



Sustainability report

Update 2025



Member since 2011

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Company

The name HYSALMA stands for:

HYgiene **SA**les + **MA**rketing

Since 1992, Hysalma has represented:

- Private label brands in hygiene, cosmetics, and cleaning product categories
- Competent and comprehensive consulting and support in the (further) development of private labels of the highest quality
- Cooperative and long-term business relationships
- Own, state-of-the-art production facility in Saxony (Germany) based on excellent engineering know-how and a network of renowned European producers
- Environmentally conscious research and development regarding raw materials, manufacturing processes, and packaging
- Highest quality standards in the selection of raw materials, semi-finished and finished goods, and production, with the courage to innovate for the benefit of consumers at lasting affordability

Sustainable action is an important criterion for securing the future of our company.

Given the broad spectrum of sustainable action, we need a framework to determine the status quo, derive goals, review, and update them.

The initiative “BIPS Practiced Sustainability” launched by [BIPS Praktizierte Nachhaltigkeit](#) provides this necessary framework, oriented towards the 17 Sustainable Development Goals [SDG](#) of the UN Global Compact. We joined this initiative as one of the first companies in 2011.

Fair Advertising

Products/Qualities | People/Society

SDG Goals: 3 Health and Well-being | 10 Reduced inequalities | 14 Life below water | 15 Life on land | 12 Responsible consumption and production

We primarily market feminine hygiene products that meet the STANDARD 100 by OEKO-TEX® Class I for babies and use corresponding raw materials where possible. To ensure skin-friendliness and health safety, our feminine hygiene products undergo the strict tests of STANDARD 100 by OEKO-TEX® Class I for babies.



The Oeko-Tex® label is renewed annually.

Hysalma is certified for FSC® (FSC-C139795) and PEFC (PEFC/04-31-1756) chain of custody. This certification applies to products that use cellulose- and viscose-based raw materials. The chain of custody certification proves that sustainability is ensured from planting to the finished product. The certification supports sustainable forestry. Label users are audited by independent third parties.



Annual monitoring audits and certification audits are carried out every five years.

We are a [GOTS](#)-certified company. GOTS is the world's leading textile processing standard for organic fibres. As an independent non-profit organization, it takes ecological and social criteria into account in the manufacture of textiles and textile-related products. The entire supply chain is subject to an independent and transparent certification process. The GOTS certificate is renewed annually.

In 2019, an EU directive to reduce the environmental impact of certain plastic products came into force. Feminine hygiene products are also subject to this directive. **We have succeeded in marketing an additional feminine hygiene product completely without plastic, making a total of three plastic-free products in our range.** All other feminine hygiene products are labeled with the SUP logo to raise consumer awareness for proper disposal.

Goal 2025:	Develop an alternative product concept without plastic (elimination of SUP logo)
Measures:	Explore possibilities and check implementation with manufacturing partners

We have qualified an additional product for the Vegan Trademark[®] and labeled it accordingly on the packaging.

Goal 2025:	Increase the number of products with Vegan Trademark[®] labeling (currently 4)
Measures:	Check possibilities and implementation with manufacturing partners and win trading partners

Sustainability of raw materials

Products/Qualities | Environment/Resources

SDG Goals: 3 Health and well-being | 12 Responsible consumption and production | 15 Life on land

Our marketed hygiene products use renewable raw materials (cellulose, cotton, viscose), with content ranging from 20% to 100%.

We prioritize feminine hygiene products that meet STANDARD 100 by OEKO-TEX[®] Class I for babies and use corresponding raw materials where possible. To ensure that our feminine hygiene products are kind to the skin and harmless to health, we even subject them to the strict testing requirements of STANDARD 100 by OEKO-TEX[®] Class I for babies.



The Oeko-Tex[®] label is renewed annually.

Our portfolio includes many sustainable products/components:

- Washable feminine hygiene products (panty liners, sanitary napkins)
- Hygiene products with 100% organic cotton surface
- Reusable tampon applicator
- Washable makeup remover pads
- Eco-range wet wipes
- Sustainable baby care wipes/cotton pads
- Hygiene products made from 100% organic cotton (tampons)

A trading partner was acquired in 2024 for a new product with a 100% organic cotton surface.

Goal 2025:	Eliminate plastic from another product component
Measures:	Advance development with manufacturing partners, define product concept, present to trading partners

A first life cycle analysis for a product was started.

Goal 2025:	Complete and evaluate the life cycle analysis for the first product
Measures:	Identify and, if possible, implement reduction potentials for the product's environmental impact

The cellulose used in our hygiene products (feminine hygiene/incontinence products) comes from certified sustainable forestry and strictly certified and controlled sources. Material extraction takes ecological, economic, and social aspects into account. We use certified organic cotton in some cases.

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In 2023, we succeeded in eliminating palm oil from our hair removal products through a raw material exchange. As a result, the use of palm oil derivatives in hair removal products in 2024 was 0.

