



DORN
BRACHT

Sustainability Report 2023/2024

#FlowingForward

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1 VISION

Dear readers,

Dornbracht is a leading brand in the luxury segment of the international sanitary industry. In the year of the company’s 75th anniversary, we look back with pride on what we have achieved and use this valuable experience to consistently look to the future. Taking on corporate responsibility through sustainable action is our top priority.

Since the company was founded, the Dornbracht family business has been firmly rooted in the South Westphalia region. Most of our employees live in the region, many in the immediate vicinity of the company headquarters. Nature and the environment have therefore been close to our hearts from the very beginning.

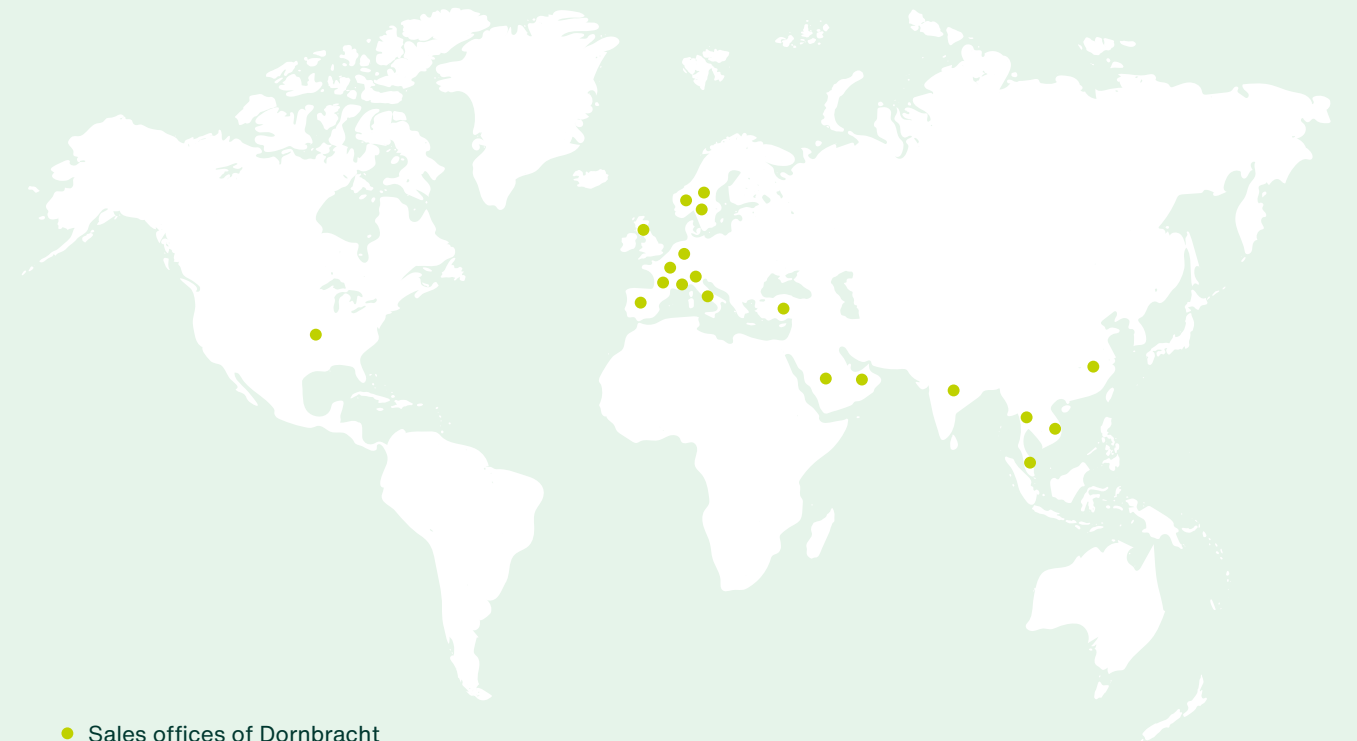
This report describes the status of our commitment towards environmental, social, and governance (ESG) issues, which we at



Dornbracht have summarised under the title **#FlowingForward**. It contains extensive information about our sustainability strategy, our goals and progress, as well as specific responsible measures for the future.

We see sustainability as a combination of responsibility and business opportunities. We are committed to taking environmental and social factors into consideration for all our activities – in relation to our stakeholders and in the interests of our company’s success. Our strategy therefore combines ethical behaviour with economic benefits: reducing emissions cuts costs, higher sustainability standards opens new markets, and motivated employees boost our performance. Our goal is to create long-term value for everyone. With our innovative “Dornbracht ReCrafted” business model, for which we were honoured with the German Sustainability Award 2025 in the “Product”

About Dornbracht



● Sales offices of Dornbracht

category, we are breaking new ground by taking back our used products, processing them by hand and then reusing them. As part of the circular economy, we are thus making an important contribution towards protecting the environment and climate.

