



 SCHOELLER PLAST
COMMUNICATION ON
PROGRESS 2020

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ABOUT THIS REPORT

Our membership of the UN Global Compact commits us to documenting and reporting annually on our work on social responsibility. This Communication on Progress report constitutes Schoeller Plast's first systematic overview of our work on sustainability and social responsibility. The report describes how we translate our work with the ten principles contained in the UN Global Compact into strategy and action. The report is structured as follows: first, we introduce our business followed by our actions in 2020, and finally we provide an overview of the progress and results we have achieved in 2020 and our goals for social responsibility in 2021.

In this report, we have placed particular emphasis on communicating our history and DNA, our work on circular economy and our commitment to the local community.



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

FOREWORD 2020

FOREWORD FROM OUR DIRECTOR

I am delighted to be able to welcome you to Schoeller Plast's first Communication on Progress report which focuses on a very different year and its unforeseen challenges and uncertainty.

We have come through the COVID-19 pandemic well, and we have demonstrated that we can be adaptable when required. Our employees have made great efforts to keep the spread of infection down, which has meant that we have been able to keep our production running throughout lockdown. Over the past year, despite the pandemic, we have experienced solid growth and increasing demand from our customers which we have tried our best to meet.

At Schoeller Plast, circular economy is part of our DNA, and we have worked for many years to improve our social, environmental, and economic sustainability. As a natural extension of our work on sustainability, we signed up to the UN Global Compact in October 2020 in order to work purposefully on responsible corporate governance.

We have not let ourselves be stopped by the situation over the past year, and our commitment to the ten principles has been strong. We have continued our work on sustainability and social responsibility, and we have initiated small and large projects in these areas. Our responsible corporate governance is visible in the implementation of our quality and environmental policies which focus on sustainable production and social responsibility to create a noticeable positive difference for our customers, employees, and society. At Schoeller Plast, we help support the circular economy in the plastics industry through reuse, repair and recycling of our plastic products.

We are pleased that we have joined the UN Global Compact and want our first Communication on Progress report to confirm our support for the ten principles contained in the UN Global Compact in the areas of human rights, labour rights, the environment, and the fight against corruption. Our report provides an insight into some of the initiatives we have launched and executed, including our work on the UN's Sustainable Development Goals. It also provides insight into the aims and targets we have set to improve the integration of the UN Global Compact and its principles into our business strategy, culture and daily operations.

I hope you enjoy reading the report.



Jan Bybjerg Pedersen
Director and COO, Schoeller-Plast-Enterprise A/S



THE SCHOELLER PLAST STORY

WITH ROOTS BACK TO 1640

Schoeller Plast is part of the Schoeller Group, a family-owned concern headquartered in Germany. The group and the family can trace their roots back to the 1640s when Philipp Dietrich Schoeller founded the first of many Schoeller companies when he opened his own iron works. Subsequent generations of the Schoeller family entered other industries and opened businesses in other countries. In 1937, Alexander Max Schoeller broke away from the traditional business ideas of the Schoeller family when he started to produce wooden crates. This was where the idea of Schoeller Plast originated. His experiences in the design and production of wooden crates developed slowly, and competitive opportunities meant that the wooden crates became plastic crates. The beer crates were developed with the aim of protecting goods and minimising waste as well as ensuring that customer products arrived intact at the end customer.

MODERN AND SUSTAINABLE PRODUCTION

Our business currently concentrates on the production of plastic according to the needs and requirements of our customers. We still sell plastic crates and pallets produced with specialised technology and know-how in more than 40 countries around the world. We have gone from mainly producing these to manufacturing many different plastic items. Today, we have more than 50 years of experience in plastic production, which has enabled us to create tailor-made packaging and transport solutions. This has been a strong contributor to the fact that we can boast of a wide range of customers from different industries.

CIRCULAR ECONOMY AS THE BASIS FOR THE COMPANY

Sustainability has been a core value for us for the past 55 years. We have long-standing experience of incorporating circular economy into our many production solutions and focusing on the environment in our day-to-day operations. Since we started recycling plastic material from overproduction back in the 1960s as well as offering our customers the option of returning their used and unusable plastic items and melting them down again into new products, we have gained more knowledge and developed more ideas to work in a sustainable and circular way. As early as the 1980s, we used the first mobile grinder which made it possible to grind plastic items at customers' premises and thereby reduce return freight and CO2 emissions generated by transport.

