

# WIN-Charta sustainability report. 2021

Nonfinancial statement on compliance with EU Directive 2014/95/EU

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Foto  
Wort

## **d&b is different**

d&b is different – doing more instead of talking, with typical Swabian understatement, sustainability is an integral part of every decision at d&b.

## **d&b thinks for itself**

d&b is aware of its responsibility as a manufacturing company and as an employer. As a result, the topic of sustainability is firmly rooted in all the company's plans and actions. As part of the sense of togetherness, everyone at d&b contributes to being aware of sustainability on a day-to-day basis in the company.

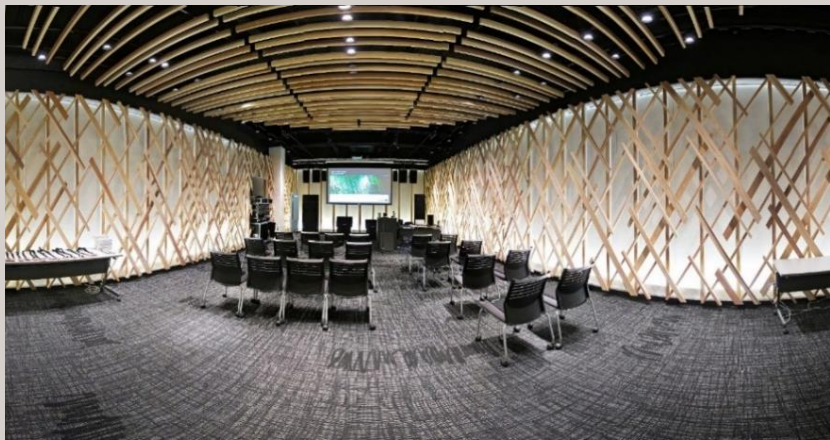
Now, in times of global warming, marine pollution and the coronavirus crisis, it is more important than ever to focus on environmental issues and sustainability within companies. d&b has been concerned in environmental issues since 2013 and has been a member of the WIN-Charta initiative of the state of Baden-Württemberg since 2018 (<http://www.win-bw.com/win-charta.html>).

The WIN-Charta is the only sustainability management system in Germany to date; it is largely in line with the Sustainable Development Goals of the United Nations.



d&b headquarters in Backnang

# About d&b.



## The company

d&b audiotechnik GmbH is one of the leading global companies in the field of professional electroacoustics. For over forty years d&b has developed and produced sound reinforcement systems for high-quality music and speech reproduction at its locations in the southwest of Germany. d&b pursues the main approach of full system integration, from the interaction between amplifiers, loudspeakers, mounting tools, and networking software solutions through to the provision of reliable and professional service and support, including the provision of expertise through seminars and training. Or what d&b calls 'system reality' - to achieve pinpoint acoustics in sustainable solutions all around the world. Loudspeaker systems created by d&b are used globally in mobile and installation scenarios for events, such as live concerts, musicals, festivals and trade shows. The range of event venues covers the spectrum from concert halls, theaters, and opera houses through to conference centers, and from small conference rooms through to large stadiums.

## The d&b mission

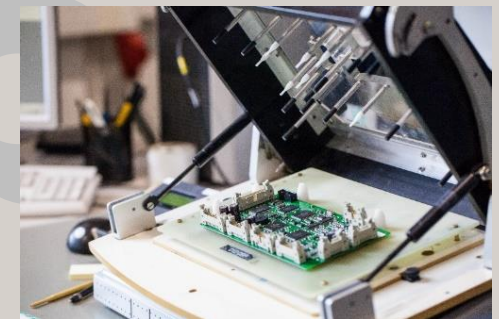
d&b audiotechnik constantly endeavors to elevate the quality of audio systems to accurately transfer passions.

## The d&b vision

As a renowned worldwide market leader, d&b defines the global standards for technology, quality, and support of professional sound reinforcement systems.

## Materiality principle

This report documents d&b's sustainability work. It follows the materiality principle and contains all the information necessary to understand the sustainability situation of the company and reflect the important economic, environmental, and social impacts of the company.



## The WIN-Charta.



### **Commitment to sustainability and the region**

By signing the WIN-Charta, d&b commits itself to its economic, ecological, and social responsibility. The company also identifies with the region in which it is based.

### **Dedicated companies in Baden-Württemberg**

Detailed information on the WIN-Charta and other companies that have signed the WIN-Charta can be found at [www.win-bw.com](http://www.win-bw.com).

# WIN- Charta

# The WIN-Charta. The 12 principles for understanding sustainability.

**1** Principle 1 – Human and labor rights: “We respect and protect human and labor rights, ensure and promote equal opportunities and prevent any form of discrimination and exploitation in all our business processes.”

Human, social, and labor rights

**2** Principle 2 – Employee well-being: “We respect, protect, and promote well-being and the interests of our employees.”

Human, social, and labor rights

**3** Principle 3 – Stakeholders: “We consider and respect all stakeholder groups and their interests.”

Human, social, and labor rights

**4** Principle 4 – Resources: “We increase resource efficiency, increase raw material productivity, and reduce the use of natural resources.”

Environmental issues

**5** Principle 5 – Energy and emissions: “We use renewable energies, increase energy efficiency, and reduce greenhouse gas emissions in a target-oriented way or compensate for Climate change.”

Environmental issues

**6** Principle 6 – Product responsibility: “We take responsibility for our services and products by examining the value creation process and the product cycle for their sustainability and creating transparency in this regard.”

Environmental issues

**7** Principle 7 – Business success and jobs: “We ensure long-term business success and provide jobs in the region.”

Economic added value

**8** Principle 8 – Sustainable innovation: “We promote innovations for products and services that increase sustainability and underline the innovative of the Baden-Württemberg economy.”

Economic added value

**9** Principle 9 – Financial decisions: “We act in the spirit of sustainability, above all in the context of financial decisions.”

Sustainable and fair finances, anti-corruption

**10** Principle 10 – Anti-corruption: “We prevent corruption, reveal it and sanction it.”

Sustainable and fair finances, anti-corruption

**11** Principle 11 – Regional added value: “We generate added value for the region in which we operate.”

Regional added value

**12** Principle 12 – Incentives to rethink: “At all levels of the company, we encourage incentives to rethink and act, and involve our employees as well as all other stakeholder in a constant process to increase corporate sustainability.”

Regional added value

## The 12 principles of the WIN-Charta

The 12 principles listed here explain our understanding of sustainability at d&b.



# The WIN-Charta under the banner of the Sustainable Development Goals (SDGs).

Long before the official announcement of the SDGs in 2015, Baden-Württemberg contributed to the international development goals with its own sustainability strategy, in particular the WIN-Charta, which was launched in 2014. As a result, cross-references to the SDGs are becoming clear with the focus on the Industrial Sustainability Initiative (WIN). Like the SDGs, the content of the 12 guiding principles of the WIN-Charta is based on the three pillars of sustainability. This diagram illustrates the relationships between the guiding principles and the SDGs. This should help to identify starting points for an individual SDG strategy and to derive new impulses for action in order to achieve the goals.



Thanks to their commitment to the WIN-Charta, companies are already actively involved in sustainable development in Baden-Württemberg and around the world. By analyzing the sub-goals, it was possible to determine to what extent the principles of the WIN-Charta address the SDGs and what contribution companies that have signed are already making in doing so. We distinguish between a strong correlation (orange) and an existing correlation (dark brown) of the guiding principle with one or more SDGs and a potential correlation (light brown).

		SDG1 No Poverty	SDG2 Zero Hunger	SDG3 Health and Well-Being	SDG4 Quality Education	SDG5 Gender Equality	SDG6 Clean Water and Sanitation	SDG7 Affordable and Clean Energy	SDG8 Decent Work and Economic Growth	SDG9 Industry, Innovation and Infrastructure	SDG10 Reduce Inequalities	SDG11 Sustainable Cities and Communities	SDG12 Responsible Consumption and Production	SDG13 Climate Action	SDG14 Life Below Water	SDG15 Life on Land	SDG16 Peace, Justice and Strong Institutions	SDG17 Partnerships for the Goals
<b>P1</b>	Human and labor rights	Potential correlation			Potential correlation	Strong correlation	Correlation		Strong correlation	Correlation							Potential correlation	
<b>P2</b>	Employee well-being	Potential correlation		Correlation	Correlation				Potential correlation									
<b>P3</b>	Stakeholders																Correlation	Potential correlation
<b>P4</b>	Resources		Correlation	Potential correlation			Strong correlation			Potential correlation		Potential correlation	Strong correlation		Potential correlation	Strong correlation		
<b>P5</b>	Energy and emissions							Strong correlation		Potential correlation		Potential correlation	Strong correlation	Correlation				
<b>P6</b>	Product responsibility	Potential correlation		Potential correlation			Strong correlation						Strong correlation		Potential correlation	Strong correlation	Potential correlation	Potential correlation
<b>P7</b>	Business success and jobs								Strong correlation	Correlation								
<b>P8</b>	Sustainable innovation								Correlation	Correlation								
<b>P9</b>	Financial decisions	Potential correlation							Correlation								Correlation	Correlation
<b>P10</b>	Anti-corruption																Strong correlation	
<b>P11</b>	Regional added value								Strong correlation		Potential correlation							Correlation
<b>P12</b>	Incentives to rethink			Correlation					Potential correlation				Strong correlation	Strong correlation				Strong correlation

# The checklist. d&b sustainability commitment.

Charta signatories since April 5, 2018

## Overview: sustainability activities in the company in 2021

	Strategic Focus	Qualitative Documentation	Quantitative Documentation
<b>Principle 1</b> - Human and labor rights	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Principle 2</b> - Employee well-being	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Principle 3</b> - Stakeholders	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Principle 4</b> - Resources	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Principle 5</b> - Energy and emissions	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Principle 6</b> - Product responsibility	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Principle 7</b> - Business success	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Principle 8</b> - Sustainable innovation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
<b>Principle 9</b> - Financial decisions	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Principle 10</b> - Anti-corruption	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Principle 11</b> - Regional added value	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>Principle 12</b> - Incentives to rethink	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

\* Points marked in black have already been implemented in previous years. No further principle has been implemented for 2021.

## Local sustainability activities

### Supported WIN project: bee sponsorship

In 2021, d&b sponsored ten bee colonies, which can now be found in a meadow on the company site.



