



Of bee colonies, solar power and
collective agriculture.

Rayher.

Sustainability at Rayher Hobby.



Sustainability: the future idea.

Sustainability is possibly the most important concept of our time. Here, the issue at stake is nothing less than the preservation of social justice, our prosperity - and our planet.

As a company, we bear a joint responsibility for all of these aspects.

We would like to take on this responsibility.

We would like to do our bit – regardless of how small it might appear when viewed on a global scale.

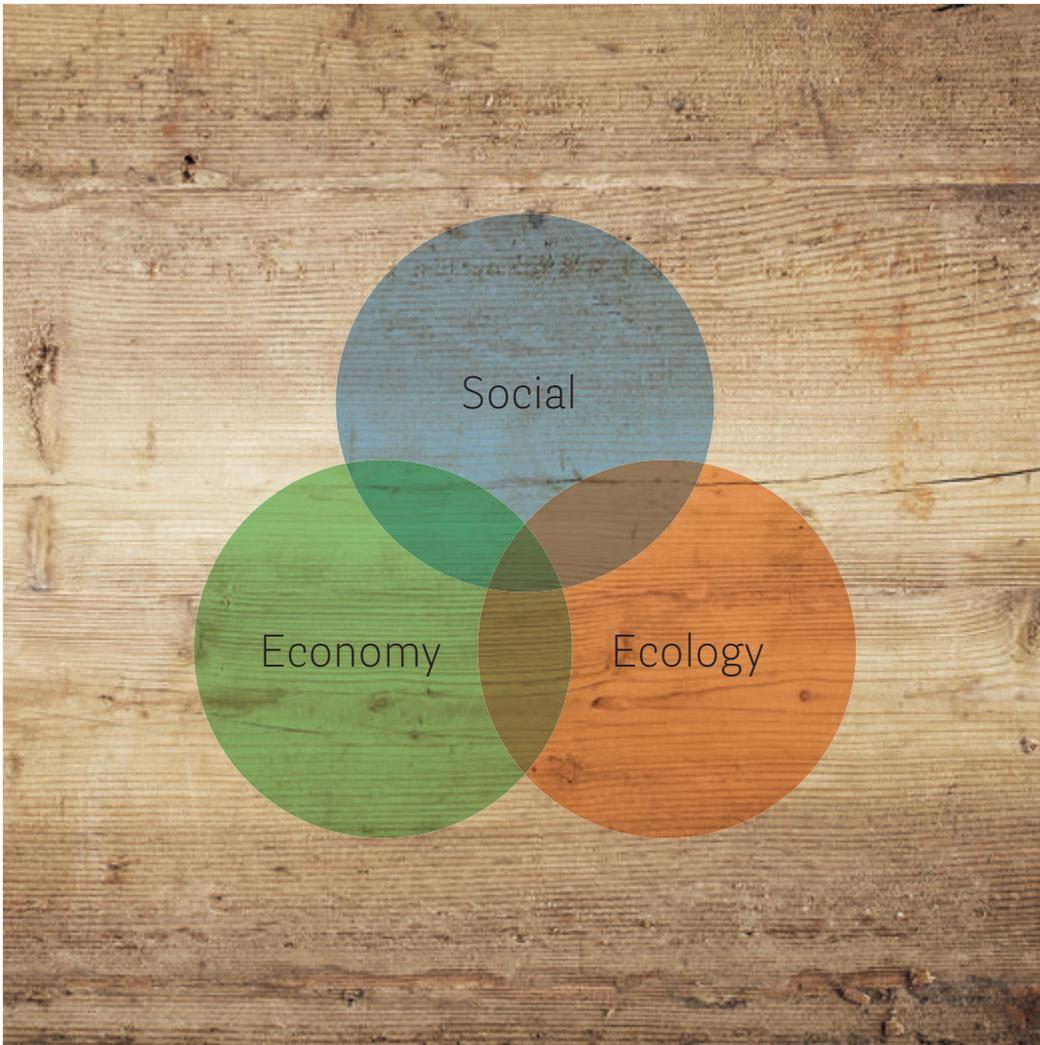
We would like to make a start. Because we would like to leave behind a better world for our children.

And, because we know from our experience that great things also start small.

A handwritten signature in black ink, appearing to read 'S. Rayher'. The signature is fluid and cursive, with a long horizontal stroke at the end.

Stephan Rayher





Sustainability: responsibility, by bearing the future in mind.

The sustainability phrase, within the sense of long-term responsible dealings with resources, was first mentioned by Hans Carl von Carlowitz in his work “*Sylvicultura oeconomica*” – about 300 years ago.

By means of this he coined the forestry research-based principle of sustainability that still applies to this very day, and on the basis of which no greater amount of trees may be felled that can regrow in each case.

Today, based on a contemporary and holistic definition, sustainability is based on three equal pillars:

Ecological sustainability

refers to the original thought of not ruthlessly exploiting nature and only utilising the natural basis of life to the extent that it can regenerate itself.

