



# Straight from the source

The MEIKO sustainability report 2020



Making waves –  
Pushing the ripples  
outwards

Dear reader,

At MEIKO we do not think in business quarters. We think in generations. Sustainable business comes naturally to us – we act with a long-term perspective, not aimed solely at short-term success. That has been our attitude for over 90 years. As a company owned by a foundation, we are guided by our own unique values and axioms – and that makes us stand out.

We have grown and so has our responsibility: these days, our responsibility is global. This is our first sustainability report. Here, you can find out more about the strategies and steps we will be using to drive protection for people, planet and climate.

The MEIKO 2025 vision sets the course for an even more sustainable way to manage the company: that goes for production, developing new machines and technologies, infrastructure, purchasing policies, management culture and supply chains. We are taking a holistic approach, incorporating environmental, economic and social responsibility.

As the source of cleanliness and sustainability, MEIKO impacts marketplaces and people across generations and borders. Here in Offenburg, we are making huge waves and pushing the ripples out to our subsidiaries and representatives around the world. Our next sustainability report will then contain more details of the feedback we receive and the projects that have been launched. From there, it will be in the hands of my successor, Dr Thomas Peukert, to drive forward the MEIKO sustainability strategy with consistency. And he will.

We hope that reading this is exciting and inspiring for you – and, of course, we would love to receive your feedback. After all, we can only achieve corporate goals when we act corporately.



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## MEIKO: a profile

MEIKO specialises in professional warewashing, cleaning, disinfection and food waste processing. We fulfil the basic human need for cleanliness and hygiene on a day-to-day basis. Inventiveness and technical skill are the hallmarks of our innovative machine technologies and solutions. MEIKO quality is in demand all over the world. It all started more than 90 years ago, in a backyard in Offenburg, on the edge of the Black Forest. Today, MEIKO operates globally with 2,600 employees bringing in sales worth €379 million per year.

### Wash it clean

Sparkling dishes, clean pots and glasses: washing up is vitally important but nobody likes doing it. It's time to call MEIKO: with our premium technology, we make life in the dishwashing area easier, more convenient and more efficient. We provide sparkling clean results using effective and resource-efficient technologies, improving indoor climate and ensuring that usage is comfortable and ergonomic. MEIKO is your one-stop provider.

### Hygienically clean and disinfect

Hospitals and care homes work to the highest standards of hygiene, so the challenge here is managing their specific utility rooms. Then for fire services, it is a question of life and death: who is going to ensure that the BA masks are clean and safe, ready for the next call out? MEIKO is the master at all of these hygiene tasks: the MEIKO TOPIC and TopLine series have got healthcare covered, while TopClean M appliances offer the highest standards of hygiene safety in respiratory protective equipment workshops.

## Recycle your food waste

Ideally, there would be no food waste. But the next best option is to make good use of leftovers and kitchen waste, recycling them to produce biogas or organic fertiliser, for example. MEIKO GREEN technology creates an important, hygienic circuit: from tray or plate straight into the BioMaster feeding station, then to the storage tank and eventually on to the biogas plant.

Systems in the BioMaster series can be found in top restaurants, canteens, hospitals and homes today. They are the current hygiene standard for clean disposal and recycling of leftovers and kitchen waste. For more information, go to: [www.meiko-green.com](http://www.meiko-green.com)

## Active all over the world

Cleanliness and hygiene are basic human needs – so there is strong demand for MEIKO's clean solutions all over the world. Our far-reaching network of subsidiaries positions us well all over the world and allows us to operate on every continent. Alongside our manufacturing work in Germany, we also produce in China and the USA. We always strive to be close to the customer – it's our motto. This keeps shipping distances short, reducing spend on logistics – as well as reducing emissions and energy consumption.



## Be in the clear

Hygiene is the world's hot topic at the moment. The 2020 coronavirus pandemic has abruptly brought the vital importance of hygiene standards to the forefront of people's minds. Cleanliness and hygiene are our bread and butter at MEIKO, in fact they are our *raison d'être*. Now, in the middle of the global coronavirus crisis, MEIKO is making a significant contribution to controlling and beating the pandemic. Our technology is corona-proof, providing the highest levels of hygiene safety in food service, hospitals, care homes and public institutions. This is confirmed by independent expert opinion.



## Expert opinion issued by Dr Rheinbaben

This miniscule virus has changed the whole world – we are in the grip of COVID-19 and it is making lasting changes to our day-to-day lives. Nothing is certain and there is no way back: this is the new normal. So it is comforting to know that MEIKO technology can help effectively and fulfils the new hygiene and cleanliness requirements. Visiting lecturer, virologist and microbiologist *Dr Friedrich von Rheinbaben (Witten/Herdecke and Krems universities)* has issued an independent expert opinion confirming that MEIKO dishwashing machines inactivate the coronavirus. The decisive quote: 'MEIKO machines are able to process dishes and cutlery in such a way that they can be reused without hesitation, even if they have previously been used by infected or sick people.' In other words: MEIKO puts you on the safe side.

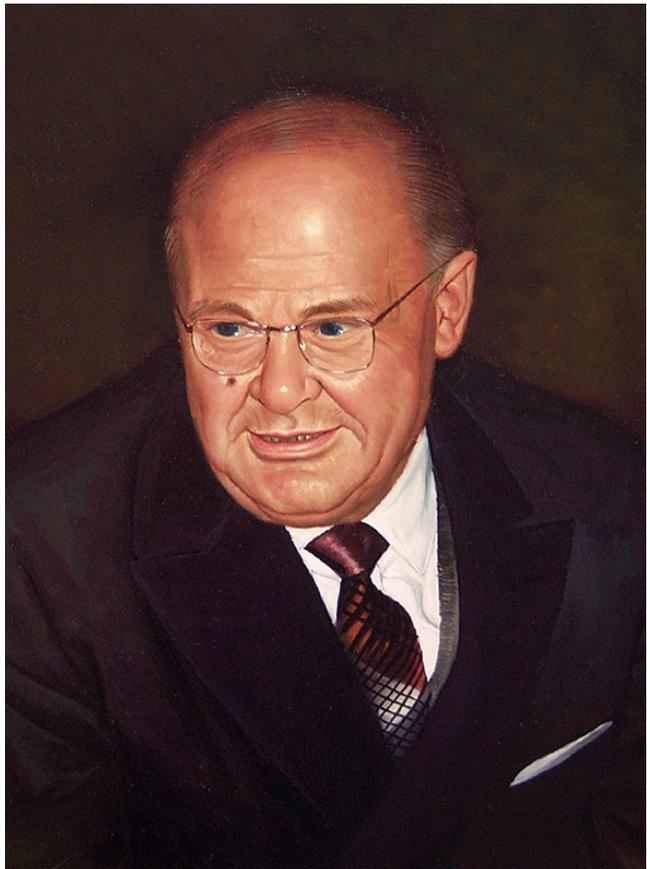
## You take care of your business...

For restaurants or communal catering, MEIKO has the clean technology to fully meet the high hygiene standards required. That means that people working in these environments can focus 100% of their energies on their actual jobs in management, administration, logistics and customer service or patient care – we take care of the rest and ensure flawless hygiene.

## ...we take care of the hygiene

With over 90 years' expertise in hygiene for health-care and kitchens, MEIKO is a renowned hygiene service provider worldwide. That is the message behind our brand promise: MEIKO is the source of cleanliness and hygiene. The spring is our emblem because it visually anchors all of our values and guiding principles as a responsible company: a connection to nature, to water, to the core human need for cleanliness and an intact environment.





## We refer to MEIKO as ‘she’

We talk about how ‘she’ is doing because MEIKO is a woman. That makes sense: after all, it was a strong woman who laid the foundations of such a global and successful company. Rosel Meier, the wife of company founder Oskar Meier, was a great, active support to her husband. But, more than that, she managed the company herself after he died up until 1979. Then she made a decisive move which would determine the future of the company: she decreed in her will that the company was to be transferred into the ownership of a foundation. In so doing, she ensured that the Meiers’ lives’ work could not become entangled in inheritance disputes and cannot be split up or sold. The foundation exists to secure the company’s success and maintain jobs in the company and the region.