We create products from recycled materials and develop creative and functional solutions that contribute to the circular economy. Participating in constructive partnerships with other companies for the discussion and development of new sustainable solutions is also important to us. We are constantly working to improve, and in recent years we have achieved important certifications and implemented a sustainable mindset in our work – from production to finished product.



OUR VISION AND MISSION

Our VISION:

- ✓ We want to be the market leader in material handling and the preferred partner in selected markets.
- ✓ We strive to ensure responsible use of plastic and work purposefully with sustainability and circular solutions that support the UN's Sustainable Development Goals.
- ✓ Our aim is to become the most competitive partner in injection moulding and generate profitability for the benefit of our customers, shareholders, employees and other stakeholders.

Our MISSION:

- ✓ We develop and injection mould circular and renewable plastic solutions to create added value and contribute to efficiency in our customers' value chain.

WE WANT TO ENSURE THE BEST POSSIBLE QUALITY

At Schoeller Plast, quality is one of our highest priorities. In 2020, there was broad agreement on implementing the ISO 9001 quality management system in our business as a way of striving to live up to the highest quality standards in Denmark.

With our ISO 9001 certification, our entire management process is subject to high quality requirements. We have to continue to focus on creating improvements that ultimately benefit quality and our strong focus on sustainable production. Our ISO 9001 certification is also an indicator of continuous optimisation of our processes. The certification has been incorporated into all levels of our organisation. All our skilled employees have welcomed the new initiatives for increased efficiency and productivity that the certification entails to ensure that we comply with the new optimised quality standard.

Based on our ISO 9001 certification, and based on our vision and mission, we have developed a quality policy to ensure that we work proactively to meet our customers' requirements and expectations. Our quality policy is visible to visitors and employees in reception as well as in our production area. It is also available to all employees in our management system.

- ✓ **We supply quality plastic products that meet our customers' requirements and expectations**
Based on agreements, established specifications and applicable legal and regulatory requirements.
- ✓ **We ensure efficient production**
With our talented employees, versatile machinery, wide-ranging, international know-how and many years' experience of plastics. We develop our employees and work continuously on improving all processes as well as our overall management system.
- ✓ **We are innovative, flexible and challenge ourselves and our customers**
Through close dialogue, we generate relationships between customers, product developers, suppliers and other parties involved in the process. We think in terms of holistic solutions that support a circular economy and the UN's Sustainable Development Goals.
- ✓ **We are trustworthy, serious and take social responsibility**
Through cooperation, communication and our actions, we create trust in and respect for each other.

THE FRAMEWORK FOR OUR CSR WORK

THE TEN PRINCIPLES OF THE GLOBAL COMPACT

HUMAN RIGHTS



- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and
- Principle 2: make sure that they are not complicit in human rights abuses.

LABOUR



- Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- Principle 4: the elimination of all forms of forced and compulsory labour;
- Principle 5: the effective abolition of child labour; and
- Principle 6: the elimination of discrimination in respect of employment and occupation.

ENVIRONMENT



- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

ANTI-CORRUPTION



- Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

THE UN'S 17 SUSTAINABLE DEVELOPMENT GOALS

At Schoeller Plast, our aim is continuously to work to be environmentally conscious, contribute actively and work proactively to meet the UN's Sustainable Development Goals.

At Schoeller Plast, we have worked on the UN's Sustainable Development Goals since 2018. We have focused on breaking the 17 Sustainable Development Goals down into a more manageable format. We have done this by choosing the Sustainable Development Goals on which we realistically believe we can make the biggest difference.

We recognise that we cannot make a significant difference on all 17 Sustainable Development Goals, so we have chosen to work proactively on four selected goals. This does not mean that we work exclusively on initiatives within the areas of these four goals. That is why this report will also look at other Sustainable Development Goals that we have influence on through our various projects and in our day-to-day work on sustainability.



Sustainable Development Goal 6: Clean Water and Sanitation

Overall goal: Ensure availability and sustainable management of water and sanitation for all.

What we are doing: We reuse our 35,000 litres of cooling water which is used to cool our tools. The water runs in a closed circular system to ensure that we use a minimum of new water. We also comply with all applicable environmental requirements for filtering and collection of chemicals to ensure that our water is kept clean.



