

ROMMELAG

SUSTAINABILITY REPORT

2020



CONTENTS

1. SUSTAINABILITY IN THE ROMMELAG GROUP	4
1.1 Foreword by the management	4
1.2 Our vision and mission	6
1.3 Our values and mission statement	8
1.4 Sustainability during the COVID-19 pandemic	9
1.5 Sustainability targets and key aspects	10
1.6 Contributions to the UN Sustainable Development Goals	11
2. THE ROMMELAG GROUP	16
2.1 Products, services and customers	16
2.2 Companies in the Rommelag Group	19
2.3 Employees	20
2.3.1 Key figures and diversity	20
2.3.2 Training	25
2.3.3 Occupational health and safety	25
2.4 Management systems and guidelines	26
2.4.1 ISO certifications	26
2.4.2 Environmental and occupational health and safety guidelines	26
2.4.3 Rommelag Code of Conduct	27
2.4.4 Trust centre for support and conflict resolution	29
2.5 Memberships and corporate responsibility	29
2.6 Business ethics and compliance	32
2.6.1 Rommelag as a service provider	32
2.6.2 Rommelag as a buyer: supplier management	32
2.7 Sustainable production and materials	33
3. ECOLOGY	36
3.1 Climate neutrality in the Rommelag Group	36
3.2 CO2 emissions of the Rommelag Group	38
3.3 Resource management by manufacturing companies	40
3.4 Water recirculation and waste	41
3.5 Mobility	44
3.6 Travel (flight/railway)	45
3.7 Logistics	46
3.8 Building management	46
4. CORPORATE SOCIAL RESPONSIBILITY	49
4.1 Our responsibility during the COVID-19 pandemic	49
4.2 Rommelag as an employer	50
4.2.1 Careers at Rommelag	50
4.2.2 Work-life balance	51
4.2.3 New work: flexibility and agility	53
4.2.4 Employee benefits	53
4.2.5 Training at Rommelag	54
4.2.6 Professional development at Rommelag	58
4.2.7 Diversity and integration	58
4.2.8 Company health management	58
4.2.9 Employee suggestion system	59
4.2.10 Group activities	60
4.3 Social commitments of the Group	63
5. ABOUT THIS REPORT	66
5.1 Basic information about the data in the report	66
5.2 Alignment with Global Reporting Initiative Standards	67
5.3 Contents – GRI Standard	68



SUSTAINABILITY IN THE ROMMELAG GROUP

Dear readers,

Dear employees,

Dear friends of Rommelag,

2020 showed us all how quickly and suddenly our lives can change, and the COVID-19 pandemic brought with it persistent challenges and enormous strains. However, it also opened previously unknown doors to us.

For example, we worked hard to provide better and better remote working options at the start of the pandemic and digitised the way different offices worked with one another. What first seemed restrictive compared to our usual working culture eventually turned out to be a highly efficient way of working. The majority of business travel was eliminated, leading to our employees having more time to be productive, but also to spend on themselves and with their families.

To us, sustainability does not just mean assuming responsibility for the environment, but also showing recognition to our employees, customers and partners and doing business successfully in an ethical manner.

This, our first Group-wide report on sustainability, details exactly what we mean when we say that Rommelag has embraced sustainability and outlines where there is still room for change and improvement. It offers valuable insights into how we think and act and documents our contribution to a sustainable future.

The Rommelag Sustainability Report is the first of its kind. To prepare it, we formed a Group-wide sustainability team to examine and assess our company in accordance with the guidelines of the Global Reporting Initiative.

The result of the report shows us that we are on the right track and that it pays to focus on sustainability!



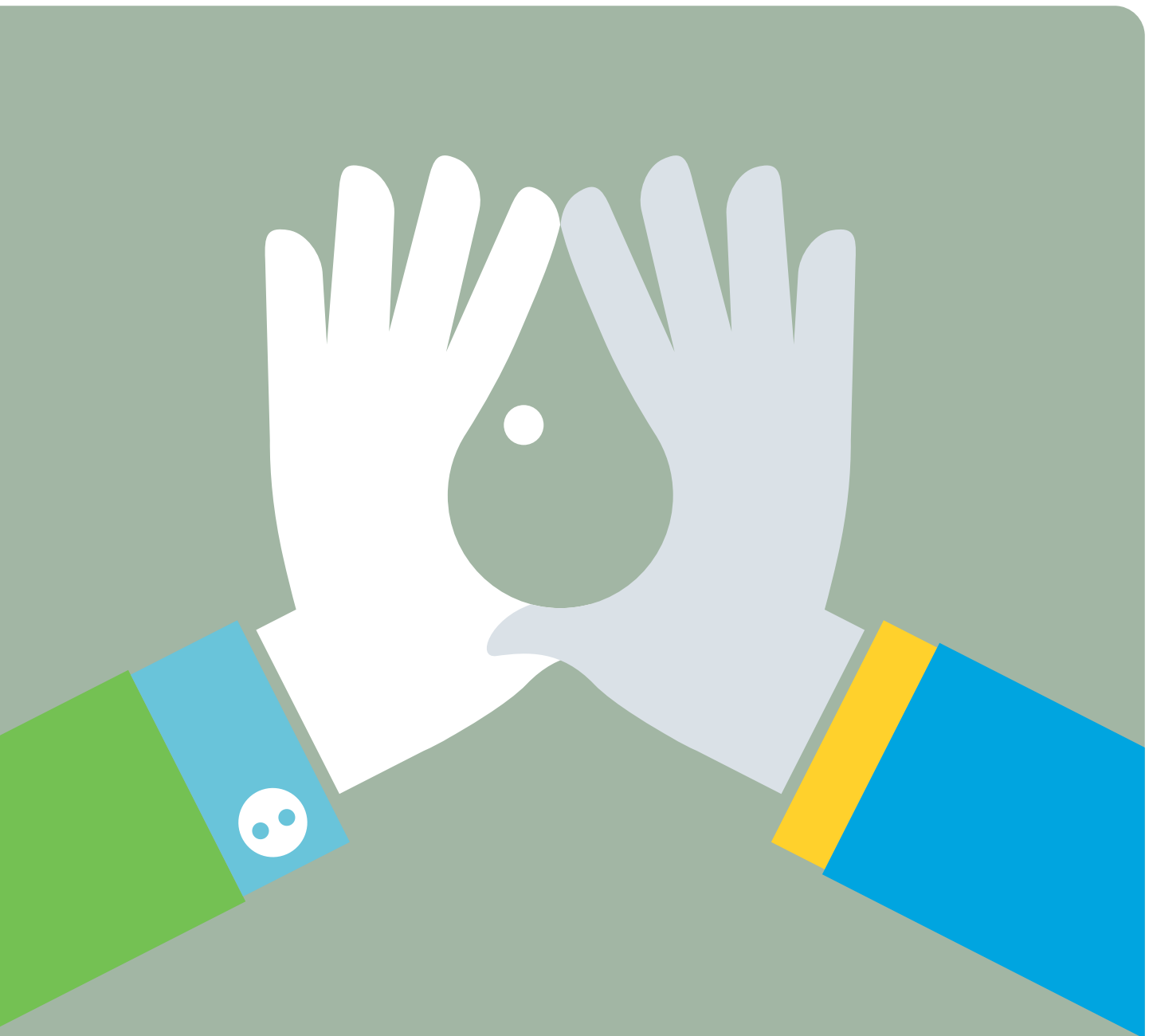
Ralf Bouffleur, CEO



Gert Hansen, CTO

1.2 OUR VISION AND MISSION

All of the companies in the Rommelag Group share a vision:



OUR VISION

We provide cutting-edge plastic packaging solutions for our customers' valuable products.