### Area of focus

- Energy and climate
- Mobility
- Resources
- Integration
- Education for sustainable development

### Type of funding

- Financial
- Material
- Personnel

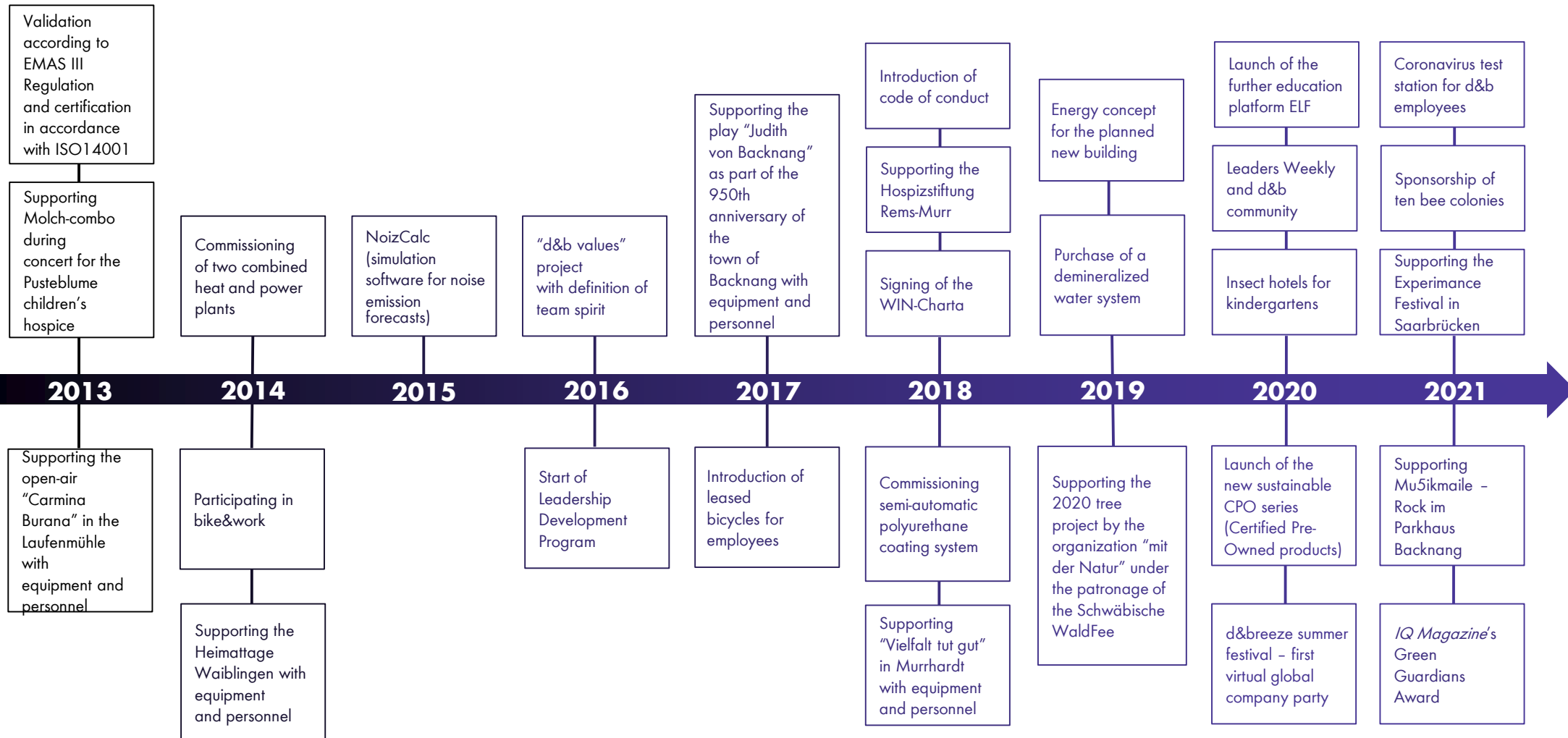
### Scope of funding

€1,000 per year for the care of the beehives by the beekeepers Imkerei am Turm, Weissach im Tal.



# The development so far.

## Sustainability projects at d&b.



# And this is what's next. d&b key issues.

## Overview of the selected key issues for 2021

No other principle has been selected.

## Priorities already implemented

### Principle 2 –

Employee well-being

### Principle 4 –

Resources

### Principle 5 –

Energy and emissions

### Principle 6 –

Product responsibility

### Principle 7 –

Business success and jobs

### Principle 8 –

Sustainable innovation

### Principle 12 –

Incentives to rethink



## Why these key issues are so important to d&b

As a company, d&b consciously takes its responsibility seriously. This was the underlying idea from the start: One entirety, where each fits all. This applies to the production of optimized sound reinforcement systems and the creation of a healthy, pleasant work environment for co-workers. The goal is to come together and act consciously in the long term. By no means does this mindset end at the company gates.

d&b stands for exercising care and conscientiousness in all our actions in the shared environment. After receiving EMAS validation since 2013, d&b has succeeded in improving its environmental performance in many fields to a significant extent. Meanwhile, our co-workers are involved in projects and campaigns that they really care about, as d&b promotes innovation and creativity, and encourages co-workers to think outside the box. d&b's goal here is to secure business success term business success and strike a balance between the spheres of economy, ecology, and social responsibility.

The pandemic has also significantly disrupted d&b's business operations and temporarily had a negative impact on some of the key performance indicators mentioned. These are marked with \* in the report. In addition, due to the pandemic-related furloughing, it was decided not to draw up any further principle for 2021. Nevertheless, d&b is sticking to its sustainability strategy and has already chosen Principle 1 "Human and Labor Rights" for 2022.



# d&b key issues. Principle 2. Objectives.

## Human rights Social and labor rights



### Principle 2 – Employee well-being

We respect, protect, and promote well-being and the interests of our employees.”

#### Where does d&b stand?

The foundation for d&b’s success is the people, their skills, and ideas, but also their dedication and their – as is well known, different – personalities.

A great deal of attention is paid to the health of employees, which is why d&b is constantly working to ensure the highest level of occupational safety technology. Compulsory occupational health and safety and preventive checkups are regularly carried out as well as occupational health and safety training. To this end, d&b managers are supported in implementing necessary and appropriate occupational health and safety measures. In addition, d&b regularly offers activities and information on health - both at work and in leisure time. For example, the company run is promoted and articles on health and safety at work are published. Another key task is the systematic further training of employees in line with the strategic corporate goals and the promotion of individual development. In this context, d&b is particularly aware of the fact that rapidly changing economic and technical conditions place high demands on the readiness and flexibility of both employees and existing structures. That’s why d&b keeps an eye on balancing professional and personal life plans.

#### The following objectives have been set

Team spirit is a top priority at d&b and is defined in the principles of HR policy as follows:

- We treat each other with mutual respect.
- We encourage our employees to contribute their ideas and suggestions for improvement.
- We enable our employees to develop professionally and personally.
- It is of great importance to us for all of our employees to take personal responsibility.

- We invest in the development of our employees regardless of age or gender.
- Our managers are in constant contact with their employees, for example, through regular employee appraisals.
- Our remuneration is in line with the market.



d&b staff at the 35th anniversary celebration in 2016

# d&b key issues. Principle 2.

## Measures taken, results and developments.



### This is where d&b is and will continue doing work

- Even during the coronavirus crisis, it was ensured that the team spirit was maintained. Virtual formats before and after working hours ensure information and exchange. All teams can come together as part of their time together as a team.
- Further development of ELF – Education and Learning Factory – as a virtual learning platform.
- Expansion of the topic of health management.

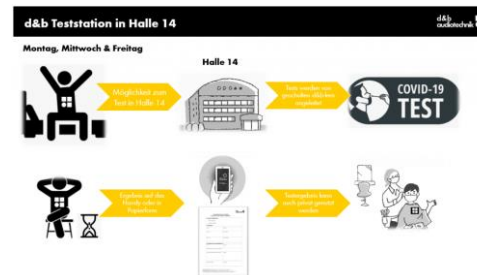
### This has already been achieved

- Leased bikes for all employees: since March 2018, every employee has been able to lease a bicycle or e-bike through d&b.
- Participatory notes (d&b shares).
- Variable performance-based salary component or 13th salary.
- As part of an attractive additional service offer, there is free coffee/water/tea.
- Employer contribution for meals at the canteen.
- Organizing campaigns to promote company health (e.g., company run).
- Lectures on health and safety at work.
- Flexible work-time models.
- Manager training (Leadership Day, Leadership Conference, Leadership Development).
- ELF (Education and Learning Factory) for further and advanced training.
- Further training courses for the following year.

- Annual employee appraisals with the line manager to define the objectives and the necessary employee training.
- In addition to the IT ticket system, there is now also an HR ticket system for employees to handle requests to the HR department more easily and efficiently.
- The employee emergency hotline was launched in early 2019.
- Leaders Weekly as a monthly format for managers to exchange ideas. Each Leaders Weekly includes a keynote presentation on a topic related to employee management.
- Regular town-hall meetings held by the management board for all employees to inform them of the current situation.

### Reasons for a relaxed smile

- Since 2018, 61 employees have already opted for a leased bicycle.
- Further expansion of ELF (Education and Learning Factory).
- Monthly town-hall meetings continued to be held by the management board to keep employees up-to-date on the current situation.
- Quarterly voluntary online “d&b community” meetings.
- Regular consultation of the COVID-19 occupational health and safety team to define and implement the necessary measures that go beyond the statutory requirements.
- Thanks to a well-developed IT infrastructure, the topic of remote work and working from home was once again successfully implemented in 2021.
- A coronavirus testing station was set up for the employees, which they may use three times per week.
- COVID-19 and flu vaccinations for employees.
- Due to the massive drop in sales, jobs had to be cut at the start of the year. As part of the restructuring process, a voluntary program with a severance package was set up and an interim employment society was set up with a term of one year.



# d&b key issues. Principle 2. Challenges and indicators.

## There are some challenges ahead here

- The EDP (Everyone Development Program) is scheduled to start in 2022. The program offers employees many different formats, actions, and materials that can be used on their own initiative depending on what they need.
- Organization of a health day in the form of a marketplace as an informational event for employees. Planned providers include: health insurer, fitness studio, providers of the leased bikes; probably not possible until 2023 due to the pandemic.
- Introduction of "New Work" in 2022: establishment of rules for remote work for activities that can be carried out anywhere.
- Definition of additional key performance indicators to measure employee satisfaction.

## This is how d&b measures itself. Indicators

	Area	Indicator	Key performance indicator/ Result	Development compared to previous year or target value
	Events	Employee meetings of the executive board to inform employees Objective: 4 per year	10	+150%
		Executive board breakfast talk with the departments (only possible online to a limited extent due to the pandemic) Goal: 6 talks per year	3	-50%
	Incentives	Percentage of employees with leased bicycles	15%	+0%

# d&b key issues. Principle 2.

## Prospect.

### What still lies ahead

- Return to normality after the pandemic.
- Start of New Work project.
- Launch of the EDP program.
- Further development promotion of company health.
- Definition of additional key performance indicators to measure employee satisfaction.

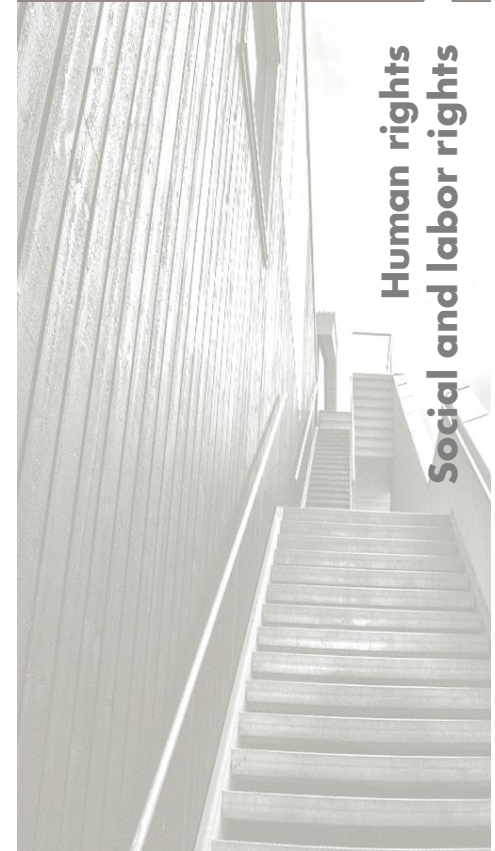
### Goals and planned activities

- The canteen is to be reopened following the pandemic and the easing of restrictions. As before, local suppliers/caterers will once again be used.
- The New Work project, scheduled for 2022, will focus on topics relating to the working world of the future. One aspect of this will be an agreement on remote work. The positive experiences with remote work, which was implemented for many employees at short notice during the pandemic, are now to be transferred into a set agreement. Employees should then be offered remote work as standard together with suitable workstations and activities.
- Organization of a health day in the form of a marketplace as an informational event for employees. Planned providers include health insurer, fitness studio, the providers of the leased bikes (due to the pandemic, this can only be implemented in 2023).