Sustainable Development Goal 12: Responsible Consumption and Production

Overall goal: Ensure sustainable consumption and production patterns.

What we are doing: We work for sustainable and responsible production and consumption. We do this by applying our great focus on circular economy. For us, it is about generating financial benefits by reusing and recycling our resources. A good example is our participation in the SDG's in the Value Chain project where we as a plastics manufacturer are a supplier in the Circular Restaurant value chain group.



Sustainable Development Goal 14: Life Below Water

Overall goal: Conserve and sustainably use the oceans, seas and marine resources for sustainable development.

What we are doing: We work for less plastic in the oceans by creating enhanced living conditions for life under water. A good example of this is our Oceanbox project and our collaboration with Operation Clean Sweep which works to avoid plastic in nature.



Sustainable Development Goal 15: Life on Land

Overall goal: Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

What we are doing: We work to ensure the quality and durability of products so that they can be reused as many times as possible and ultimately be recycled. By ensuring circularity and repurchasing products, we avoid plastic in nature. We have done this with e.g. our HOMEFARM product, an alternative to capillary boxes made of EPS.

THE UN'S GLOBAL COMPACT

We want to be at the forefront of sustainability and are therefore pleased to have joined the UN's Global Compact, the world's largest initiative for responsible businesses, and the Global Compact Network Denmark, which is Denmark's largest network for responsible businesses. We look forward to contributing actively to the work of this network and helping to raise levels of responsibility and sustainability in the Danish business community.

Through our membership, we are committed to working with the UN's Sustainable Development Goals, which we already incorporate into our day-to-day operations, as well as the ten principles contained in the Global Compact which create a common ethical and practical framework for our responsibilities as business. The principles are based on international conventions and agreements.

In addition to our commitment to the UN Global Compact, we are involved in various initiatives, such as Operation Clean Sweep and the European Plastics Pact. We have also been certified to ISO 9001 and 14001 to safeguard and systematise our work on quality and the environment.

PART OF THE SDG'S IN THE VALUE CHAIN

At Schoeller Plast, we are already familiar with the UN Global Compact and Global Compact Network Denmark as we participate in the SDG's in the Value Chain project. This project helps us to identify solutions for making the restaurant business more sustainable. As a plastics company, we are a supplier in the Circular Restaurant value chain group where we will be investigating how restaurants and suppliers can work together to become better at reducing, reusing and recycling all the resources used in a restaurant. The work of the value chain group contributes to Sustainable Development Goal 12.

SDG's in the Value Chain is just one of the projects we participate in, and we look forward to many more on our journey towards a greener world.



NETWORKS AND PARTNERSHIPS

A SUSTAINABLE FUTURE IS SOMETHING WE CREATE TOGETHER

At Schoeller Plast, we are well aware of the enormous and complex climate challenge we face as a society. We also know that only the fewest challenges can best be solved alone. The growing demand for a higher level of sustainability requires that we incorporate new environmentally sound solutions and promote sustainable behaviour across the board. That is why we at Schoeller Plast are active in several forums and networks, where we are able to apply our professional influence to consolidate discussion on sustainable practice, value creation and positive impact across industries and in the local community.



MEMBERSHIPS



THE DANISH PLASTICS FEDERATION

Schoeller Plast is an active and committed member of the industry organisation for Danish plastics manufacturers.



United Nations
Global Compact

THE UN GLOBAL COMPACT

Schoeller Plast is an active member of the world's largest initiative for responsible businesses.



Dansk Industri

DI – the Confederation of Danish Industry

The Confederation of Danish Industry is Denmark's largest business and employer organisation. Jan Bybjerg Pedersen, Director of Schoeller Plast, is the chairman of the Confederation of Danish Industry Western Zealand and has been involved in its board for many years.

NETWORKS



Dansk Industri

CIRCULAR ECONOMY NETWORK

The aim of the Confederation of Danish Industry's Circular Economy Network is to create a platform for those businesses who have an interest in, work with or wish to be updated on circular economy. Schoeller Plast participates actively in this network.



SYMBIOSIS NETWORK IN HOLBÆK BUSINESS FORUM

The aim of the Symbiosis Network is to extract value from the commercial waste and by-products. Jan Bybjerg Pedersen, Director of Schoeller Plast, is vice chairman of Holbæk Business Forum.