As the inventor of Blow-Fill-Seal technology, we strive to be the market leader in this field.

OUR MISSION

WE WILL ACHIEVE OUR VISION BY:

- ▶ understanding the needs of our customers and guaranteeing their success with perfect packaging solutions
- ▶ earning the trust of our customers every day through our reliability and readiness
- ▶ overcoming even future challenges through outstanding quality and continuous innovation
- ▶ operating all over the world as an attractive employer with highly motivated and committed employees

1.3 OUR VALUES AND MISSION STATEMENT

Rommelag is an owner-run group where customers and employees are the cornerstones of our success. In line with our vision and mission, this is also a guiding principle in our mission statement:

- ✔ Our customers are our most important partners and our future depends on them.
- ✔ Our highly qualified and motivated employees work together closely to achieve high customer satisfaction

We have even anchored this mission statement in our rules of management throughout the Group.

THE ROMMELAG RULES OF MANAGEMENT

1. BE EXEMPLARY

- ✔ Call for and adhere to rules and agreements
- ✔ Address deviations openly
- ✔ Be reliable
- ✔ Exemplify requirements
- ✔ Be loyal to the company

2. ENCOURAGE COMMUNICATION AND PROVIDE INFORMATION

- ✔ Carry out and document interviews with employees and departments
- ✔ Accept different opinions
- ✔ Be open to discussion
- ✔ Actively listen

3. REMAIN OBJECTIVE

- ✔ Treat people fairly
- ✔ Treat employees equally

4. THINK LIKE AN ENTREPRENEUR AND OUTSIDE OF YOUR OWN DEPARTMENT

- ✔ Act quickly
- ✔ Have the courage to make decisions
- ✔ Share responsibility for decisions

5. DELEGATE

- ✔ Assign, challenge and promote employees with their skills in mind
- ✔ Create freedom to make decisions
- ✔ Set and track clear, measurable targets

6. LEAD AS A TEAM

- ✔ Encourage teamwork
- ✔ Actively involve employees

7. DEAL WITH MISTAKES OPENLY

- ✔ Learn from mistakes
- ✔ Look forward – find solutions

8. SHOW RESPECT AND RECOGNITION

- ✔ Take employee issues seriously
- ✔ Be attentive and objective
- ✔ Offer assistance
- ✔ Play to strengths

9. DEVELOP YOUR FIELD OF RESPONSIBILITY

- ✔ Voice ideas and allow them to be voiced
- ✔ Implement ideas
- ✔ Put a continual improvement process into practice

10. ACCEPT AND ACTIVELY DEAL WITH CONFLICTS

1.4 SUSTAINABILITY DURING THE COVID-19 PANDEMIC

The COVID-19 pandemic posed major challenges for our employees, customers and suppliers in 2020. We wasted no time in putting comprehensive hygiene policies in place at our sites and taking action to protect our employees. Additionally, we expanded our remote working options for many employees at the outbreak of the pandemic and moved meetings into cyberspace.

Overall, our experience with working digitally has led to a positive change in the work culture between different sites, making it possible to largely avoid the negative economic impacts of the pandemic.

One side-effect was that we were able to reduce the majority of our business travel and in turn increase our efficiency.

Even working with our customers was a smooth process with existing digital services (e.g. in our online training centre), and the availability and quality of our service team were not compromised at any point.

By offering diverse types of support to our employees, we aim to continue overcoming the challenges and strains of this extraordinary situation and are looking to the future with optimism.

2020: COVID-19 and special measures

In the current situation, health is more important than ever. Keeping physically fit, strengthening the body's defences and maintaining a mental balance will help us all in the fight against COVID-19.

#staysafe #staypositive

That is why it is important that we continue on with our 'GO Rommelag' health offensive and make more new opportunities available to our employees:



WE LAUNCHED OUR VIVA FAMILIENSERVICE INITIATIVE IN JUNE 2020.

Viva FamilienService is an independent organisation which offers fast, expert support in the following areas throughout Germany with its team of experts comprising psychotherapists, social workers and care specialists:

- ↙ Children and family
- ↙ Caring for family members
- ↙ Personal crisis situations

Support services:

You can seek comprehensive personal guidance or arrange child care as well as care solutions for relatives who are in need of care from 1 June 2020, although these are initially limited to 31 August 2020. And in cases of strained mental health, Viva even offers emergency assistance in the form of appointments with experienced psychotherapists.

- ↙ All guidance is voluntary, free of charge and strictly confidential, and you can even choose to remain anonymous (and only name your employer).
- ↙ The Viva FamilienService is available by phone Monday to Friday from 9 a.m. to 5 p.m., and even outside of these hours subject to arrangement.
- ↙ Viva FamilienService contact details:
Phone (Mon-Fri, 9 a.m. to 5 p.m.): 069 348798820
E-mail: info@viva-familien-service.de

Don't shy away from making use of this service – the restrictions on our personal lives and the new working situation can have an effect on any one of us. Solutions can be found for problems such as family disputes caused by the more cramped living and working situation, fear of yourself or family members becoming infected or even cabin fever. Simply pick up the phone or send an e-mail.



THE COMPANY FITNESS PARTNERSHIP WITH QUALITRAIN BEGAN IN AUGUST 2020.

Working with Qualitrain, we want to give our employees access to a country-wide network of over 3,400 gyms, sports and wellness centres.

Alongside premium gyms, the partners of Qualitrain include swimming pools and water parks, yoga studios and climbing and bouldering centres – a detailed list of its partners is available at <https://qualitrain.net/locations/>.

If you would rather stay at a distance for the time being, the Qualitrain app contains a range of digital sports and wellness activities. Over 1,000 online classes across 20 different sporting activities, personalised nutrition plans, live classes from Qualitrain partner studios and guided mindfulness and meditation exercises for mental fitness and well-being are available 24 hours a day, anywhere.

In order to use Qualitrain, employees must take out a Qualitrain membership by following the link in the Rommelag Intranet.

As Rommelag pays €20 per employee for the membership fee, it costs employees just €28 per month.

When you consider how often the facilities and services can be used, it is a great price and a wonderful offer!

1.5 SUSTAINABILITY TARGETS AND KEY ASPECTS

In 2020, we remained in constant contact with our customers, suppliers and partners in order to understand their targets, requirements and sustainability measures while also aligning them with our own targets and requirements.

