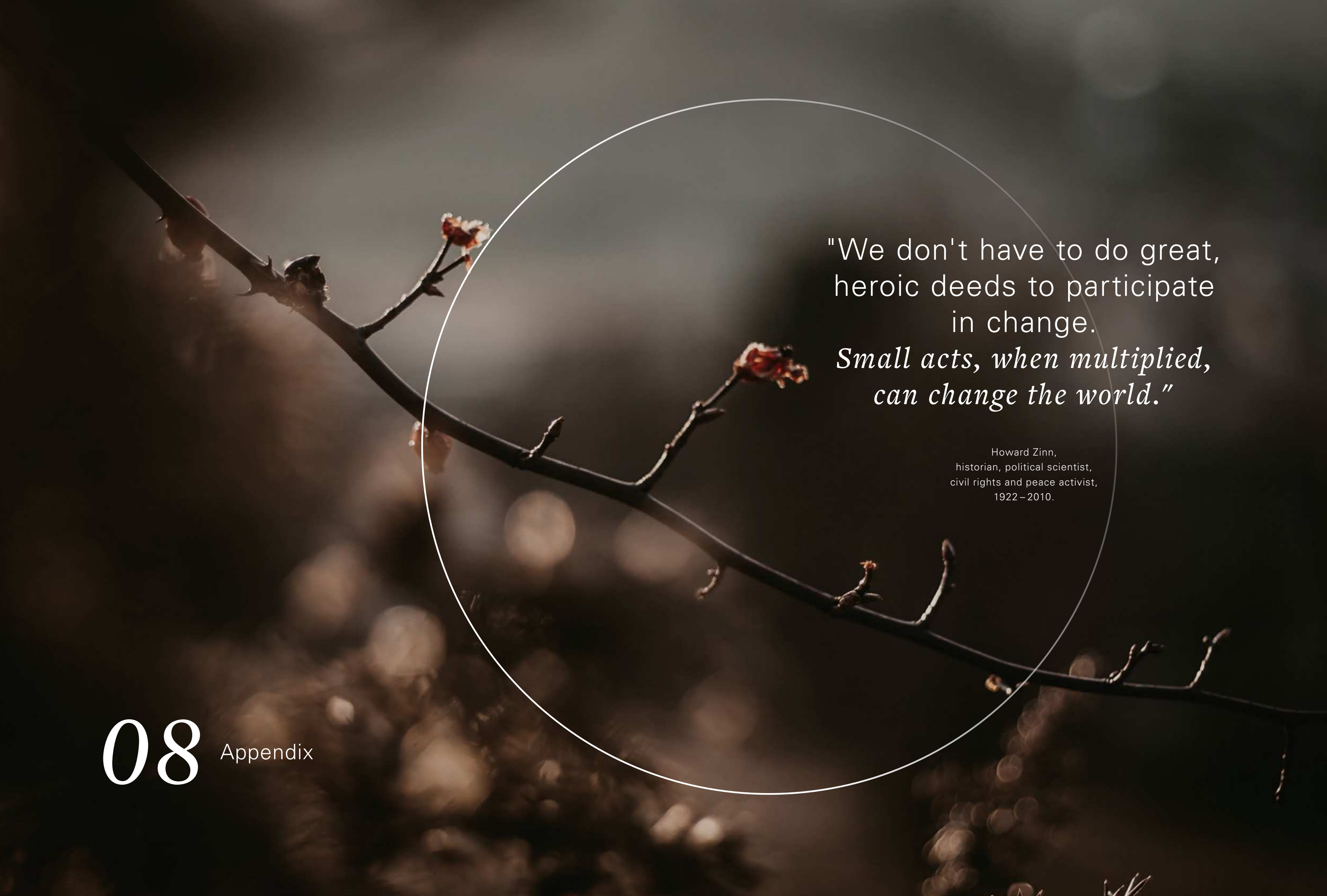
well as by other specific GRI SRS indicators.

The reliability, comparability and consistency of the performance indicators is ensured by all indicators being based on the most established standards and, for example, in the area of EMAS core indicators, by being externally assessed and confirmed annually by independent experts. For internal control purposes, additional intensity indicators are used, which put ecological performance in relation to the quantity produced.

## GSC criterion:

### incentive systems

At Parador, we deliberately work without an incentive system in the area of sustainability, as sharing experiences with companies that have used one shows that it could lead to undesirable behaviour in the overall context. We therefore do not provide any information on the ratios of the total annual compensation.



"We don't have to do great,  
heroic deeds to participate  
in change.

*Small acts, when multiplied,  
can change the world."*

Howard Zinn,  
historian, political scientist,  
civil rights and peace activist,  
1922 – 2010.