Economical Sustainability

means that a society should act sensibly and responsibly over the long term, thus not at the cost of the future and coming generations.

Social Sustainability

requires taking social values into account such as, e.g. education, the promotion of social justice and the combatting of discrimination.

Simply stated, sustainability means acting in a responsible manner – not only with regard to today but also, and especially, when considering the future.



Sustainably quality. For us this is not to be understood as a flexible term.

Quality is one of the words that is used so excessively that it hardly has any significance for anyone anymore. However, it does for us.

For us, sustainable quality does not only mean implementing things that are a matter of course, for instance the use of solvent-free adhesives and colours; that our forms are produced FCKW-free, or that suppliers comply with the BSCI codex* for

improving the social standards in a global value chain.

For us, sustainable quality also means: with our products, we focus on a sensible balance between good product quality and consistency – and economically feasible production with responsible dealings toward man and nature.

We manage this, e.g. on the foundation of long-standing

relationships towards our suppliers that are based on partnership and which make well-coordinated, secure and economically feasible sequences possible. With on-site visits. And with quality controls by our own experts or external testing laboratories.

*) Business Social Compliance Initiative





Sustainability does not end at the national border.

In a world of globalised trade, our consumer behaviour has global impacts. As a company with international supply partners, we are particularly aware of this responsibility.

Which is why we do everything we can to implement and demand the globally recognised environmental and social standards.

The FSC® seal of the “Forest Stewardship Council®”, for instance, guarantees that wood and paper products only come from forests that are responsibly managed.

In so doing, both environmental and social standards must be complied with. Thus the FSC seal is an important contribution toward retaining the forest as a global ecological system. Already today, a large share of our product range bears the FSC seal, and in the near future we will only provide the corresponding products with an FSC seal.

Many more bear the “Blauer Engel” environmental seal or, in the case of our textiles that have been inspected for harmful substances, the “Textiles Vertrauen” symbol.

With such standards, which we call for, we contribute to ensuring that sustainability does not end at the country's border. Vice versa, we are also committed to local projects that revolve around ecological, economic and social sustainability.

In this regard, we produce climate-neutral catalogues on FSC paper and, time and again, support nursery schools and clinics with product donations.





**Working hard together,
sustainably: When employees
become organic farmers.**

Several times a year, Rayher employees from all divisions work together as hobby farmers. During these times potatoes, onions, carrots or asparagus are planted or harvested on company grounds.

This is not only a good idea when considered from an ecological and economic perspective, but it also gives employees the possibility of promoting personal contacts across different divisions, also outside of the workplace. This strengthens the social fabric of our company. A part of the harvest is sold; the organic farmers are given another part, free of charge.



More sustainability – with biogas and solar electricity.

Colourful floral varieties are growing on Rayher's company surface of almost 20,000 m². Unlike the situation with corn, the flowers' purpose is that of providing numerous insects and other animals a habitat and source of food. Following the harvest in September, this renewable resource serves as a biogas supplier. However, at Rayher, alternative energy

production does not stop here. Annually, our solar installation generates 180,000 kWh of electricity and thereby satisfies a significant share of the energy demands. Parallel to this, we try to use the generated energy with constantly increasing effectiveness, e.g. by means of the retrofitting of conventional illuminants to LED lamps.



Welcome to the biotope: nature at its best at Rayher.

In the meantime, more than 180,000 busy bees from nine colonies are industriously working and collecting nectar in the name of and on behalf of Rayher – and in so doing, doing their very important work.

To ensure they find a rich variety of culinary delights right on their doorstep, we have sown a species-rich variety of flowering plants on a surface of almost 20,000 m²: buckwheat and

Chinese mallow, sunflowers, yellow and white hay flowers, wild carrots, fennel, red campion and *Malva sylvestris* are merely a few of the numerous varieties that do not only serve as a source of food for our bees, but also provide a gigantic army of insects, molluscs, birds and other animals a habitat and food. A pond also offers a home to amphibians.







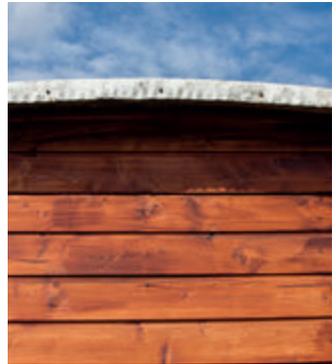
More than honey: learning from bees.

The proverbial “busy bee” can be seen as the perfect symbol for the principles of sustainability: Resource-preserving and sustainable actions, sustained economic growth, as well as the “bee democracy” of the colonies known to us today... using the example of bees, the full significance and indispensable benefits of sustainability is demonstrated.

The dramatic bee colony collapse in numerous locations across the globe, plainly demonstrates which destructive impact the disruption of the natural intelligent balance has on life on our planet.

Therefore:
Let us learn from bees.





ClimatePartner[°]
climate neutral

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