### Principle 2 – Employee well-being

We respect, protect, and promote well-being and the interests of our employees.”

2



# d&b key issues. Principle 4. Objectives.

## Environmental iss

### Principle 4 – Resources

We increase resource efficiency, increase raw material productivity, and reduce the use of natural resources.

4

#### Where does d&b stand?

**“We increase resource efficiency, increase raw material productivity, and reduce the use of natural resources.”**

Responsibility for planet earth affects each one of us. And this also goes for every single enterprise. Due to its responsibility for the environment and with a view to presenting it to the market, d&b audiotchnik has firmly anchored the topic of ecology within the company. The d&b environmental management system has been certified to EMAS and ISO 14001 since May 2013. In doing so, d&b has laid the groundwork to sustainably implement the topic of the environment and is constantly working to improve its environmental performance.

An important aspect here is the careful use of resources. From product development, where environmental friendliness is already a set part of the specifications, to the optimization of production processes with regards to the use of materials and energy.

#### The following objectives have been set

- **Reduction or optimization of material consumption**  
Further reduction of material consumption, both during development and during production.
- **Reduction of solvent consumption**  
d&b is constantly working to reduce solvent consumption using new technologies and materials.
- **Reduction of waste and hazardous waste**  
Continuous substitution tests and improvements through the CIP system ensure a steady reduction of waste volumes and hazardous waste.
- **Extended service life of IT equipment**  
Especially with electronic devices such as PCs, laptops, cell phones, etc., a longer service life has a tremendous impact on resource consumption.



# d&b key issues. Principle 4.

## Measures taken, results and developments.

### This is where d&b is and will continue doing work

- The conversion of the coating booths to reduce PU waste in the joinery will not be possible until the new construction is completed in 2023.
- Processing of wooden pallets instead of disposal.
- Conversion from solvent to water-based paint: there are still some technical hurdles to overcome. Until then, alternative options for saving solvents will be implemented.
- A “Sustainable Products” project group was founded in 2019 and will focus on environmental and sustainability aspects during product development in future.
- Expansion of the CPO program to include additional products.



Restoration of a loudspeaker intended for the CPO program

### This has already been achieved

EMAS and ISO 14001 certification have created the conditions for sustainable implementation of the topic of environmental issues at d&b throughout the organization. An important aspect here is the careful use of resources. From product development, where environmental friendliness is already part of the specifications, to the optimization of production processes with regards to the use of materials and energy. So this can be implemented even better in the future, environment and sustainability become a strategic topic in 2020 and is given an even higher priority within the organization as a result. Equipment is also being used for longer in the IT sector and then, where possible, handed on to employees at an IT flea market.

### Certified Pre-Owned products

Launched in 2020, d&b's Certified Pre-Owned (CPO) program enters the circular economy and remanufacturing, enabling its customers to purchase remanufactured d&b systems with a manufacturer's warranty. Through the program, customers can benefit from the advantages of a rider-friendly audio system, which contributes to a significant reduction in greenhouse gas emissions and the consumption of raw materials.

### Sustainability in the products

A sustainability index for the future development of loudspeakers was developed in 2020. On this basis, it will be possible to compare new products with existing ones during the development stage.

### Reasons for a relaxed smile

#### Wooden pallets

Due to the sharply reduced production volumes, only 114 wooden pallets were sent for reprocessing in 2021.

#### bee sponsorship

In September 2021, d&b sponsored 10 beehives. These are located on the d&b premises and are looked after by a professional beekeeper.

#### IT equipment

At the earliest, cell phones are only replaced after three years and laptops, PCs, and tablets after five years. However, most devices are in use for much longer.

Battery-powered IT accessories such as mice, keyboards, headsets, etc. are only used in rare cases (i.e., only when ergonomically necessary). After decommissioning, PCs and laptops are “sold” to employees in a kind of flea market for a low price.

All standard printers have been set to the default duplex and b/w printing.



# d&b key issues. Principle 4. Challenges and indicators.

## There are some challenges ahead here

Switching to water-based paint is still a challenge and d&b will continue to carry out research in this area in the years ahead.

There is also room for improvement in the area of waste.

In general, the coronavirus pandemic prevented many projects from being carried out in 2021 and had to be postponed until 2022.

## This is how d&b measures itself. Indicators

Area	Indicator	Key performance indicator/ Result	Development compared to previous year
Waste/recycling	Solvent consumption in relation to sales	44 kg/m €	-10%
	Recycling of PU waste		
	Hazardous waste in relation to sales	0.16 tons/€ million	-14%
Consumption	Paper consumption in relation to sales	5.49 tons/€ million	+230%*
Measures	Savings through environmental measures	€456	/
	Number of environmental measures implemented	3	-25%
* See page 10			

# d&b key issues. Principle 4. Prospect.

## What still lies ahead

d&b intends to maintain EMAS validation and ISO 14001 certification in the years to come. To achieve this, more specific decision-making parameters must be created for environmentally relevant topics, especially in product development. The search for alternative materials and production processes is at the forefront here.



Restoration of a loudspeaker intended for the CPO program

## Goals and planned activities

In order to make d&b products even more sustainable in the future, several projects will be launched or continued in 2022/23, such as:

- Project group with the goal of anchoring sustainability even more in product development.
- Use of Follow Me software for printers to reduce paper waste.
- Color-mixing system for special colors in the coating facilities and a reduction of leftover paint as a result.
- Establishment of a global Green Agenda project group to strengthen environmental and sustainability issues in the d&b Group.
- Expansion of the CPO program to include additional products.
- Various projects in connection with the new building Hall T.
- Participation in the certification of a VA system in accordance with EN54 and thus saving an additional system accompanying conventional PA systems.

## Principle 4 – Resources

We increase resource efficiency, increase raw material productivity, and reduce the use of natural resources.



Environmental issues  
Principle 4

# d&b key issues. Principle 5. Objectives.

Environmental iss

## Principle 5 – Energy and emissions

We use renewable energies, increase energy efficiency and reduce greenhouse gas emissions in a target-oriented way or compensate for climate change.

5

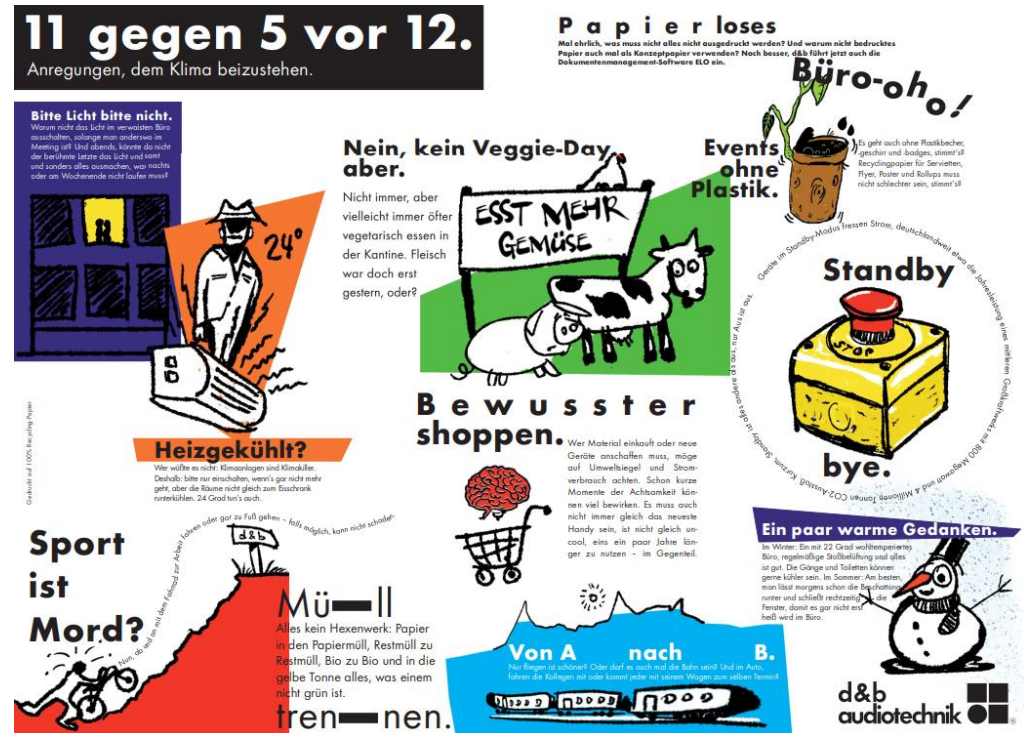
### Where does d&b stand?

**“We use renewable energies, increase energy efficiency and reduce greenhouse gas emissions in a target-oriented way or compensate for climate change.”**

d&b has set itself the goal of reducing the carbon emissions of the organization and its products as much as possible. While a direct reduction of carbon emissions will be made possible and only where complete climate neutrality is not possible in the long term in the first phase, the remaining emissions will be offset with CO<sub>2</sub>e certificates in a second phase.

### The following objectives have been set

- Reducing the carbon balance**  
 Long-term objective: carbon neutrality for Scope 1 and 2.
- Conversions and new buildings**  
 Where possible, environmental compatibility is considered for conversions and new buildings, e.g., by using LED lighting. Energy concepts are being developed for larger new buildings and renovations.
- Air-conditioning systems**  
 Air-conditioning systems are only used where they are necessary.
- New machines should have power-off functions or at least stand-by functions.



# d&b key issues. Principle 5.

## Measures taken, results and developments.

### This is where d&b is and will continue doing work

- d&b is continuously working to implement recommended measures from audits and inspections.
- Use of environmentally friendly technologies in energy supply (combined heat and power plants).
- Further switch to renewable energies.
- Increase in the share of electric and hybrid vehicles in the entire fleet.
- Provision of sufficient bicycle parking spaces and bicycle repair facilities.
- Increasing the quota of waste for recycling or pretreatment.
- Further development of existing KPI systems in the area of environment and sustainability.
- Expanding the topic of environment and sustainability at Group level.



### This has already been achieved

Since 2013, d&b has regularly implemented measures to reduce energy consumption. As a result, the production areas and large parts of admin were converted to LED lighting. For several years now, two combined heat and power plants have been supplying electricity in addition to heat, and a great deal of attention has been paid to avoiding and reducing waste and to recycling. Energy concepts are drawn up for new buildings and renovations and an environmentally friendly energy supply is ensured. When purchasing machines, care is taken to ensure that they have a power-off or stand-by function.

### Reasons for a relaxed smile

#### Self-generated electricity

Two combined heat and power plants generated 307,734 kWh of electricity in 2021. With the construction of the two more CHP plants in 2022/23, the company's own contribution is expected to increase considerably.

#### Extensive switch to LEDs

In recent years, all production and logistics areas and various administrative areas have been converted to LED lighting.