Global Compact
Network Denmark

GLOBAL COMPACT NETWORK DENMARK

This year Jan Bybjerg Pedersen, Director of Schoeller Plast, was elected to the board of Global Compact Network Denmark in the SME category.



SUSTAINABLE
CHANGE MAKERS

SUSTAINABLE CHANGE MAKERS

Sustainable Change Makers is a network bringing together young, innovative professionals driving sustainable change. Schoeller Plast is represented in this network.

HUMAN AND WORKERS' RIGHTS

OUR POLICY FOR HUMAN AND WORKERS' RIGHTS

As part of our membership of the UN Global Compact, we have formulated a policy on human rights and workers' rights, which is available on our website.

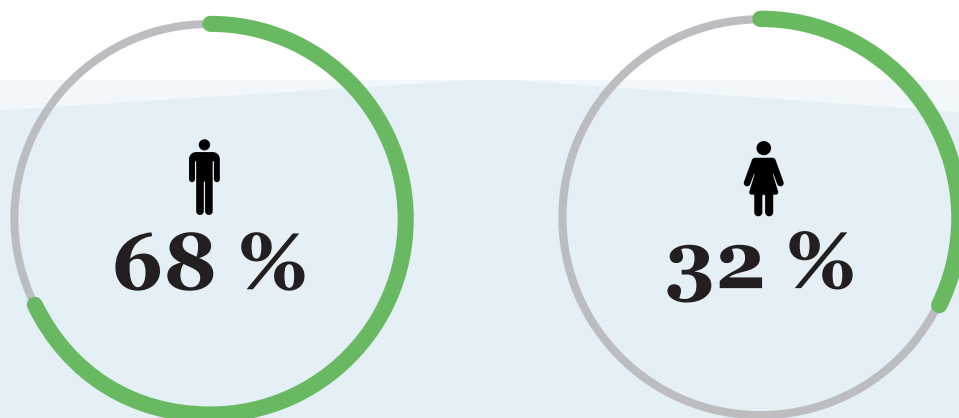
As a company, we take responsibility for ensuring that our employees have a healthy and safe workplace, and we respect the right to an equal and fair working environment. We comply with applicable legislation at all times as well as applicable terms and conditions of employment. We also protect and respect privacy and the protection of personal data.

We do not accept child labour, and when we recruit young workers, they are not permitted to perform hazardous or night work.

DIVERSITY – EVERYONE HAS THE RIGHT TO A JOB

When we recruit new employees, we do not discriminate on the basis of age, gender, religion, skin colour or race, language, disability, national, social background or other factors. Our recruitment decisions must be based solely on the person's ability and potential to perform the job.

In 2020, the Executive Board consisted of three men, and the Board of Directors consisted of five men. Our management team consisted of four men and one woman. 68% of all employees in the company were men and 32% were women.



EMPLOYEES 2020

Number of employees, production	49
Average seniority, production	6,22
Average age, production	46,12
Age range, production	15-76
Composition, production	15  34 
Number of employees, office	13
Average seniority, office	11,46
Average age, office	48,62
Age range, office	26-64
Composition, office	5  8 
Management team	1  4 
Executive board	0  3 
Figures as of 31.12.2020. The figures are calculated per head, excluding the Executive Board.	

We take gender equality into account when recruiting new staff, but currently have no formal policy in place in this area. We do not work with gender quotas, as all recruitment is based on personality, motivation to learn and commitment. We do not believe that there are any functions in the company that are better suited to a particular gender. Therefore everyone – regardless of gender – is encouraged to apply for our vacancies.

We believe that everyone deserves to have a job, irrespective of their life situation and irrespective of their ability to work. Our impression is that more people want to work, even though they may not be able to take on a normal full-time job, if we as a company are able to offer the right kind of work and the necessary flexibility. For this reason, we collaborate with Holbæk Municipality to recruit flexijob workers alongside our part-time and full-time employees. We currently employ four flexijob workers. We are pleased to announce that last year we successfully adapted a job so that one of our flexijob employees was able to take on the position full-time. We hope to replicate this success with similar employees in the future.

EMPLOYEE DEVELOPMENT – THE SCHOELLER PLAST OF THE FUTURE

As part of our ISO 9001 certification, all employees have been given a skills matrix, which assesses the employee's skills level on a scale from 1 to 10 in applicable work areas. The skills matrix is updated as part of the employee's annual appraisal. To ensure that we always retain the best employees with the right skills, it is important for us to develop and further train our workers. That is why we regularly give our employees the opportunity to attend courses and seminars for professional and personal development.