### Sustainable business management

The foundation philosophy pairs perfectly with the aim of sustainable business: continually and successfully driving MEIKO forward into the future. Always in line with the company’s and employees’ interests. That means that our steps are laid out for us to the extent that we do not engage in speculative deals or aim for short-term profits. Nor do

we have owners or shareholders skimming off the profits for themselves. Everything is fed back into the company. All from a simple, clear, one-time decision. Perfect for us, perfect for MEIKO and perfect for putting together a consistent sustainability strategy for the company.

## Who came up with it? A strong woman

In 1886, American inventor Josephine Cochrane filed her patent for the world's first working dish-washing machine. At the Chicago World's Fair in 1893, her machine won the first prize for 'the best mechanical construction, durability and adaptation to its line of work.' That practically reads like the core values of MEIKO technology: functionality, quality and durability. These days we call it premium technology. For us, that means making good use of the best possible resources for the highest possible quality and durable products.



## Fair and effective teams

Equal opportunities, diversity and fairness are cornerstones of our management strategy. We therefore pay attention to ensuring a good, balanced mix for our teams in our selection and recruiting processes. Each year we take on around 25 trainees and students at our company headquarters in Offenburg, part of a total of over 60 new staff. Balance here is important for us. One social trend is particularly helpful in this context: STEM subjects (science, technology, engineering and maths) are becoming more and more popular among young women.

That means more female engineers in product development and production. However, we are still a long way off reaching our goals: we continue to expand the cohort of women in executive roles. That is why we are partnering closely with universities such as *Offenburg University* – this is where the executives of the future are studying, both men and women. We believe an open management culture, along with diverse teams and structures are an important factor in sustainability.

We are looking for the *Rosel Meiers and Josephine Cochranes* of the future. Think that could be you? Contact MEIKO!



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A scenic landscape featuring a forested mountain, a rocky riverbed, and a calm lake reflecting the scene. The text "MEIKO: the source of cleanliness" is overlaid in white.

MEIKO: the source  
of cleanliness



'Whenever cleanliness and hygiene are required, we are there. All over the world. Every human has a need with our clean solutions for wastewater treatment. Our founder's concept was to make the world a cleaner place.' Right from the beginning, this was the focus for MEIKO. We assume responsibility in such a way that future generations will benefit. Our brand emblem, the spring, embodies our vision.

mentioned, the name MEIKO comes up. The need for cleanliness – and we fulfil that through washing, cleaning, disinfection and food safety is our guiding light: ‘We want to make sure from the start, people and planet have been the priority for sustainability: we operate and act responsibly. We will also find a blue planet worth living on. This is our claim.’



Moving forward



# The 3P strategy

## Product

We develop clean solutions for warewashing, cleaning, disinfection and food waste treatment. Within this, we focus on energy and resource efficiency in particular. Our teams are concentrating their efforts on the innovations of tomorrow. The aim: even lower energy, water and chemical consumption, even longer product life spans and better reparability, not to mention making even more of our machines recyclable. For example, our new 'MEIKO ACTIVE' chemical range is carefully tailored to the technology and to water quality, making it resource efficient, effective and environmentally friendly.

Today's MEIKO machines are designed for a good 10 years of use. Upcoming generations will last even longer and be even smarter, working in networks together, sustainably. And, because everything is designed ergonomically, we foster motivation and good health in the workplace.

- » Lengthened machine life span
- » Optimum resource efficiency
- » Double-walled structure
- » 90% recyclable
- » Comprehensive service
- » 20 years spare parts availability
- » Value-holding reparability
- » Optimised MEIKO ACTIVE chemicals
- » Ergonomic design for better health



# Production



Our machines and other appliances are produced in a factory designed for value streams: movement routes are efficient and planned with the environment in mind. Workspaces are compact and ergonomically designed. We will be undertaking an analysis of our infrastructure to make our production sites even more efficient. All over the world.

For example, from 2021, our Offenburg site will use only green energy from renewable sources. If we are able, we hope to make our production carbon neutral by 2025.

- » Green energy
- » Renewable energy
- » Heat insulation/heat pumps
- » Photovoltaic generation
- » Smart logistics
- » Smart production
- » Low-chemical production
- » Occupational health and safety

# Participation



Let's not forget how people power fits into all of this. Foresight, personal commitment and deliberate action all play into our success on the path to an even more sustainable MEIKO. This starts with commuting and then impacts everything from the canteen to the careful use of paper and other resources while working. Even balancing the constellation of our teams is relevant: different ages, different genders – everyone can find their place at MEIKO.

Carefully selected partnerships help us to gather new thoughts and ideas in our teams, helping us to optimise every learning curve. MEIKO is always learning.

- » Transport
- » Sustainable canteen
- » Advancing understanding
- » Management culture
- » Partnerships and projects with institutions and councils

‘MEIKO takes a broad view: incorporating all stakeholders – from us towards our sustainability goals in scope of development, infrastructure, transport, award-winning selected collaborations and partnerships – to reduce energy consumption and carbon offset. We are looking outwards – further than just at MEIKO global suppliers, too.’

ing five selected areas of activity to push  
specific ways. We are tackling product de-  
awareness and education with carefully se-  
all to improve our climate impact, energy  
e making waves and pushing the ripples  
lobal. This stretches to our partners and



# Five areas of activity for improving sustainability

We have identified five areas of activity where we will focus our efforts to improve sustainability and combat climate change over the next five years. This is where we are investing ideas, resources and money. We have set the course, assigned responsibilities and now we are already fully engaged in the work.

## Innovation

A MEIKO machine should wash, clean and disinfect cleanly. But it can do much more! It can use smart technology to save resources, select the optimum programme and optimise hygiene management. It's all about connectivity. Wise use of modern materials lengthens the machine life span and increases the percentage of the machine which can be recycled. Plus, ergonomic design and intuitive operation make for a relaxed work environment where it is easy to feel motivated. That is good for both people and planet. In 2025, MEIKO intends to unveil the most sustainable warewashing solution ever.

## Infrastructure

We want to generate our own power for production and administration. We aim to achieve this using photovoltaic panels on the roofs at MEIKO. At Ettenheim, we use the exhaust heat from the furnaces to heat the rooms. The next step is to design specific projects to achieve carbon-neutral production.

## Transport

How to commute is a decision that affects the climate. Using car alternatives such as the bus, train or bike help contribute to building a positive future as soon as you leave the house. MEIKO supports the use of alternative modes of transport. As a bonus, everyone who buys in, also benefits their own health. MEIKO has long been assessing business travel for environmental concerns and necessity. Then, the MEIKO Service Team is measured on their first-time fix rate – solving the problem on the first call out. That is a win-win situation: fewer journeys, lower CO2 emissions, lower costs and happy customers!

## Knowledge

The MEIKO *Academy* acts as our own in house learning and CPD infrastructure. It brings together experts' experiences. Seminars and training sessions provide practical education on important subjects such as the value of resources like water, energy and human resources. This is how we make waves with ripples that travel a long way.

## Partnerships

Achieving goals together has long-term value and we get to share the joy. Partnership is important to us – within and outside of the organisation. That is why MEIKO has such a low rate of staff turnover and our success is based on numerous good, long-term business relationships.

We select our project partners carefully for issues of climate, environment and energy. This includes our social projects, where we focus on regional initiatives in particular: sustainability applies to everything.

A scenic view of a lake with a forested hillside in the background and a rocky shore in the foreground. The water is calm, reflecting the surrounding greenery. The foreground shows a dark, pebbly shore. The background is a dense forest of green trees on a hillside.

Stirring the spirit  
of discovery



# The most sustainable warewashing solution

We want to achieve more with less. That might seem paradoxical but our engineers are convinced they can do it! Effective and resource-efficient technology has always been highly valued at MEIKO. And we want to aim even higher. Our next generations of machines will set new standards. Our goal for 2025 is **to build the most durable and sustainable MEIKO warewashing solution yet.**

We want to achieve more with less. That might seem paradoxical but our engineers are convinced they can do it! Effective and resource-efficient technology has always been highly valued at MEIKO. And we want to aim even higher. Our next generations of machines will set new standards. Our goal for 2025 is to build the most durable and sustainable MEIKO warewashing solution yet.