All packaging materials used are recyclable.

See also "Sustainability of Packaging."

When purchasing office/shipping materials, we look for FSC-certified or recycled products. Our employees are regularly made aware of sustainability issues through recommendations and contribute their own ideas. **Since 2023, we no longer purchase packaging filling material but reuse material we have received.**

Cardboard boxes made from grass paper were tested and received positive reviews. Grass paper cardboard boxes are also cheaper to purchase than recycled cardboard boxes. As there was a minimum purchase quantity for the test, our current stock will last until the end of 2026.

Paper adhesive tape was also tested and received a positive rating, so this is the only product being purchased. The adhesive tape is also cheaper to purchase.

Goal 2025:	Check and, if reasonable, implement a more sustainable alternative to paper towels, such as hand dryers
Measures:	Obtain offers / cost-benefit analysis / evaluate pros and cons

Goal 2025:	Further switch to sustainable office supplies or reduce office supply purchases
Measures:	Review offers / cost-benefit analysis

83% of our subscriptions are obtained as e-papers.

90% of company records are stored electronically. Complete electronic storage is not possible due to retention requirements for certain business documents.

In January 2022, digitalization software was purchased. **Implementation was successfully completed in 2024.**

Goal 2025 ff	Further exploit software potential
Measures:	Identify additional processes / test runs / implementation

Goal 2025:	Increase work efficiency and productivity
Measures:	Switch to Office 365 and targeted use of included apps

Order and invoice processing with all manufacturing partners, raw material suppliers, and relevant service providers (e.g., laboratories, agencies, market research, lawyers) is electronic. Data exchange with trading partners is 98% electronic. **Data exchange with logistic service providers has been 100% electronic since 2024.**

Goal 2025:	Increase the degree of automation in data processing with our largest manufacturing partner
Measure:	Check possibilities, data scope, and implementation

The goal for 2024 will be pursued further in 2025, as new software will be implemented at our largest manufacturing partner.

Almost 100% of internal and external correspondence is conducted electronically. Printouts are only made when necessary.

When printouts are required, only recycled paper is used.

Incoming invoices, order processing, handover/issue logs and notices have been digitized.

In 2024, paper consumption was reduced by another 27.8% compared to the previous year through continuous digitization.

Goal 2025:	Further reduction of paper consumption
Measures:	Digitize outgoing invoices

Hysalma is certified for FSC® (FSC-C139795) and PEFC (PEFC/04-31-1756) chain of custody. This certification applies to products that use cellulose- and viscose-based raw materials. The chain of custody certification proves that sustainability is ensured from planting to the finished product. The certification supports sustainable forestry. Label users are audited by independent third parties.



FSC certificate
DE_C139795.pdf



PEFC certificate
DE_04-31-1756.pdf

Independent third parties audit label users annually and every five years.

In 2024, we conducted an allergen status survey and update across all our products. We worked with our manufacturing partners to examine possibilities for reduction and elimination.

Goal 2025:	Avoidance of the scent in one of our products
Measures:	Checking possibilities with manufacturing partners

Yield and efficiency of the products

Environment/Resources

SDG Goals: 3 Health and Well-being | 12 Responsible consumption and production

The complaint statistics for the products we market demonstrate their effectiveness and efficiency. **The complaint rate for 2024 is low, at 0.16 complaints per million units sold.**

Goal 2025:	Increase the yield of one product
Measures:	Reduce the size of a product component

In 2024, a status inquiry was conducted with all manufacturing partners and service providers regarding the yield and efficiency of their products.

Goal 2025:	Evaluate the status inquiry and, if necessary, involve manufacturing partners and service providers more in sustainability activities regarding product yield and efficiency
Measures:	Analyze and derive possible goals and measures

A code of conduct and sustainability commitment for business partners was created.

Goal 2025:	Implement the external code of conduct and sustainability commitment into company processes
Measures:	Communicate the external code of conduct and sustainability commitment to all business partners

Goal 2025:	Adapt the environmental policy to current requirements
Measures:	Supplement goals and measures

Economical energy consumption

Environment/Resources

SDG Goals: 12 Responsible consumption and production | 13 Climate action

When procuring office technology, we focus on energy-saving, environmentally friendly devices of the latest generation (Energy Star, WWF, environmental protection partners, etc.). Timers are used in offices where possible and sensible. Employees are regularly sensitized to sustainable resource use.

Energy consumption in 2023/2024 was 28,001 kWh, slightly above the previous year (4%), due to the pandemic (more remote work). Compared to 2021/2022, consumption decreased by 7%.

Offices are equipped with LED lighting, and since 2022, we have used only green electricity.

Our company fleet consists of 50% hybrid vehicles. Resource conservation is considered for new purchases.

The installation of e-charging stations by the property management is delayed and now planned for late 2025/early 2026.