#FlowingForward also stands for our understanding of sustainability as an ongoing process and journey that requires continuous change and development. This long-term perspective makes sustainability a core topic in every investment decision at Dornbracht. As we move forward, we are constantly learning and improving, and considering the perspectives of our stakeholders. This report documents this sustainable development. At the same time, it is the starting point of a new chapter in the company's sustainability

communication. We will be reporting on our latest activities and measures relating to this topic in the coming year.

Until then, we will continue to consistently pursue our Dornbracht path of sustainability and do our part to ensure that future generations will also grow up in an environment worth living in.

I cordially invite you to accompany us on this journey.

Caroline Schmitt
Dornbracht Managing Director

Dornbracht, headquartered in **Iserlohn**, Germany, is the leading supplier of high-quality luxury designer fittings and accessories for the bathroom, spa and kitchen. The company was founded in **1950** and is internationally active with its product portfolio in more than **125 markets**. With clearly defined design principles for **long-lasting product design** and a consistent focus on user needs, Dornbracht has developed bathrooms and kitchens into living spaces – and in doing so has constantly set new standards. The luxury manufacturer stands worldwide for design and architectural expertise with **manufacturing quality** at the highest level.

Dornbracht sustainability strategy

In 2020, we defined an ambitious programme that laid the foundation for our commitment to sustainability. This gave rise to a concrete sustainability strategy in 2024 that clearly defines our path to a responsible and sustainable future. In doing so, we focus on the needs of our stakeholders and ensure that we act in accordance with the United Nations Sustainable Development Goals (SDGs).

IMPLEMENTATION AND MONITORING

Our sustainability strategy is supported by clear targets, regular reviews, and

transparent reporting. We are committed to making continuous progress and adjust our measures where necessary to maximise our impact. All our priorities can be categorised into the three central focus areas: People – Product – Planet.

With this plan, we are committed to a future that harmonises ecological, social, and economic aspects. Together with our employees, partners, and customers, we strive for a sustainable development that makes a positive contribution for future generations to come.

Strategic priorities

REDUCE CO₂ EMISSIONS

We use innovative technologies and processes to minimise our carbon footprint along the entire production chain.

WATER, ENERGY, AND MATERIAL EFFICIENCY

We continuously optimise our production and our use of resources to avoid waste and to ensure more sustainable value creation.

INCREASE CUSTOMER FOCUS AND SATISFACTION

Through sustainable innovations and solutions, we create added value for our customers and contribute to their long-term satisfaction.

COMPLIANCE AND ETHICS

We adhere to the highest ethical standards and ensure compliance with all legal and regulatory requirements.

PROMOTE THE CIRCULAR ECONOMY

Our aim is to resource more efficiently, reduce waste, and reuse materials in closed loops.

SECURE THE SUPPLY CHAIN

We ensure that our supply chains are organised responsibly and sustainably, by focusing on transparency, fairness, and compliance.

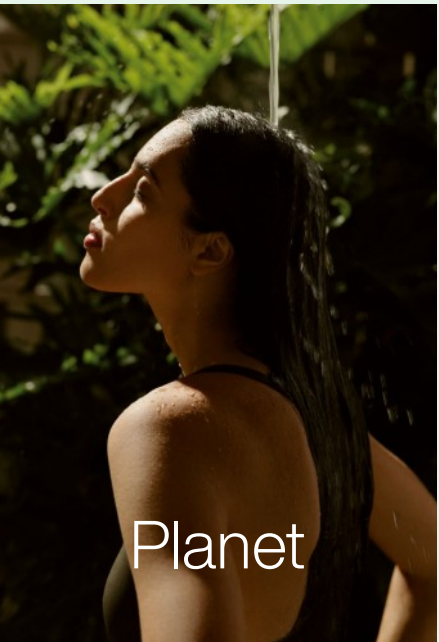
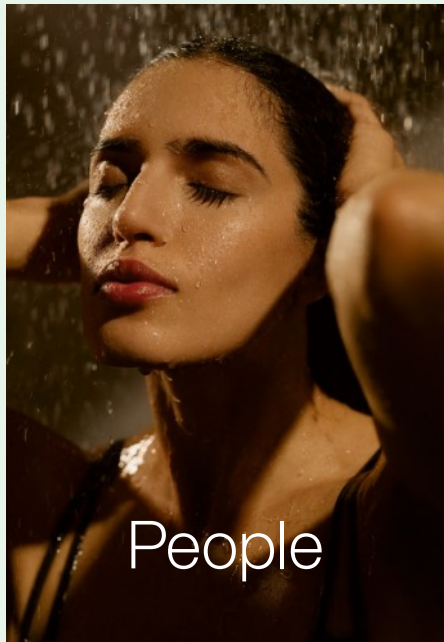
SAFEGUARD JOBS

We are committed to creating secure, fair, and attractive jobs, and supporting our employees in their professional development.