### Fleet

Since the beginning of 2019, d&b has operated a total of 15 electric charging stations, encouraging employees to switch to electric or hybrid vehicles. At the end of 2021, the company fleet comprised 15 electric and hybrid vehicles.

### Sustainable transport

The first trials on the topic of "climate-neutral transport" were successfully carried out in 2021.

In addition, deliveries from Backnang to ports for further shipping (e.g., Rotterdam) are transported by rail as far as possible and only to the nearest railway station by truck.

### Saving on cooling in server rooms

By converting the IT landscape (previously a server in every building) to high-quality network technology/routers, cooling can be dispensed with in future in at least ten server rooms.

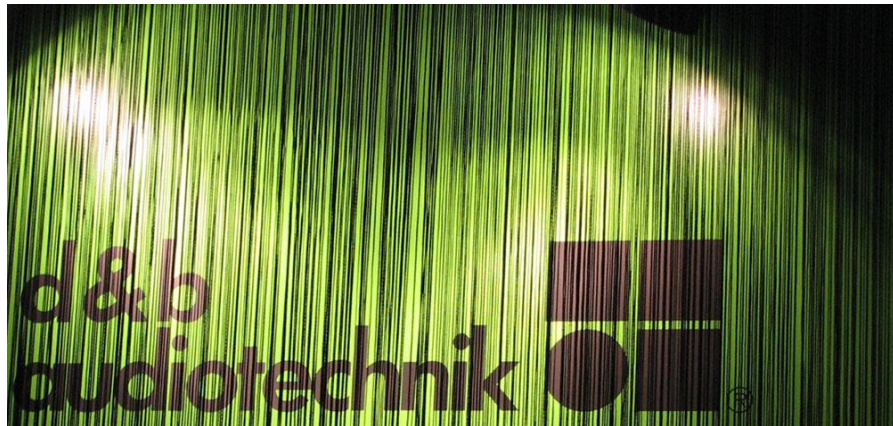
### Reduced emissions due to fewer trips

Many of the customer and partner training courses previously held in Backnang and its subsidiaries have been changed to online events. A total of 70 online events, webinars, and online workshops took place in 2021.

# d&b key issues. Principle 5. Challenges and indicators.

## There are some challenges ahead here

d&b is constantly working to reduce energy consumption and has set itself the goal of carbon-neutrality in Scope 1 and 2. To this end, a switch to electricity from 100% renewable energies is necessary when purchasing electricity. It is currently not possible to completely change the electricity provider on the company premises of the headquarters right away. However, this should improve with the commissioning of the new building in 2023.



## This is how d&b measures itself. Indicators

Area	Indicator	Key performance indicator/ Result	Development compared to previous year
Energy	Power consumption in relation to sales	31 MWh/€ million	+42%*
	Weather-adjusted gas consumption in relation to sales	66 MWh/€ million	+13%
	Hazardous waste	12 tons	+4%
CO <sub>2</sub>	Carbon balance with the goal of carbon-neutrality (Scopes 1 and 2)	1,546 tonnes CO <sub>2</sub> e	+37%
	Number of electric or hybrid vehicles	15	50%
Measures	Savings through environmental measures	€456	/
	Number of environmental measures implemented	3	-25%

Even in the second year of the coronavirus pandemic, sales have not yet recovered to the 2019 level. Nevertheless, the production areas were once again fully utilized, especially in the second half of the year.

Due to the ongoing furloughing in the production areas, very few environmental measures were implemented.

# d&b key issues. Principle 5.

## Prospect.

### What still lies ahead

In the years ahead, d&b will continue to strive to further reduce carbon emissions, be it via energy consumption, business travel, or the fleet, with a focus on avoidance rather than offsetting.

### Goals and planned activities

- Further conversion of lighting to LED.
- Implementation of the energy concept for the new building in 2023: process heat generation by using two combined heat and power plants in combination with cooling of the paint booths by an adsorption cooling system.
- Reduction of emissions by restructuring production areas and thus avoiding unnecessary travel routes and reducing compressed air.
- Consideration of the topic of business travel in the context of an international company.
- Checking the technical necessity of all air-conditioning systems in operation.
- Reduction of the carbon footprint for Scopes 1 and 2.
- Review and partial switch to carbon-neutral transport.
- Installation of air-curtain systems on external doors to reduce draft and heat loss.



Delivery of sustainable heat exchangers to reduce energy requirements in the new finishing center.

### Principle 5 – Energy and Emissions

We use renewable energies, increase energy efficiency and reduce greenhouse gas emissions in a target-oriented way or compensate for climate change.



# d&b key issues. Principle 6. Objectives.

Environmental iss

## Principle 6 – Product responsibility

We take responsibility for our services and products by examining the value creation process and the product cycle for their sustainability and creating transparency in this regard.

6

### Where does d&b stand?

**“We take responsibility for our services and products by examining the value creation process and the product cycle for their sustainability and creating transparency in this regard.”**

An important aspect here is the careful use of resources. From product development, where environmental friendliness is already part of the specifications, to the optimization of production processes with regards to the use of materials and energy. However, the use of the products by the end customer is also a relevant element. Reducing the size and weight of the loudspeakers in relation to efficiency plays a key role in reducing fuel consumption during transport, and more efficient amplifiers reduce energy consumption during use.

### The following objectives have been set

- Clearer definition of sustainability in relation to products.
- Further improvement of ease of repair.
- Enhancing the environmental and sustainability profile of d&b products on the market.



# d&b key issues. Principle 6.

## Measures taken.

### This is where d&b is and will continue doing work

#### Energy consumption

d&b loudspeaker systems are exceptionally efficient. Transducers are equipped with particularly strong neodymium drivers. These provide higher field strengths than ceramic drivers and thus reduce power requirements while maintaining the same drive power. Furthermore, they are smaller and lighter than conventional magnets and thus reduce the use of materials for polar plates (steel) and loudspeaker baskets (among others, aluminum).

Together with the consistent use of switching mode power supplies and switching amplifiers, this significantly reduces the average power consumption of the power amplifiers. The use of power factor correction circuits (PFCs) at the mains input of the amplifiers ensures low-harmonic power consumption with low peak current loads. This significantly reduces both line losses and the demands on power supply from the power grid or power units.

#### Noise emission

More consistently than any other manufacturer, d&b relies on cardioid dispersion in many products. This results in a very directed dispersion pattern. With cardioid technology, sound in all frequency ranges is directed forward to the listening areas in a very targeted manner and strongly suppresses dispersion in other directions. Compared to conventional PA systems, with the same volume level in the audience area, the total acoustic output is reduced by about 30%. This not only improves sound, but also protects neighboring areas from unwanted noise levels. d&b is the only loudspeaker manufacturer to offer software (NoizCalc) that can predict noise levels in the vicinity of open-air events.

#### Transport

Due to its high efficiency and compact design, the transport volume and weight of a d&b PA system is relatively low compared to the rest of the industry. This means that less loading capacity and associated carbon emissions are required for touring.

#### Service

d&b aims to have a spare parts supply for all products for at least ten years. Electronic products are kept up-to-date on an ongoing basis as a result of corresponding software updates. This ensures an exceptionally long product service life.

### This has already been achieved

The carbon footprint of a loudspeaker was determined as part of a bachelor's thesis in the first half of 2020. This work was expanded by the creation of a sustainability index for future products.

#### Certified Pre-Owned products

The new business unit for remanufactured products was launched in early 2020. The global availability of d&b products for large-scale events and touring allows artists to rent their d&b equipment locally on a tour, rather than transporting it over long distances by ship and truck.

### Principle 6 – Product responsibility

We take responsibility for our services and products by examining the value creation process and the product cycle for their sustainability and creating transparency in this regard.



Environmental issues  
Principle 6



# d&b key issues. Principle 6.

## Results, developments, challenges, and prospects.

### Reasons for a relaxed smile

#### Green Guardian Award for d&b

In 2021, d&b received the Green Guardian Award from *IQ Magazine* for its contribution to reducing the live entertainment industry's carbon footprint.



#### Extension of the SL-Series

XSL, the new member of the SL-Series, transfers the tried-and-tested SL technology to a smaller format, offering all the features of the SL-Series in both installation and mobile applications – a two-way active design, high SPL, and impressive controlled dispersion over a wide bandwidth. Due to the small dimensions during transport, additional loading space and thus fuel and CO<sub>2</sub> are saved.

#### The new amplifiers – D40/40D

The d&b amplifier family, including the 40D installation amplifiers and the portable D40 amplifiers, are designed to provide the power density required for highly efficient d&b systems. The four-channel Class-D 40D/D40 devices feature advanced voltage management, making the d&b product range up to 50% more efficient without sacrificing performance.



### There are some challenges ahead here

- A project team takes care of sustainability in d&b products.
- Procurement guideline for sustainable procurement.

### What still lies ahead

To make environmental and sustainability developments measurable for products, d&b is constantly working on improving the KPI system and researching environmentally friendly materials and production processes. d&b incorporates the widest possible environmental considerations into the specification and development of new products.

### Goals and planned activities

- Increased anchoring of environmental requirements in the product development process.
- Group-wide establishment of sustainability officers.
- Broader life cycle assessment of products.

### Principle 6 – Product responsibility

We take responsibility for our services and products by examining the value creation process and the product cycle for their sustainability and creating transparency in this regard.



# d&b key issues. Principle 7. Objectives.

Economic added value

## Principle 7 – Business success and jobs

“We ensure long-term business success and provide jobs in the region.”

7

### Where does d&b stand?

**“We ensure long-term business success and provide jobs in the region.”**

The corporate success of d&b audiotechnik GmbH is the result of many different factors. Therefore, the conditions which d&b can influence are now moving into focus of the company's efforts.