In 2024, a status inquiry was conducted with all business partners regarding economical energy consumption

Goal 2025:	Evaluate the status inquiry and, if necessary, involve business partners more in sustainability activities regarding economic energy consumption
Measures:	Analyze and derive possible goals and measures

Our manufacturing partners focus on sustainable and environmentally friendly energy policies and technology. The production facilities are state-of-the-art.

All manufacturing partners are certified. Certificates/seals include FSC, PEFC, BRC, IFS HPC, ISO 9001, ISO 14001, ISO 22716, Ecocert, Ecolabel, ISO 50001, Sedex, SMETA, Cosmos, Zero Waste, assured sustainability, etc. Since our initial assessment by Ecovadis, we consider this to be a particularly suitable method for transparency in sustainability reporting. **In 2024, three of our manufacturing partners underwent an assessment by Ecovadis.**

A code of conduct and sustainability commitment for business partners was created.

Goal 2025:	Increase the proportion of environmentally certified business partners
Measures:	Derive goals and analyze measures

Goal 2025:	Increase the number of manufacturing partners undergoing Ecovadis assessment
Measures:	Send another letter to all manufacturing partners (including raw material suppliers) promoting Ecovadis. Status inquiry on sustainability

Goal 2025:	Cooperation with environmentally conscious/sustainable laboratories
Measures:	Status inquiry

In 2024, we reduced the office cleaning interval by our external service provider from 3 to 2 times per week. Eco-cleaning agents have been used since 2021. In 2022, the window cleaning interval was reduced from 4 to 3 times per year.

Goal 2025:	Use eco-cleaning agents for window cleaning
Measures:	Check with external service provider

In 2024, fuel consumption for company vehicles was 8% below the previous year, and car electricity consumption was 6% below the previous year.

Goal 2025:	Reduce energy consumption
Measures:	Train employees on energy saving; switch off unused devices

New, less energy-consuming hardware was installed (“Energy Star®” = international voluntary label for identifying and promoting energy-efficient products to reduce greenhouse gas emissions).

Goal 2025:	Reduce energy consumption
Measures:	Continue hardware replacement

Economical water consumption

Environment/Resources

SDG Goals: 12 Responsible consumption and production | 14 Life below water

There is no latent water waste in our offices, even though hygiene is important in our company. Water is only needed for the sanitary facilities, the kitchenette and cleaning the rooms. Necessary repairs are carried out immediately. Our employees are regularly made aware of the importance of using resources sustainably. We have an environmental policy that is updated as circumstances require.

In 2024, company car washing was reduced by 5% compared to the previous year.

The evaluation of water consumption in our offices could not be carried out due to missing documents. The goal will be pursued further in 2025.

Goal 2025:	Reduce water consumption in liters
Measures:	Status inquiry with property management / data evaluation 2022/2023/2024

Goal 2025:	Reduce water consumption
Measures:	Employee training

In 2024, we reduced the office cleaning interval by our external service provider from 3 to 2 times per week. Eco-cleaning agents have been used since 2021. In 2022, the window cleaning interval was reduced from 4 to 3 times per year.

Goal 2025:	Use eco-cleaning for window cleaning
Measures:	Check with external service provider

Short transport routes

Environment / Resources

SDG Goals: 12 Responsible consumption and production | 13 Climate action

89% of our marketed products are produced in Germany. For one product category, 100% of raw materials and packaging materials come from German production sites. For another product category, 100% of packaging materials come from German production sites.

Transport routes for packaging were analyzed. An additional supplier was found and approved, located about 290 km close to the production site.

Goal 2025:	Maintain the status quo
Measures:	Record and evaluate the status quo

Goal 2025:	Save Co2 emission
Measures:	Reduce the number of office supply shopping trips by purchasing larger packages

Regional purchasing

Environment/Resources and People/Society

SDG Goals: 12 Responsible consumption and production | 13 Climate action

89 % of our marketed products are produced in Germany. For one product category, 100% of raw materials come from Germany productions sites. For another category, 100% of packaging materials come from German sites.

Sustainability of packaging

Environment/Resources

SDG Goals: 2 Zero Hunger | 12 Responsible consumption and production | 15 Life on land

Our trading partners aim for all manufacturing partners to use 100% recyclable packaging across all product groups. We meet this goal 100%. All packaging materials we use are recyclable.

Goal by 2025:	Trading partners expect a reduction in the total weight of all product packaging
Measures:	Develop proposals, e.g., eliminate or reduce packaging size, and present them

In 2024, packaging reduction was developed for 3 products.

Goal by 2025:	Implementation with trading partners
Measures:	Plan discussions with trading partners

A concept for switching to paper packaging for one product was developed.

Goal 2025:	Implementation of the concept
Measures:	Examine possibilities / presentations to trading partners

Goal 2025:	Switching packaging for one product to boxes
Measures:	Examine possibilities / presentations to trading partners

Goal 2025ff.:	Switching more products to packaging/sub-packaging without plastic
Measures:	Examine possibilities / presentations to trading partners

Goal 2025:	Increase the recycling share in packaging
Measures:	Examine possibilities with manufacturing partners / presentations to trading partners

Goal 2025:	Reduction of packaging volume in a product category
Measures:	Examine possibilities with manufacturing partners / presentations to trading partners

For one product, the surface weight of the box was reduced.