ANCHOR SUSTAINABLE DEVELOPMENT GOALS (SDGS)

Our sustainability strategy is closely linked with the UN Sustainable Development Goals.

Focus areas



GOALS

- Improve the well-being of our employees and customers
- Ensure equal opportunities and diversity
- Provide access to quality education

MEASURES

- Implement health and safety programmes
- Provide training and further education programmes
- Promote diversity initiatives



GOALS

- Develop sustainable products and solutions
- Integrate circular economy principles into our product design
- Strengthen customer satisfaction through sustainable innovations

MEASURES

- Introduce sustainable product lines
- Collaborate with partners to create closed material cycles
- Regularly obtain customer feedback in order to continuously improve our products



GOALS

- Reduce emissions and general environmental impact
- Increase resource efficiency
- Protect water resources and biodiversity

MEASURES

- Utilise renewable energies and improve energy efficiency
- Switch to sustainable packaging
- Develop reusable water systems





2

PEOPLE



Motivation

At Dornbracht, we create a working environment that stands for diversity, fairness, and inclusion, and we actively promote this with appropriate framework conditions and standards. In doing so, we promote a culture of openness and belonging that strengthens cooperation and appreciation. We continuously invest in the further development of our

employees to support their personal success and the positive development of our company. We also promote a progressive corporate culture with flexible working time models – where we can – in the commercial sector. As a training company and by promoting from within our own ranks, we can offer attractive positions in the region.



Progress

MOVING MORE TOGETHER

Our core principles shape our social actions and are inextricably linked to our understanding of sustainability. This means taking responsibility – for our employees, customers, and society. Integrity is reflected in fair, respectful, and open cooperation, both internally and externally. The excellence we strive for in our products and processes also applies to our working conditions: “We are committed to improving the working lives of our employees every day. This includes measures to promote health, flexible working models, and personal development,” emphasises Konstantin Dornbracht, Director of Human Capital and Operations.

HEALTH AND WELL-BEING

Occupational health management at Dornbracht is committed to a safe and healthy working environment. We therefore offer our employees a comprehensive health care – from workplace-specific vision and hearing tests, to personalised occupational health advice. We support the need for a work-life balance through a variety of flexible working models: through remote working, sabbaticals, or partial retirement, all employees can organise their careers individually with us. Trained safety officers also ensure optimal working conditions and monitor compliance with our high standards and the well-being of all employees.



Benefits



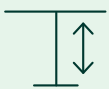
Professional onboarding



Internal and external training



Flexible working models and hours



Ergonomic workstations



Company events such as Christmas and summer parties



Health programmes



Company pension scheme



Company bike leasing and e-bike charging options



Perks (corporate benefits)

TRAINING AND DEVELOPMENT

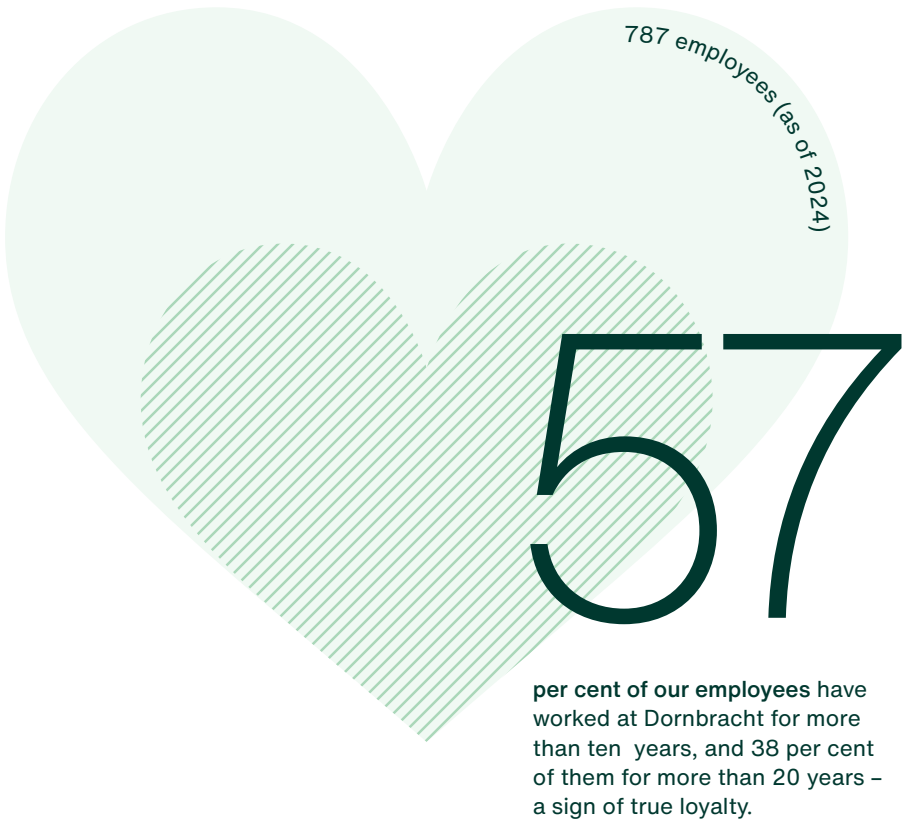
Our success is based on the skills and commitment of each individual employee. “The continuous development of our workforce is the key to our innovative strength,” explains Konstantin Dornbracht. We offer customised development opportunities through the Dornbracht Academy: the wide range of internal and external training programmes is geared towards individual career goals and personal development aspirations. We also invest in the specialists of tomorrow: with numerous apprenticeships and dual study programmes, we support young people on their professional path and prepare them for the future in the best way possible. The success of this commitment is reflected in the high level of employee retention: over 50 per cent of our employees have been with us for more than ten years – a clear reflection of the long-term prospects we offer.