## EMAS-Inhaltsindex

Content Environmental statement	EMAS requirement	Parador Sustainability Report
a)	A summary of activities, products and services of the organisation, the organisation's relationship, if any, to any parent organisations and a clear and unambiguous description of the scope of EMAS registration, including a list of the sites included in this registration	GRI 2-1, 2-2, 2.6
b)	Environmental policy of the organisation: brief description of the management structure on which the environmental management system of the organisation is based	GSC "Strategy", GSC "Rules and Processes", GSC "Responsibility"
c)	Description of all significant direct and indirect environmental aspects leading to significant environmental impacts of the organisation	GSC "Depth of value creation chain", GSC "Use of natural resources." GRI 2-23
	Brief description of the procedure for determining their meaning and explanation of the nature of the impact related to these environmental aspects	GSC "Participation of stakeholders"
d)	Description of the environmental objectives and individual goals in connection with the significant environmental aspects and impacts	GSC "Goals"
e)	Description of the measures implemented and planned to improve the environmental performance, to achieve the goals and targets	GSC "Resource management", GSC "Climate-relevant emissions"
	Description of the measures implemented and planned to ensure compliance with legal obligations in the environmental field	GSC "Resource management"
f)	Summary of available data on the environmental performance of the organisation related to its significant environmental impacts	Input/Output balance sheet

Environmental performance indicators		
a) Input-output, annual reference value, ratio of key figures	i) Energy	Input-output balance sheet, GRI 302-1
	· total direct energy consumption	
	· total consumption of renewable energies	
	· total renewable energy generation (if more than energy consumed).	
	ii) Material	Input/Output balance sheet
	· annual mass flow of key materials used	
	iii) Water	Input/Output balance sheet
· total annual water consumption		
iv) Waste	· total annual waste generation	Input/Output balance sheet
	· total annual generation of hazardous waste	
	v) Land consumption	Input/Output balance sheet
· total land consumption		
· total sealed area		
vi) Emissions		Input/Output balance sheet
	· total annual greenhouse gas emissions	

## EMAS key indicators

		Total	Unit	Conversion	Unit	
Energy efficiency	Energy consumption tot.	31,263	MWh	3.85	kWh/m <sup>2</sup>	
	Percentage of renewable energies	26,401	MWh	85	%	
	Thermal energy	14,524	MWh	1.79	kWh/m <sup>2</sup>	
	Of which renewable energies	9,689	MWh	67	%	
	Electrical energy	16,712	MWh	2.06	kWh/m <sup>2</sup>	
	Of which renewable energies	16,712	MWh	100	%	
	Material efficiency	Wood	18,538	m <sup>3</sup>	0.002	m <sup>3</sup> /m <sup>2</sup>
		10,503,728	m <sup>2</sup>	1.294	m <sup>2</sup> /m <sup>2</sup>	
		1,194	ST	0.000	ST/m <sup>2</sup>	
Technical papers		9,484,251	m <sup>2</sup>	1.169	m <sup>2</sup> /m <sup>2</sup>	
Resilient materials		4,487,220	m <sup>2</sup>	0.553	m <sup>2</sup> /m <sup>2</sup>	
		136,235	kg	16.8	g/m <sup>2</sup>	
Auxiliary materials: lacquers, thinners and stains		673,579	kg	83.0	g/m <sup>2</sup>	
Auxiliary materials: glues		8,730	kg	1.1	g/m <sup>2</sup>	
Other auxiliary materials:		17,000	kg	2.1	g/m <sup>2</sup>	
Packaging material		3,859,159	m <sup>2</sup>	0.476	m <sup>2</sup> /m <sup>2</sup>	
		9,939,069	ST	1.225	ST/m <sup>2</sup>	
		1,344	ROL	0.000	ROL/m <sup>2</sup>	
Water		Water (total)	4,302	m <sup>3</sup>	0.53	l/m <sup>2</sup>
Waste water		Waste water (total)	2,223	m <sup>3</sup>	0.27	l/m <sup>2</sup>
Waste		Non-hazardous waste	12,069	to	1.49	kg/m <sup>2</sup>
	Hazardous waste: paint and varnish residues	7	to	0.81	g/m <sup>2</sup>	
	Hazardous waste: solvent mixtures	15	to	1.85	g/m <sup>2</sup>	
	Hazardous waste: glue water	146	to	18.0	g/m <sup>2</sup>	
	Other hazardous waste	5	to	0.6	g/m <sup>2</sup>	
Biodiversity	Sealed area	153,226	m <sup>2</sup>	0.019	m <sup>2</sup> /m <sup>2</sup>	
	Built-up area	118,886	m <sup>2</sup>	0.015	m <sup>2</sup> /m <sup>2</sup>	
Emissions	CO <sub>2</sub> (total)	7,783	tCO <sub>2</sub> e	959	g CO <sub>2</sub> /m <sup>2</sup>	
	CO <sub>2</sub> (fossil)	1,609	tCO <sub>2</sub> e	198	g CO <sub>2</sub> /m <sup>2</sup>	
	CO <sub>2</sub> (biogenic)	5,887	tCO <sub>2</sub> e	726	g CO <sub>2</sub> /m <sup>2</sup>	
	CO <sub>2</sub> from logistics	287	tCO <sub>2</sub> e	35	g CO <sub>2</sub> /m <sup>2</sup>	
	CO <sub>2</sub>	970	kg	0.12	g SO <sub>2</sub> /m <sup>2</sup>	
	NO <sub>x</sub>	5,930	kg	0.73	g NO <sub>x</sub> /m <sup>2</sup>	
	Fine dust	2,363	kg	0.29	g dust/m <sup>2</sup>	