Warewashing, cleaning and disinfection are indispensable – but we still want to save more water, energy

- Save on resource consumption – low water and energy consumption
- Optimise reparability – maximum availability
- Extend service life

MEIKO CTO, Thomas Peukert, comments on these standards: ‘A machine with an average service life of 12 years is sustainable. The material, stainless steel, is durable, hygienic and 90% recyclable.’ However, unilaterally minimising consumption has its limits. ‘It is

be brought into balance. MEIKO believes that making compromises on hygiene would be irresponsible. Not to mention that hygiene ‘pays’ financially, too. ‘Our technology helps to reduce germ transmission, for example.’ That means fewer sick days, reducing costs.’ Thomas Peukert comments on the monetary advantages of improved hygiene. Now we need the clever people in the MEIKO research and development department. One thing is certain: the most durable dishwashing machine will be made of stainless steel, will deliver top-class hygiene in just one wash cycle using minimum resources and the outside will bear the MEIKO name.

## Stainless steel: the king of recycling

Stainless steel is our material. It can be reshaped an infinite number of times and it is resilient and long lasting. And when a machine can no longer do its duty, it can be cleanly separated out and recycled, re-entering the material cycle. We will therefore continue to choose this material going forward, in fact, more so than ever. That is why our ‘stainless steel instead of plastic’ production initiative is seeking places in our machines where we currently use plastic but it would be effective to replace this with stainless steel. The supply pipes are a good example. We know from experience that using



and other resources. That is the technological challenge we set our development teams. Our MEIKO 2025 aim is to build the most sustainable warewashing solution that we have ever built. The standards have already been set and they are clear:

cornerstone for us to turn out perfectly clean dishes in one wash cycle. What use is it to use the ‘eco’ setting so you can minimise water, chemical and energy use, if the plates aren’t clean at the end?’ Dr Peukert elaborates, ‘In the worst cases, dishes have to be washed twice!’ Sustainability and hygiene are a package deal and they must



stainless steel lengthens machine life due to reduced wear and tear, as well as improving levels of recyclability. This is therefore a strategy we will be pursuing consistently.

### Our goal: service life of 12 years

The environment benefits from durability and sustainability but how does the customer benefit? It is a question that must be asked – and we know how to answer it. New MEIKO machines will last longer and stay in use longer. We worked with at least 12 years when setting our goals. Plus, reparability will be improved. Availability of MEIKO warewashing technology is already high but this will increase it further. And it will boast low water, chemical and power consumption.

### Innovation drives us – it always has

At MEIKO, we have set ourselves ambitious targets for innovation – and this is part of our commitment to improving sustainability. We have faith in our abilities. After all, we have often been praised by, and won awards from independent organisations. Our list of awards is the proof that MEIKO has been striving to meet sustainability goals for a while – in fact, they are anchored in our brand DNA as part of our three complementary core pillars: innovation, quality and sustainability. This is what drives us

and what makes the MEIKO brand. It is also the source of our recognition in the industry, as you can see from this selection of our previous awards:

- FCSI Award  
2004 / 2009 / 2010 / 2015
- Internorga future award 2016
- Environmental technology award 2011
- Dr. Georg Triebe innovation award 2000 / 2005 in Gold / 2010 in Gold
- Prize for sustainability:  
Grünes Band 2011 / 2016 / 2018
- Innovation leader in Green Technology - FAZ Institute 2019

more than **50** awards in **10** years  
**10x** silver **11x** gold  
**9x** environment and sustainability **36x** innovation  
 Innovation Leader Green Technology **2019**

# Technology for washing reusable takeaway dishes: M-iQ

Reusable is the future – this is the clear message from authorities and experts worldwide. Now the challenge is to find solutions for hotels and food service businesses so that they can keep their reusable cups and glass bottles in circulation. Experts say that cups have to be used at least 40 times before the lifecycle assessment is in the green. The M-iQ and M-iClean are MEIKO’s way of mastering hygienically clean washing and quick drying to keep the catering in motion at parties and festivals, all without the environment having to suffer.

Reusable cups are the clean solution but washing plastic cups poses particular challenges. *Sebastian Hainz, Executive Vice President Sales and Marketing at the MEIKO Group*, explains, ‘The largest challenge here has always been the drying process, because plastic is significantly worse at storing heat than, for example, porcelain, and dries only very slowly.’ The M-iQ Cup is designed for washing and drying plastic cups. It uses vibration drying for flawless drying results with 0% residual moisture.

the professional solution for large catering or festival food service projects. For smaller events, MEIKO has equipped the M-iClean series to optimally wash plastic cups or bottles.

## The cycle: washing bottles

As part of the drive to add value and experience, bottles are in more frequent use. Hotels and food service establishments fill glass bottles or carafes with drinks

bottles in all standard shapes and sizes. It even makes it easy to clean lab bottles. The best part is that the bottle rack can be fitted – or retrofitted – in any M-iClean UM or UM+ model from 2013 onwards. This means that existing kitchen and food service equipment can easily and sustainably be retrofitted.

Just a few movements can turn your glass and dishwasher into a machine specially designed for cleaning reusable bottles: simply replace the bottom wash arm with the adapter included – that’s it! This system uses separate, sealed channels to send first wash fluid and then rinse aid to specially designed nozzles which spray them directly into the bottle interior, along with water. The result: totally hygienically clean bottles.

The MEIKO bottle washing system is patent pending and further evidence of MEIKO’s innovative capabilities. The process facilitated by this system is sustainable and resource efficient, reduces payroll costs, saves time and assures hygiene safety. MEIKO offers professional warewashing technology – for reusable dishes, too. That is our response to the need for greater sustainability.



That enables cups to be stored immediately without sticking together or causing hygiene problems. Ready to take the next festival or event by storm! With a capacity of up to 8,400 cups per hour, this is

prepared onsite or tap water. This is becoming much more popular and, of course, these containers have to be washed hygienically clean. The MEIKO bottle washing system takes a total of 16 glass



### Good ideas by the cupful

Two projects with reusable cups have caught our eye recently: the company CupStack in the Netherlands washes up to 10,000 cups per hour in their M-iQ Cup. And



German company Cup & More takes premium MEIKO ware-washing technology right to the action. Their M-iQ is installed on a semi-trailer so it can be driven onto the festival site. Professional hygiene on wheels: the smart, mobile solution for festivals and large events. We are certain that even more clever ideas are yet to come. MEIKO technology for washing reusable takeaway dishes is limitless



### Bottled cocktails

Here is another example from the food service industry: some shrewd bar owners started filling glass bottles with their cocktails and selling them on the street during the coronavirus lockdown. That way, they were able to take some sales cash even with the bar closed. Of course, the bar uses MEIKO technology for washing reusable takeaway dishes.



# Sustainable enjoyment: recycling food waste

Every year in Germany, the out-of-home catering industry produces approx. 1.7 million tonnes of food waste. According to a 2019 study by the Ministry of Agriculture, 20% of every plate is wasted. That is too much. So what can we do? Let's start at the end and make something worthwhile out of the waste. MEIKO GREEN is MEIKO's way of closing the cycle, with clean waste disposal. Perfect hygiene for all kitchens, canteens and caterers.



'We make the best of it,' says Patrick Hoffmann, managing director of MEIKO GREEN, looking at these huge statistics on waste. GREEN technology closes the circuit from the kitchen to energy generation using biogas, a meaningful way to recycle. A completely closed system – that we call the GREEN LOOP – makes this cycle possible.