DIVERSITY AND EQUAL OPPORTUNITIES

Diversity is a top priority at Dornbracht. Every employee should feel comfortable with us and be able to realise their full potential regardless of individual characteristics such as gender, nationality, ethnicity, social origin, religion, age, identity, or physical abilities. Our equal opportunities and disabled persons’ representatives are committed to creating an inclusive working environment. In this way, we promote a diverse and respectful environment for everyone. Regular employee appraisals create the basis for this, and half-yearly performance reviews provide the opportunity for open feedback and defining clear, individual development goals. Another important goal is the targeted promotion of female employees: The proportion of women in 2024 was approximately 35 per cent, and we are actively working to increase that amount.



Key Figures



Length of service

Years	0–5	5–10	10–20	>20
Per cent	27	16	19	38

Employees

Company	Total employees	Male	Female	Women (percentage)	Men (percentage)	Full-time	Part-time	Commercial	Industrial
Total Germany	598	397	201	34 %	66 %	523	75	355	243
Total International	189	111	78	41 %	59 %	186	3	189	0

Status at the end of 2024

3

PRODUCT



Motivation

As a design leader, we aim to create products that are both ahead of their time and timeless. With our clearly defined design principles,

we focus on achieving perfect proportions, harmony, and balance. This is what gives our products their aesthetic longevity.



Innovation driver and first mover

To further promote the topic of sustainability in the sanitary industry, we at Dornbracht are also focusing on forward-thinking ideas and concepts for production. One successful example of the company’s innovative strength and initiative is the Dornbracht ReCrafted

project launched in spring 2023. This involves taking back used fittings, refurbishing them at the factory in Iserlohn, and then returning them to the market cycle. An offer that, from the point of view of Dornbracht Managing Director Caroline Schmitt, leaves nothing to be desired:

- 

Original Dornbracht quality
- 

Timeless product design
- 

Made in Germany
- 

5-year warranty
- 

Sustainable practices

“From dismantling to reinstallation, we not only completely refurbish the fittings, but also coordinate the entire process. This approach reduces disposal costs and sustainably improves our customers’ environmental footprint.”

FIRST SUCCESSES IN THE HOTEL INDUSTRY

Originally intended for the private customer sector, we have been expanding ReCrafted since autumn 2023 with a range specially designed for sustainable hotel construction. Thanks to this expansion, we have already won over well-known hotels including the world-famous Brenners Park-Hotel & Spa in Baden-Baden, the 5-star Hotel Conrad in Hamburg, and Hotel V in Amsterdam, which all rely on our expertise. “We are delighted with the success of our concept. But we are thinking of more than just the pure sales figures,” emphasises Mario Gutt, Senior Transformation & Sustainability

Manager at Dornbracht. “By recycling and reusing the fittings, we reduce the use of resources and avoid CO₂ emissions, which in turn protects the environment and climate. These reasons alone are motivation enough.”