The topics identified in 2020 included the following:

Stakeholders	Topics in 2020	Dialogue in 2020: Involvement of stakeholders
Customers	<ul style="list-style-type: none"> - Product quality and delivery dependability - Digitisation of products and services - Remote services - Industry 4.0 - Documentation and regulatory requirements - Sensors - GMP - Sustainability data (e.g. Ecovadis) 	We spoke with our customers in joint (online) conferences, hackathons, individual interviews and project reviews in 2020.
Partners	<ul style="list-style-type: none"> - Innovations - Digitisation 	Communication and sharing of ideas within our member companies and engagements
Suppliers	<ul style="list-style-type: none"> - Frictionless business relationships - Innovations 	Supplier audits and dialogues on data and information relating to sustainability.
Employees	<ul style="list-style-type: none"> - Family-friendliness - Employee benefits - Flexible working hour models - New work: Home office rules - HR e-services - COVID-19 	Employee suggestion system, individual interviews and annual managers' conference, internal and company-wide bar camps.
Owners, management and executives	<ul style="list-style-type: none"> - Sustainability: Climate neutrality and ecological action - Agile corporate governance - Self-organisation - Corporate social responsibility - Digitisation - Innovation management - COVID-19 	The owning family is represented within the management of Rommelag. The dialogue between Group companies largely took place online and even the annual management conference took the form of an online BarCamp.
Applicants	<ul style="list-style-type: none"> - Employee benefits - Family-friendliness - Sustainability - Flexibility of work - Training opportunities 	Dialogues at (virtual) job fairs and job interviews, dialogues with the Association of German Chambers of Industry and Commerce and training partners.
Public and society	<ul style="list-style-type: none"> - Social commitments - Climate neutrality 	Cooperation with the press and active local social engagements as part of our corporate social responsibility.

MANAGEMENT APPROACH

Explanation of the material topic and its boundary

All of the reported topics are of relevance to the success of our Group and are actively monitored by executives and the management. Sustainability is a highly diverse range of topics and a fixed item on the agenda of our annual managers' conference which is attended by over 80 participants from all Group companies and corporate functions.

We are constantly working to improve the sustainability and environmental friendliness of the processes in our company and create a robust data set in order to make the best decisions for people, the environment and the company. We therefore formed a Group-wide Sustainability Team in 2019 to define Group-wide topics, standards and procedures such as offsetting our CO2 emissions. The Sustainability Team reports directly to the management.

The management decides on proposed changes which are then coordinated and implemented by the Sustainability Team. We also take measures from our continual improvement process into consideration; these are then supervised by decentralised lean managers in the individual companies.

The sustainability topics are closely linked to our management systems. Guidelines and standards are anchored in the management manual of every company in the Rommelag Group.

1.6 CONTRIBUTIONS TO THE UN SUSTAINABLE DEVELOPMENT GOALS



As a family-run company with roots in the region, we are passionate about sustainability. Through our actions, we want to make a positive contribution to the following United Nations Sustainable Development Goals:

Sustainable Development Goal 3: Good health and well-being



As a service provider, machine supplier and provide of containment systems in the pharmaceutical industry, we work in a sector that is essential to people's health. The health of patients due to the safety of our customers' products is our highest priority. Through the quality of our packaging solutions, we are contributing to the safety of patients when pharmaceuticals are used. Our containment system reliably protects employees and bulk goods from contamination while also ensuring that protective clothing does not have to be worn in many working areas.

Sustainable Development Goal 5: Gender equality



Gender equality is extremely important to us at Rommelag. As over 40% of our employees are women, we are proud to be above the average for the sector. Additionally, 22% of the managerial positions in our company are held by women. We support programmes such as Girls' Day in order to promote equal opportunities. We support families of all genders equally with our employee benefits and support parents with flexible parental leave and working hour models.

Sustainable Development Goal 8: Decent work and economic growth



The well-being of our employees is extremely important to us. As such, we are committed to providing our employees with the best possible working environment and continuously improving our work processes. We offer our employees flexible working hour models so they can balance their professional and private lives as well as possible and pay great attention to making sure they stay healthy first and foremost, especially during the COVID-19 pandemic.

Sustainable Development Goal 9: Industry, innovation and infrastructure



As a major employer in the region, we improve its infrastructure and create secure jobs. Furthermore, we are committed to our sites in the region. Our sustainable new plant Pharma2020 in Sulzbach-Laufen is seen as a long-term commitment to our site in Kochertal. Likewise, we regularly invest in the infrastructure at our Swiss sites. At Maropack, the extended main pharmaceutical production facility was put into operation in 2020.

Sustainable Development Goal 11: Sustainable cities and communities



We support the local communities at our sites through our social commitments and, in doing so, contribute to a strong region where young families in particular are able to balance their work and their private lives.

Sustainable Development Goal 12: Responsible consumption and production



As we are technological leaders in the BFS process, we strive for maximum efficiency and sustainable production. We work with our partners and suppliers on the solutions of tomorrow, such as biodegradable plastics. We are aware of the scarcity of our customers' products as well as our raw material plastic. We therefore make sure that our production is sustainable with as few losses as possible. External audits (such as by the FDA and the Regierungspräsidium regional authorities) verify that our production processes are responsible and that our waste is sent to be recycled. As our customers can manufacture efficiently in our facilities, we are also making a contribution to their sustainability goals as a responsible supplier.

Sustainable Development Goal 13: Climate action



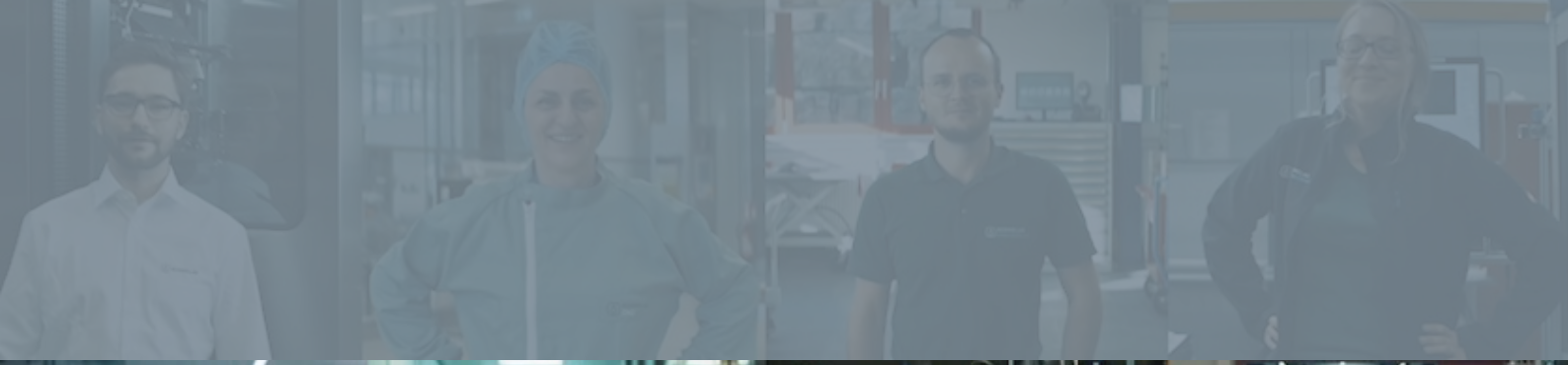
We strive to use our resources as sparingly and efficiently as possible. Our new plant Pharma2020 was planned and built with this principle in mind. We are also investing in the zero-emission mobility of the future, such as with our JobRad company bicycle scheme and by purchasing electric vehicles to use as company cars. Charging points are available at every Rommelag Group site for our employees to charge their electric vehicles free of charge and in an environmentally friendly manner.

The global community has agreed that global warming has to be limited to below 2 degrees Celsius – ideally even 1.5 degrees Celsius – in order to prevent catastrophic consequences. We recognise that emissions have to be reduced and unavoidable emissions offset in order to effectively combat climate change. We have therefore decided to offset our CO2 emissions and in doing so contribute to a future worth living in.