### The following objectives have been set

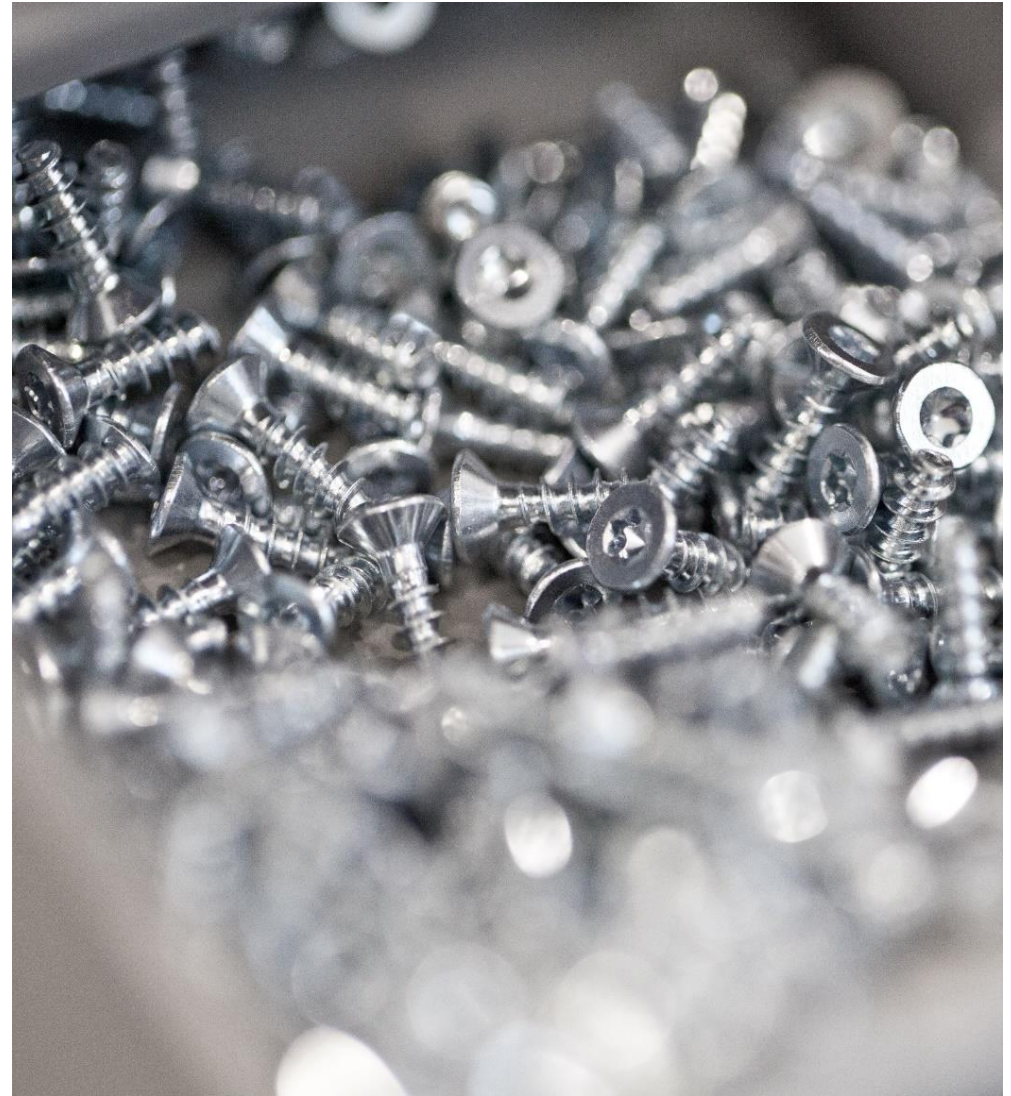
▪ **Increasing growth and expanding market share:** Opening new markets and market segments, rolling out a segment rolling out an internationalization strategy.

▪ **Raising customer satisfaction:** Setting up a quality circle, expanding and optimizing support and service channels.

▪ **Expanding the sales network:** Canvassing for new sales partners, rolling out the internationalization strategy.

▪ **Increasing brand value:** Intensifying external communication (e.g., sustainability reports), launching novelties and product enhancements on the market.

▪ **Strengthening the company location:** Expanding the company site, investing in locations, investing in new machines and systems, creating new jobs.



# d&b key issues. Principle 7.

## Measures taken.

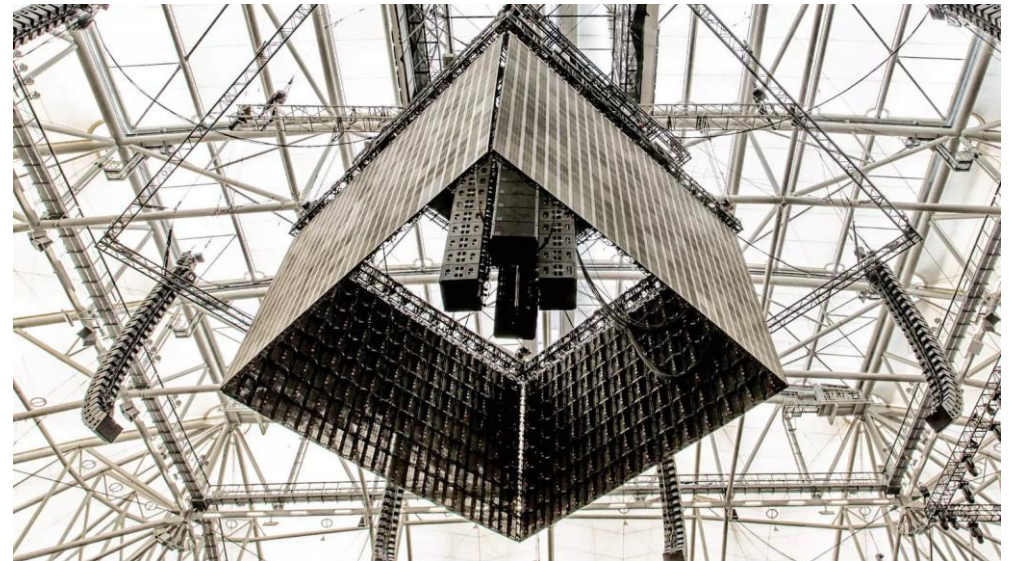
### This is where d&b is and will continue doing work

Various set targets had to be postponed due to the ongoing coronavirus crisis in the events industry. Nevertheless, d&b remains true to its targets:

- Opening new markets and market segments and rolling out a new segment strategy and an internationalization strategy.
- Acquiring new sales partners.
- Intensifying external communication, launching novelties and product enhancements on the market.
- Rolling out a zero-error strategy/Kaizen, expand and optimize support and service channels.
- Expanding the company site, investing in buildings, investing in new machines and systems.

### This has already been achieved

d&b pursues sustainable business growth. This includes the continuous expansion of its product portfolio and production lines, the expansion of the d&b market share and distribution network, and the strengthening of the company's locations. Due to the pandemic, the completion of the new production building in Backnang had to be postponed. Nevertheless, strategic core topics were defined in mid 2020, the work on which was also continued during furloughing. Assuming the events industry returns to normal in 2022, d&b will then be able to fully focus on its goals once again.



# d&b key issues. Principle 7. Results and developments.

## Reasons for a relaxed smile Some new products released in 2021. SL-Series with XSL/XSLi

The top-of-the-range line-array family from d&b audiotechnik, the SL-Series, is pleased to announce the arrival of its new baby, the XSL system. The XSL system incorporates all the features of the SL-Series, from impressive broadband directivity and extended low frequency response to comprehensive rigging, cabling, and transport solutions. The XSL system includes installation-specific and mobile touring variants. The XSLi system for installations is ideal for venues that rely on voice quality and require high performance across the entire frequency spectrum. The mobile version of the XSL system meets the requirements of a wide range of touring applications. Both XSL and XSLi systems can be used as packages or as delay or fill systems together with their GSL and KSL siblings.

## D40/40D

The d&b amplifier family, including the 40D installation amplifiers and the portable D40 amplifiers, is designed to provide the power density required for highly efficient d&b systems. The four-channel Class-D 40D/D40 devices feature advanced voltage management, making the d&b product range up to 50% more efficient without sacrificing performance. d&b amplifiers can drive more than just d&b loudspeakers. They realize the entire potential of the d&b system approach. The D40 also features enhanced energy-saving features, improved power efficiency, and an AutoWakeup function for green building.

## d&b enhancement of Soundscape

In 2021, d&b was able to add additional features to its Soundscape immersive audio system, further expanding the capabilities of the high-performance multichannel toolkit for venues and events of all sizes. Driven by a commitment to customer satisfaction and to be ready for post-lockdown events, these latest software updates expand the possibilities for users to create extraordinary sound experiences with Soundscape's comprehensive toolkit.



Presentation of the XSL-Series

# d&b key issues. Principle 7. Results and developments.

## Reasons for a relaxed smile

### Some new product releases in 2021 et seq.

#### New e-commerce platform d&b Direct

The platform invites venues and entertainers to take their performance to the next level with no-fee consultancy and offers direct access to industry-leading audio packages that can be bought online.

For installation buyers in the pilot markets, d&b Direct presents system configuration examples supported by a streamlined inquiry functionality that brings customers closer to their optimum solution faster, by connecting them directly with a partner. For mobile users in the pilot markets, the platform offers small, ready-to-ship system bundles, available to order and purchase directly online.

#### Green Guardian Award

d&b received the Green Guardian Award in recognition of its efforts to reduce the carbon footprint of products in the live entertainment industry. d&b is extremely proud to have been named Green Guardian by *IQ Magazine*.

Launched by the Green Events & Innovations Conference and *IQ Magazine*, the Green Guardians Guide is a new annual initiative highlighting some of the global efforts to reduce the live entertainment industry's carbon footprint.



#### Company premises extended.

Despite the coronavirus pandemic, construction of the new hall for loudspeaker production will continue. Completion and occupancy have been postponed until the end of 2022.

The office space, on the other hand, was expanded by around 1,000 m<sup>2</sup>.

#### Internationalization.

In 2021, d&b founded d&b solutions GmbH & Co. KG, a service-oriented business unit that takes the company on its path to becoming an integrated audio, video, lighting, and media-solutions provider (AVLM). To strengthen this new organizational unit, the company acquired two UK-based companies, the SFL Group and White Light.



Animation of the new d&b building.

# d&b key issues. Principle 7. Challenges and indicators.

## There are some challenges ahead here

The world's events industry was again largely locked down in 2021, and it was only during the year that limited events were once again held in some countries. As a result, it was only in the second half of the year that there was a slight recovery in sales and a reduction in furloughing. d&b has set itself the goal of returning to the 2019 level of sales by 2023.

## This is how d&b measures itself. Indicators

Area	Indicator	Key performance indicator/ Result	Development at target value	Development compared to previous year
Sales figures	Sales figures compared to previous year		/	+40%*
Expansion of the sales network	Number of sales partners	487	/	+2%
	Number of d&b companies abroad	10	/	0%
Increase in customer satisfaction	Complaints rate of max. 2%	0.8%	-40%	-9%
	Throughput time of service queries of max. ten working days	eight working days	-20%	-39%
Other	Number of new jobs created in the region	0	/	+0%*
	Percentage rise in staff capacity for research and development			-8%

Remark: For KPIs, it makes little sense to refer to the base year. Target values exist for the complaints rate and service throughput time. The result therefore relates to the target value.

# d&b key issues. Principle 7. Prospect.

## What still lies ahead

As mentioned above, sustainable business growth is a key concern of d&b. The promising approaches will continue to be pursued in the future. Therefore d&b will continue to work on this key topic in the following year, implement further measures and aim to improve the indicators achieved.

## Goals and planned activities

Over the next two years, d&b wants to achieve its goals and implement appropriate measures in these areas once again.

- Further expansion of the company premises (moving into the expanded production facility, expansion of additional office space).
- Keep complaints rate below 2%.
- Further expansion of the quality circle team from all departments involved in d&b product quality.

## Principle 7 – Business success and jobs

"We ensure long-term business success and provide jobs in the region."

7

Economic added value  
Principle 7

# d&b key issues. Principle 8. Objectives.

Economic added value

## Principle 8 – Sustainable innovation

“We promote innovations for products and services that increase sustainability, and underline the innovative potential of the Baden-Württemberg economy.”

8

### Where does d&b stand?

**“We promote innovations for products and services that increase sustainability and underline the innovative potential of the Baden-Württemberg economy.”**

Innovation is always linked to a readiness to embrace new ideas and approaches. If you don't go forward, you go backward. As a result, it is indispensable to forge a systematic vision for the future growth of d&b.

### The following objectives have been set

#### ▪ **Strengthening educational cooperations**

Expanding cooperations with various institutions and educational establishments (e.g. DHBW, schools), mentoring degree theses.