Despite massive growth in the plastics industry, employment has been declining since 2009. Lack of manpower is one of the reasons, and training is absolutely crucial for the plastics industry to be able to cope with global competition in the future. As a company, we want to do something about this.

We work with the Danish Plastics Federation, the Confederation of Danish Industry and Holbæk Municipality to attract labour to the company – both from among vulnerable young people and young people between the ages of 18 and 28 who have no connection with the labour market. We assume a social responsibility in further training future generations and increasing employment. We do this by continuously taking on new trainees with a view to a permanent employment after they complete their training. In 2020, we had two trainees working in production, and we hope to recruit many more in the coming years.

Our trainees undertake a thorough training programme under the supervision of our skilled plastics processing engineers and gain insight into working life in our production facility. They are given the opportunity to gain a great deal of practical experience and work with machinery, technology, and robots. In recent years, we have focused mainly on training new plastics engineers, but we plan to offer trainee placements in other areas in the future. We believe that the combination of practical work and academic study strengthens the ability to translate knowledge into output, while increasing the success rate for trainees who are academically challenged.

A SAFE SCHOELLER PLAST

We work continuously to ensure a safe and secure working environment. In November 2020, we became UL-certified. UL's safety standards are based on the premise that innovation inevitably involves risk. As a supplier to many different industries, at Schoeller Plast we have chosen to become UL-certified to be able to perform our customers' various requirements safely and meet more of their requirements for specific products. The certificate means that we are able to produce plastic products in accordance with UL's special guidelines and laboratory standards for electronic components.

UL is a pioneering company when it comes to safety. Their mission is to help businesses implement safety, sustainability and quality procedures internally to create safe, secure and sustainable conditions for employees through science- and risk-based production planning. They also work to support environmentally sound solutions and issue a certificate as a symbol of the obligations that have to be met. UL's Standards of Safety aims to create a safer world, where thorough safety studies, scientific expertise and a focus on quality form the basis of the guidelines.



CLIMATE AND ENVIRONMENT

At Schoeller Plast, we believe that it is important for us to do business while respecting both the climate and the environment. We are aware of the negative impact that our business can have in this area. This applies to all our activities in our value chain, and we will therefore continuously work on initiatives that will make us a more sustainable company.

As part of our work on environmental issues, this year we were certified to ISO 14001. ISO 14001 focuses on environmental management and is in line with our previous initiatives and the company's day-to-day work to safeguard the environment.

The ISO 14001 certification enables us as a business to risk assess our environmental issues, and to an even greater extent than before to incorporate environmental safeguards and sustainability into the company's day-to-day operations. The certification also has to ensure that we meet our sustainability requirements. In line with our greater insight and knowledge as well as our quest to take sustainable levels to new heights, the roll-out of the ISO 14001 standard is an important step in our work on circular economy and the UN's Sustainability Development Goals.

OUR ENVIRONMENTAL POLICY

With our environmental policy, the management of Schoeller Plast has chosen to focus and continuously work on initiatives to minimise our environmental impact on our immediate and distant environments as well as on our customers.

We will prioritise this in our strategic work and incorporate this into our business plans. We will also strive to promote greater responsibility among our employees and our customers by entering into strategic partnerships that give us new knowledge and develop us to think of new solutions for the benefit of the company, our customers and the world around us.

We will do this by using available production technologies, which help to ensure that we work sustainably and show respect to the available resources in the best possible way. We work continuously to minimise our waste and limit our resource consumption.

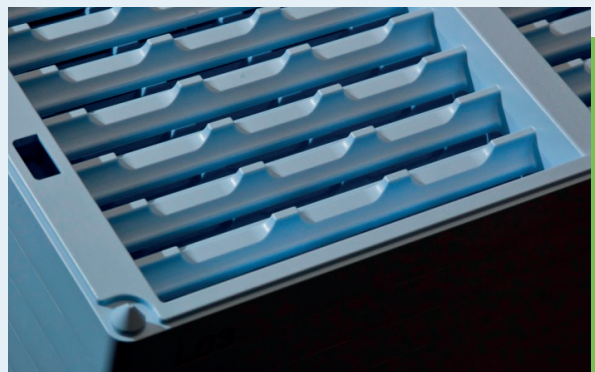


We will work to ensure that:

- ✓ In our environmental and working environment, we are well informed on upcoming legal, industry, and customer requirements so that we are able to meet these requirements by organising and planning our processes.
- ✓ We strive continuously to reduce the environmental impact of our activities according to applicable environmental requirements.
- ✓ We approach our work on the environment and working environment proactively, quickly, and efficiently as well as we work systematically on prevention and ongoing follow-up on implemented improvements.
- ✓ We meet the UN Global Compact principles and guidelines.