Input material and energy flows (consolidated)		Unit	Q1 2021	FY 2022	FY 2023	FY 2024	Percentage COE	GS	Change FY 2023/FY 2024
Raw materials	Wood	m <sup>2</sup>	4,924,857	16,412,758	11,821,127	11,821,127	80 %	20 %	-11 %
		m <sup>3</sup>	9,393	31,258	33,078	33,078	0 %	100 %	-44 %
		ST	0	5,103	8,607	8,607	0 %	100 %	-86 %
	Technical papers	m <sup>2</sup>	4,248,372	15,444,670	8,235,765	8,235,765	100 %	0 %	+15 %
	Resilient materials	m <sup>2</sup>	2,214,998	7,728,708	4,705,941	4,705,941	100 %	0 %	-5 %
	Auxiliary materials	Lacquers, thinners and stains	kg	92,031	258,341	213,257	136,235	28 %	72 %
kg			278,444	955,620	770,832	673,579	52 %	48 %	-13 %
Other auxiliary materials		kg	4,999	18,418	7,443	8,730	36 %	64 %	+17 %
Packaging material	Packaging material total	kg	7,016	31,357	21,544	17,000	100 %	0 %	-21 %
		m <sup>2</sup>	1,960,770	6,403,334	4,493,886	3,859,159	79 %	21 %	-14 %
	ROL	6,350	11,891	2,302	1,344	91 %	9 %	-42 %	
	ST	5,936,349	17,255,856	10,427,195	9,939,069	96 %	4 %	-5 %	
Energy	Electrical energy	MWh	6,364	23,003	19,099	16,712	62 %	38 %	-12 %
	Thermal energy	MWh	7,072	17,335	16,991	14,524	67 %	33 %	-15 %
Water	Water total	m <sup>3</sup>	1,639	5,653	5,029	4,302	52 %	48 %	-14 %
Fuel consumption Vehicle fleet (cars)	Fuel consumption Vehicle fleet (cars)	Ltr	20,214	93,623	109,966	103,576	98 %	2 %	-6 %
Output material and energy flows (consolidated)		Unit	Q1 2021	FY 2022	FY 2023	FY 2024	Percentage COE	GS	Change FY 2023/FY 2024
Finished goods	Finished goods (total)	m <sup>2</sup>	3,450,932	12,322,865	9,278,060	8,114,337	89 %	11 %	-13 %
Wastel	Non-hazardous waste	to	3,510	18,157	15,697	12,069	57 %	43 %	-23 %
	Hazardous waste: paint and varnish residues	to	0	8	5	7	76 %	24 %	+31 %
	Hazardous waste: solvent mixtures	to	5	14	16	15	37 %	63 %	-4 %
	Hazardous waste: glue water	to	44	164	121	146	0 %	100 %	+21 %
	Other hazardous waste	to	1	21	4	5	62 %	38 %	+15 %
Waste water	Waste water (total)	m <sup>3</sup>	1,639	5,653	2,338	2,223	100 %	0 %	-5 %
Emissions	Dust (PM)	kg	998	2,914	2,679	2,363	97 %	3 %	-12 %
	Nitrogen oxide (NO <sub>x</sub> )	Kg	3,600	9,859	7,918	5,930	82 %	18 %	-25 %
	Sulfur dioxide (SO <sub>2</sub> )	kg	1,103	1,399	1,186	970	97 %	3 %	-18 %
	Carbon dioxide (CO <sub>2</sub> )	t CO <sub>2</sub> e	5,283	11,918	9,870	7,783	84 %	16 %	-22 %
	Fossil	t CO <sub>2</sub> e	2,290	3,553	2,212	1,356	99 %	1 %	-39 %
	Biogenic	t CO <sub>2</sub> e	2,816	7,723	7,065	5,887	79 %	21 %	-17 %
Vehicles (cars)	t CO <sub>2</sub> e	49	228	268	252	98 %	2 %	-6 %	
Vehicles (trucks+rail)	t CO <sub>2</sub> e	128	414	410	287	100 %	0 %	-30 %	

## GSC Index

<b>Strategy</b>	
1. Strategy	Strategic approach and measures (p. 14)
2. Materiality	Materiality (p. 15)
3. Goals	Goals (p. 44)
4. Depth of the value chain	Our products (p. 10), Depth of the value chain (p. 39)
<b>Process management</b>	
5. Responsibility	Our environmental management – Responsibility (p. 52)
6. Rules and processes	Rules and processes (p. 55)
7. Control	Control (p. 55)
8. Incentive systems	Incentive systems (p. 55)
9. Stakeholder participation	Strategic approach and measures (p. 14)
10. Innovation and product management	Marketing and labelling (p. 42)