#### ▪ **Strengthening innovations**

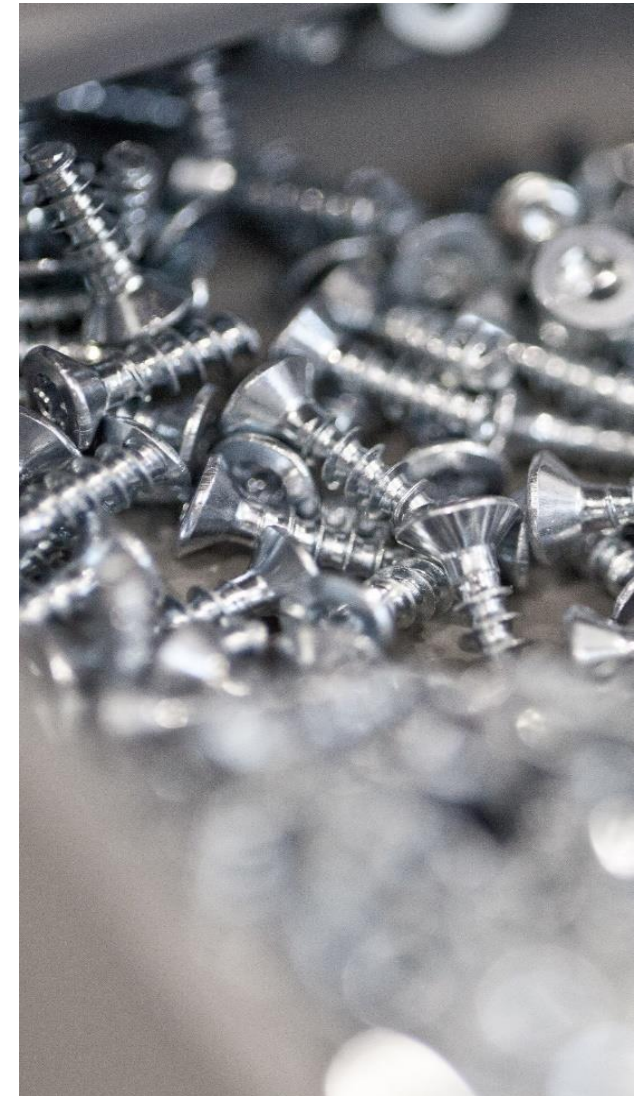
Expanding the R&D Roadmap with innovative products and technologies to ensure long-term innovative capacities, further implementing the market intelligence strategy, further developing incentive systems for ideas and patents.

#### ▪ **Improving the environmental compatibility of products and production processes:**

Making products more ecological, increasing product efficiency, optimizing production processes, and identifying problems in practical applications.

#### ▪ **Strengthening dialog with academe, industry, and politics:**

Seeking dialog with decision-makers and interest groups, improving association work and networking by managers at local, national, and international level, setting industry standards, introducing future themes.





# d&b key issues. Principle 8.

## Measures taken.

### **This is where d&b is and will continue doing work**

- Expanding cooperations with various institutions and educational establishments, mentoring degree theses.
- Expanding the R&D Roadmap.
- Continuous development of the product portfolio, creating incentive systems for ideas and patents, expanding the innovation management system.
- Continuously improving the environmental compatibility of products, increasing product efficiency, optimizing production processes, and identifying problems in practical applications. Seeking dialog with decision-makers and interest groups, improving association work and networking by managers at local, national, and international level, setting industry standards, introducing future themes.

### **This has already been achieved**

d&b stands for innovative, high-quality products. That's why d&b is constantly working to improve its products, both from a technical and an environmental perspective. In addition, d&b contributes the transfer knowledge by cooperating with various educational establishments and mentoring degree theses. The exchange with academia, business, and politics is constantly being expanded, as d&b employees participate in various technical events and publish trade journals.

### **Innovation management**

d&b also sees sustainability as an essential source of innovation. In addition to CPO, d&b is working on innovation management solutions to make d&b and the events industry more sustainable. Agility and speed of implementation play a decisive role here. d&b achieves this through design-thinking workshops, innovation competitions, and other agile methods.

# d&b key issues. Principle 8. Results and developments.



## **Reasons for a relaxed smile Swabian enthusiasm for innovation d&b Subscription-Series**

The Subscription-Series allows venue owners to enhance the sound experience of their audience with a brand-new d&b system without having to make a major initial investment.

In doing so, d&b responds to the global trend of “pay what you consume” and offers an alternative to ownership.

## **New e-commerce platform d&b Direct**

The platform invites venues and entertainers to take their performance to the next level with no-fee consultancy and offers direct access to industry-leading audio packages that can be bought online.

For installation buyers in the pilot markets, d&b Direct presents system configuration examples supported by a streamlined inquiry functionality that brings customers closer to their optimum solution faster, by connecting them directly with a partner. For mobile users in the pilot markets, the platform offers small, ready-to-ship system bundles, available to order and purchase directly online.

## **d&b enhancement of Soundscape En-Scene and En-Space**

In 2021, d&b was able to add additional features to its Soundscape immersive audio system, further expanding the capabilities of the high-performance multichannel toolkit for venues and events of all sizes.

Driven by a commitment to customer satisfaction and to be ready for post-lockdown events, these latest software updates expand the possibilities for users to create extraordinary sound experiences with Soundscape’s comprehensive toolkit.

d&b En-Scene is an object positioning tool allowing the individual placement and movement of up to 64 sound objects. It accurately depicts stage scenarios so that each sound object corresponds both visually and acoustically.

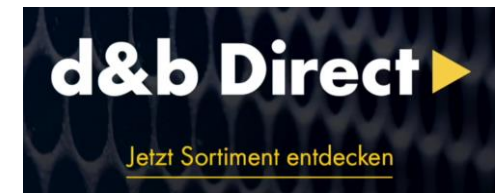
d&b En-Space is an in-line room emulation tool that creates and modifies reverberation signatures for any space. These reverberation signatures are emulations derived from acoustic measurements of six internationally renowned performance venues and convolved within the audio processor.

## **Biomaterials project**

d&b is constantly on the lookout for more environmentally friendly materials. In 2021, the focus was shifted further to the topic of injection molding with biomaterials.

## **Patented technological developments**

In 2021, d&b applied for two patents and granted one patent.



# d&b key issues. Principle 8. Results and developments.

## Reasons for a relaxed smile et seq. d&b CEO Amnon Harman on *Installation* magazine's Pro AV Watch List

In 2021, *Installation* magazine added Amnon Harman to the list of the 25 most influential people in the audio industry. He has been running d&b for eight years and has also guided the company safely through the difficult past two years of the pandemic.



## d&b employees support industry-specific organizations

- Vice-Chair of the AES Technical Committee for Acoustics and Sound Reinforcement, New York
- Chair of AES Germany (Audio Engineering Society)
- Main-Topic international Co-Chair, session chair for InterNoise 2022, Glasgow
- Paper Co-Chair of AES Sound Reinforcement Conference 2023
- Member of AES South Germany leadership committee
- Organization and moderation of AES South German Research Colloquium

## In dialog: participation in technical events

- Guest lecture at the Berliner Hochschule für Technik, lecture for sound engineering: tools and legal position on the topic of emission planning/prediction for sound reinforcement
- Online presentation at the conference "Stadt nach acht" – German federal noise protection program
- Participation in presentations at the IEEE802 and IEEE802.1 plenary session on the topics "Insights and observations on TSN applied across ecosystems" and "ProAV market requirements for superfast Ethernet switching"
- Time-Sensitive Networking Alliance: "Diffusion of TSN across Markets and Ecosystems: Where we are and a roadmap forward"
- Tonmeistertagung Düsseldorf: Audio systems with Milan: prospects for network systems based on open IEEE TSN standards.
- Specialist article in *Computer & Automation*: "Milan – das TSN Profil der ProAV Industrie" (Milan – the TSN profile of ProAV industry)
- Interview by *Commercial Integrator* on Milan Networks
- Guest lecture "Line Array Theory and Sound System Design" as part of the electroacoustics lecture at Chalmers University, Gothenburg, Sweden
- Lecture at the Institute of Sound and Vibration Research, University of Southampton, UK
- Lecture at the Marcus Wallenberg Laboratory for Sound and Vibration Research, School of Engineering Sciences at KTH, Royal Institute of Technology in Stockholm, Sweden
- Coauthor: "A conjugate gradient least square based method for sound field control," INTER-NOISE and NOISE-CON Congress and Conference Proceedings, InterNoise21, Washington, D.C., USA
- AES Germany: online presentation about object-based applications "From the concert to your sofa"



## Award success. Another AWARD FOR d&b

In 2021, d&b received the Green Guardian Award in recognition of its efforts to reduce the carbon footprint in the live entertainment industry. Launched by the Green Events & Innovations Conference and *IQ Magazine*, the Green Guardians Guide is a new annual initiative highlighting some of the global efforts to reduce the live entertainment industry's carbon footprint.

## Award-winning customer project

d&b would like to congratulate its customer the Echostage club in Washington, D.C., who was named the world's best club in 2021 by *DJ MAG* for its state-of-the-art sound, synapse-like images, and a production that would overshadow most festivals.



Echostage Club Washington DC (*DJ MAG*)

# d&b key issues. Principle 8. Challenges and indicators.

## There are some challenges ahead here

In some areas, it became clear that there are still some challenges in terms of implementation. For example, d&b does not yet have a Group-wide view on Principle 8.

A project group is set to ensure greater sustainability in the product portfolio from 2022.

## This is how d&b measures itself. Indicators

	Area	Indicator	Key performance indicator/ Result	Development compared to previous year	Development compared to base year 2017
	Strengthening the dialog with academe, industry, and politics	Percentage rise in staff capacity for research and development	/	-8%	+27%
	Promoting innovations	Growing number of named inventors	/	/	+18%

# d&b key issues. Principle 8. Prospect.

## What still lies ahead

Innovation and improvement are in d&b's blood, in keeping with the Swabian spirit of invention. This is why work will continue to be done on this key topic and further measures are being taken.

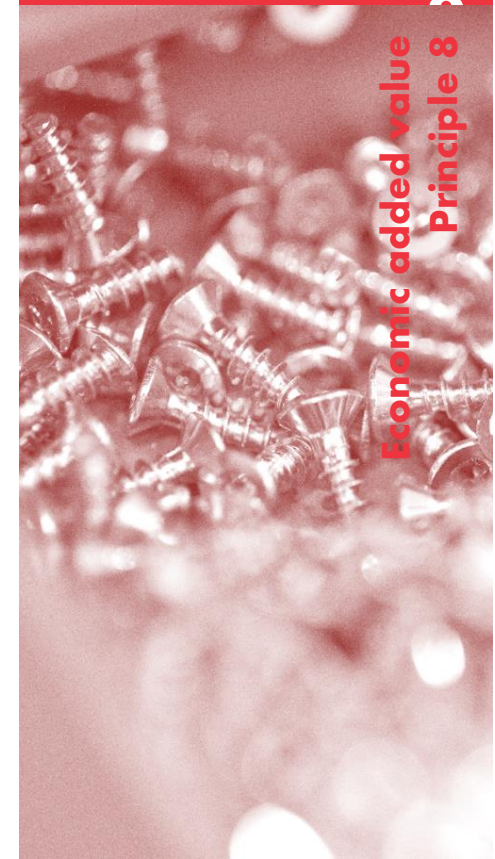
## Goals and planned activities

In the new year, d&b also intends to achieve its goals and implement appropriate measures.

- Market launch of various new products 2022.
- Expansion of the range of services.
- Expansion of an innovation management system.
- Green Logistics project, sustainable transport solutions.