Based on the above environmental policy, we have decided on the following three environmental goals:

- 1** The company will, take into account the product and the product's purpose, work for the use of materials that can be recycled and increase the company's sales of products made from recycled plastic measured on the company's own products. (Compared to 2019 figures).
- 2** The company wants to reduce its waste of total raw material consumption to a maximum of 5% of the company's usage.
- 3** The company must continuously undertake initiatives that reduce electricity usage per kilo of manufactured material by 2% measured on current production.



PRODUCTS



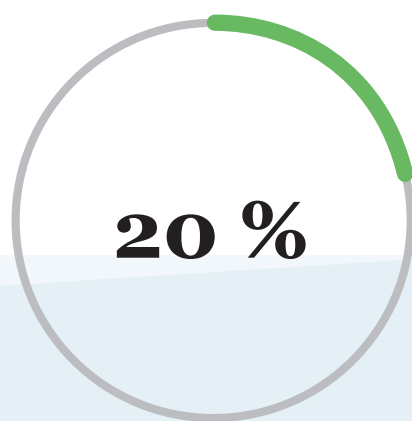
EUROPEAN PLASTIC PACT

The world's environmental problems require immediate action and change from the largest companies around the world. There is no doubt that opportunities for generating major change and innovative solutions will be increased if we approach the task together. That is why we at Schoeller Plast have chosen to sign the European Plastics Pact, a pact between businesses, NGOs and governments that aims to improve the handling of disposable plastic products and packaging, so that we avoid wasting resources as much as possible.

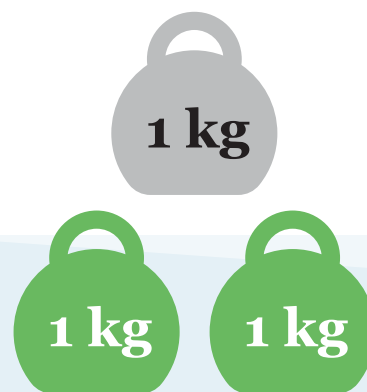
The initiative brings together frontrunner companies and organisations to exchange ideas and methods for responsible and sustainable handling of plastics. This partnership allows us to share the precious experiences and ideas that pave the way for the innovative solutions needed to build Europe's circular plastic economy.

From the very start, the pact is aimed at businesses **designing** products to be more sustainable, exercising **responsible** use and handling of resources, improving **recycling capacity** and increasing the use of **recycled materials**.

At Schoeller Plast, we bear a joint responsibility for ensuring that Denmark enhances its circular economy and reduces resource waste that has an impact on our shared world. Together we must use this pact to set new, ambitious goals for our reuse and recycling of resources in businesses and organisations across Europe.



**Average recycled plastic
in production in 2020**



**1 kg of recycled plastic
saves 2 kg of CO₂**



OPERATION CLEAN SWEEP

Our participation in the Operation Clean Sweep initiative, an international initiative that provides proposals for how plastics companies can best protect the environment from production waste that emerges as a waste product in the form of plastic granules, is a natural extension of our core values.

The initiative forms part of the overall Marine Litter Solutions initiative, which works for a cleaner environment by focusing on increased recycling, information campaigns and local collections. At Schoeller Plast, we take great pride in being part of the solution to the problem. With Operation Clean Sweep we take the lead in the fight to address the world's marine environment problems that result from plastic production – and take a sustainable step in the right direction. As Operation Clean Sweep partners, we have, based on the sustainable initiative proposals, made ourselves responsible, as a company, for making an active contribution to the environment. We have done this by arranging our company so that spillage of plastic granules is avoided as far as possible. We have introduced clean-up initiatives and labelling to ensure that all our skilled and conscientious employees handle production waste in the form of pellets correctly so that pellets never leave our site. We have carefully reviewed our entire manufacturing process and performed a thorough inspection and reassessment of machinery and procedures in our production area to ensure the least possible discharge of plastic waste. We have trained all our employees in the importance of solving the problem we face as a shared responsibility. This also means that we work on this as part of our existing environmental management system.