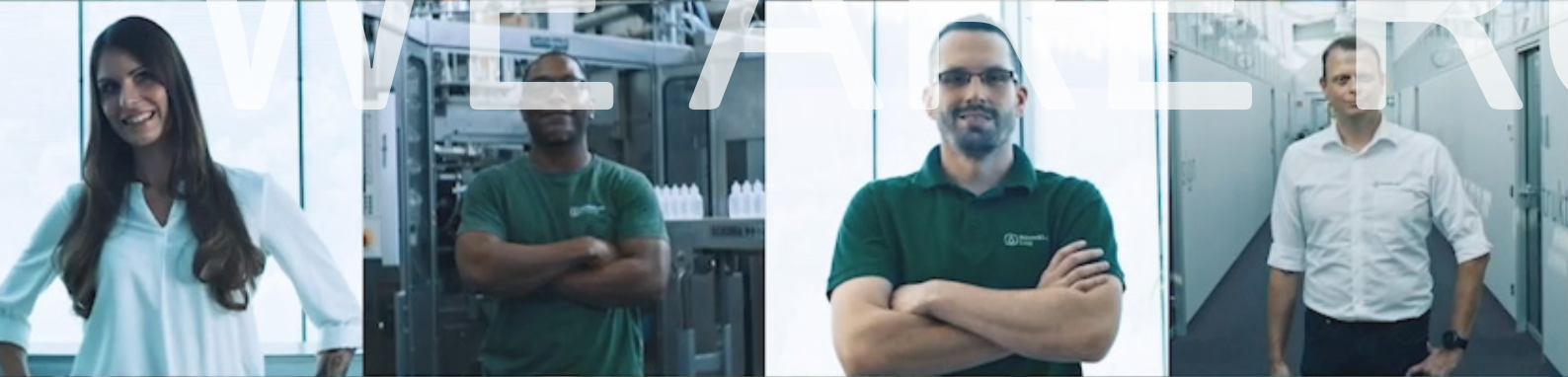
Sustainable Development Goal 14: Life below water



We have invested in the wastewater treatment plant at our site in Untergröningen in order to protect the ecosystem in the river Kocher and our region. The industrial wastewater flows in separately from the wastewater from the yard areas of the treatment plant. We test the pH and temperature of the wastewater continuously so as to detect anomalies immediately. This makes it possible to take rapid action in an emergency. In doing so, we are protecting the plants and animals that live in and by the river. We are also supporting the Untergröningen Angling Club which is heavily involved in work with young people and rehabilitation.



WE LEADERS





KOMMELAG

THE ROMMELAG GROUP

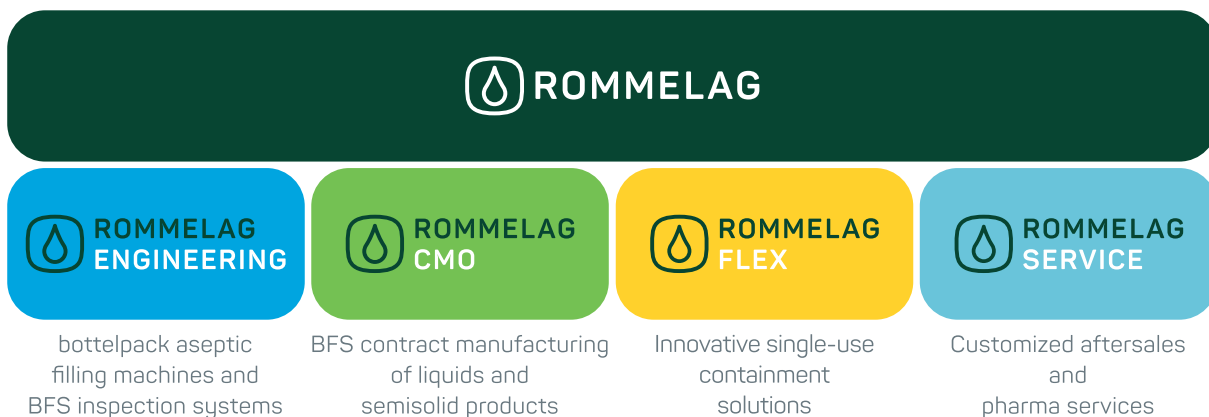
2.1 PRODUCTS, SERVICES AND CUSTOMERS

General Disclosures

Rommelag is the inventor of Blow-Fill-Seal technology and a global leader in the aseptic processing of liquids and semi-solid substances in bottlpack systems. Our systems are mainly used in the pharmaceutical, chemical and food industries. We work with our customers to develop innovative packaging solutions that are tailored to the specific packaging requirements.

We built the first prototype of a bottlpack system in 1962. We have been building up and consolidating our expertise in plastic packaging solutions, designing special applications and upgrading special packaging solutions ever since. Today, we have customers in over 80 countries and around 1,800 highly motivated employees.

Our four divisions ENGINEERING, CMO, FLEX and SERVICE under the Rommelag umbrella brand are decentralised companies which operate independently in Germany and Switzerland.



Rommelag Engineering division

The companies in the Rommelag Engineering division advise on, manufacture and sell bottlpack Blow-Fill-Seal systems and testing machines for customers all over the world.

We have been developing a system to aseptically process liquids and semi-solid products using blow-fill-seal technology and bottlpack systems for over 50 years and still set new standards to this day. Every valuable drop is packaged more securely with greater flexibility and user-friendliness. Today, customers all over the world rely on the German engineering and Swiss precision that make every bottlpack system unique. With over 50 billion packaging units each year, our invention plays a crucial role in protecting something extremely valuable: Ideas that help people. Drop by drop. With our bottlpack systems, Rommelag sets engineering standards with regard to the aseptic processing of liquids and semi-solids.

Value creation through digitisation

The creation of a separate unit – Rommelag iLabs GmbH – back in 2017 began paving the way for a broader approach to digitisation. Digitisation and automation can make many tasks more efficient. iLabs GmbH develops digital products and services for the pharmaceutical industry in order to both simplify and accelerate the production of pharmaceuticals with our systems.

In 2020, the Rommelag Group focused on machine construction and engineering (control engineering, standardisation and documentation) as well as contract filling / CMO (line management, qualification and key figures).

External value creation and innovations with customers

In 2020, we completed our first Industry 4.0 projects with external pharmaceutical customers. Information from our machines was standardised in real time through open interfaces and transferred securely to third-party systems. By using our own products within the Rommelag Group in our CMO division, we can test out our digital products and services and make continuous improvements to them. We also used our own and external events to nurture partnerships, attract young people to mechanical engineering and digitisation and both strengthen and promote our open source components.

Rommelag CMO division

The companies in the Rommelag CMO division specialise in rapidly and cost-effectively filling of liquids and semi-solid products for international customers from the pharmaceutical and cosmetic industries.

Rommelag CMO has the largest, most cutting-edge bottlpack systems in the world. These include 31 bottlpack systems for pharmaceutical filling and 12 bottlpack systems for technical filling. Rommelag CMO fills more than 2 million containers per day for customers all over the world. We serve over 160 international customers with over 270 different products in our global distribution network.