<b>Environmental concerns</b>	
11. Use of natural resources	Use of resources (p. 22)
12. Resource management	Resource management (p. 22)
13. Climate-relevant emissions	Climate-relevant emissions (p. 26)
<b>Society</b>	
14. Employee rights	Employee rights (p. 30)
15. Equal opportunities	Equal opportunities (p. 30)
16. Qualification	Qualification (p. 31)
17. Human rights	Human rights (p. 40)
18. Community	Community (p. 32)
19. Political influence	This aspect was not rated as material by the stakeholders in the stakeholder survey. Parador does not pay donations or benefits to politicians and governments in any country, does not employ lobbyists, and there are no memberships in politically active organisations.
20. Conduct in compliance with laws and guidelines	Conduct in compliance with laws and guidelines (p. 40)

## GRI Index

GRI 102 – General details		
2-1	Organisational profile	Company portrait (p. 8)
2-2	Entities included in the organisation's sustainability reporting	Parador GmbH (Coesfeld), Parador Parkettwerke GmbH (Güssing) All entities are included in the report. There is no difference between the companies in the sustainability reporting and the consolidated financial statements.
2-3	Reporting period, reporting frequency and contact point	01.04.2023-31.03.2024 (in the event of deviations, this will be indicated). The financial report was published for the same reporting period. Reporting cycle: annually Contact point: <a href="mailto:umwelt@parador.de">umwelt@parador.de</a> Date of publication of the report: 15.07.2024
2-4	Correction or restatement of information	Due to an adjustment of the emission factors and an update of the GWP values according to the current IPCC report, the greenhouse gas emissions were adjusted to previous years. This is identified at the appropriate place.
2-5	External check	No external check was performed. The report was prepared in cooperation with a sustainability consultancy, which provided support in particular in checking the quality of the data.
2-6	Activities, value chain and other business relationships	Company portrait (p. 8), Our products (p. 10), "Depth of the value chain" (p. 39), Industries served: Specialist flooring retailers, building materials retailers, DIY stores, online retailer customer segments and beneficiaries: B2B retail partners, private end customers, architects, commercial property developers Quantity of products and services offered (product portfolio): approx. 2000 products. There were no significant changes in the supply chain, the sectors or other business relationships compared to the previous reporting year.
2-7	Salaried employees	Company portrait (p. 8), Employees (p. 34 and 71)
2-8	Employees who are not salaried staff	In the reporting period, employees who are not salaried staff worked 1,666 hours for Parador. No further differentiation is possible. *Correction from the last reporting year: hours worked by employees who are not salaried staff: FY 2023: 38,363, FY 2022: 61,682, FY 2021: 70,902
2-9	Management structure and composition	Responsibility / Organisational chart (p. 53), Employees (p. 71)
2-10	Nomination and selection of the highest supervisory body	Not applicable, as there is currently no Supervisory Board at Parador; the highest supervisory body is the Management Board.
2-11	Chair of the highest supervisory body	The Managing Director is both a manager and the chair of the highest supervisory body. Parador does not currently have a Supervisory Board, which is why both positions are held by our CEO.
2-12	Role of the highest supervisory body in overseeing the management of impacts	The Management Board at Parador is heavily involved in the further development of strategies and measures for sustainable development. We ensure this, for example, through an annual management review in which the Management Board is informed about all development statuses relating to sustainable development measures. Furthermore, the Management Board is involved in all processes (product development, procurement, product manufacture, etc.) and therefore has direct influence.

2-13	Delegation of responsibility for managing the impact	The Management Board is responsible for managing the organisation's impact on the environment and human rights. The Head of Quality and Environmental Management provides suggestions for the development of measures. This person is in dialogue with the Management Board at least every 14 days.
2-14	Role of the highest supervisory body when it comes to sustainability reporting	The responsibility for preparing the sustainability report lies with the Head of Quality and Environmental Management. The responsibility for the review and publication lies with the Management Board.
2-15	Conflicts of interest	We are not aware of any conflicts of interest, which is why there are currently no procedures in place to avoid them.
2-16	Communication of critical concerns	If there is an assumption or suspicion that laws, other legal regulations or the Code of Conduct may have been violated at the company, employees can contact the external legal advice service. No reports were made to the external legal advice service in the reporting period.
2-17	Combined knowledge of the highest supervisory body	Thanks to its professional experience, the Management Board has a number of competences in the field of sustainable development and also undergoes continuous further training on various topics. For example, a workshop was held on the topic of circular economy. The Management Board is also involved in the product development process for developing a product roadmap as of 2023.
2-18	Evaluation of the performance of the highest supervisory body	There are currently no specific procedures in place to evaluate the performance of the highest supervisory body in overseeing the management of economic, environmental and human impacts.
2-19	Remuneration policy	Equal opportunities (p. 30)
2-20	Procedure for determining the remuneration	Equal opportunities (p. 30)
2-21	Ratio of total annual compensation	Incentive systems (p. 55)
2-22	Declaration of application of the sustainable development strategy	Preamble (p. 6)
2-23	Declaration of commitment to principles and courses of action	GSC Strategy (p. 14), GSC Depth of the value chain (p. 39), GSC Human rights (p. 40), Environmental and quality policy (p. 18), Our value wheel (p. 16)
2-24	Inclusion of political commitments	In 2022, Parador drew up a Code of Conduct in collaboration with the HR department and Management Board, which ensures responsible corporate conduct internally and communicates it transparently externally.
2-25	Procedure for eliminating negative effects	A whistleblower process has been implemented since 31 December 2023. Both Parador employees and external stakeholders can report to an independent and external company if, for example, violations of the law or internal regulations are observed. All employees were informed about the implementation of the new whistleblowing process.
2-26	Procedure for seeking advice and reporting concerns	Parador works together with an external law firm. All employees can seek advice from an independent centre on legal issues and questions about responsible business conduct or report these. In addition, a new whistleblower process will come into force from 31 December 2023 (see indicator 2.25).