This includes the *BioMaster* and *Wastestar* feeding systems that are positioned in the kitchen itself, i.e. where the waste is generated. Stations are available for mixed waste and sorted waste. These feeding stations are connected to a tank system. The tank can be in the cellar or underground –

it all depends on the situation of the building. Solutions using interchangeable containers and cylindrical tanks are also available. This creates a closed hygienic system that functions completely cleanly, with no foul odour. That is the top priority for food service and hotel businesses. Plus, we generate valuable energy using the waste, helping to reduce CO<sub>2</sub> emissions in a meaningful way.

## BioMaster: mastering your waste

The feeding station has a large mouth for the food waste, which is ground immediately before being fed into the tank. Close the lid –

no more waste. The tank uses a homogenisation process to turn the waste into a thick sludge. This greatly reduces the volume, saving money and making it easier to pump out and transport. Local waste disposal companies do this at regular intervals depending how much waste is generated. The high quality of this organic material is particularly profitable for the biogas plant, meaning that waste disposal costs are much lower than using standard systems.

## Valuable energy made from worthless waste

So what does the cost-benefit analysis look like for GREEN technologies? Evidently, then, the customer can rely on hygiene and cleanliness, as well as working with a cost-efficient system that quickly pays for itself – and it is good for the environment. Let's now take a closer look: firstly, waste disposal costs are reduced. On average, biogas plants will take this waste away for 50% less because they value its quality. The error rate is significantly lower than average and energy yields are up to 20% higher. Not to mention that with the right tank and storage solutions, the number of tanker trips and therefore the logistics costs can also be significantly reduced. The figures we have gathered through our experience with this technology show that a MEIKO GREEN system pays for itself in just 5 years



on average. Regardless of that, though, targeted waste collection and recycling to generate energy shrinks cycles and significantly reduces the burden placed on our climate. That makes this an incredibly future-focused technology that will soon be used in all establishments of note. After all, the hotel and food service industries have been pioneers in environmental action and sustainability for many years now. MEIKO GREEN helps businesses achieve their goals, offering a completely new standard in technology for hygiene, sustainability and responsibility.

### Happily waste-free

The circuit is closed and the investment pays off two or three times over. Firstly, hygiene is flawless. The days of the strong smelling 'stink bucket' in the kitchen are

truly over. Secondly, less storage space is required, meaning that valuable kitchen space is not lost and costs are reduced. Innovative MEIKO GREEN techno-

logy provides food service and hotel managers with precisely the right effective and holistic system – a clean and sustainable solution for food waste all over the world.



# Releasing energy



# Taking to the roof for the environment!

Once upon a time, a roof was simply a roof. But these days, climate activists see it as a power station. Consistent use of solar modules and panels on suitable roofs within the MEIKO Group enables us to generate renewable energy for our company and play an important part in protecting our climate. It also makes us more self-reliant: our energy supply is clean and secure.

Every roof in the company is a potential power station for generating renewable energy. That is why, at MEIKO, we are investigating new and existing buildings to see where we could install photovoltaic systems. We are already starting the work with a photovoltaic installation on the roof of production hall 13. Other will follow and by 2025 we will be generating a good deal of our own power from renewable sources.

*Peter Bühler, MEIKO's Head of Facility Management*, is project lead on this. He reports on the current status, 'Conversion works in the halls and buildings have already achieved a great deal. Just the LED lighting project in one of our production halls saved 50% of energy usage – that is 160,000 kWh! That equates to CO2 emissions of approx. 45 t, or the equivalent of around 21 small cars driving 15,000 km per year. We have also installed solar heating and heat pumps in many more buildings to further reduce our CO2 emissions.'

## Even the power we buy in is going green

Any energy we need that we cannot produce ourselves is bought in, based on sustainability criteria. From 1 January 2021 MEIKO will therefore be supplied with 100% green energy. Even in this arena, there are different versions and levels of quality. We decided to

go for 'Renewable PLUS.' This is green energy with an additional guarantee that investments will be made into expanding renewable energy capacity. This holistic approach is TÜV certified. This is a clear stake in the ground for the future and increased expansion of renewable energy capacity.

## Heat pumps from springs

Since 2015, all buildings at MEIKO Offenburg have either been supplied from springs using water-to-water heat pumps or the service water is heated using solar heat. Combining this with our own energy generation and buying in green energy, we have a clean, climate-conscious solution. In order to reduce overall energy needs, the lighting in our buildings and production halls is gradually being switched over to energy-saving-LED technology. Our infrastructure expert, Peter Bühler, comments

on the MEIKO strategy, 'It is many small steps that come together to have a huge impact. And now all areas of the company are joining forces to optimise our energy-saving capacity.'

## Separation is best for rubbish

Of course, MEIKO has had reliable waste separation and recycling systems in place for years in production. As a machine builder, we produce large amounts of scrap metal and packaging in particular. To achieve targeted waste reduction in these areas, we are working more and more with returnable and batch packaging in an environmentally friendly system of reuse.

	 European hydropower	 Renewable PLUS	 HKM NEU100
<b>100% renewable energies</b>	✓	✓	✓
<b>Investment in new systems</b>		✓	*
<b>100% new systems</b>		*	✓
<b>Mix of technologies</b>		*	*
<b>Mix of countries</b>		*	*
<b>TÜV-approved</b>		✓	✓
<b>100% climate neutral</b>		✓	✓
<b>Simultaneity on a monthly basis</b>		✓	✓
<b>External image / Marketing</b>		✓	✓



In our production facility's Kanban warehouse, we have already taken the next step forward in sustainability: consistently avoiding waste. Our stock containers are filled by the supplier – no packaging necessary.