For 3 products, a concept for optimizing the box size and product components was developed.

Goal 2025:	Implementation of the concept
Measures:	Presentations to trading partners

We renew our CO2 climate certificate annually. This certificate confirms the reduction of CO2 emissions through recycling of sales packaging. We work with a major disposal company for the packaging we are responsible for. The decision regarding the selection of disposal companies lies with our trading partners.

Our shipping in the online business sector is carried out by [GoGreenService der DHL](#) and [GLS Klima Protect](#).

For parcel shipping, we use recycled materials. Used cartons and filling materials are reused.

Hysalma is certified for FSC® (FSC-C139795) and PEFC (PEFC/04-31-1756) ("chain of custody"). This certification applies to products that use cellulose- and viscose-based raw materials. The chain of custody certification proves that sustainability is ensured from planting to the finished product. The certification supports sustainable forestry. Label users are audited by independent third parties.



Annual monitoring and certification audits take place every 5 years.

Local responsibility

People/Society

SDG Goals: 4 High quality education | 8 Decent work and economic growth

We are a training company of IHK and offer apprenticeships for office management clerks and wholesale and foreign trade management clerks. In addition, we provide internship positions for both national and international pupils and students.

Since 2016 we offer [Career exploration](#). As a rule, these career explorations in our company lead to an internship, which in turn can lead to an apprenticeship. This eliminates the need for a lengthy recruitment process for young talent.

In 2024, two career exploration days took place.

Goal 2025:	Provision of two career exploration places / internship places
Measures:	Post places in appropriate exchanges

Goal 2025:	Provision of one apprenticeship position
Measures:	Publish vacancy in relevant portals / exchange with IHK and employment agency / increase internship offerings

Our environmental policy is reviewed annually and adjusted when necessary.

Goal 2025:	Strengthening employees' environmental awareness, reducing office waste
Measures:	Employee training

In 2024, a status review of all relevant manufacturing partners and service providers was conducted.

Goal 2025:	Evaluate status review and involve manufacturing partners and service providers more in local-responsibility-related sustainability activities where necessary
Measure:	Analyze and derive potential goals and measures.

Goal 2025	Increase the share of environmentally certified business partners
Measure:	Derive and analyze goals. Renew status-quo assessment of all relevant manufacturing partners and service providers regarding local responsibility to identify further goals and measures.

A whistleblowing reporting office was established, with annual training provided.

In 2024, fuel consumption of company vehicles (petrol/diesel) was 8% lower than the previous year; electricity use was 6% lower.

In 2024, the company car for general use was returned, reducing annual travel by 2,147 km and lowering CO2 emissions accordingly.

Since 2020, we have been a member of [DRK](#).

At the end of 2024, 56% of our 16 employees worked part-time, each with an individual working-time model. This enables employees with families to return to work more easily, improve work-life balance, or gradually retire from active working life.

Preparations for implementing an annual “Social Day” are not yet fully completed; the goal will be continued in 2025.

Goal 2025:	Prepare for the introduction of an annual Social Day as of 2025/2026
Measure:	Gather and evaluate proposals

Since 2008, we have been a member of the support association of [Hochschule Ruhr West](#).

Global responsibility

People/society Environment/Resources | Capital/Labor

SDG Goals: 3 Health and Well-being | 4 High quality education | 12 Sustainable consumption and production

We offer internships to national and international pupils and students.

Our company cars are leased for short periods so we always use the latest generation of vehicles in terms of environmental friendliness. When new purchases are necessary, resource conservation is considered.

The company cars undergo regular maintenance and UVV inspections.

Where possible, rail travel is used for business trips. Meetings are held in the form of conference calls or video calls wherever possible.

One product has been awarded the Vegan Society's [Vegan-flower](#).

In 2024, an additional product qualified for the Vegan Trademark®.

Goal 2025:	Increase the number of products bearing the Vegan Society's "Vegan Flower" label (currently 4)
Measures:	Evaluate opportunities with manufacturing partners and win trading partners

Since September 2021, we have cooperated with [ClimatePartner](#). Together we have calculated our corporate carbon footprint. We avoid and reduce emissions where possible, review the footprint regularly, and offset remaining emissions through a climate protection project. We regularly update our Carbon Footprint and thus have an overview of the success of our measures. To the extent of the remaining CO₂ emissions, we finance a climate protection project. Climate protection projects save CO₂ – for example through reforestation measures or the replacement of climate-damaging technologies with climate-friendly alternatives. More information about our climate protection project at: <http://www.climatepartner.com/16124-2108-1001>

Qualification of one product for the "Gemeinsam umweltneutral handeln" (Acting Environmentally Neutral Together) label has begun.

