

Rethinking the world.

Fundamentals of our sustainability concept

4K Concept Gesellschaft für Projektentwicklung mbH, hereinafter referred to as "Concept"



About us

Concept was founded in 2016.

As an innovative partner for companies and public administration, we provide more than 30 years of experience in leadership and management functions, our industry experience and our methodological knowledge in order to realize implementation-oriented projects in the area of personnel and organizational development with our clients.

When the company was founded in 2016, elements of a sustainability strategy were already defined and developed further as the company developed.

The company currently employs six permanent staff members and generates an annual turnover of approximately 3.4 million euros.



Our sustainability strategy

Concept aims to implement sustainability comprehensively in the areas of employees, suppliers, customers, internal processes, products and social responsibility.

In addition to its own savings, Concept can have a significant impact on the use of resources by its customers. For this reason, special attention is paid to the development and use of sustainable, resource-saving technologies and services when consulting and finding solutions in projects.

Concept's aim is to embed sustainability throughout the company and its service provision, and to ensure that all those responsible continue to develop and promote it sustainably.

That is why sustainability has always been a core part of Concept's corporate strategy.



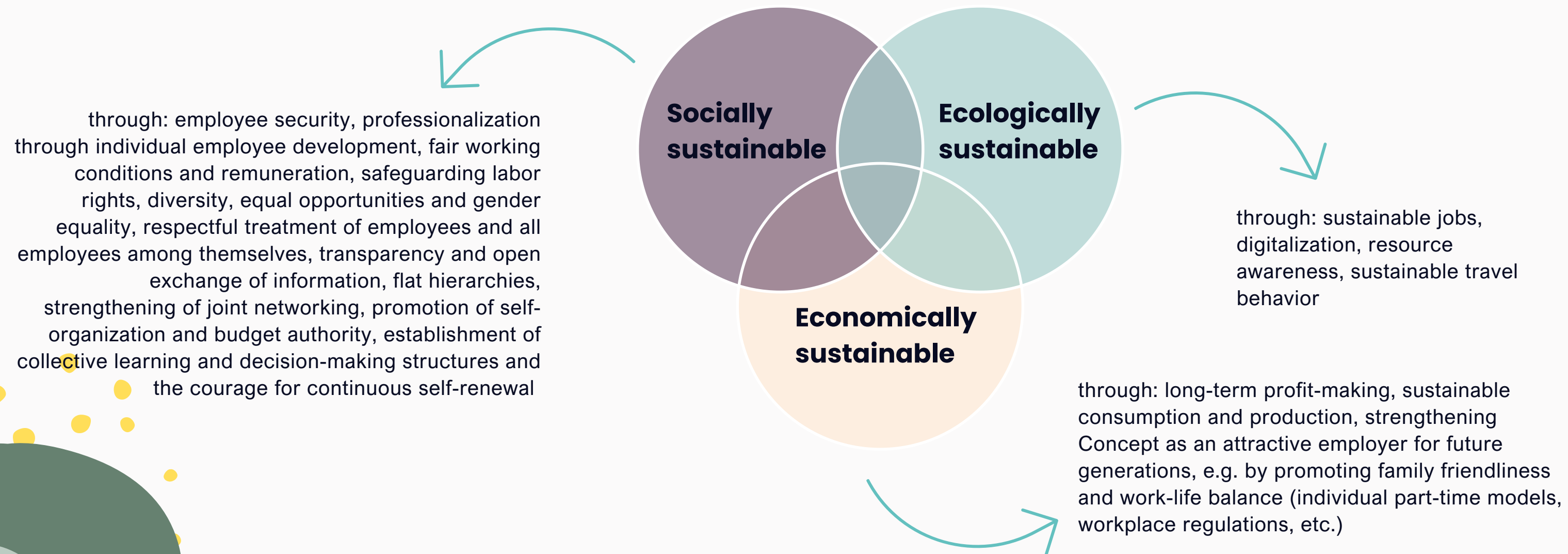
Key messages of our strategy

Based on the United Nations' sustainability goals, we follow the three pillars of sustainability to ensure long-term social responsibility in our company.

We are ...



Our sustainability strategy is based on Concept's mission to develop and implement innovative, lasting and future-proof solutions internally and for our customers.