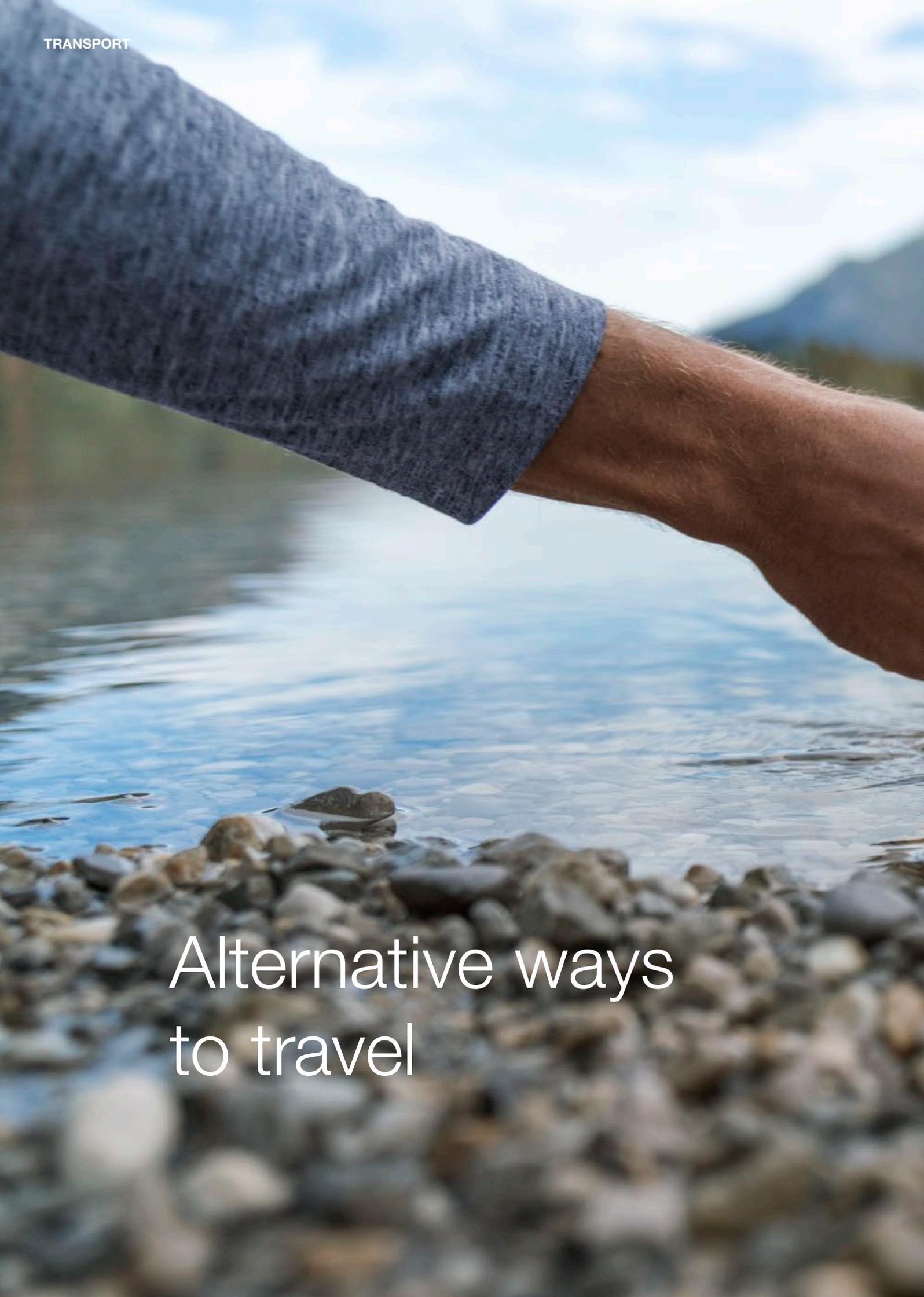
### Many small steps – huge impact

It is true, what they say: many small steps can take you a long way. We

look for high levels of environmental awareness and ethical considerations in our suppliers. That includes our conflict-free stainless steel from the EU. This purchasing policy is reaching more and more parts of the company – from packaging to office furniture and advertising materials. Another example: at MEIKO Offenburg, all employees drink filtered tap water – the most sustain-

nable form of refreshment possible. We also want our employees to stay healthy, so we pay close attention to safety and ergonomics in the workplace. For example, height-adjustable, ergonomically designed desks in our offices and workshops are now standard.



A close-up photograph of a person's arm wearing a blue, textured sweater, reaching out over a rocky shoreline. The foreground is filled with smooth, grey and brown stones. In the middle ground, a calm body of water reflects the sky. The background shows a soft-focus landscape with mountains under a bright blue sky with light clouds.

# Alternative ways to travel



# Two wheels and none – this is the way forward

Our commutes are a small but significant step towards more sustainability. Everyone can contribute, here. The more our cars stand still, the better. We prefer to use public transport, such as buses and trains, and are ready to launch our ‘pedal power not horsepower’ project. There is plenty to motivate us: MEIKO bicycle leasing, teams using the city cycling scheme together and support for refugee project ‘the bike workshop.’ And how does MEIKO, as a globally active company, handle business travel? Simple: do it digitally! Or ‘sparingly and sensibly.’

BNot too long ago, employee transport habits were seen as a completely personal affair where everyone had their own preferences. But in these times of climate crisis, our perspective is shifting. We take a holistic view and are trying to take a multifaceted approach to reducing our carbon footprint across a range of areas.

Car sharing, using bus and rail, cycling to work – there are many ways to make it to MEIKO. Driving in alone should be bottom of the list. That is why we are creating incentives for our teams to encourage them to use alternative modes of transport.

Our ‘pedal power’ bicycle leasing programme was wonderfully received. This scheme offers our employees particularly attractive leasing deals on bicycles of any type, making it easier to switch to pedal power. We have around 1,250 employees at Offenburg and almost 20% of them have used the programme. An encouraging figure! Let’s keep it up.

Anyone preferring to use public transport to commute receives increased travel expenses from MEIKO HR. Fit and healthy employees are also important for sustainability so we are entering cooperation agreements with gyms.

In 2019, MEIKO staff made extensive use of train travel to visit

customers: in total, 320,502 passenger kilometres were travelled. All carbon free

because the rail network uses 100% green energy on long-distance routes

Our aim is that our travel will be fully climate neutral by 2025. For us as a globally active manufacturer, that is a tough goal. But it is achievable. Our customers are

## City cycling scheme

Alternative forms of transport should be fun and good exercise – exactly how Offenburg City Council’s Stadtradeln scheme is described. The motto is ‘bike for climate’ – and the challenge is for all residents to cover as many kilometres by bike as they can! Simply register on the app to view kilometres travelled. MEIKO staff really got their teeth into the challenge... well,



important to us so we cannot stop travelling. We can make every effort to make our journeys environmentally friendly – and that is what we are doing. It’s a promise.

their legs! The statistics are impressive: they covered of 30,000 km by bike in September 2020, putting us proudly in 1st place.



### Do it digitally!

For a globally active company like MEIKO, air travel is unavoidable because in-person customer relationships are so important. However, we do not need to embark on a long journey for every conversation or item on the agenda.

There is a sensible balance to be struck using both in-person meetings and regular video conferencing – the clean solution. Our ‘do it digitally’ initiative is aimed at just that. Before we launch customer projects, we now analyse the best way to optimise communication using a number of channels. In-person contact, video calls, e-mail, text, messenger services, YouTube – we have never had so many options! Let’s use them wisely. To help us do so in our business, we have developed a checklist covering all of the options available at MEIKO and listing their environmental advantages and disadvantages. Then, before embarking on business travel, we also weigh up the different transport options. ‘Think

before you go’ is our guidance for business travel. And the trend is clear here: less is more.

Of course, at the moment the figures are especially low due to the coronavirus pandemic so we need figures from 2021/22 to be able to compare reliably with 2019.

### We drive electric

In the visitors’ car park in Offen- burg, some spaces are filled with cars with cables – and that was still an unusual sight in mid 2019 when they arrived. The electric age has arrived. One thing is certain: the MEIKO fleet is set to grow – and it will do so through electric vehicles and hydrogen.





Getting it out there





## Grey matter – the commodity of the future

We know that our behaviour has to change on a fundamental level and in a targeted way. It is the only way to achieve the Paris climate goals. Individuals' lifestyles are equally as important in this as sustainable habits at work and responsible company management. Knowing that technology, people and the environment are intricately intertwined creates a new level of understanding, not to mention the basis for new technological solutions. These are the issues the MEIKO Academy addresses on a professional level.

We firmly believe that sustainability must be learned. This is no lip service or empty words. We are earnestly seeking the most responsible way to act around the living conditions of generations to come. 'The MEIKO Academy rounds out our product portfolio and positions us as more than a machine builder: together, we are future builders,' this is how *Hartmut Henselmann, Head of MEIKO Academy*, describes his education and CPD facility.

### The full package

Just a glance at the Academy programme will show you what is going

on here: MEIKO understands that as an organisation, we are always learning. The Academy therefore provides regular, valuable training for our own teams, as well as courses for customers and partners. This could be induction courses into how to use the latest MEIKO GREEN wet waste processing systems, in-depth hygiene training, seminars on energy efficiency, Sinner's circle or resource efficiency – MEIKO is teaching and learning sustainability.

Plus all of our technical service training which helps us to reliably increase the value retention and service life of MEIKO machines, as well as improving availability.

Specialist courses are taught by experienced trainers, experts and homegrown and trained teachers. All are trained and certified to the same standards.

In MEIKO Academy courses, sustainability also means preserving life.

That is how we view our MEIKO Academy events for fire services from all over the country: hygienically cleaning BA masks and regulators preserves the lives of firefighters on call outs. It also guarantees the smooth running of operations, as well as the ability to sustainably and safely reuse masks.

Quality that can be used again and again – now that is a significant way to be sustainable. MEIKO is premium supplier and an active and successful pioneer in this area.