Goal 2025:	Continuation of the qualification process that has been started and completion. Subsequent qualification of two further products.
Measure:	Track implementation

We are a [GOTS](#)-certified company. GOTS is the world's leading textile processing standard for organic fibers. As an independent non-profit organization, it takes ecological and social criteria into account in the manufacture of textiles and textile-related products. The entire supply chain is subject to an independent and transparent certification process. The GOTS certificate is renewed annually.

In December 2022, we received the [Ecovadis](#)-Silver Medal. According to its own statement, Ecovadis is the world's largest provider of sustainability assessments for companies.

We have once again been awarded the Ecovadis Silver Medal. The overall score was improved from 57 to 67 out of 100 points. This places us among the top 15% of the companies evaluated.



<https://recognition.ecovadis.com/YO8oyj1Yakie1R4mrFYr3w>

Goal 2025:	Further increase the score
Measure:	Implement the actions defined in the action plan.

Since 2018, we have been a member of [ICADA](#).

Our manufacturing partners source raw materials regionally whenever possible. Supplier audits and certification records ensure social responsibility, environmental awareness, quality, and reliability standards. Raw material transport is organized efficiently; small quantities and air freight are generally avoided.

In 2024, a status review of all relevant manufacturing partners and service providers regarding global responsibility was conducted:

Goals 2025:	Evaluate the review and, if necessary, involve partners more in global-responsibility-related sustainability activities
Measure:	Analyze and derive objectives and measures

Goal 2025	Increase the share of environmentally certified service providers
Measure:	Derive and analyze measures.

An environmental policy has been created, published, and communicated to all employees.

A sustainable procurement policy has been created, published, and communicated to all employees.

Goal 2025	Update policies to current requirements
Measure:	Add goals and measures

Social commitment

People/Society

SDG Goals: 3 Health and well-being | 4 High-quality education

We have recorded the CO₂ emissions of our company together with [ClimatePartner](#) and calculated the carbon footprint. Where possible, we avoid and reduce these CO₂ emissions. We update our carbon footprint regularly and thus have an overview of the success of our measures. To the extent of the remaining CO₂ emissions, we finance a climate protection project. Climate protection projects save CO₂ – for example through reforestation measures or through replacing climate-damaging technologies with climate-friendly alternatives. More information about our climate protection project at: <http://www.climatepartner.com/16124-2108-1001>

In 2024, we supported the Youth Red Cross (JRK) with a donation. In the community, young people and young adults between the ages of 14 and 27 learn the basics of first aid and the application of the acquired knowledge – for example in school medical services. At many schools in Oberhausen there is no corresponding expert who can provide immediate first aid in case of injury

Goal 2025:	Project support
Measure:	Compile, review and implement support-worthy projects

Since 2008, we have been a member of the support association of [Hochschule Ruhr West](#). Since 2020, we have been a member of the [DRK](#).

Preparations for the introduction of an annual “Social Day” are not yet finished. The goal will be continued in 2025.

Goal 2025:	Preparation for the introduction of an annual “Social Day” from 2025/2026
Measure:	Collect and evaluate offers

A status-quo query has been carried out among manufacturing partners and raw material suppliers.

Goal 2025:	Evaluation and stronger involvement of manufacturing partners and raw material suppliers in sustainability activities
Measure:	Derive goals and analyze measures

Fair working conditions

People/Society

SDG Goals: 3 Health and well-being | 5 Gender equality | 8 Decent work and economic growth

We offer our employees a safe working environment. Every year, an occupational safety training session is conducted by our external occupational safety specialist. Our electrical equipment is regularly inspected by an external service provider and marked with the corresponding test labels. We offer annual preventive examinations (screen work) and flu vaccinations through our company doctor. Workplace glasses are subsidized.

As of the end of 2024, 55% of our 18 employees were employed part-time. All part-time employees have individual working time models. In this way, we enable our employees with families to re-enter working life, balance family and work, or gradually retirement from active working life.

Goal 2025:	Pension consultation for employees
Measure:	Obtain and evaluate offers

As of the end of 2024, the **female quota** was **74%**, the share of **employees with a migration background** was **30%**, and the share of **employees with a disability** was **11%**. In management, the ratio of women to men is balanced.

We support dual apprenticeship by offering apprenticeship positions.

We offer our employees additional performance incentives through bonuses. Furthermore, we cover premiums for employee accident insurance and offer an occupational pension scheme for employees.

A flexible working time model exists, allowing working hours to be arranged in consultation with colleagues. Break times can also be arranged flexibly and in consultation with colleagues.

In addition, hybrid work (mobile and on-site) is an integral part of the existing working-time model.

Employees receive benefits or time off on the occasion of special events. Salaries are transferred no later than the end of the month. It is our goal to conclude only permanent employment contracts. The salaries of all employees are above the minimum wage. Overtime is compensated in accordance with company regulations.