Contract filling with Blow-Fill-Seal technology

Not every company wants to invest in its own BFS system. As a contract manufacturer for customers from the pharmaceutical industry as well as the agricultural and technical industries, Rommelag CMO provides filling services for those who do not want to do without our unique bottlpack technology. At Rommelag CMO, we operate a variety of different configurations of bottlpack system in order to, for example, comply with pharmaceutical standards, carry out test fillings or produce market batches or extra-small batches for our customers.

Rommelag CMO has a separate facility to fill all biopharmaceuticals up to biosafety level 2 (BSL-2), including genetically engineered drugs (API) such as vaccines and antibodies. It is the globally unique Blow-Fill-Seal production process that meets this standard.

Its other services include experimental filling, process development with BFS technology and container design for sterile packaging solutions for filling volumes from 0.04 ml to 10,000 ml. Many of our packaging solutions have set standards in the market for pharmaceutical products, such as our infusion containers with eurohead caps and ampoules with Luer connections.

Rommelag FLEX division

A specialist in flexible containment systems, Rommelag Flex provides a unique solution for highly sensitive bulk goods in the pharmaceutical industry.

Our Flecotec containment system is a unique way to carry out highly sensitive sampling, weighing, siphoning and filling processes safely and with zero contamination in the pharmaceutical, chemical and food industries. Our single-use containment solutions make laborious sterilisation and cleaning processes largely unnecessary. Due to growing competitive pressure and increasingly strict market requirements, in-house manufacturing of standard foils by Thermo-Pack Kunststoff-Folien GmbH was discontinued in August 2020.

Rommelag SERVICE division

Rommelag SERVICE helps operators of our bottlpack systems to plan, start up, qualify and validate the systems, as well as with maintenance, spare parts, upgrades and retrofits. Our support for our customers goes far beyond technical advice about the systems and also involves knowledge transfers, training, assistance with packaging design and production process optimisation. Our life-long service is part of our sustainability strategy.

This is what we at Rommelag SERVICE see as a true partnership.

Digitisation of documentation and the remote service platform: Machine Hub

Customers of our filling systems can access the full system documentation through our central online platform Machine Hub, as well as data interfaces for maintenance, capacity utilisation and servicing through our digital Rommelag Pharma Platform (RPP).

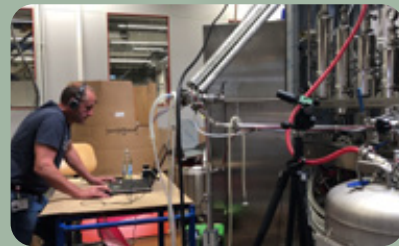
The screenshot shows the Rommelag Machine Hub interface for a bottlpack 460198 machine. The interface is dark-themed with a green sidebar on the left containing a navigation menu with icons and labels for: Machine Overview, Software, Operating Instructions, Mechanics, Partlists and drawings (under both Mechanics and Electrics), Subsuppliers, Software test, Quality assurance, Design documentation, and Qualification. The main content area is titled "Machine Information bottlpack 460198" and includes a photograph of the machine, a "Customer" field, and "Machine Information" details: Model 460 (IFS aseptic filling machine) and Shipping year 2017. Below this is a section titled "Available Upgrades and Extensions (CIS)" with a note: "The following Upgrades and Extensions are available for this machine. To download a PDF with more information on a CIS, click the corresponding link." The list includes: CIS-019-1 Upgrade of operating system Windows 7 (64 bit) to Windows 10, CIS-035 Software update HMI (M5-SQL), CIS-054 Vacuum pump conversion, and CIS-055 Replacement assembly Mould chain M460-20. At the bottom, it says: "For inquiries about CIS for this machine, please send an email to: modification.rcl@rommelag.com". The top navigation bar includes a search icon, "Part Search", "Feedback", "Manual", a language dropdown (UK), and a user profile icon.

Our bottelpack virtual training centre

Situations like the COVID-19 pandemic cause people and systems to question everything. Established ways and means of transferring knowledge have to be adapted or redefined.

That is why we have added a virtual centre, the Internet, to support the two customer training centres Rommelag Germany (the Kocher-Plastik factory) and Rommelag India (Bangalore).

The virtual training centre offers new and efficient ways to provide our customers with up-to-date information about how to use and operate our machines.



2.2 COMPANIES IN THE ROMMELAG GROUP

The Rommelag Group is a group of legally independent companies. We market our products and services under the umbrella brand ROMMELAG. Our companies operate in a decentralised and independent manner.



bottelpack aseptic filling machines and BFS inspection systems

-
Kocher-Plastik
Maroplastic
Rommelag
Rommelag iLabs

Rommelag Engineering PVT. LTD.



BFS contract manufacturing of liquids and semisolid products

-
Holopack
Maropack



Innovative single-use containment solutions

-
Thermo-Pack
Flecotec



Customized aftersales and pharma services

-
Kocher-Plastik
Maroplastic
Rommelag
Rommelag Pharma Service

2.3 EMPLOYEES

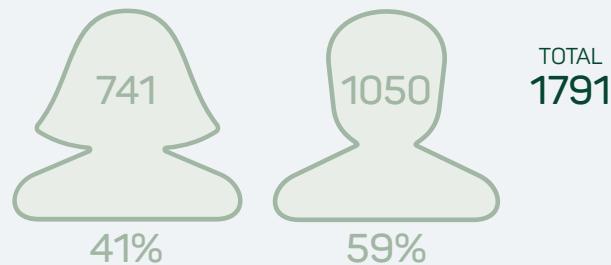
The responsibilities at Rommelag are just as ambitious and high quality as our products and services. Quality and innovation stem from our employees, their ideas and their enthusiasm every single day. This is exactly why we value our employees and the part they play in our success so highly.

2.3.1 KEY FIGURES AND DIVERSITY

Employment

Diversity of Governance Bodies and Employees

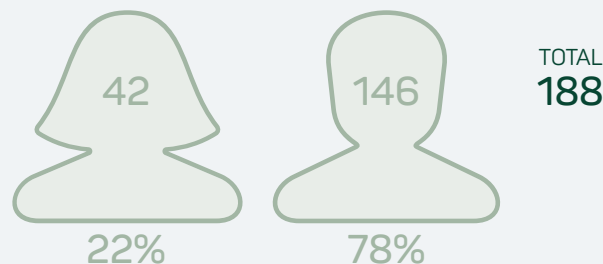
All employees (permanent employees including managers)



By age and gender

15-30			31-50			51-70		
FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
103	239	342	334	512	846	304	299	603
30%	70%	19%	39%	61%	47%	50%	50%	34%

Managers

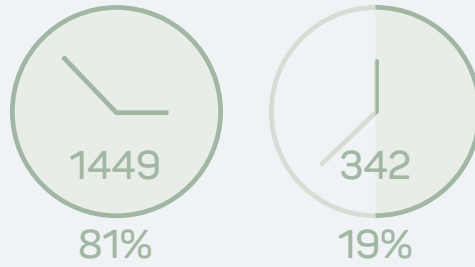


By age and gender

15-30			31-50			51-70		
FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
6	4	10	25	80	105	11	62	73
60%	40%	5%	24%	76%	56%	15%	85%	39%