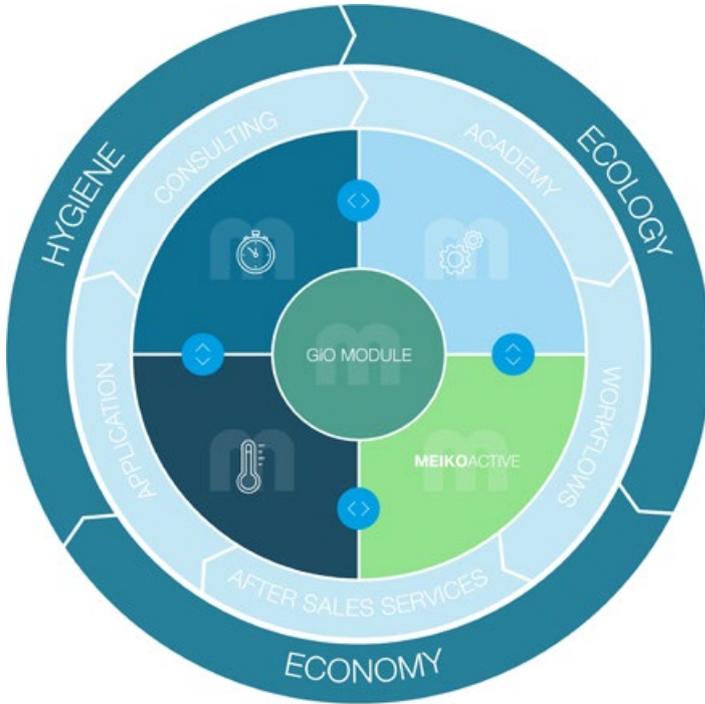
dialogue which benefit everybody – even us trainers,’ enthuses Hartmut Henselmann. ‘We grow our intelligence with every event – and then we pass on this knowledge and experience directly, developing

## Let the ideas flow

The future is made of ideas – and a climate-friendly future is made of sustainable ideas. Blended learning means integrating different ways to learn and it fits perfectly into the sustainability framework, making a significant contribution. Remote, online training courses and web-based sessions in combination with e-learning modules and in-person events are all bread and butter to MEIKO training centres all over the world.

These courses are attended by trainees and students as well as professionals looking to advance their career at MEIKO. Everyone benefits immensely from the expertise offered by our visiting experts.

Many people get involved with our ideas competitions, which are always looking for ‘green ideas.’ The ideas are collected, optimised and eventually implemented by workshop and project teams. The success stories are astounding! The new ideas that have come from our in-house idea competitions and our optimisation teams are inspiring and they help to advance MEIKO as a learning organisation a little further every day. In our area of action, ‘knowledge,’ we aim to break new ground and advance on pioneering paths.



## Knowledge dissemination... and exchange

Of course, at MEIKO Academy, the focus is on knowledge dissemination but there is even greater benefit to be had in engaging in animated conversation, swapping experiences. Experts from all areas and disciplines come together here and share their knowledge, experiences and thoughts. ‘We start off with a conceptual presentation and then get going with discussion and

a blended learning approach.’ This creates a unique knowledge ecosystem, spurring dynamism and setting free the spirit of innovation. Younger MEIKO staff in particular – from trainees to potential executives – value the practical input they get from the MEIKO Academy especially highly.





## Experience the future at our new Experience Center

Our new Experience Center at our headquarters in Offenburg is the embodiment of our MEIKO 2025 Strategy. Here, you will find interactive exhibitions and a stunning panoramic view of the Black Forest, enabling visitors to experience our approach to sustainability using all their senses. Right from the start, MEIKO has always pointed the way to sustainable business – to the source of cleanliness. That is why we do not use this space to display machines, just exhibits and solutions. We present a cross-section of the MEIKO world: product experience, innovation, hygiene culture – all interesting, information rich and emotionally engaging.



about our spirit of innovation and we show them where we want to go in the future. MEIKO solutions appear across the technology-water-chemical cycle and each exhibit displays the interplay between environment, economy and hygiene. We show visitors how clean solutions and products are created and how we balance quality, value retention and economy.

### Big questions

How do firefighters protect themselves from contaminated respiratory protective equipment? Why is the hygiene of care utensils in hospitals so important? Have you heard of the  $A_0$  value?

At MEIKO, we are experts in the life-preserving and life-saving processes linked to cleaning and disinfection. Experience these topics with us in an engaging way.

### There is no such thing as rubbish!

Others might see banana peel, fish bones and fruit stones but we see pure energy. Energy can be generated from food waste: the GREEN LOOP presents future-focused solutions which convert worthless kitchen waste into valuable energy at the push of a button..

### Filtered is best

How can we reduce resource consumption during the warewashing process – without making compromises on hygiene or aesthetics? A little detail like the M-iQ filter makes a huge impact. It actively filters dirt out of the wash water and that then has a positive impact on chemical and water consumption. A deal of research and development has gone into understanding and working with these interplays – as you can see in our new Experience Center.

### Saving resources and backs

Ergonomics is another of our favourite topics. It is all about the interplay between human and machine for optimum working conditions and good results – and easier, back-friendly movements. After all, having healthy and motivated staff is just as important as saving power and water. Seeing the whole: broaden your horizons at our Experience Center. Keen to visit?

**Simply register by e-mail:**  
[experience-center@meiko-global.com](mailto:experience-center@meiko-global.com)

Forest, birdsong.... is this the right place? Yes, it is! First stop: a 360° cinema transports visitors to the middle of the Black Forest: the birthplace of MEIKO. Then the setting suddenly changes. Scenes through the ages, learning as the pictures progress, taking us on a journey through time. We start in the roaring twenties, when MEIKO came into being. The tour then follows, where visitors learn



# Joining forces







## A tree is not just a tree, it is a resource

Planting trees is one of the easiest yet most effective ways to reach our climate goals. A study by ETH Zurich found that planting trees has the potential to absorb two thirds of the climate-damaging

CO<sub>2</sub> emissions released by human activity so far. It also found that the Earth could support one third more forest without impeding on cities or agricultural land. (see *ZEIT-Online* of 4/7/2019) Trees and

forests remove harmful CO<sub>2</sub> from the air and convert it during photosynthesis. The Earth's natural cycles can help us with our climate problem – so let's use that opportunity and plant as many trees

as we can. It is simply and very effective.

No sooner said than done. MEIKO has been planting trees since 2019 and we intend to expand this initiative going forward. Perhaps we will honour all birthdays and partner or customer company anniversaries in this way. In our experience, this gesture is usually well received and people are often inspired to do the same.

The great thing is that this strategy can be implemented all over the world, in all MEIKO subsidiaries.

MEIKO staff donations for Christmas 2019 made a fantastic start. Then, in mid February 2020 we headed out to an area near Freiburg – to a part of the forest which was suffering particularly severely from climate change and drought. Our programme planted around 300 young oaks and alders. That was the practical application of our Christmas donation to ‘Stiftung Unternehmen Wald’ (the Com-

pany-Forest Foundation): in 2019 MEIKO made a donation worth €5,000 to the foundation. That works out at one tree per employee at our Offenburg HQ, i.e. 1,250 trees. *Dr Stefan Scheringer, CEO of the MEIKO Group*, comments, ‘Sustainability is a task for every member of the community. That also applies to us as a company – whether the impact is felt on the other side of the world or outside our front door. This donation and tree-planting initiative is one of many actions we take to deliver on this responsibility and set this small stake in the ground. It was great to see more than a transfer of money, with colleagues getting their hands dirty to play their part in making more space for nature.’

Setting a standard by planting trees – this is the right track.



### Forests are the solution

The first plants are rooted – now it is time to find plenty of people to follow our example and do the same. And, since we are a global company, we hope to see global MEIKO reforestation and tree-planting initiatives in the future. This is the perfect pattern for our sustainability motto: making waves – pushing the ripples outwards.



# ‘We’re planning to do a lot! We are going to need the best brains.’

A lot is changing as we move towards our goal of sustainable business management. But what precise priorities should we set? What goals are realistic? How much responsibility can MEIKO take on? How do we bring together business success and sustainable company management? These are the big questions that we discussed with *Beate Friedrich, Head of HR.*



**Beate Friedrich**

*Chief Human Resources Officer*  
MEIKO GROUP

The people in the company are key: they are what drives the company forward, makes it future proof and develops our vision. For Beate Friedrich, then, one thing is clear, ‘Staff retention, recruiting, education and training are the lever to release the future. If we do a good job here, with a long-term

perspective, then MEIKO will become more sustainable and more successful.’

**Let’s dig into that idea.**

**Ms Friedrich, how many people does MEIKO employ?**

We have 26 sites globally including Offenburg and employ over 2,600 staff. Over 800 of these are outside of Germany and the rest inside.