Coffee, mineral water, and fresh fruit every week are provided to employees free of charge. The mineral water is delivered in glass bottles. Employees have access to a smoothie maker and a specialty coffee machine that operates with biodegradable and fully industrially compostable pads.

Joint events, which generally take place annually, strengthen collaboration and the sense of belonging.

A multifunction device (printer/scanner) of the latest generation is in use. The health of our employees is important to us. We therefore deliberately refrain from having printers at every workplace. Printing takes place at a central location, which promotes movement (and interaction).

Goals 2025:	Offer a health day for employees
Measure:	Obtain and evaluate an offer

Goals 2025:	Support employees with dependent relatives in balancing work and caregiving
Measure:	Research "care kit" and compile information

The office building and the modern office spaces are barrier-free and have good transport connections. The offices, each equipped with a maximum of two workstations (full-time employees), are designed according to ergonomic principles. All workstations are equipped with laptops to enable mobile work within the hybrid working-time model.

We regularly offer training and development opportunities to support employees' individual career paths. In this way, every employee can qualify for new tasks and acquire new know-how.

In 2024, training sessions as well as further education and professional development measures took place in accordance with the training plan, mostly in the form of webinars.

The total number of training and continuing education measures increased by 117% compared to the previous year.

Goal 2025:	Compile training measures per employee
Measure:	Evaluate the training plan

The corporate structure is flexible. The team organization enables both vertical and horizontal communication and thus ensures fast, transparent and nearly complete information.

Employee satisfaction is reflected in the regularly held feedback, mid-year and annual discussions. These discussions not only serve to determine satisfaction but are also an instrument of individual career management. Personal goals, development opportunities and perspectives are addressed. Wishes and competencies are considered.

Individual career management has been implemented.

Goal 2025:	Creation of a “career management” guideline
Measure:	Creation of a “career management” guideline

The **average length of service** was **14.5 years**. **63% of employees have been with the company for over 10 years, 21% for over 20 years.**

There is a Hysalma company and conduct code.

A whistleblower reporting office has been established. Employees were trained accordingly

Goal 2025:	Effectiveness check
Measure:	Commission an external service provider to conduct a test

Personnel KPIs are recorded in a monthly and annual reporting system, which is regularly adapted as required.

A working-time recording system is implemented.

We grant our employees **half vacation days** as well as vacation above the legally required minimum (+50 %).

Goal 2025:	Award as a family-friendly company
Measure:	Participation in the competition of the city of Oberhausen “Unternehmenswert: Familie”

In 2024, a status review was conducted with all manufacturing partners, raw material suppliers and service providers regarding fair working conditions.

Goal 2025:	Evaluation and, where necessary, stronger involvement of manufacturing partners, raw material suppliers and relevant service providers in sustainability activities regarding fair working conditions
Measure:	Analyze and derive possible goals and measures

Fair trade relationships

People / Society Capital/Labor

SDG Goals: 12 Sustainable consumption and production | 8 Decent work and economic growth | 16 Peace, justice, and strong institutions

Our understanding of fair-trade relations is set down in the Hysalma Code of Conduct and the Hysalma Commitment. In fact, our dealings with our trading partners, manufacturing partners, raw material suppliers and service providers are characterized by mutual respect and recognition, trust and fairness.

In 2024, a status review was carried out with all manufacturing partners, raw material suppliers and service providers regarding fair working conditions.

Goals 2025:	Evaluation and, if necessary, stronger inclusion of manufacturing partners, raw material suppliers and relevant service providers in sustainability activities related to fair trade relations
Measure:	Analyze and derive possible goals and measures

A whistleblower reporting office has been established. Employees were trained accordingly. The training is repeated annually.

The topics of diversity, equality and inclusion were integrated into our Code of Conduct and our Commitment. Employees were trained accordingly.

Goals 2025:	Establish the Code of Conduct and sustainability commitment internally
Measure:	Creation of the document and training of employees

Sustainability of financial management

Capital/Labor

SDG Goals: 8 Decent work and economic growth | 17 Partnerships to achieve the objectives

Our cooperation partners in financial management practice sustainability, which they document in their respective reports.

All cooperation partners offer their customers various types of sustainable investment options, which are individually tailored to their respective needs.

Use of sustainably certified energy

Environment/Resources

SDG Goals: 7 Affordable and clean energy

Our office spaces are supplied with electricity that comes 100% from renewable energy. Our energy supplier supports, among other things, the “Global Compact” of the United Nations and the Sustainable Development Goals (SDG).

We use exclusively modern, energy-saving electrical devices and PCs that carry the labels “Energy Star”, WWF or Environmental Protection Partner. Wherever possible and sensible, timers are used. Our employees are regularly sensitized regarding the sustainable use of resources

State-of-the-art server systems ensure efficient energy consumption.

The energy consumption for 2023/2024 was, at 28,001 kWh, slightly above the previous year (4%), which is due to the Corona pandemic (= more mobile work) in the previous year. In comparison to the year 2021/2022, consumption has decreased by 7%.