As at: 31/ 12/ 2020

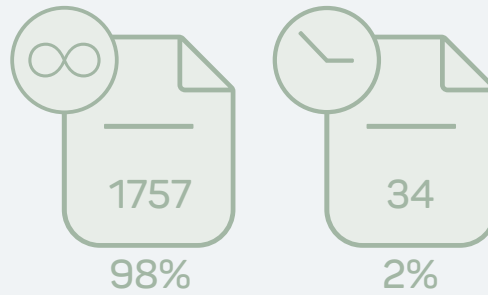
Employment type (permanent employees including managers)



By employment type and gender

FULL-TIME			PART-TIME		
FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
436	1013	1449	305	37	342
30%	70%	81%	89%	11%	19%

Contract type (permanent employees including managers)



By contract type and gender

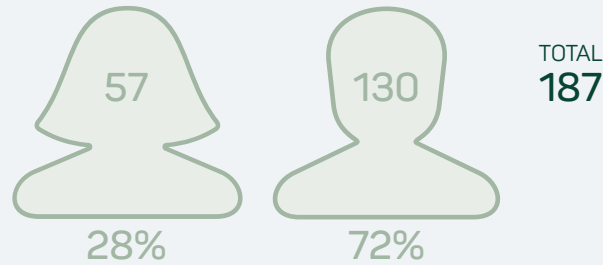
PERMANENT			TEMPORARY		
FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
728	1029	1757	13	21	34
41%	59%	98%	38%	62%	2%

As at: 31/ 12/ 2020

The proportion of women in the Rommelag Group is 41%. The proportion of women in management in the Group is 22%. As employers, the companies of the Rommelag Group are reliable partners: 98% of our employees have permanent employment contracts, underlining our recognition of positive, long-term working relationships.

New Employee Hires and Employee Turnover

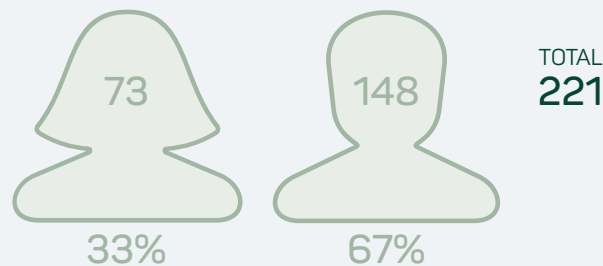
New employee hires (permanent employees including managers) during the reporting year



By age and gender

15-30			31-50			51-70		
FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
38	77	115	15	40	55	4	13	17
30%	70%	61%	28%	72%	30%	24%	76%	9%

Employee turnover: Terminated employment contracts (permanent employees including managers) during the reporting year



By age and gender

15-30			31-50			51-70		
FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
23	53	76	26	55	81	24	40	64
31%	69%	34%	33%	67%	37%	38%	62%	29%

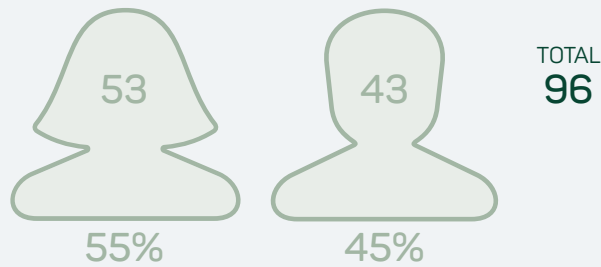
Due to market conditions, we implemented extensive personnel restructuring measures at Thermo-Pack in 2020 which contributed to the extraordinary one-off increase in terminated employment contracts in the reporting year.

As at: 31/ 12/ 2020

Parental Leave

Employees on parental leave

Number of employees who took parental leave during the period under review



Our focus on family friendliness and diversity is also reflected in the parental leave statistics: Almost identical numbers of fathers and mothers took parental leave in the period under review. Here too, we give our employees freedom to structure their lives with flexible rules on working hours and parental leave.

As at: 31/ 12/ 2020

DO IT LIKE ...

DO IT LIKE KATHARINA POWLOKA



Real perspectives



„Because I challenged myself and am able to develop, I worked my way up from a simple packaging lady who worked constant night shifts to a supervisor. I enjoy learning more and I am proud of the recognition shown to me and my work.“

Katharina Powloka, Packaging Supervisor

DO IT LIKE CHRISTIAN ROTTER



Realise ideas



„It is nice to work and operate in such a supportive environment. New ideas are tried out instead of simply being brushed aside. If things do not work as expected, you are still called on to make an active contribution.“

Christian Rotter, Packaging Manager

DO IT LIKE MARTIN MAURI



Create the unique



„Building cutting-edge filling systems at Rommelag Engineering is very interesting as every machine is built to unique customer specifications. I can apply all of my knowledge and skills to every job and still learn something new every time.“

Martin Mauri, Machine Technician

DO IT LIKE JANINE HUNZIKER



Shared success



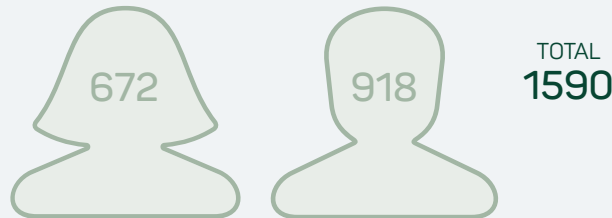
„To me, logistics at Rommelag Engineering mean lots of variation and new challenges to face every day. These can only be overcome by a really great team, and I am part of one.“

Janine Hunziker, Logistics Expert

Performance reviews and employee development

Performance reviews for all employees (including managers)

Employees who received regular reviews of their performance and professional development in the period under review (NUMBER)



Offering our employees support and room to develop is part of our Group-wide management system and an integral element of our day-to-day business. For example, 89% of all employees received a structured annual development interview and a performance review in the period under review.

As at: 31/ 12/ 2020

NEWS & INFORMATION

EMPLOYEE NEWSPAPER NEWS-DROP

Our employee newspaper NEWS-DROP is released four times a year in both print and digital format and contains lots of interesting topics, news articles and new challenges facing the ROMMELAG Group.



INTRANET AND BULLETIN BOARDS

The Intranet provides quick, up-to-date access to all categories of topics as well as to our management manual with all its forms, regulations, guidelines and much more. We use bulletin boards to disseminate information to employees who do not have Intranet access. Some factories even use digital bulletin boards.



2.3.2 TRAINING

The Rommelag Group is highly active when it comes to training talented young people. With 144 trainees in 2020 and a retention rate of 85% of trainees who completed their training in the period under review, we are making our contribution to shaping our long-term growth and supporting young people. We help and encourage young people to work their way into technical occupations and strive for an equal gender balance in our trainees.

Trainees



As at: 31/ 12/ 2020

2.3.3 OCCUPATIONAL HEALTH AND SAFETY

No infringements of environmental or occupational health and safety regulations occurred within the Rommelag Group in the period under review. We aim to reduce the number of occupational accidents at all sites to zero. In the period under review, there were 58 occupational accidents with minor injuries and one serious accident; there were no fatal accidents. After analysing the accidents, we put appropriate measures in place to prevent similar accidents from happening again in future.