2-27	Compliance with laws and regulations	The authorities in Austria have issued a request for justification in relation to timber imports from Ukraine. This justification was submitted on time. The result is not yet available.
2-28	Membership of associations and interest groups	Association of European Producers of Laminate Flooring (EPLF) MMFA- Multilayer Modular Flooring Association (MMFA) Association of the German Engineered Wood Flooring Industry (vdp) German Timber Trade Association (GDH)
2-29	Approach to stakeholder involvement	GSC strategy (p. 14) and materiality (p. 15)
2-30	Collective wage agreements	Figures from FY 2024 and in relation to the total number of employees from FY 2024 (491 salaried employees) Coesfeld: - 88% of employees are covered by collective agreements - 12% of employees have annual salary agreements Güssing: - 81% of employees are covered by collective agreements - 19% of employees have annual salary agreements  All employees specified here who are not paid according to the collective wage agreement are managers who are paid above the collective wage agreement.

#### Company field of action

3-1	Process for identifying the key topics	References to GSC criteria 2 "Materiality" (p. 15), 10 "Innovation and product management" (p. 41), 3 "Goals" (p. 44) and 9 "Stakeholder engagement" (p. 14)
3-2	List of key topics	Reference to materiality matrix and GSC criterion 1 "Strategy" (p. 14)
3-3	Management of the key topics	Reference to GSC criteria 17 "Human rights" (p. 40), 20 "Conduct in accordance with the law and guidelines" (p. 40), 4 "Depth of the value chain" (p. 39), 6 "Rules and processes" (p. 55), 14 "Employee rights" (p. 30) and 9 "Stakeholder participation" (p. 14), as well as chapter "Goals and action programmes" (p. 44) and the following  GRI indicators: 205-1, 205-3, 308-1, 412-3, 414-1, 414-2, 417-1, 417-2, 417-3 and 419-1
205-1	Operating sites audited for corruption risks	All sites (2) were audited with regard to corruption risks. There are no significant risks. Awareness of possible risks is raised in training sessions in cooperation with an external law firm. In these, direct dialogues are simulated and actual cases are worked on with the employees.
205-3	Confirmed incidents of corruption and measures taken	There were no confirmed cases of corruption at Parador during the reporting period.
308-1	New suppliers, which were reviewed using environmental criteria	In total, 56 new suppliers were set up in the Purchasing department for FY2023. Currently, no parameters have been defined for the review of the environmental criteria.
412-1	Operating sites at which a human rights compliance audit or human rights impact assessment has been conducted	Parador has its operating sites exclusively in Germany and Austria. We can rule out human rights violations here on the basis of the applicable strict legal situation and therefore do not conduct any specific audits in the context of human rights.
414-1	New suppliers evaluated on the basis of social criteria	Our suppliers undertake to comply with Parador's terms and conditions of purchase. An inspection of suppliers through on-site visits is carried out once a year by our own employees. This applies to all new suppliers. At the beginning of December 2020, we sent the Supplier Code of Conduct, which among other things also requires compliance with human rights, to all suppliers with the request that they confirm that they have read it and are complying with it. Currently, 64 % of suppliers have signed the code.

414-2	Negative social impacts in the supply chain and measures taken	Currently, there is no explicit check on suppliers for actual and potential negative social impacts. Therefore, there are currently no known negative human rights impacts in the supply chain, and accordingly no measures have been taken. During the annual on-site visits, compliance with Parador's purchasing conditions is checked. The Supplier Code of Conduct (Supplier CoC) reinforces the evidence of compliance with minimum labour and social standards.
417-1	Requirements for product and service information and labelling	Indication of whether the organisation's product and service information and labelling procedures require the following mandatory information.  Origin of product and service components: yes  Composition (especially with regard to substances that could have environmental or social impacts): yes  Safe use of the product or service: yes  Disposal of the product and other environmental or social impacts: yes  Percentage of product or service categories covered by this procedure and checked for compliance: 100 %.
417-2	Violations related to product and service information and labelling requirements	In the reporting period, there were no violations of statutory regulations and / or voluntary codes of conduct.
417-3	Violations related to marketing and communication	In the reporting period, there were no violations of statutory regulations and / or voluntary codes of conduct.