**The proportion of women among MEIKO employees is growing. Why is this?**

We started valuing the ability to create mixed teams early on. Medium-sized technology companies traditionally employ mostly men but we are catching up! More and more young women, in particular, are choosing STEM subjects. We have been pleased to observe this trend over several years now at our partner university, Offenburg University. We have launched several programmes and even previously offered several other opportunities that are of particular relevance to the realities of women's lifestyles.

**How can we further increase the proportion of women here?**

We believe that women play an important role in how we think about sustainability. This discussion has been ongoing in the HR department for several years: some social and emotional skills are more pronounced in how women think and act than how men do. That is why we want mixed-gender teams. We are seeing high levels of interest in our trainee positions among girls and young women. I think word has got round that we offer work structures that work well for women (and, of course for 'emancipated' men).

**You mean ways to balance family life and a career?**

I think my own career path at MEIKO is a good example of this. I was able to further myself and had the space I needed to flourish at work, in my role, even as a woman with children and working part time. I went from administrator to executive on the board and I have been working here for 30 years now. We don't just talk about values and fairness, we live it.

**More future**

**How do you want to bring on board the next generation and nurture them in the future?**

We start from the viewpoint that we want to give people the space to develop. That is why we even have our own training programmes. Though we also 'buy in' employees in order to bring in new ideas and perspectives. Young people know they can develop themselves with us. Many have already benefited from our training schemes and then go away to study before coming back to join us in a management or even executive capacity. These examples make us credible and authentic. People know it is true – internationally, as well.

**What benefits and opportunities exist for your employees?**

There is always the opportunity for personal development with us. Employees can be confident that they are never viewed as a number or a simple 'resource.' And they really feel that. They have security and benefit from CPD and corporate learning opportunities at our MEIKO Academy. We have seen many examples of careers that create great role models.

**What is the significance of MEIKO belonging to a foundation?**

Yes, MEIKO does belong to a foundation. But it is a specific company foundation so that means that we do still need to be a successful business. We do however have a decisive advantage through this: we don't have any private investors expecting to receive a specific level of profit that is then skimmed off. This puts us as employees and as a company in a much more comfortable situation.

**More diversity**

**What will MEIKO recruitment look like in 2025?**

Forecasts are always tricky but we have set a course. I am sure that we can further increase the proportion of female executives and that we will be more diverse. That will happen automatically through global business and we are increasing opportunities for exchange between different MEIKO companies. That way, we learn more about other regions, their cultures and the approaches resulting from them for developing solutions and for customer care. We can learn so much from one another and we want to make a policy of making full use of this potential in the future and building upon it. That may be through international exchange programmes during training and for the newer executives. I'm sure we will have many more ideas in the area, too.

**Thank you so much for talking to us, Ms Friedrich.**



## Putting on the RIZ...

The campus nestles in an idyllic spot on the banks of the river *Kinzig* where the horizon is framed by the mountains of the *Black Forest National Park*. Here, at Offenburg University, young people from more than 20 countries study the technologies of the future: computer science, process technology, mechanical engineering, environmental and energy technologies. This is the ideal environment for future MEIKO people. Recently, we jointly opened the RIZ! That is, the Regionale Innovationszentrum Energie or the ‘Regional Energy Innovation Centre.’ We expect this project to give us new ideas about energy efficiency and alternative ways to generate energy. Let’s take a look around the future of energy!

A 900 m<sup>2</sup> production lab measuring almost 10 m in height is at the heart of this zero-energy centre. Workshops then provide space for practical energy research. The plan is for closely integrated cooperation between the university and business. That is the reason why MEIKO decided to contribute a six-figure sum towards the RIZ.

Research will cover a broad spectrum of issues: resource efficiency in building design, structural physics, energy system management, thermal and electrical storage

systems, regenerative power systems, hydrogen technology and regenerative drive designs are all on the list. This is to be an interdisciplinary production lab that breaks new ground.

The RIZ Energie building itself is already an advert for energy efficiency. It is a zero-energy development drawing on solar power and four-season temperature regulation using ground water, energy and heat storage, as well as heat recovery within the ventilation system. The whole thing is a demonstration

of what we can already achieve with sustainable technology. Now, the scientists and students are getting down to their research, working towards the innovative energy technologies of the future. We are excited to be part of it!

The RIZ is a further milestone in our partnership with Offenburg University. We are so close, geographically and ideologically, and that has already led to several synergies, not to mention that a fairly significant proportion of graduates go on to careers at MEIKO.

# Meals for Malaysia and equipment for China

The year 2020 was the year of the coronavirus – MEIKO has delivered targeted aid and entered partnerships to provide social support. Here is one example from Malaysia: here, just like in many places, lockdown hit the poorest hardest. Overnight, the floor fell out of the economy. That meant help was needed fast – without getting caught in red tape.

For many people, the coronavirus lockdown quite simply meant going hungry. No work means no pay. Not wanting people to be left in this desperate situation, the team at MEIKO SEA quickly decided to provide food aid and turned to packing urgently needed food parcels for the 'Food Aid Foundation.' The parcels were put together in the office first thing in a morning.

100 bags containing seven meals – this got many people through the first few days until further help arrived from charities.

Right at the start of the pandemic in China, MEIKO Zhongshan decided to help the emergency hospitals in Beijing and Henan. After all, MEIKO technology can provide hygiene safety even in the case of the coronavirus. The hospital in Beijing received an *UPster H 500* hood type dishwashing machine. And, after the suspicion arose that the virus could also be found in the faeces of coronavirus patients, the hospital in Henan was also provided with a cleaning and disinfection machine.

*Thomas Hegenberg*, managing director of MEIKO China says, 'MEIKO technology helps to break the chain of infection so we wanted to do our bit to help straight away.'



# The ancient forests are growing – right under our noses!

Lush, green, wild and ancient forests – in the middle of Europe? In Austria? Surely that is impossible! Well, no! With MEIKO, it is possible. MEIKO staff in Austria are working with an exciting forestry project called *Wildnisgebiet Dürrenstein* or *Dürrenstein Wilderness Area*. We love it so much that we just have to tell you about it here and encourage you to do likewise. The more greenery, the more forest, the better. And as we can see, this can be applied anywhere in the world.

So what do we mean by 'ancient forest'? Easy: forest that is not used for anything. It simply exists and continues to do so. Most importantly, though, it grows and dies back in cycles – and humans don't intervene in this process which stretches over thousands of years. MEIKO Austria is doing all it can to foster this area of ancient forest. The *Dürrenstein Wilderness Area* now covers an area of 3,500 ha of forest. The tree population is around 400-500 years old and

primarily comprised of spruces. It is an enclosed area and provides a unique view of an ecosystem left to its own devices. MEIKO Austria is involved with ensuring that this area remains as it is, preserved and protected. Managing director, *Herbert Krenzl*, explains the background, 'As a manufacturer of warewashing systems, we are constantly thinking about natural resources and how to conserve them. So logically, preserving this ancient rarity is close to our hearts.' It is a fantastic



project and we hope to see many copycats!

## What we are up to on site to protect the climate

Just as the company feeds ideas into the outside world, some ideas come into the company from outside – a kind of sustainability-idea tennis. One participant in this is Offenburg city council. MEIKO is one of the largest employers in the city and therefore has good relationships with the local authorities and institutions. Offenburg's climate protection manager, *Bernadette Kurte*, welcomes more solar systems on roofs in the city and MEIKO's activities.

Offenburg city council wants to inspire local companies to get involved with protecting the climate and has discovered a climate-minded company in MEIKO. Bernadette Kurte wants to see more photovoltaic systems on roofs in Offenburg and the surrounding area, and MEIKO is setting a good example. MEIKO technology for washing reusable cups will be used at upcoming events with council involvement, such as the *Homeland Festival (Heimattage) 2022*. The climate

manager also expects to see an increase in biodiversity from the 'Flower Meadow' (Blumenwiese) project. 'It would be lovely,' hints

*Bernadette Kurte* wryly, 'to see MEIKO allowing lots more flowers to bloom.'