The offices are equipped with LED lighting, and we have been purchasing exclusively green electricity since 2022.

Sustainable corporate management

Human/Society | Kapital/Labor

SDG Goals 3 Health and well-being | 4 High-quality education | 5 Gender equality | 12 Sustainable consumption and production | 17 Partnerships to achieve the objectives

Through the intensive processing and expansion of further product fields (e.g. medical products, cosmetic products etc.), we create additional sales potential (see also “Sustainability of Raw Materials”).

Close cooperation with competent, reliable production partners ensures the implementation of innovative product concepts, the expansion of our product portfolio and thus the possibility of gaining and binding trading partners in the long term.

Specialists and managers are preferably developed within our company to prevent a shortage of skilled workers.

Our employees are very well trained and highly motivated, which represents an important prerequisite for the competence of our company. Regular further training measures ensure a high, up-to-date level of education of our employees.

To ensure that we can maintain business operations in crisis situations in the short, medium and long term, we have implemented a control mechanism, among other things in the form of a qualification matrix, which we update regularly. For every workplace there are deputy regulations.

Employee satisfaction is reflected in the regularly held feedback, mid-year and annual discussions. These discussions serve not only to determine satisfaction but also as an instrument of individual career management. Personal goals, development opportunities and perspectives are addressed. Wishes and competencies are considered.

Individual career management has been implemented.

Goal 2025:	Creation of a “Career Management” guideline
Measure:	Creation of a “Career Management” guideline

Our corporate strategy is regularly reviewed and adapted if necessary.

The quality management system of Hysalma is certified according to DIN EN ISO 9001:2015. Hysalma is IFS Broker certified.

Environment/sustainability has a high priority for us. Our sustainable actions are consistently continued according to the BIPS criteria of the BDIH. Our sustainability report is updated regularly and published on the internet.

Since September 2021, our company has been certified climate-neutral.

We have recorded the CO₂ emissions of our company together with [ClimatePartner](#) and calculated the Carbon Footprint. Wherever possible, we avoid and reduce these CO₂ emissions. We regularly update our Carbon Footprint and thus have an overview of the success of our measures. To the extent of the remaining CO₂ emissions, we finance a climate protection project. Climate protection projects save CO₂ – for example through reforestation measures or the replacement of climate-damaging technologies with climate-friendly alternatives. More information about our climate protection project at: <http://www.climatepartner.com/16124-2108-1001>



We are a [GOTS](#)-certified company.

GOTS is the world's leading textile processing standard for organic fibres. As an independent non-profit organization, it includes ecological and social criteria in the manufacture of textiles or textile-related products. The entire supply chain is subject to an independent and transparent certification process. The GOTS certificate is renewed annually.

In December 2022, we received the [Ecovadis](#) Silver Medal as a first step. Ecovadis is, according to its own statement, the world's largest provider of sustainability ratings of companies.

The reassessment of our sustainability activities by Ecovadis took place in January 2024. We were again awarded a Silver Medal, but with a higher score. We are among the top 15% of all evaluated companies. The percentile rank is calculated at the time the scorecard is published. The medal is not tied to a specific point score. The point score assigned to the medals is newly defined each year depending on the number of evaluated companies. Since our first rating in 2022, we have improved by 26 % points.



<https://recognition.ecovadis.com/YO8oyj1Yqkie1R4mrFYr3w>

Goal 2025:	Further increase in score
Measure:	Implementation of the action plan

The Ecovadis Silver Medal has been integrated into our letterhead, our homepage and our e-mail footers (see also "Global Responsibility").

To use corporate resources as efficiently as possible and increase our productivity, we use an ERP system. All processes are continuously analyzed to identify potential improvement.

Transparency

People/Society | Capital/ Labour

SDG Goals: 8 Decent work and economic growth

Through a clear corporate strategy and open vertical and horizontal communication, we ensure transparency in all internal processes. All relevant business processes are documented. A sensitive approach to everyone's privacy and professional integrity is a matter of course (see also the 'Hysalma Commitment' and the 'Hysalma Code of Conduct').

The corporate structure is flexible. Team organization enables both vertical and horizontal communication, resulting in fast, transparent, and nearly comprehensive information flow.

Weekly team meetings are held in which management informs employees about all topics relevant to them, and employees can also raise their own points. Regular departmental meetings also take place. In addition, relevant information is communicated via the intranet when necessary.

Sustainability of waste management

Environment/Resources

SDG Goals: 12 Sustainable consumption and production

Waste is avoided wherever possible. If waste occurs, it is disposed of separately. Employees are regularly sensitized regarding the sustainable handling of energy, water, waste and paper.

An environmental guideline exists.

Goal 2025:	Adapt the environmental guideline to current requirements.
Measure:	Add goals and actions

Ziel 2025:	Reduce waste
Measure:	Train employees

In 2024, paper consumption was reduced by an additional 27.8% compared to the previous year through ongoing digitalization.