#### Ecology field of action

3-1	Process for identifying the key topics	References to GSC criteria 2 "Materiality" (p. 15), 10 "Innovation and product management" (p. 41), 3 "Goals" (p. 44) and 9 "Stakeholder participation" (p. 14)
3-2	List of key topics	Reference to materiality matrix and GSC criterion 1 "Strategy" (p. 14)
3-3	Management of the key topics	Reference to GSC criteria 2 "Materiality" (p. 15), 9 "Stakeholder participation" (p. 14), 10 "Innovation and product management" (p. 41), 11 "Use of natural resources" (p. 22), 12 "Resource management" (p. 22), 13 "Climate-related emissions" (p. 26), 4 "Depth of the value chain" (p. 39) (or page on SDG integration), 6 "Rules and processes" (p. 55), 3 "Goals" (p. 44), and GRI indicators 301-1, 301-2, 302-1, 302-4, 303-3, 305-1, 305-2, 305-3, 305-5, 306-3, as well as the section on ecology in the chapter "Goal and action programmes"
301-1	Materials used by weight or volume	Input-output balance sheet (p. 61)
301-2	Recycled raw materials used	Parador uses approx. 49 % recycled raw materials, although this figure varies.
302-1	Energy consumption within the organisation	Energy consumption (p. 23)
302-4	Reduction of energy consumption	Energy (p. 23)
303-3	Water extraction	Water consumption (p. 24)

305-1	Direct GHG emissions (Scope 1)	<p>a. The gross volume of direct GHG emissions (Scope 1) is 1,640 tonnes of CO<sub>2</sub> equivalent.</p> <p>b. The following relevant gases were included in the calculation: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, SF<sub>2</sub>.</p> <p>c. Biogenic CO<sub>2</sub> emissions: 4,190 tonnes CO<sub>2</sub>e</p> <p>d. The base year selected for the calculations is 2019.</p> <p>i. For this year, Parador GmbH has sufficient information to provide a meaningful database. The aim was also to set a base year in which the Parador GmbH range is well represented. Progress measures will also refer to this base year.</p> <p>ii. Emissions in the base year: 2,706 tonnes CO<sub>2</sub>e</p> <p>iii. no recalculation of the base year information</p> <p>e. The life cycle assessment databases compiled by GaBi (Service Pack 40) and ecoinvent (Version 3.6) act as the data basis for the emission factors. For the assessment of the global warming potential in kg CO<sub>2</sub>e, the Centrum voor Milieukunde (CML) methodology with the characterisation factors in version 2001– Apr. 2016 was applied.</p> <p>f. Parador GmbH consolidates in accordance with "operational control".</p> <p>g. The GHG Protocol was used as the standard for calculating Scope 1 emissions. Parador has compiled a comprehensive greenhouse gas inventory and has also made various assumptions within this framework, which can be found in detail in the greenhouse gas inventory. You can obtain information on request: <a href="mailto:umwelt@parador.de">umwelt@parador.de</a></p>
305-2	Indirect energy-related GHG emissions (Scope 2)	<p>a. The gross volume of location-based indirect energy-related GHG emissions (Scope 2) amounts to 5,181 tonnes of CO<sub>2</sub>e.</p> <p>b. The gross volume of market-based indirect energy-related GHG emissions (Scope 2) is 12,5 tonnes of CO<sub>2</sub>e.</p> <p>c. The following relevant gases were included in the calculation: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O.</p> <p>d. The base year selected for the calculations is 2019.</p> <p>i. For this year, Parador GmbH has sufficient information to provide a meaningful database. The aim was also to set a base year in which the Parador GmbH range is well represented. Progress measures will also refer to this base year.</p> <p>ii. Emissions in the base year: 10,825 tonnes of CO<sub>2</sub>e</p> <p>iii. no recalculation of the base year information</p> <p>e. The life cycle assessment databases compiled by GaBi (Service Pack 40) and ecoinvent (Version 3.9) act as the data basis for the emission factors. For the assessment of the global warming potential in kg CO<sub>2</sub>e, the Centrum voor Milieukunde (CML) methodology with the characterisation factors in version 2001– Apr. 2016 was applied.</p> <p>f. Parador GmbH consolidates in accordance with "operational control".</p> <p>g. The GHG Protocol was used as the standard for calculating Scope 2 emissions. Parador has compiled a comprehensive greenhouse gas inventory and has also made various assumptions within this framework, which can be found in detail in the greenhouse gas inventory. You can obtain information on request: <a href="mailto:umwelt@parador.de">umwelt@parador.de</a></p>
305-3	Other indirect GHG emissions (Scope 3)	<p>For FY 2023, we have started to gradually determine Scope 3 emissions for the first time. We currently record emissions from three Scope 3 categories (according to the GHG Protocol)</p> <p>In category 6 "Business travel", only air travel was initially accounted for. These emissions amount to 155 tonnes of CO<sub>2</sub>e for FY 2024 (FY 2023: 100 tonnes of CO<sub>2</sub>e).</p> <p>In category 7 "Commuter traffic", the emissions were calculated for the Coesfeld site, which amount to 12 tonnes of CO<sub>2</sub>e. Together with the calculation for FY 2023 for commuter traffic at the Güssing site of 236 tonnes of CO<sub>2</sub>e, this results in total emissions in category 7 of 248 tonnes of CO<sub>2</sub>e.</p> <p>Emissions in category 12 "End of life of products sold" were not recalculated this year. The figure for FY 2023 was 402 tonnes of CO<sub>2</sub>e.</p> <p>In future, it is planned to extend this accounting to additional Scope 3 areas.</p> <p>*Recalculation of FY 2023 due to an update of the emission factors: Category 6: 100 t CO<sub>2</sub>e, Category 7 (for the Güssing site): 236 t CO<sub>2</sub>e</p>
305-5	Reduction of GHG emissions	Reduction of GHG emissions (p. 26)
306-2	Waste generated	Waste (p. 24)