CLIMATE AND ENVIRONMENT IN THE LOCAL COMMUNITY

As a company in Holbæk Municipality, it is important to us to support the municipality's work as well as the local community. We do this through a partnership with the municipality, in which we as part of the business community contribute to discussions on how we can develop the municipality together.

We contribute our knowledge and experience with circular economy to Holbæk Municipality's Business Strategy and action plan for 'the green growth engine', which is one of the goals in the municipality's overall business strategy. We do this because we support Holbæk Municipality in becoming a green and sustainable municipality with an ambitious goal of reducing CO2 emissions from the entire area of the municipality by 70% by 2030 (measured in comparison to 1990). Based on green thinking and focusing on a reduction in CO2 emissions, we and other businesses in the municipality must be encouraged to see opportunities to strengthen our competitiveness in a market that demands green solutions. In that process, we recognise that there is a need for close cooperation and knowledge sharing between the business community and the municipality.



CASE STUDY: ENERGY-SAVING COOLING SYSTEMS

The plastics, glass and concrete industry used 25,554 TJ of energy in 2018 and has seen an average increase of 7.49% per year in the period 2012 to 2018. The plastics and rubber industry accounts for approximately 14% of total emissions and is therefore among the three most energy-intensive industries in Denmark.

Energy usage is currently one of our biggest challenges. This is partly due to the fact that many of our machines are older and that investment in new machines is rarely profitable from a financial perspective. We have not yet found the optimum solution to create synergy between financial outlay and sustainability, but we are working continuously on various initiatives that can help us save on energy. As part of our sustainability strategy, we have therefore invested in new energy-optimised cooling systems.

We believe that many small and large steps in a greener direction together constitute the solution to the climate challenges we currently face. That is why we have invested in new, sustainable cooling systems for our production division in Regstrup. The new cooling systems use their surplus heat for heating our premises. With this advanced utilisation of resources, we achieve an annual energy saving of almost 900,000 kWh which corresponds to an annual reduction of 170 tons of CO₂. We have also invested in heat pump technology to reduce our use of natural gas.

The investment comes as part of our targeted efforts to counteract the climate change that is approaching at an alarming rate and has already left its clear traces in many parts of the world. As part of the plastics industry, we also help reduce overall emissions for the industry.



CASE STUDY: COOLCONTAINER

PARTNERSHIP WITH CPH-FOOD

In collaboration with CPH-Food, we have developed a foldable cooling box, which both protects the transported food and ensures that the goods are not wasted in the supply chain. The goal was to develop a cooling box that could safeguard our resources in the best possible way, minimise disposable packaging and contribute to a greener Denmark.

The CPH-Food project is based on innovation partnerships between businesses and researchers at the Technical University of Denmark and the University of Copenhagen which focus on developing specific innovative solutions for food companies.

NEW COOLING BOX TO PAVE THE WAY FOR ENVIRONMENTALLY FRIENDLY FOOD TRANSPORT

Home delivery of food is a steadily increasing trend in Denmark. That is why at Schoeller Plast, we are proud to present a sustainable cooling box that ensures flexible, cost-effective, and environmentally friendly delivery of food to private households. The box is 100% recyclable and has been developed as a sustainable alternative to existing cooling boxes on the market. With an overall CO₂ reduction of 70%, CoolContainer is the environmentally friendly choice for businesses involved in transporting meal boxes, catering or online retail sales. The foldable design of the newly launched cooling box results in more than four times as many boxes being stackable per pallet. The space-saving design reduces the transport of empty packaging by 75%.



**REDUCED CO₂-
DISCHARGE**
- 70 %



**PROFIT AFTER 4 YEARS
IN OPERATION**
+ 10.000.000 DKK



FEWER TRUCKS
- 75 %

REUSE, REPAIR AND RECYCLING

CoolContainer constitutes an important initiative to comply with the UN's Sustainable Development Goals. For example, we comply with Sustainable Development Goal 12 on responsible consumption and production, which deals with the effective management of our common natural resources to enable us to take better care of our world.