Work-related Ill Health

Work-related injuries or ill health among all employees (permanent employees including managers)

Work-related injuries or ill-health (NUMBER)	Totals
Total number of documentable work-related injuries or ill-health	58
Number of serious work-related injuries	1
Number of deaths due to work-related injuries or ill-health	0

Most important types of work-related ill-health (causes and dangers, e.g. falls, cuts and chemical hazards)

- Main ailment 1 Cuts
- Main ailment 2 Bruises
- Main ailment 3 Burns

- Main cause 1 Physical hazards
- Main cause 2 Chemical hazards
- Main cause 3 Psychosocial stress

2.4 MANAGEMENT SYSTEMS AND GUIDELINES

2.4.1 ISO CERTIFICATIONS

All companies in the Rommelag Group are certified under **ISO 9001:2015**.

Our companies have additional certified management systems:

Holopack Verpackungstechnik GmbH	- ISO 13485 : 2016 - ISO 50001 : 2018
Kocher-Plastik Maschinenbau GmbH	- ISO 50001 : 2018
Maropack AG	- ISO 13485 : 2016
Thermo-Pack Kunststoff-Folien GmbH	- ISO 15378 : 2018-04

The contract filling by the companies in the CMO division is performed in accordance with GMP guidelines.

- EU Certificate of GMP Compliance of a Manufacturer and GMP certificate
- FDA, ANVISA and other official inspections have been passed successfully.

2.4.2 ENVIRONMENTAL AND OCCUPATIONAL HEALTH AND SAFETY GUIDELINES

Rommelag is aware of its responsibility with regard to the environment and occupational health and safety. As an industrial company, we undertake to align our business activities with the principles of integrity and ethics as well as environmental and occupational health and safety standards.

The health, safety and well-being of our employees and the safety of customers, suppliers, visitors and third parties that operate on our premises are very important to us.

Our environmental and occupational health and safety guidelines apply to all business activities and employees of the Rommelag Group. We provide our employees with training to give them the knowledge and skills necessary to adhere to the guidelines. Line managers must know and uphold the relevant statutory occupational health and safety regulations and the recognised technical regulations within their spheres of responsibility and fields of activity.

We also urge our employees to report any and all infringements of these guidelines to a superior. We undertake to meet or exceed the relevant environmental and occupational health and safety regulations in countries in which we operate manufacturing facilities.



ROMMELAG HEALTH AND SAFETY

2.4.3 ROMMELAG Code of Conduct

The Rommelag Code of Conduct on corporate responsibility applies to all employees of the Rommelag Group. We also expect our suppliers to follow these rules.

ROMMELAG CODE OF CONDUCT

ADHERENCE TO THE LAW

Rommelag adheres to the relevant laws and other legal regulations of the countries in which it does business. Likewise, Rommelag complies with the foreign trade regulations of the destination countries at the time of invoicing.

INTEGRITY AND ORGANISATIONAL GOVERNANCE

- ▽ Rommelag respects universal ethical values and principles, especially with regard to integrity, honesty, respect for human dignity, openness and non-discrimination on the grounds of religion, ideology, gender or ethics.
- ▽ Rommelag rejects corruption and bribery in accordance with the corresponding UN Convention¹. It takes appropriate steps to encourage transparency, integrity and responsible corporate governance.
- ▽ Rommelag follows recognised business practices and respects fair competition. In competition, professionalism and high-quality work are its guiding principles. It strives to show cooperativeness and trust to regulatory authorities.

COMMUNICATION

Rommelag communicates the requirements of our Code of Conduct and its implementation to employees, customers and suppliers in an open manner and with a view to achieving mutual understanding. All documents are duly generated in line with our obligations, are not unfairly modified or destroyed and are stored properly. Trade secrets and business information belonging to partners are treated as confidential and handled with care.

HUMAN RIGHTS

Rommelag is committed to promoting human rights. We respect human rights as they are set out in the Universal Declaration of Human Rights², especially the following:

- ▽ **Privacy**
Protection of privacy.
- ▽ **Health and safety**
Protection of health and occupational safety, especially the provision of a safe, healthy working environment in order to avoid accidents and injuries.
- ▽ **Harassment**
Protection of employees against physical punishment and physical, sexual or verbal harassment or abuse.
- ▽ **Freedom of opinion**
Protection of and respect for freedom of opinion and freedom of expression

WORKING CONDITIONS

Rommelag adheres to the following core labour standards of the ILO³:

▽ Child labour

The prohibition of child labour, i.e. the employment of people under 15 years of age, provided that the local legal regulations do not set out higher age limits and provided that no exceptions are permitted.⁴

▽ Forced labour

The prohibition of all forms of forced labour.⁵

▽ Remuneration

The labour standards concerning remuneration, especially concerning the amount of remuneration pursuant to the relevant laws and provisions.⁶

▽ Employee rights

Respect for employees' right of association, right to organise and right to collective bargaining, provided that this is legally admissible and possible in the country in question.⁷

▽ Prohibition of discrimination

The treatment of all employees free from discrimination.⁸

ENVIRONMENTAL PROTECTION

Rommelag complies with the environmental protection provisions and standards that apply to each of its enterprises and operates in an environmentally friendly manner at all sites.

SOCIAL ENGAGEMENT

Rommelag contributes to the social and economic development of the country and region in which it operates.

IMPLEMENTATION AND ENFORCEMENT

- ▽ Rommelag makes every reasonable effort to implement and apply the principles and values described in this Code of Conduct on a continuous basis.
- ▽ The current version of the Code of Conduct is available on the Intranet and Internet. Any violations of the Code of Conduct can be reported to a line manager or HR officer.
- ▽ Our GTC refer to the latest version of the Code of Conduct.

Footnotes

1 United Nations Convention against Corruption of 2003, in force since 2005

2 Universal Declaration of Human Rights, UN General Assembly Resolution 217A (III) of 1948

3 ILO = International Labour Organisation

4 ILO Convention No. 138 of 1973 and ILO Convention No. 182 of 1999

5 ILO Convention No. 29 of 1930 and ILO Convention No. 105 of 1957

6 ILO Convention No. 100 of 1951

7 ILO Convention No. 87 of 1948 and ILO Convention No. 98 of 1949

8 ILO Convention No. 111 of 1958

2.4.4 TRUST CENTRE FOR SUPPORT AND CONFLICT RESOLUTION

In the Rommelag Group, we promote an actively self-determined working atmosphere for our employees. We deal with conflicts and tension openly and find a mutual resolution.

We recognise that personal trouble and strain on the work-life balance often also have causes outside of work that frequently remain unknown.

We have therefore created the position of confidant in order to support our employees at Holopack. The trust centre is available to all employees and serves as the following:

- ✔ Point of contact for all employees in confidential matters (always with a duty of confidentiality)
- ✔ Bridge between employees and line managers, active dialogue on matters that arise

- ✔ Bridge between employees and the management
- ✔ Managers are notified of obvious build-ups of discussed issues
- ✔ Neutral accompaniment to employee and return-to-work interviews (always with a duty of confidentiality) is available to both employees and managers on request
- ✔ Support for team-building measures, workshops and conflict resolution talks

We want to gain more experience with making these services available to our employees in future and decide how such services can be made available throughout the Group.

2.5 MEMBERSHIPS AND CORPORATE RESPONSIBILITY

We are always in dialogue with customers, partners and professional associations by virtue of our various memberships, projects and sales activities. This dialogue enables us to identify innovations at an early stage and spur on the development of our products and services in a direction consistent with the market requirements.