Goal 2025:	Further reduce paper consumption.
Measure:	Digitalize outgoing invoices

To reduce paper consumption, each employee has access to two monitors per workstation (including in mobile work), where required.

Disposable tableware and cutlery are not used within the company.

A status assessment was carried out in 2024 with all manufacturing partners, raw material suppliers, and service providers regarding fair working conditions.

Goal 2025:	Evaluate the status results and involve manufacturing partners, raw material suppliers, and relevant service providers more strongly in sustainability activities relating to sustainable waste management if necessary.
Measure:	Analyze and derive potential goals and measures.

The products are designed in such a way that waste is largely avoided. Achieving the highest possible recycling rate, reducing plastic, and using sustainable raw materials are key priorities. Packaging is compressed.

The use of materials that are difficult to recycle is avoided. Residual waste is thermally processed or converted into energy.

Our service providers (such as shipping and IT) strive to use as little plastic as possible and to avoid packaging waste. Consolidated deliveries are used to reduce transport volume and costs. Regular employee training sessions take place.

Marketing for Sustainability

Environment/Resources | Products/Qualities | People/Society | Capital/Labour

SDG Goals: 12 Sustainable consumption and production | 15 Life on land | 17 Partnerships to achieve the objectives

We participate actively as a member of BDIH / BIPS.



The Hysalma Sustainability Report is integrated into the Hysalma website and updated annually.

We support the visibility of BDIH / BIPS by integrating the logo into our letterheads, website, and business cards.

The reassessment of our sustainability activities by Ecovadis — according to their own statement, the world's largest provider of sustainability ratings for companies — **was conducted in January 2024. We again received the silver medal, but with a higher score. We are among the top 15% of all evaluated companies. The percentile rank is calculated at the time the scorecard is published. The medal is not tied to a specific point score. The point thresholds allocated to the medals are redefined each year based on the number of evaluated companies. Since our first evaluation in 2022, we have improved by 26 percentage points.**



<https://recognition.ecovadis.com/YO8oyj1Yqkie1R4mrFYr3w>

Goal 2025:	Further increase the score
Measure:	Implement the action Plan.

The Ecovadis silver medal has been integrated into our letterhead, our website, and our email footer (see also "Global Responsibility").

Sustainability is a regular topic in our discussions with production and trading partners. As BIPS participation is limited to members of the BDIH, it is not suitable for all partners. The Global Compact Initiative is an additional suitable option (see "Joining Global Compact"), which aligns with the BDIH BIPS initiative. A large part of our trading partners participates in the Global Compact or the United Nations Global Compact (UNGC).

Management system

The Hysalma quality management system is regularly audited and certified.



ISO Zertifikat.pdf

Hysalma is certified as an [IFS Broker](#). Regular audits verify compliance with the standard's requirements, which are fulfilled at a high level.



IFS Zertifikat.pdf

Hysalma is certified for FSC® (FSC-C139795) and PEFC (PEFC/04-31-1756) Chain of Custody. This certification applies to products that use raw materials based on cellulose and viscose. The Chain of Custody certification verifies that sustainability is ensured from plantation to finished product. The certification supports sustainable forestry. Label users are audited by independent third parties.



FSC certificate
DE_C139795.pdf



PEFC certificate
DE_04-31-1756.pdf

Annual surveillance audits and full recertifications every five years are conducted.

We are a [GOTS](#)-certified company. GOTS is the world's leading textile processing standard for organic fibers. As an independent non-profit organization, it incorporates ecological and social criteria into the production of textiles and textile-related products. The entire supply chain is subject to an independent and transparent certification process. The GOTS certificate is renewed annually.

A product is labeled with the Vegan Society [Vegan-flower](#).
2024, an additional product was qualified for the Vegan Trademark®.

Goal 2025:	Increase the number of products labeled with the Vegan Society's Vegan Flower (currently 4).
Measure:	Explore possibilities and implementation with manufacturing partners and acquire trading partners.

We have calculated our company's carbon footprint together with [ClimatePartner](#). Where possible, we avoid and reduce CO₂ emissions. We update our carbon footprint regularly to monitor the success of our measures. Remaining CO₂ emissions are offset by financing a climate protection project. Climate protection projects reduce emissions through reforestation or by replacing harmful technologies with climate-friendly alternatives. More information is available at: <http://www.climatepartner.com/16124-2108-1001>

Joining the Global Compact

Environment/Resources | Products/Qualities | People/Society | Capital/Labour

Goal 2025:	Join the Global Compact
Measure:	Review the requirements.

The sustainability report is reviewed annually updated. All employees are involved in reviewing, updating, and formulating goals and measures. Before publication, the report is reviewed and approved by BDIH.

Eva Schulze-Burger | Oliver Heimbach
(Management)

Andrea Schneider
(Sustainability Manager)