Society field of action		
3-1	Process for identifying the key topics	References to GSC criteria 2 "Materiality" (p. 15), 10 "Innovation and product management" (p. 41), 3 "Goals" (p. 44) and 9 "Stakeholder participation" (p. 14)
3-2	List of key topics	Reference to GRI 3-2 (materiality matrix) and GSC criterion 1 "Strategy" (p. 14)
3-3	Management of the key topics	Reference to GSC criteria 2 "Materiality" (p. 15), 14 "Employee rights" (p. 30), 15 "Equal opportunities" (p. 30), 16 "Qualification" (p. 31), 19 "Political influence" (p. 63), 6 "Rules and processes" (p. 55), 3 "Goals" (p. 44), 18 "Community" (p. 32), 19 "Political influence," 20 "Conduct in compliance with laws and guidelines" (p. 40), 9 "Stakeholder participation" (p. 14) as well as the GRI indicators 201-1, 401-1, 403-4, 403-9, 403-10, 404-1, 405-1, 406-1, 415-1, 416-1, 416-2 and the society section in the chapter "Goal and programme of measures".
201-1	Directly generated and distributed economic value	<p>Including the basic components of the organisation's global activities, Parador generated the following pro rata, directly generated and distributed economic values during the period under review:</p> <p>i. Directly generated economic value: revenues: €57,659 thousand</p> <p>ii. Distributed economic value: operating costs, employee wages and benefits, payments to capital providers, payments to the nation broken down by state, and investments at the municipal level: €64, thousand.</p> <p>iii. Retained economic value: "Directly generated economic value" less "Distributed economic value": €-10,292 thousand</p> <p>b. The economic value generated and distributed must each be reported separately at the national, regional or market level.</p> <p>Where relevant, the criteria used to determine significance must be cited. This value is not currently available.</p>
401-1	Total number and rate of newly hired employees and staff turnover by age group, gender and region	Employees (p. 34 and p. 71)
403-4	Employee participation, consultation and communication in occupational health and safety	Employee participation in occupational health and safety (p. 32)
403-9	Work-related injuries	<p>Re 403.9 a. For all salaried employees:</p> <p>i. There were no fatalities due to work-related injuries.</p> <p>ii. There were no work-related injuries with serious consequences.</p> <p>iii. 28 work-related injuries were documented. This equates to a rate of 47.5 work-related injuries per 1,000,000 hours worked.</p> <p>iv. The main types of work-related injuries and strains.</p> <p>v. A total of 589,457 hours were worked by salaried employees in the reporting period.</p> <p>Re 403-09 b. For all employees who are not salaried employees but whose work and/or workplace is monitored by the organisation.</p> <p>i. + ii. + iii. + iv. No work-related injuries or fatalities were documented during the reporting period.</p> <p>v. During the reporting period, a total of 0 hours were worked by employees who are not employed but whose work is monitored by the organisation.</p>
403-10	Work-related illnesses	No work-related illnesses were reported among salaried staff or employees during the reporting period