Our fields of action and impact

Concept has therefore identified and defined three central fields of action for sustainability. They are:

01

Conservation of resources by reducing space and material consumption

02

Long-term effects through integration of sustainability into solution finding for client companies and public administration

03

Sustainability in personnel development through diversity & integration, strengthening the area of “social sustainability”

These fields of action are to be implemented in the areas of employees, suppliers, customers, processes, products and social responsibility.



Our goals

Concept has set itself the following goals, which are to be fully achieved by 2026 - compared to the year of its founding in 2016:

- Despite planned further growth and increased employee numbers, no use of central office space, but 100% agile home office.
- This will avoid resource-consuming energy, water, wastewater, waste and electricity in central office areas and promote sustainable purchases/sustainable digital working.
- Business trips are made exclusively by train. The use of cars and airplanes for business trips is prohibited.
- Inclusion of analysis and review of the current sustainability situation in all Concept consulting projects.
- Continuous, joint development of our “Work Ethic” with definition of values and ethical standards for our work.
- Sustainability is an essential component of new business models and services for our customers.

Five of the six components of our self-image have a sustainability focus.

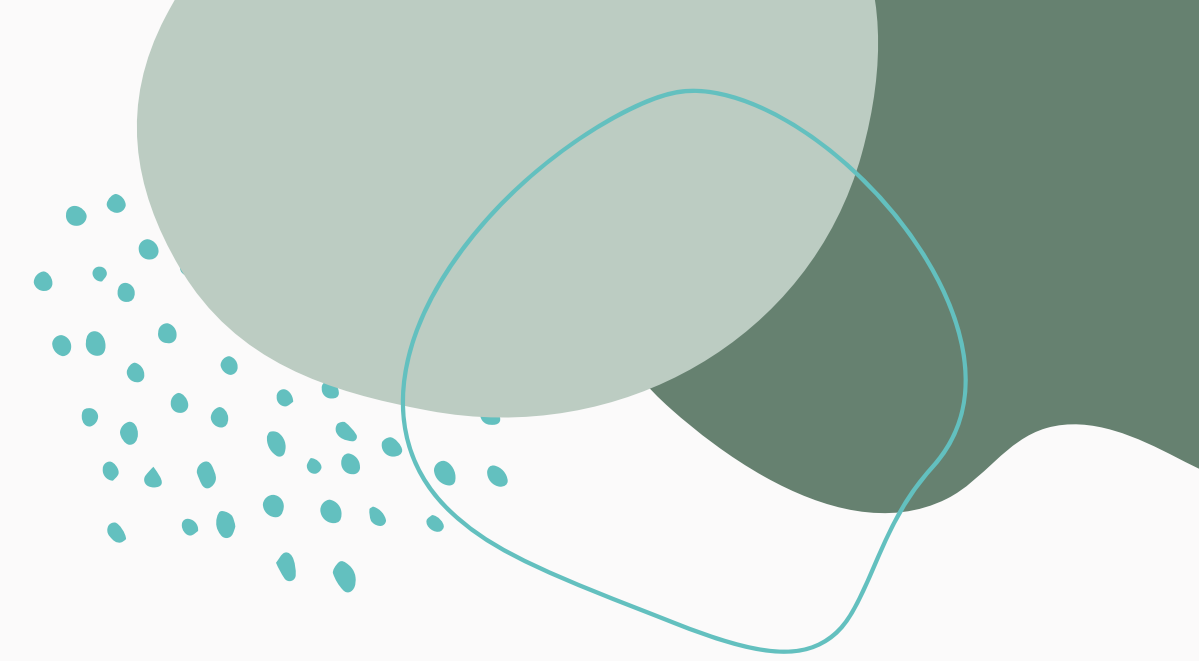
[Click here for an overview.](#)

Intrinsic value is an essential part of our product development. In their feedback, our customers appreciate our approach of continuous development.

Anchoring of sustainability

Sustainability is anchored through the following measures or allocations of responsibility:

-  The Managing Director is responsible for the sustainability strategy.
-  By 2026 at the latest, a sustainability report will provide public information on progress and sustainability indicators.
-  Incorporation of the idea of sustainability into services, concepts and products.
-  From 2025, financial incentives for employees to use sustainable transport options.



Inspiration & work ethic

The managing director and the employees feel committed to the quote by Molière (French actor and playwright):

“ We are responsible not only for what we do, but also for what we do not do.

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