CoolContainer can be reused for transport at least 100 times, which makes it the ultimate cutting-edge replacement box for the alternatives on the market. In the event of minor damage, the sides of the cooling box can also be replaced instead of the entire box having to be discarded which further prolongs the life of the box. When a CoolContainer, after its many trips on Europe's roads, ends its journey, it is melted down into new materials again. These can, in turn, be recycled into new boxes again and again. When CoolContainers are recycled, an additional CO₂ reduction of 40% can be achieved. Commercial use of CoolContainers, rather than existing cooling boxes, will therefore contribute to a significant reduction of environmental impact.

ANTI-CORRUPTION

WE DO NOT TOLERATE CORRUPTION AND BRIBERY

According to Transparency International, Denmark is by all accounts one of the least corrupt countries in the world. Danish companies benefit from the fact that Denmark is considered a non-corrupt country. It is therefore important that we work together to ensure that Denmark remains in a top position on this list.

At Schoeller Plast, we take anti-corruption seriously. We have formulated an anti-corruption policy, which is available on our website. We do not tolerate any form of corruption, and we want to maintain accountability and integrity in all relationships. We do not want to participate in or contribute to any form of corruption, extortion, bribery or complicity in cartels and conflicts of interest and refrain from participating in any forms of undue influence on public servants, judges or business associates.

Our choice of suppliers is assessed through our internal supplier schedule before we enter into a supplier agreement. Our suppliers are evaluated in nine different areas, and on the basis of these we assess whether they can be approved as a supplier for 24 months at a time. Suppliers are among others assessed on the basis of reliability of delivery, our experiences from previous deliveries, and whether they are ISO-certified in e.g. quality and environmental management.

Internally, we work with transparency in our company structure. Information and job descriptions are available to all employees in our management system, so that everyone is familiar with the various positions and the respective areas of responsibility and authority. These descriptions show what is expected of the different levels in terms of commitment and personal attributes.



GOALS AND RESULTS OF THE YEAR

- ✓ We have not been subject to any investigations, lawsuits or incidents involving violations of human or workers' rights. We comply with all applicable rules and regulations for our company.
- ✓ We have implemented our human and workers' rights policies based on the principles of the UN Global Compact.
- ✓ We have become UL certified.
- ✓ We have become ISO 9001 certified and have implemented a quality policy with four specific objectives.
- ✓ We have become ISO 140001 certified and have implemented an environmental policy and three environmental goals.
- ✓ We have signed the European Plastics Pact, and we have chosen to participate in the Operation Clean Sweep initiative.
- ✓ We have invested in new cooling systems that utilise the surplus heat from the heating systems in the production areas. This advanced resource utilisation means that we achieve an annual energy saving of almost 900,000 kWh, which corresponds to an annual reduction of 170 tons of CO₂.
- ✓ We have invested in heat pump technology to reduce our use of natural gas.
- ✓ We have not reported any cases of bribery or corruption.

PLANS FOR THE COMING YEAR

- ✓ We continue to safeguard human and workers' rights, including health and safety, and continue our work to ensure diversity in the company.
- ✓ We will make an increased effort to attract more students to the company, so that we can help to train more people in the long term, as there is currently a shortage of labour in the industry.
- ✓ We will continuously participate in applicable initiatives, partnerships, and debates.
- ✓ We will complete the UN Global Compact's Climate Ambition Accelerating Program to familiarise ourselves with what it takes for Schoeller Plast to join the initiative and set Science Based Targets to meet the goals of the Paris Agreement.
- ✓ We will initiate a baseline measurement to enable us in future to measure our emissions and keep CO2 accounts.
- ✓ We will select specific targets within the Sustainable Development Goals that we actively work on.
- ✓ We will work continuously to improve our business within the areas of our selected Sustainable Development Goals and their respective targets as well as our three environmental goals. This means that we will increase our sales of products made from recycled plastic.
- ✓ We want to increase our employees' awareness of sustainability across the company. For example, we want to motivate them to get involved in coming up with improvements and solutions for how we can all become better at utilising our resources. We will do this by holding two sustainability workshops a year, where our employees will be shown how we work with the UN's Sustainable Development Goals.
- ✓ We continue to enter into business relationships with suppliers and partners with whom bribery and corruption are not a prerequisite for our partnership.