## GRI Index

404-1	Average number of hours for education and training per year and staff member	Total hours spent on employee training and development during the reporting period: 3,659 hours With a current workforce of 491 employees, the average number of hours spent on training and development during the reporting period was 7.5 hours. A precise breakdown of hours for training and development by gender or employee category is currently not possible for Parador.																																				
405-1	Diversity in control bodies and among salaried employees	<table border="1"> <thead> <tr> <th></th> <th>Male</th> <th>Female</th> <th>Under 30 years old</th> <th>Between 30 and 50 years old</th> <th>Over 50 years</th> </tr> </thead> <tbody> <tr> <td>Management bodies: 6</td> <td>83 %</td> <td>17 %</td> <td>0 %</td> <td>17 %</td> <td>83 %</td> </tr> <tr> <td>All employees: 491</td> <td>76 %</td> <td>24 %</td> <td>14 %</td> <td>31 %</td> <td>55 %</td> </tr> <tr> <td>Commercial employees: 207</td> <td>77 %</td> <td>23 %</td> <td>14 %</td> <td>43 %</td> <td>43 %</td> </tr> <tr> <td>Industrial employees: 263</td> <td>90 %</td> <td>10 %</td> <td>10 %</td> <td>40 %</td> <td>50 %</td> </tr> <tr> <td>Trainees: 24</td> <td>62 %</td> <td>38 %</td> <td>100 %</td> <td>0 %</td> <td>0 %</td> </tr> </tbody> </table>		Male	Female	Under 30 years old	Between 30 and 50 years old	Over 50 years	Management bodies: 6	83 %	17 %	0 %	17 %	83 %	All employees: 491	76 %	24 %	14 %	31 %	55 %	Commercial employees: 207	77 %	23 %	14 %	43 %	43 %	Industrial employees: 263	90 %	10 %	10 %	40 %	50 %	Trainees: 24	62 %	38 %	100 %	0 %	0 %
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406-1	Incidents of discrimination and remedial action taken	No incidents of discrimination were identified or reported at Parador in 2023.																																				
415-1	Party donations	Classified as not material for Parador. Monetary value was 0 euros.																																				
416-1	Assessing the impact of different product and service categories on health and safety	Percentage of product and service categories reviewed: 85 %. (For all product groups [laminated flooring, multi-layer engineered wood flooring, design flooring, etc.] the emission behaviour [VOC] is regularly checked by external monitoring).																																				
416-2	Violations related to the health and safety impacts of products and services	In the reporting period, there were no violations of statutory regulations and / or voluntary codes of conduct.																																				

## Employees

<b>Number of salaried employees by employment contract per capita (temporary/permanent) and gender (reporting date 31.12.2023)</b>	Güssing	Coesfeld
Male permanent	73	268
Male temporary	3	13
Female permanent	31	72
Female temporary	1	10
<b>Number of salaried employees by employment contract per capita (temporary/permanent) and region (reporting date 31.12.2023)</b>	Güssing	Coesfeld
Permanent total	104	340
Temporary total	4	23
<b>New employees and employee turnover</b>	Güssing	Coesfeld
Male	2	35
Female	1	11
total	3	46
< 30 years old	2	22
between 30 and 50 years old	1	20
> 50	0	4
<b>Departures</b>	Güssing	Coesfeld
Male	9	34
Female	3	12
total	12	46
< 30 years old	0	12
between 30 and 50 years old	9	18
> 50	3	16
<b>Salaried employees by full-time/part-time and gender per capita. (reporting date 31.12.2023)</b>	Güssing	Coesfeld
Male full-time	76	250
Male part-time	0	10
Female full-time	26	68
Female part-time	6	35
Full-time total	102	318
Part-time total	6	45
<b>In management bodies</b>	Güssing	Coesfeld
Male	1	4
Female	1	0
Between 30 and 50 years old	0	1
Over 50 years	2	3

# Validity declaration

## Declaration of the environmental expert on the assessment and validation activities

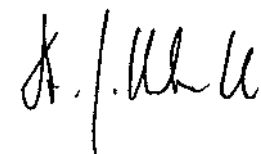
The undersigned, Dr. Jürgen Hubald, EMAS environmental expert with the registration number DE-V-0053, accredited or licensed for the sector Division 16, manufacture of articles of wood and of products of wood and cork, except furniture (NACE-16) and manufacture of other plastic products (NACE- 22.29), confirms having assessed that the Coesfeld site (DE-156-00107) owned by Parador GmbH and the Güssing site (AT-000683) owned by Parador Parkettwerke GmbH meet all requirements of Regulation (EC) No. 1221/2009 of the European Parliament and of the Council of 25 November 2009 on the voluntary participation by organisations in a Community eco-management and audit scheme (EMAS), taking into account Regulation (EC) 2017/1505 of 28 August 2017 and Regulation (EU) 2018/2026 of 19 December 2018.

By signing this declaration, it is confirmed that

- the assessment and validation were carried out in full compliance with the requirements of Regulation (EC) no. 1221/2009, and the Regulation (EC) 2018/2026 vom 19. Dezember 2018,
- the result of the assessment and validation confirms that there is no evidence of non-compliance with applicable environmental regulations,
- the data and information in the updated environmental statement of the above-mentioned companies provide a reliable, credible and true picture of all the organisation's activities within the area specified in the updated environmental statement.

This statement cannot be put on a level with an EMAS registration. The EMAS registration can only be done by a competent body in accordance with Regulation (EC) no. 1221/2009. This statement must not be used as a stand-alone basis to inform the public.

Coesfeld, 15.07.2024



Dr. Jürgen Hubald  
Environmental verifier (DE-V-0053)

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## About this report

This sustainability report documents Parador's sustainability activities in accordance with EMAS requirements and represents the environmental statement. Parador has reported in accordance with the GRI Standards for the period 01.04.2023 - 31.03.2024. Reporting is based on the criteria of the German Sustainability Code (GSC). The most recent version of the complete GSC declaration can be accessed online under the "Database" tab:

[www.deutscher-nachhaltigkeitskodex.de](http://www.deutscher-nachhaltigkeitskodex.de)

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