AT DORNBRACHT, SUSTAINABILITY STARTS WITH PRODUCT DEVELOPMENT

ReCrafted products reduce CO₂ emissions in production by around 40 per cent compared to new products. At Dornbracht, we are the only manufacturer in the sanitary industry to offer our customers remanufactured fittings. This is an important differentiating feature compared to the competition, which is based on three central pillars: extensive availability of spare parts for up to ten years after series discontinuation, the excellent reparability of the products and the exceptional longevity of their aesthetics. Our product designs are characterised by



Our innovative Dornbracht ReCrafted recycling model was honoured with the German Sustainability Award.



proportion, precision, progressiveness, performance, and personality. These design principles, combined with uncompromising quality, guarantee the longevity and style of our products. This makes them timeless and enables them in some cases to endure through many design generations. “We consistently

follow the principle of circularity in both product development and production. This holistic approach is at the heart of Dornbracht’s sustainability strategy and is a fundamental component in our understanding of sustainable behaviour,” says Mario Gutt, Senior Transformation & Sustainability Manager at Dornbracht.

In demand

The Dornbracht ReCrafted project was officially launched two years ago. What was the initial spark for the project?

The decisive step was the launch of the “Sustainability@Dornbracht” programme in 2020, which still aims to identify and implement ways to improve the eco-balance of our products. From this, we developed the idea in 2022 to recycle used fittings and introduce them back into the market as “Dornbracht ReCrafted”. Within a few months, this innovative approach turned into a concrete business model, which we presented to the public with our own online shop in February 2023. The range is now available not only for end users, but also for the hotel industry. Due to the efficient logistics used here, we are happy to take back larger quantities of our fittings and then to refurbish them or supply other ReCrafted products.

What steps were necessary to integrate Dornbracht ReCrafted into the production process?

As the processes for the ReCrafted fittings are largely identical to the standardised production process, we only had to make a few changes. We added the disassembly of the products, the separation of the respective components, and the recovery of the raw materials as new work steps. The parts then go through the usual production process, which is largely characterised by manual precision work.

What is the first interim assessment almost two years after the start of the project?

We are very satisfied with what we have achieved so far. We have successfully completed our first hotel projects and several



Mario Gutt
Senior Transformation & Sustainability Manager at Dornbracht

positive experiences that will certainly be useful to us in the future. The fact that we were able to win the German Sustainability Award 2025 in the “Product” category for Dornbracht ReCrafted also emphasises the innovative strength and relevance of our solution.

Which target groups do you have in mind for 2025?

We will be positioning the product offer more prominently in the hotel industry, because large quantities of used fittings are generated here during renovations, which enables efficient logistics, increasing the overall positive effect. Our reference groups have recognised the sustainable benefits of Dornbracht ReCrafted and are already working intensively on the topic. This is exactly the development we wanted and it motivates us to continue our sustainable journey.



Less consumption, more responsibility

Showering for six minutes with a conventional tap consumes around 90 litres of water. We at Dornbracht are countering this level of consumption with innovative solutions for the sanitary sector, because the careful use of this precious resource for a sustainable showering experience is a key concern for us. Our new FlowReduce products, for example, minimise the amount of water used thanks to a reduced flow rate by up to 54 per cent (for hand showers), but they still deliver the exact

amount of water needed to rinse shampoo out of the hair. Less water consumption goes hand in hand with lower energy costs – a decisive advantage, especially for commercial customers. “Targeted water treatments not only protect the environment and save energy and costs, but ultimately also benefit people’s health and well-being. That’s why it’s so important for us to continue driving this topic forward,” says Dr Tim Bohmann, Director of Category Management at Dornbracht.

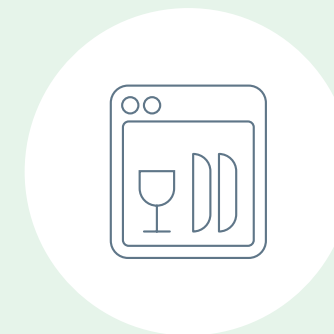
Saving water resources

The shower is a significant driving factor when it comes to water consumption in private households. A 6-minute shower (14 l/min) consumes around 84 litres of water. Thanks to the reduced flow rate, Dornbracht shower products with FlowReduce help you save water.

If you opt for a Dornbracht rain shower with FlowReduce (7 l/min), you can still enjoy a pleasant shower experience while you ...



... save 50 per cent of water used per shower.



... save the equivalent of 4 dishwasher cycles. (one cycle = 10.5 l)



... save the equivalent of 70 water bubblers fill bottles. (one bottle = 0.6 l)