## Tackling the paper mountain

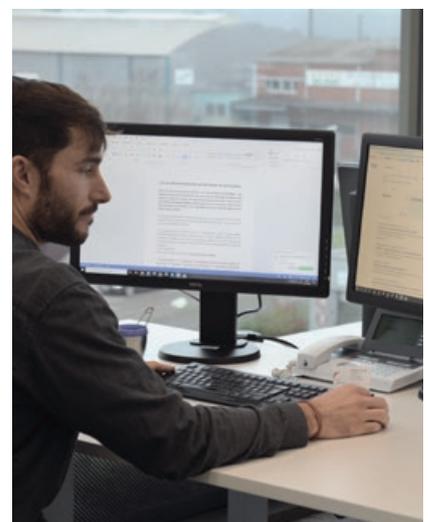
Everything is going digital. And that includes our offices. One tangible example can be seen in our marketing department at our Offenburg headquarters. This is where many of our advertising campaigns are designed and developed centrally for all MEIKO subsidiaries worldwide to use. Switching from printed material to digital communication here saves us around 65 tonnes of paper every year. The trees will be happy!

The MEIKO marketing department is on a digital mission – for trade shows, media and even conferences. This has reduced the stock of printed materials in our marketing store by 90%.

Fewer brochures, fact sheets and flyers are printed. These days PDFs can do those jobs with a simple download or upload. In future, we aim to print just 10% of our materials.

That is good news for the trees and the environment. And when publi-

cations are sent to print, they have to meet environmental standards. MEIKO brochures and other print literature are produced using FSC certified paper and ink which does not contain mineral oil. The print processes and supply chains have already been optimised for resource efficiency and some are even emission free. We therefore select our print suppliers carefully, ensuring that they really can meet these high standards. Here, too, we are setting an example of how to be more sustainable. And we recommend it!



# No beef! Beans instead

Sustainability starts with the food on our plates every lunchtime. Meat consumption continues to increase globally. Yet producing just one kilo of beef requires 15,000 litres of valuable water and up to 40 m<sup>2</sup> of agricultural land, as well as producing 30 kg of CO<sub>2</sub>. We are making a conscious effort to move in the opposite direction, sitting down to meat-free meals in our canteen on a regular basis. That way, we can enjoy more variety while consuming fewer resources. Creative cooks know how to curate a sustainable menu with plenty of variety – and, as a bonus, there are also health benefits. Too much animal fat and protein is harmful to our bodies.

From 11.30 am, the rush is on at the MEIKO canteen on Englerstrasse in Offenburg. There are always three set menus to choose from and one is always vegetarian or vegan. There is something for every taste and every day brings the opportunity to try something new. 'Our offering invites diners to try new things and overcome their preconceptions: vegan food is truly tasty and vegetarian food does not mean going without or compromising,' says our head chef, *Michael Speck*, from *Aramark* corporate catering. He knows the tastes and expectations of MEIKO staff very well. And he knows that evangelism is not the way forward – he needs to provide delicious alternatives. That is the only way to create long-term, sustainable change.

## Taking a knife and fork to climate change

'We share our experiences with all the other Aramark canteens and bistros, we talk regularly.' And meat consumption at MEIKO Offenburg really is continually reducing. This is part of our contribution to reducing CO<sub>2</sub> emissions. By now, it is common knowledge that two huge factors can help us prevent climate change: stopping flying and stopping eating meat. The chefs at MEIKO are taking up the mantle on

the meat issue. Plus, they buy local and seasonal produce, avoiding long shipping routes and imports from exotic regions.

## A good meal in good conscience

Our catering supplier, Aramark, works to the mantra, 'Be well, do well.' A holistic approach. It includes ethical, sustainable procurement to combat climate change, foster biodiversity and en-

courage healthy lifestyles, as well as benefiting the social environment and developing staff.

Nutrition can therefore make a significant and quantifiable difference in the fight against climate change and for sustainability. Not to mention that almost all MEIKO staff come to the canteen for a chat. That makes it the perfect place to disseminate knowledge and start new things together – over a tasty meal, of course..



OUTLOOK

# Outlook





The stone has skipped across the water, making waves at every hop. We have made the first move. Lots has been set in motion and we expect to see fruit, while pushing out the impact, further and further. This is how we generate the momentum for change, for a positive future. We are optimistic that MEIKO will make huge efforts globally to meet the sustainability goals that we have set ourselves. Now is the time for action – let's get to work! In a year's time, we will report on what practical steps have been taken and what has changed. We will see you then!

Nobody can see the future but we can set our course. That is the purpose of our sustainability report and the MEIKO 2025 vision. We are assuming even more responsibility – and, viewed in that way, we are opening a new chapter at MEIKO.

In future, we will provide regular reports on our sustainability projects. Join us on the journey. We would love to talk, to hear your ideas and suggestions – because even good things can always be done better. We will therefore be setting

up a team to tackle this headline issue of sustainability in 2021. The team's immediate focus will be on sustainability as they push out ideas and act as multipliers both in house and outwardly.

'The vision will become a practical program by 2025. This is a new milestone in our history. We are excited to see how MEIKO staff will work together to make MEIKO more sustainable globally. Where the world needs are results: and that is where we will focus our efforts.'

programme to improve sustainability, MEIKO  
history of over 90 years.

at all locations get involved with projects  
y. Philosophies are ten a penny. What the  
re MEIKO delivers.'

# In figures



Globally at MEIKO, 2,600 people are committed to taking action to improve sustainability

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**Number of employees  
worldwide**

**2,685**

**2020**

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**Number of sites  
worldwide**

**26**

**2020**

**The latest addition:  
Japan and Mexiko**

2020 marks *10 years* of the *Mi-Q*  
The machine with astounding green credentials

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**Water saving**

**-41 %**

**2011-2020**

Saving as compared to  
previous model

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**Energy saving**

**-33 %**

**2011-2020**

Saving as compared to  
previous model

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**Operating cost saving**

**-32 %**

**2011-2020**

Saving as compared to  
previous model

# Resource and CO<sub>2</sub> saving by recycling

## Resources

**965 t**

**2019**

## Greenhouse gases

**149 t**

**2019**

**interseroh**  
zero waste solutions

**Certificate resources SAVED  
2019**

**Meiko Maschinenbau GmbH & Co. KG**  
hat im Jahr 2019 die folgenden Materialarten in Deutschland angemeldet:

Materialarten		
Stahl Leichtverpackungen	PE/PP/gemischte Kunststoffe Holz	Papier/Pappe/Karton

Durch das Recycling dieser Materialien wurden rechnerisch  
**956 Tonnen Ressourcen** und  
zusätzlich **149 Tonnen Treibhausgase** eingespart.\*

Wir danken im Namen von Umwelt- und Klimaschutz!  
INTERSEROH Dienstleistungs GmbH

Magnus Müller-Drexel  
Geschäftsführer

ppa. Frank Kurat  
Geschäftsbereichsleiter

**resources SAVED**

\* Quelle: Berechnungsmethodik Fraunhofer  
EMSGHT basierend auf Daten für 2018

Ein Unternehmen der ALBA Group



# Stainless steel from trusted sources



3 January 2020

Customer information concerning

## CONFLICT MINERALS

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Conflict Minerals under the U.S Financial Reform Bill H.R. 4173 section 1502 are cassiterite, columbite-tantalite, gold, wolframite or their derivatives (tin, tantalum, gold, and tungsten) sourced from The Democratic Republic of Congo or surrounding countries

Outokumpu has implemented a process to prevent purchase of these metals originating from the conflict area. Tungsten is used in a few stainless steel grades, for example EN 1.4501 (Forta SDX 100), normally supplied as quarto plate or long products. We perform reasonable due diligence on tungsten supply chain and to the best of our knowledge our stainless steel products do not contain metals sourced from The Democratic Republic of Congo or surrounding countries. The situation will be reviewed annually and this statement updated accordingly.

For Outokumpu Group

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