## Principle 8 – Sustainable innovation

"We promote innovations for products and services that increase sustainability and, underline the innovative potential of the Baden-Württemberg economy."



Economic added value  
Principle 8

# d&b key issues. Principle 12. Objectives.

Regional added value

## Principle 12 – Incentives to rethink

“At all levels of the company, we encourage incentives to rethink and act, involve our employees as well as all other stakeholders in a constant process to increase corporate sustainability.”

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### Where does d&b stand?

**“At all levels of the company, we encourage incentives to rethink and act, and involve our employees as well as all other stakeholders in a constant process to increase corporate sustainability.”**

Treading new paths and thinking out of the box. In order to remain innovative, d&b wants to implement this credo at all levels of the company.

### The following objectives have been set

- **Promote insights into other areas**  
Exchange with other companies (work experience), training cooperations, increased cooperation with schools and universities, ideas from experts (lectures, music productions, etc.), strategy workshops at all hierarchy levels.
- **Strengthen employee development**  
Developing support models for further training, expanding further training offers, co-worker promotion and co-worker training (further training), supporting honorary posts, providing work time for workshops.
- **Improving/strengthening communication between departments**  
Promoting networking, work shadowing in other departments, forming work partnerships between co-workers, writing motivational reports on innovations on the internal “42” platform.
- **Developing innovative business models** Setting up playgrounds for creatives, appreciating dedicated employees, further developing ideas management.



# d&b key issues. Principle 12.

## Measures taken.

### This is where d&b is and will continue doing work

- Exchange with other companies (work experience), training cooperations, increased cooperation with schools and universities, ideas from experts (lectures, music productions, etc.), strategy workshops at all hierarchy levels.
- expanding further training offers, co-worker promotion and co-worker training, supporting honorary posts, providing work time for workshops.
- Promoting networking, work shadowing in other departments, forming work partnerships between co-workers, reports on innovations on the internal "42" platform.
- Setting up playgrounds for creatives, appreciating dedicated employees, further developing ideas management.

### This has already been achieved

d&b already has a sophisticated CIP system. The exchange within networks, working groups and across departments is actively promoted in order to develop new stimuli. Employees and their development are very important to d&b. Innovation and continuous improvement can only be achieved through and with them. d&b attaches great importance to supporting them and giving them time and space for innovation.



Continuous improvement process information board

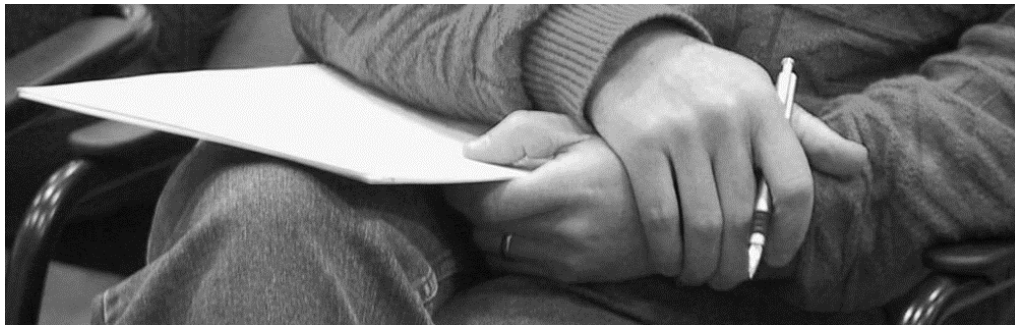
# d&b key issues. Principle 12.

## Results and developments.

### Reasons for a relaxed smile

#### Intercompany training

Additional training content was also provided in 2021 as part of an intercompany cooperation with an affiliated company in the area of training for event technology specialists. During a full-day event, the trainees had the opportunity to gain a deeper insight into an industry-relevant technology that the company had quickly adapted to and specialized in due to changing requirements during the pandemic.



### Success story. Further development of continuous improvement process CIP

Despite ongoing furloughing, 96 CIP suggestions for improvement were received. Of these, 51 were implemented and €7,457 were saved. Here are a few examples:

- Various improvement measures for faster access to tools and other aids.
- Collector trays on the nut drive-in machines – this is how “strays” no longer fall on the floor.
- Conversion of the outgoing goods scales to a display so that the weight can be scanned.
- Moving various holes in wooden parts so that the wood no longer splits.
- Improving the transport of goods.
- Connecting soldering irons and ultrasonic baths to a fimer to reduce the risk of fire.
- During electronics production, no longer attaching screw magazines over the device to be produced. This prevents screws from falling into the device.
- Switching from 1 kg to 10 kg containers for varnish hardener and saving costs, time spent on handling and waste in the process.



# d&b key issues. Principle 12.

## Challenges and indicators.

### There are some challenges ahead here

Induction program: The d&b induction program is constantly evolving. For example, all new employees are now provided with detailed information on the topics of the environment, sustainability, and corporate values. In addition, as part of their onboarding, every new employee also receives detailed information on how they can contribute to the CIP process or idea management with new ideas for improvement. Further modules are to follow.

### This is how d&b measures itself. Indicators

Area	Indicator	Key performance indicator/ Result	Performance compared to target value	Development compared to previous year
Continuous improvement	Number of CIP proposals	96	/	+39%
	Implemented CIP proposals	51	/	-4%
	Savings through CIP	€7,457	/	+647%
	Number of suggestions for improvement received via idea management	20	/	+0%

Remark: As the quantity of ideas and CIP proposals is not always conclusive and quality is paramount here, a comparison with the base year is not made.

# d&b key issues. Principle 12. Prospect.

## What still lies ahead

In particular, the area of employee development is a topic that d&b is constantly working on and advancing in order to maintain its high level and to be able to hold its own in the ever-changing market environment. Further measures are also to be taken in other areas. This is why we need to continue working on this focus area next year.

## Goals and planned activities

In the new year, d&b also intends to achieve its goals and implement appropriate measures.

- Expand 5S to other areas.
- Further expand the key user concept for software used in the company.
- Further expand mentoring/master program.
- Provide insight into other departments when hiring new staff.
- Create more extensive onboarding plans.
- Expand the ELF (Education and Learning Factory) as a software solution for an individual learning platform for employees and d&b partners.
- EDP (Everyone Development Program). This is made possible and supported by the ELF platform.
- Expansion of the innovation management system.

## Principle 12 – Incentives to rethink

“At all levels of the company, we encourage incentives to rethink and act, involve our employees as well as all other stakeholders in a constant process to increase corporate sustainability.”

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Regional added value  
Principle 12

# Other activities. Principle 1.

## Human rights Social and labor rights



### Principle 1 – Human and labor rights

#### Human, social, and labor rights

A company is a social fabric made up of many different people with different backgrounds. This includes the d&b listeners, users, and owners. The d&b principle applies here, too: To create a whole where all the parts fit together, because everything is interconnected. Increasing respect for human and employee rights and the well-being of employees is therefore not an end, but a prerequisite for sustainable d&b success. At its headquarters in Backnang, the company employs around 450 people who live d&b quality with determination, knowledge, and a good mood and make d&b what it is. This is the only way to develop and manufacture high-quality audio systems for d&b customers with rigor and care. For a better life, better art, better society, and better company. Today and tomorrow.

#### Principle 1 – Human and labor rights Selected measures and activities

Language courses for employees: The language courses that are normally free of charge for employees had to be suspended in 2021. Alternatively, ELF (Education and Learning Factory) continued to offer various language modules on a voluntary basis.

#### Results and developments

- Due to the coronavirus pandemic and the associated hygiene concept, no language courses were held from March 2020 onwards. As an alternative, the further education platform ELF offered various language courses.
- In order to keep employees up-to-date on business developments, regulations on furloughing, etc. even during the pandemic, town-hall meetings were held every month.
- d&b community: In addition, employees continued to be offered regular opportunities to meet virtually with colleagues in their free time on a voluntary basis in order to stay connected with each other. In terms of motto and activities, the events were prepared, initiated, and hosted by the HR department.

#### d&b wants to continue working on this

- Promoting diversity among co-workers.
- Insuring the involvement of co-workers (town-hall meetings, strategic journeys, ELF).
- Promoting think patterns in corporate contexts.

# Other activities. Principle 3.



## Principle 3 – Stakeholders

### Selected measures and activities

- Almost free training of customers and users all over the world (seminars and trainings). As part of the d&b system approach, basic and comprehensive information, especially for the user, is one of d&b's core concerns. System reality stands for the close link between loudspeakers, control, handling, and expertise.
- d&b has extended its product warranties by six months. To meet the needs of its partners and customers during these difficult times, d&b extended the product warranty by six months in 2020. This extension applies to all d&b products in the mobile and installation product portfolio covered by the standard, five-year d&b product warranty that were purchased and delivered between March 1, 2015 and August 31, 2020. This applies worldwide.

## Results and developments

Due to the ongoing coronavirus pandemic, it was not possible to hold training sessions in 2021 with physical attendance. However, the demand for webinars and online workshops was high. As a result, 70 online events were held for customers, partners, and anyone interested in 2021.

### d&b wants to continue working on this

Expansion of the range of seminars, especially in the area of webinars and online workshops.

# Other activities. Principles 9 and 10.

Sustainable, fair finance,  
anti-corruption

Principle 9 –  
Financial decisions

Principle 10 –  
Anti-corruption



## Sustainable, fair finance, anti-corruption

Behaving in a way that reflects the fundamental values of society without restriction has always been a matter of course for d&b. But d&b is constantly growing and is internationally active. It is in touch with different countries and cultures in business terms. And the number of new colleagues, customers, and partners is increasing. The associated responsibility is reflected in many areas of the company. To live up to this responsibility, d&b sets standards for business, legal, and ethical conduct. This also applies to financial decisions and business relationships.

## Principle 9 – Financial Decisions Selected measures and activities

An energy concept has been commissioned for the new production building, which is scheduled to be in use by the end of 2022. This way, d&b ensures that energy-related issues are considered from the outset when investing in a new building and d&b Therefore, remains state of the art.

### Results and developments

The proposals for heating and cooling compiled in the energy concept will be implemented at the end of 2022.

### d&b wants to continue working on this

- Energy assessment for renovation and new-building projects (environmental measures such as the use of renewable energies and energy-efficient technologies).
- Investment in environmental measures without a direct financial benefit.

## Principle 10 – Anti-corruption Selected measures and activities

The code of conduct defines the framework for the actions and conduct of the company and its employees. In business, legal, and ethical terms, it is the mandatory benchmark for dealing with colleagues, customers, distribution partners, suppliers, and other interest groups. The code of conduct makes relevant rules of conduct an integral part of d&b's actions. Worldwide. This creates transparency, provides security, and builds trust.

### Results and developments

The code of conduct has been approved and applies to all employees. It can be accessed by all those interested on the website. For more information on the d&b code of conduct, see Chapter 9 – Nonfinancial statement.

### d&b wants to continue working on this

As in the past, d&b will continue to object to corruption and investigate it immediately if it is suspected.

# Other activities. Principle 11.

## Regional added value

### Regional added value

After the foundation and the first years in Korb near Waiblingen, the headquarters of d&b has been in Backnang since the late 1980s. d&b feels connected to the town and the region. This connection is expressed in very different ways. Be it the expansion of the company's site, the creation of new jobs, or the diverse volunteer work done by the employees. d&b is proud to have received the "Honorary Employer in Civil Protection" award in 2018.