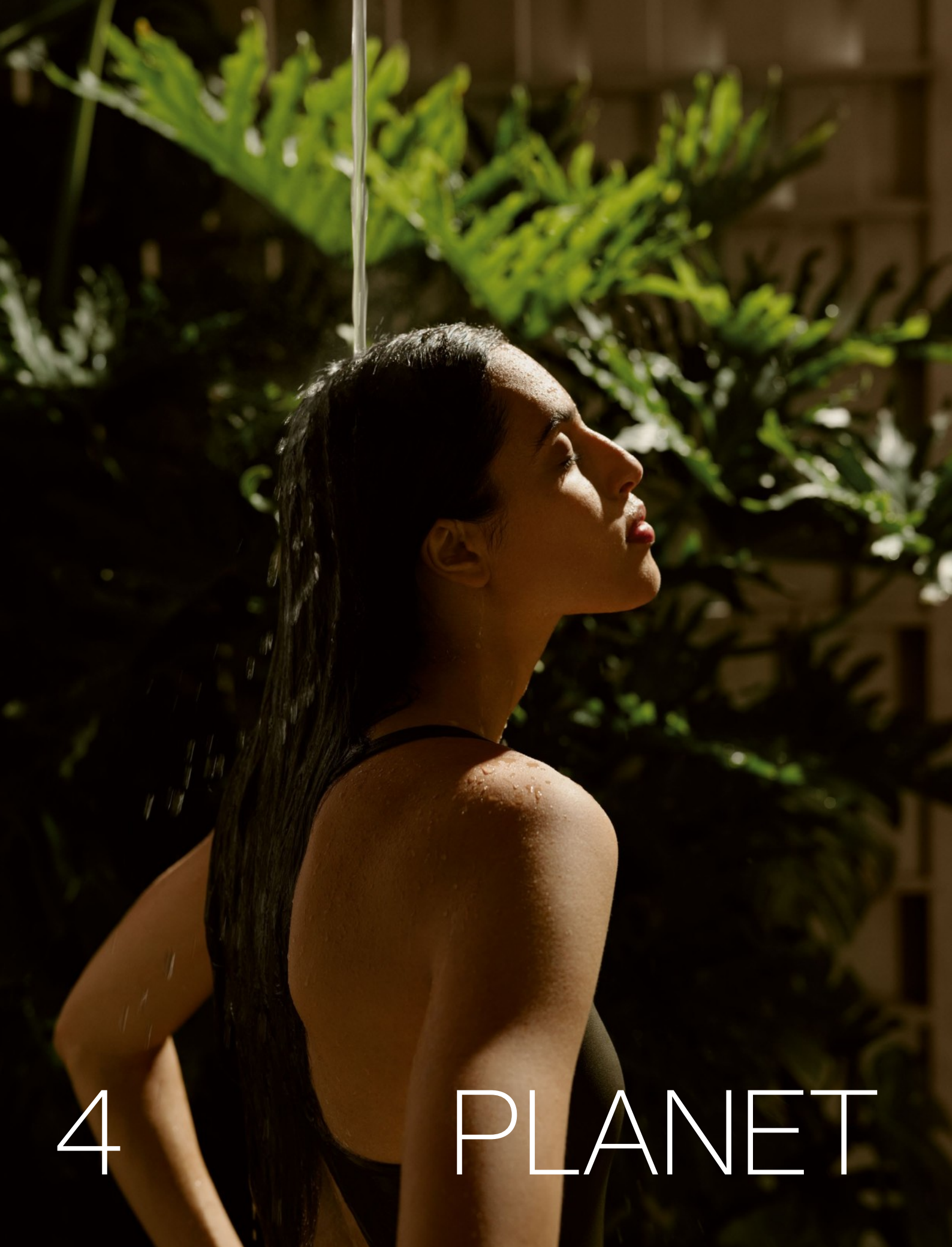
Longevity

Our products are low-maintenance and of such high quality that they often last for generations. Spare parts remain available for at least ten years after a series has been discontinued. We also offer a five-year warranty on our products.

To ensure that our customers can enjoy Dornbracht products for as long as possible, our Dornbracht Atelier offers a complete restoration of function and customised

solutions for our fittings – even if they are no longer available. This allows us to preserve valuable resources.

Dornbracht was the first manufacturer in Europe to convert all materials used in fittings from which water can be drawn to lead-free materials in accordance with the German Federal Environment Agency (UBA). This means that Dornbracht products fulfil the strictest standards worldwide.



4

PLANET



Motivation

The continuous reduction of our carbon footprint is an essential part of Dornbracht's climate protection strategy. Thanks to numerous measures taken to reduce CO₂ emissions, we have succeeded in reducing the corporate carbon footprint in Scope 1 and Scope 2 from 2,893 t CO₂e (in 2020) to 1,300 t CO₂e

(in 2023). Our next steps in terms of energy and emissions reduction are clearly formulated: by 2030, we want to reduce greenhouse gas emissions in Scope 1 to Scope 3 by a further 20 per cent compared to 2023. In addition, we will harmonise our reduction measures with the Science Based Targets.



Progress

An important step on our path to climate neutrality is the reduction of energy consumption. Since the introduction of the energy management system in accordance with ISO 50001 in 2015, Dornbracht has been able to save around 1.7 million kilowatt hours of energy per year.

FROM GREEN ELECTRICITY TO HEAT RECOVERY
Behind this development are numerous individual measures: the switch to green electricity since the end of 2021, the replacement of all light sources in outdoor and indoor areas, the installation of thermal insulation systems, and the introduction of a fully automatic sensor system on the extraction system, which alone saves around 300,000 kilowatt hours per year. Another measure followed in 2024 with the installation of a heat recovery system in production, which enables the heating of individual production halls. All these projects are having an impact: over the last three years, we have been able to reduce our total energy consumption by around ten per cent, from 10.3 million to 9.08 million kilowatt hours.

SHORT TRANSPORT ROUTES REDUCE INDIRECT EMISSIONS
Dornbracht is making great progress not only in terms of both direct emissions and indirect emissions along the value chain. Thanks to the concentration on one production site in

Iserlohn in Germany and the proximity of our suppliers, procurement routes are short and emissions are therefore low. Most of the raw materials and preliminary products used at Dornbracht come from within a regional radius of no more than 200 kilometres. In total, 80 per cent of the materials come from Germany and 98 per cent from Europe.

RECYCLING OF PRODUCTION SURPLUSES
The reduction in energy consumption and emissions goes hand in hand with consistent conservation of natural resources. For example, around 96 per cent of surplus materials are recycled through the company and fed back into the production processes – even fine surface dust from the grinding shop is included.

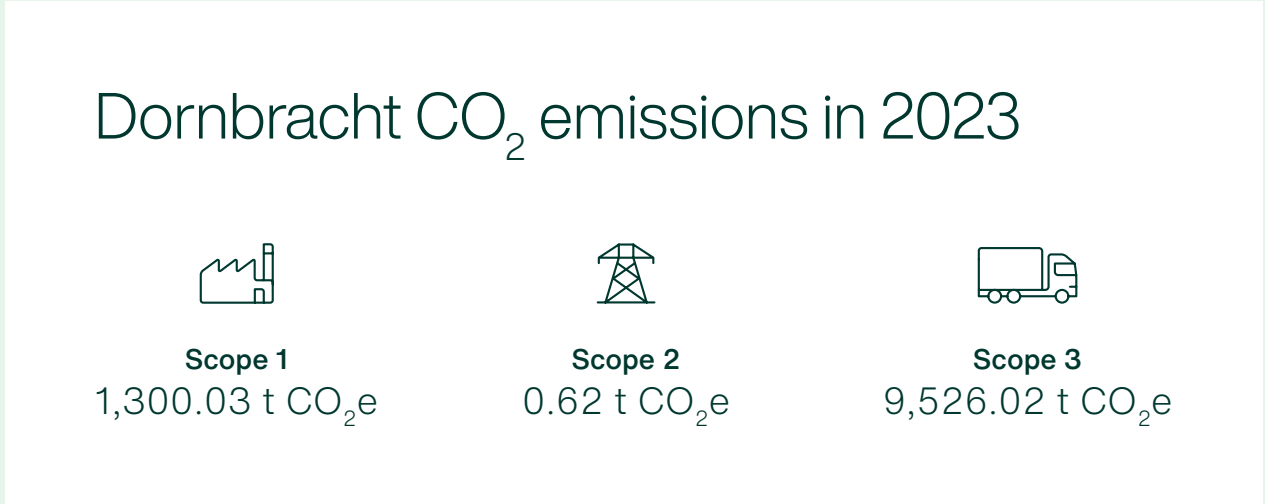
SUSTAINABLE WATER CYCLE
The principle of recycling also applies to the precious resource of water, which also plays a central role in our production processes. Our established water treatment concepts follow the principle of circularity and utilise water as efficiently as possible by reusing it several times. On average, we reprocess around 40 per cent of the fresh water we use and feed it back into the cycle. In 2023 alone, this amounted to 9.14 million litres.

Positive CO₂ balance

In collaboration with a certified third-party provider, Dornbracht set up a carbon footprinting platform back in 2023 to improve and standardise the data collection process. This means that all relevant emission factors from Scopes 1-3 can already be identified and recorded today.

MISSION: LOWER EMISSIONS
To pave the way for the future, we will analyse the main emission drivers in Scope 1 to Scope 3 in detail and identify targeted measures in close cooperation with our brand partners.

NOT YET AT THE FINISH LINE
Even if not all emissions can be completely avoided and the remaining emissions are offset by purchasing external CO₂ certificates, Mario Gutt is convinced of the success of this strategy: “We want to minimise CO₂ emissions in the medium and long term.”