### Principle 11 – Regional added value

#### Selected measures and activities

With the new production facility still being built at its headquarters in Backnang, d&b continues to demonstrate its commitment to the Backnang location.

Where possible, local sourcing is preferred.

#### Results and developments

Construction of the new production building has begun. Completion is scheduled for the end of 2022.

#### d&b wants to continue working on this

- Expansion of training posts offered in the region.
- Further expansion of donations and support of local projects and institutions.
- Where possible, sourcing from regional suppliers.
- Further development of training partnerships.
- Further expansion of location.

Principle 11 –  
Regional added value

# The d&b WIN project.

## **d&b has backed this project: Sponsorship of ten bee colonies**

In autumn 2021, d&b joined forces with beekeepers Imkerei am Turm from Allmersbach im Tal to sponsor ten bee colonies. The bees found their new home on the d&b company premises.

### Why did d&b choose to sponsor bees?

By pollinating many crops and wild plants, bees play an important role in nature and thus contribute to the natural balance. And don't forget they also provide us with our honey for breakfast.

### **Type and scope of support**

A total of ten beehives were sponsored. The costs for maintenance work amount to €1,000 per year.

### **Prospect**

As part of the bee sponsorship, d&b will also promote early childhood nature projects in 2022. Local kindergartens and elementary schools are given the opportunity to obtain nature and visual materials for lessons and to introduce the youngsters to nature through lectures and workshops.

With the WIN project, d&b is contributing to sustainability in the region.



Clothes donation to Brücke zum Leben Romania

## **Other donations and support**

As a result of idea management (a donation of €10 per implemented idea), €90 was donated to the Sozial- und Diakoniestation Weinstadt in 2021.

In addition, various t-shirts and jackets from the d&b merchandise shop worth approximately €14,000 were presented to Brücke zum Leben e.V. Remseck. The donation went straight to Romania.

## **Mu5ikmaile – Rock im Park(haus)! An inclusive concert event**

d&b was able to provide financial support for the successful implementation of the event, including a great performance by the inclusive band "The Cool Chickpeas."

## **Experimance Festival with d&b audiotechnik: #subbassforthepeople**

The Experimance Festival ([www.experimance.de](http://www.experimance.de)) took place in Saarbrücken in July 2021 for the first time. The festival was organized by the nonprofit organization Prospektiv. Stefanie Egedy's installation *BODIES AND SUBWOOFERS (B.A.S.) 4.0* could be taken in, in which the listening experience was supplemented by a component that could be physically felt. The impressive bass sound was provided by four d&b SL-GSUBs powered by two D80 amplifiers.



Beehives on the d&b site



Stefanie *BODIES AND SUBWOOFERS 4.0*

# Nonfinancial statement.

## Test processes.

In addition to the description above, d&b provides the following non-financial information in accordance with Corporate Social Responsibility Directive EU 2014/95/EU.

### Business model

The d&b business model is described in Chapter 1 of this report.

### Concepts and results

The d&b sustainability concepts, activities, and the results and developments in this regard are described in detail in Chapter 4 (Key issues) and Chapter 5 of this report.

### Test processes

d&b has established the following processes to check sustainability aspects in relation to d&b business operations and keep an eye on the implementation of sustainability activities.

#### Existing test processes

Topics	Test processes
<b>Human rights</b>	<p>d&amp;b is committed to the fundamental values of society and does everything necessary to act in accordance with the law and ethical values at all times. This is why d&amp;b has put together a code of conduct. It defines the general standards for the actions and conduct of the company and its employees in business, legal, and ethical terms and is decisive for dealings with colleagues, customers, business partners, and other interest groups of the company.</p> <p>The code of conduct is aimed at all employees, including management. It is expected that each and every one of us consistently adheres to this code of conduct and any other internal guidelines that apply to the respective area of responsibility.</p> <p>d&amp;b defines <b>“Responsible action and legal compliance,”</b> which includes human rights, as follows: the fundamental principle of acting in an economically responsible manner is essential. Accordingly, d&amp;b makes all decisions in accordance with the internationally recognized standards of responsible corporate governance and all applicable mandatory legal rules and regulations.</p> <p>Furthermore, d&amp;b is clearly <b>against discrimination and harassment working on a day-to-day basis:</b> all employees, customers, suppliers, and partners have the right to fair, respectful, polite, and appropriate treatment. d&amp;b treats all people equally, regardless of age, skin color, sexual identity, cultural or ethnic origin, disability, religious affiliation, or worldview. d&amp;b promotes equal opportunities in the workplace and prevents unfounded unequal treatment.</p> <p>Incidents and suspected cases can be reported at any time via the line manager.</p>



# Nonfinancial statement.

## Test processes.

### Existing test processes

Topics	Test processes
<b>Social and labor rights</b>	<p>Here, the d&amp;b code of conduct has also established binding rules:</p> <p>The <b>health and safety of all employees</b> has the highest priority. Therefore, it is essential for d&amp;b to ensure that workspaces are safe and good working conditions prevail throughout the company. d&amp;b adheres to all applicable employee protection regulations. In addition, d&amp;b supports and promotes employee health with activities and offers for health protection.</p> <p>In addition, the rules established on the subject of <b>“freedom from discrimination and harassment”</b> also apply: all employees, customers, suppliers, and partners have the right to fair, respectful, polite, and appropriate treatment. d&amp;b treats all people equally, regardless of age, skin color, sexual identity, cultural or ethnic origin, disability, religious affiliation, or worldview. d&amp;b promotes equal opportunities in the workplace and prevents unfounded unequal treatment.</p> <p>Reviewing compliance with these regulations is an integral part of the annual employee appraisal. Here, a firm and trusting framework is created to offer employees the opportunity to talk about incidents or suspected cases.</p> <p>Occupational safety is ensured by the internal safety officer and is monitored and documented by an external occupational health and safety specialist. In addition, every employee is required to regularly familiarize themselves with the existing laws and to watch out for and report any safety risks. Accidents at work are recorded in the annual accident report, from which suitable measures are derived. Information on the implementation of health and occupational safety measures is also provided in an annual report.</p>
<b>Environmental issues</b>	<p>Responsibility toward the nature and regarding the presentation on the market, d&amp;b audiotechnik has sustainably anchored the topic</p>

### Existing test processes

Topics	Test processes
<b>Environmental issues et seq.</b>	<p>ecology in the company. <b>Sustainability and environmental protection</b> are central d&amp;b objectives. That's why d&amp;b always considers the consequences for the environment and ensures that natural resources are used as sparingly as possible.</p> <p>The d&amp;b environmental management system has complied with EMAS and ISO 14001 since 2013. Thanks to the organizational structures of EMAS, all prerequisites have been created in order to implement the topic of the environment in a sustainable manner.</p> <p>More information as well as the d&amp;b environmental policy, the evaluation of the environmental aspects and the environmental indicators can be found in the Environmental Statement available on the d&amp;b website.</p>
<b>Sustainable and fair finance, anti-corruption</b>	<p>d&amp;b has also defined standardized requirements to be observed by all employees in its code of conduct:</p> <p><b>Fair competition:</b> d&amp;b is committed to fair competition and respects all Competition regulations and principles of conduct relating to the protection of competition. d&amp;b does not tolerate any anti-competitive behavior such as cartel agreements, corruption, bribery, or abuse of one's own market position.</p> <p><b>Prevention of money laundering:</b> d&amp;b is aware of its obligations under applicable anti-money-laundering laws. d&amp;b assists in their enforcement by carefully selecting contractual partners and only using permissible forms of payment.</p> <p><b>Accounting and documentation:</b> d&amp;b aims to ensure that all account books, records, accounts, and other documents required for accounting and other documentation purposes, meet the most stringent standards of accuracy and reliability. d&amp;b maintains a documentation that monitors all financially relevant processes and thus, enables financial statements in accordance with applicable law and the relevant general principles of proper accounting.</p>

# Nonfinancial statement. Test processes.

## Existing test processes

Topics	Test processes
<b>Sustainable and fair finance, anti-corruption et seq.</b>	<p><b>Handling of property and financial resources:</b> d&amp;b uses its own property and the financial resources appropriately and sparingly. d&amp;b therefore takes care to ensure that inappropriate or improper use is avoided and that the resources are available to each employee to the best possible extent always. Thanks to the efficient handling of financial resources, it is ensured that the company continues to be economically well positioned in the future.</p> <p><b>Gifts and donations:</b> d&amp;b strives to ensure transparency when dealing with customers, suppliers, partners, and authorities. Business decisions and contracts may only be made based on reasonable, performance- and quality-related criteria. Accepting and offering gifts or other donations that are likely to influence business relationships or decisions is not permitted.</p> <p>Reviewing compliance with these regulations is an integral part of the annual employee appraisal. Here, a firm and trusting framework is created to offer employees the opportunity to talk about incidents or suspected cases.</p> <p>In addition, d&amp;b has defined criteria and specifications for procurement in order to make them as sustainably as possible.</p>

# Nonfinancial statement. Risks and how to handle them.

## Risks and how to handle them

The company's business activities are associated with opportunities and risks. For early detection, assessment, and to correctly handle business risks, a forward-looking risk management system is used is constantly being developed further. The goal is to analyze possible factors influencing risks in advance, to identify changed risk situations and counteract developments. At the same time, potential opportunities should be identified and exploited.

## Reflection on possible risks and how to handle them

Topics	Privatization
<b>Human rights</b>	<p>d&amp;b is aware of the risks that exist in the supply chain of the purchased products. This especially includes the mining and use of rare earths and other finite raw materials. In a scope of action that is possible for a medium-sized company, d&amp;b tries to minimize these risks as far as possible and to influence its direct suppliers. For example, this includes the definition of environmental guidelines for procurement. However, d&amp;b attaches particular importance to starting where its impact is greatest: product design. This means that d&amp;b tries to substitute the raw materials used or to use recycled material. This also includes achieving the greatest possible level of dismantlability during product development in order to ensure the recycling of the materials used and guarantee a long product life. In addition, d&amp;b works with universities on an ongoing basis to develop substitution options for critical substances in the long run.</p>
<b>Social and labor rights</b>	<p>Risks with regard to social and labor rights arise primarily d&amp;b's upstream supply chain. Explanations relating to the topic of "human rights" are therefore equally applicable to the topic of "social and labor rights."</p>
<b>Environmental issues</b>	<p>Environmental risks are regularly identified and assessed as part of the d&amp;b environmental management and then measures are developed to manage them. The main risks in this area include the possibility of the site being flooded by the Weissach river. To avoid environmental damage, d&amp;b has installed various protective devices here. Another risk in this area is a shortage of resources, in particular</p>

# Nonfinancial statement. Risks and how to handle them.

# Contact information

## Reflection on possible risks and how to handle them

Topics	Privatization
<b>Environmental issues et seq.</b>	rare earths. d&b addresses these risks with far-reaching framework agreements with its suppliers and the use of specialist expertise by the specialist purchasing department.
<b>Sustainable and fair finance, anti-corruption</b>	d&b is internationally active and is in touch with various countries and cultures in business terms. D&b is aware of the potential risks associated with this. To address these risks, the d&b code of conduct features clear rules and guidelines on fair competition, preventing money laundering, and how to handle gifts and donations. These rules are an integral part of d&b's actions.

### Nonfinancial performance indicators

Our nonfinancial performance indicators are comprehensively described in the sections "d&b key issues" and "Other activities" of this report.

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### Legal Notice

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