CO₂ balancing

	Balance area	t CO ₂ e (market-based) 2023	Share 2023
Scope 1		1,300.03	12 %
	1.01 Stationary emissions	930.16	8.6 %
	1.02 Mobile emissions	316.37	2.9 %
	1.03 Process emissions*	-	-
	1.04 Volatile emissions	53.50	0.5 %
Scope 2		0.62	0.0 %
	2.01 Electricity	0.62	0.0 %
	2.02 District heating*	-	-
	2.03 District cooling*	-	-
	2.04 Steam*	-	-
Scope 3		9,526.02	88 %
	3.01 Purchased goods and services	3,035.62	28.0 %
	3.02 Fixed assets	302.22	2.8 %
	3.03 Power- and energy-related emissions	417.56	3.9 %
	3.04 Upstream transports	4,610.51	42.6 %
	3.05 Waste generation in operation	232.44	2.1 %
	3.06 Business trips	77.75	0.7 %
	3.07 Employee commuting	537.99	5.0 %
	3.08 Leased assets*	-	-
	3.09 Downstream transports*	-	-
	3.10 Processing of goods sold Intermediate products*	-	-
	3.11 Utilisation phase of products sold*	-	-
	3.12 Disposal of products sold	311.93	2.9 %
	3.13 Leased assets (downstream)*	-	-
	3.14 Franchise companies*	-	-
	3.15 Investments*	-	-
Total		10,826.67	100.0 %

* Not applicable to Dornbracht

Valuable cooperation

With our Dornbracht brand, we have been offering premium solutions for bathrooms and kitchens as a family business for 75 years now. Our customers, business partners, suppliers, and the public place a high degree of trust in us – in our company, our brand, and our products and services. We must earn this trust anew every day. To this end, we consistently adhere to ethical standards and the principle of legality. All of this is a decisive competitive advantage for the success of the company, its brand, and its reputation.

Our Code of Conduct sets out the ethical and legal framework and summarises our most important basic rules and principles in one document. The rules described therein are binding and apply to everyone at Dornbracht, whether they are a trainee or managing director, and whether they work for Dornbracht in Germany or in another country. The Code of Conduct sets out the basic rules; details are reserved for separate guidelines such as the anticorruption guideline and the anti-trust guideline.

Excerpts from our Code of Conduct are presented here:

CORRUPTION

The company does not tolerate corruption in any form whatsoever. It should be noted that the unlawful granting of benefits to third

parties – such as public officials or employees of private companies – is prohibited in our company. The ban on corruption applies without restriction, i.e. regardless of to whom, where in the world and for what reason such benefits are granted.

CARTEL LAW

The company is committed to fair competition. Laws that protect and regulate competition, in particular antitrust law, must be complied with. Unauthorised agreements, for example on prices or other conditions, sales territories or customers, are contrary to our principles.

DATA PROTECTION

The company ensures that modern information and communication technology can be used appropriately. The personal rights and data of our customers, suppliers, contractual partners, and employees enjoy the highest possible level of protection. We comply with the applicable laws when collecting and processing data.

INFORMATION SECURITY

All employees who use IT systems pay particular attention to data confidentiality, such as data protection and data security. We securely lock away all documentation and data carriers, especially sensitive data about employees and confidential business information.

5 GOVERNANCE

Glossary

Term	Explanation
CO ₂ equivalents (CO ₂ e)	Unit of measurement to summarise the effect of the various greenhouse gases in one value and make it comparable
CO ₂ certificates	Enable companies to reduce their CO ₂ emissions by financing projects to reduce CO ₂ emissions
Compliance	Compliance with all legal requirements, internal guidelines and ethical standards of a company
Corporate Carbon Footprint	The total CO ₂ emissions that a company emits directly and indirectly
Governance	Structures and processes that ensure that a company operates responsibly, transparently and in compliance with regulations
Green electricity	Electricity generated from renewable energy sources such as solar, wind or hydropower
ISO 50001	International standard that defines the requirements for an energy management system to optimise the energy efficiency of improve organisations
ReCrafted	Dornbracht's business model, in which used fittings are given a second life through careful, handcrafted refurbishment
Scopes (Scope 1, 2, 3)	Refers to greenhouse gas emissions that are categorised into three scopes: Scope 1 includes direct emissions from own or controlled sources. Scope 2 refers to indirect emissions from the generation of purchased energy. Scope 3 includes all indirect emissions (not in Scope 2) that arise in the value chain.
Sustainable Development Goals (SDGs)	17 interlinked goals adopted by all member states of the United Nations in 2015
Circularity / Circular economy	Regenerative economic model that aims to minimise the use of resources in order to keep these resources in circulation for as long as possible

Imprint

Responsible for the content



Dornbracht GmbH & Co. KG
Köbbingser Mühle 6, 58640 Iserlohn / Germany
dornbracht.com

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Do you have any questions or suggestions? Please contact us at mail@dornbracht.com



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