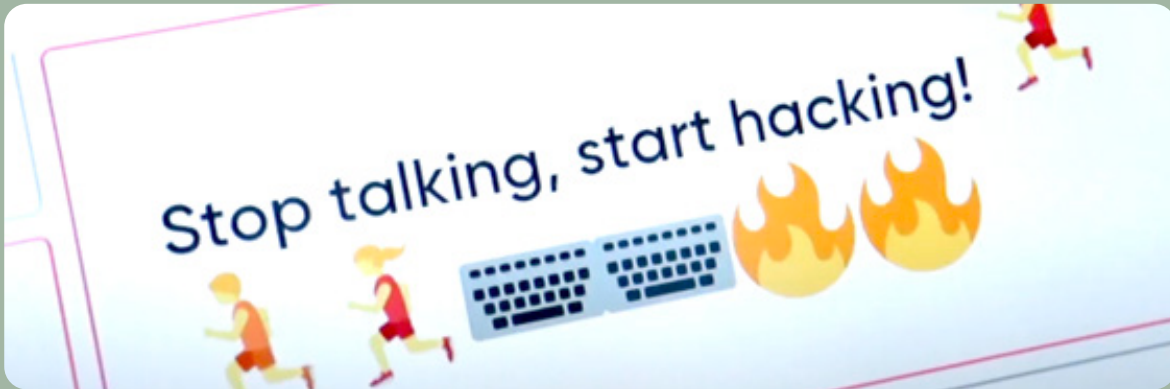
We embrace the concept of active networking, including in new forms of collaboration: By taking part in industry-specific hackathons, we are able to demonstrate our skills while also learning from and with others. These agile forms of idea-sharing and cooperation are modern and encourage this type of teamwork, even beyond the boundaries of our company.

Membership of associations

- ✔ BFSIOA International Operators Association
- ✔ Bund der Steuerzahler (German Taxpayers Federation)
- ✔ CoCreate
- ✔ DCVMN Developing Countries Vaccine Manufacturers Network
- ✔ DIN Deutsches Institut für Normung (German Institute for Standardisation)
- ✔ GS1 Switzerland
- ✔ Albstadt-Sigmaringen University
- ✔ Hohenlohe+
- ✔ Heilbronn Chamber of Industry and Commerce – Certified DUALIS apprenticeship scheme
- ✔ IPV Industrie-Pensions-Verein
- ✔ Industrievereinigung Kunststoffverpackungen e.V.
- ✔ Industrievereinigung Surental
- ✔ Institut für Produktionserhaltung e.V., Sielenbach
- ✔ Kunststoff.swiss
- ✔ NeoSys
- ✔ Nexel
- ✔ OPC Foundation
- ✔ Packaging Valley (founding member)
- ✔ PDA Europe
- ✔ Pensions-Sicherungs-Verein PSVaG, Cologne
- ✔ ProCure (trade association for purchasing)
- ✔ Qesar
- ✔ SOS
- ✔ Schweiz. Kundendienstverband (pga)
- ✔ Swiss Biotech Directory
- ✔ Swiss plastics
- ✔ Swissmechanic
- ✔ Swissmem and within, head of the specialist intralogistics, packaging and conveyor technology group
- ✔ Tecom Switzerland
- ✔ Western Lucerne Entrepreneurs' Association
- ✔ Association of Personnel and Training Professionals (VPA)
- ✔ Widenmoos

Plug and Produce Hackathon

at Werum in Lüneburg



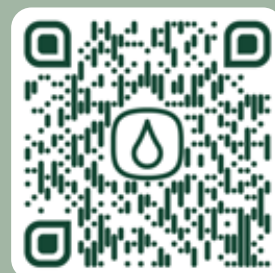
Werum, a market leader in manufacturing execution systems in the pharmaceutical industry, organised a hackathon in Lüneburg in February 2020. Its theme was 'Plug & Produce', i.e. the digital integration of systems into manufacturing execution systems. Hackathon is a portmanteau of 'hack' and 'marathon' and refers to an event where the participants work together to develop software. The hackathon was attended by equipment manufacturers such as Rommelag and Groninger, end customers such as Astra Zeneca and Fresenius and system manufacturers like Werum and Siemens. Overall, more than 55 experts from 24 companies took part in an attempt to turn the concept into a working prototype in just three days.

With our Rommelag team, our Rommelag pharma platform and a B&R SPS, our stated goal was to demonstrate the digital integration of our machines.

The first day kicked off with a brief introduction to outline the problem everyone was facing. Four different proposals regarding the digital integration were then presented, discussed and assessed. The participants then headed to Altes Brauhaus for a delicious evening meal at the end of the first day. At the start of the second day, participants who all wanted to focus on the same thing formed heterogeneous groups. We concentrated on two alternatives:

1. Use of the existing MSI interface (on the manufacturing execution system side) to demonstrate end-to-end integration of Werum PAS-X with the bottlpack HMI via the Rommelag pharma platform;
2. Development of a new OPC UA interface between the manufacturing execution system and the system in order to transfer batch data between Werum PAS-X and the Rommelag pharma platform.

Having made a name for ourselves among the other participants by taking part in the hackathon, we have removed any obstacles standing in the way of future cooperation on integration projects on the basis of standardised interfaces. We will also be involved in the further definition and development of a general standard for connecting systems to manufacturing execution systems in the pharmaceutical sector. A camera team was at the event and the results are clear: *Scan QR code.*



NEWSDROP – 02/2020

DONATIONS BY ROMMELAG

As previously reported, we distributed hundreds of thousands of face masks to various institutions between Schwäbisch Hall and Schwäbisch Gmünd. These included hospitals, retirement and care homes, welfare centres, pharmacies, clinics, emergency services and organisations such as Sonnenhof e.V. or Stiftung Haus Lindenhof.



2.6 BUSINESS ETHICS AND COMPLIANCE

2.6.1 ROMMELAG AS A SERVICE PROVIDER

As a service provider, we strive for unparalleled quality and innovation in compliance with international and regional laws and regulations.

This means that all Rommelag employees and companies take responsibility for the economic, technological, social and ecological consequences of business decisions and actions in compliance with the relevant laws. This basic understanding of socially responsible governance is the foundation on which the obligations in our Group-wide Code of Conduct are based, and we expect no less from our customers and suppliers either.

Confirmed Incidents of Corruption and Actions Taken

There were no confirmed incidents of corruption within the Rommelag Group in the period under review.

Likewise, the number of sanctions or actions taken against employees in this regard is zero.

No disciplinary measures were necessary due to breaches of guidelines or infringements of the law in the period under review.

Legal Actions for Anti-competitive Behaviour

In the period under review, there were no legal actions for anti-competitive behaviour or infringements of antitrust law.

2.6.2 ROMMELAG AS A BUYER: SUPPLIER MANAGEMENT

Proportion of Spending on Local Suppliers

At our German sites, the proportion of local suppliers (defined as suppliers from Germany) is 95% (Kocher-Plastik and Holopack). It is 46% (Maroplastic) and 60% (Maropack) for the Swiss companies (defined as suppliers from Switzerland).

Supplier Environmental Assessment at Holopack

The following aspects are taken into consideration as part of the qualification and evaluation of suppliers:

- ↙ As part of our supplier qualification process, we assess all new suppliers in terms of the relevance of GMP (good manufacturing practice), EnMS (energy management system), production and approval of finished goods
- ↙ If EnMS is relevant, the rest of the assessment is conducted by the Energy Management Officer
- ↙ We call on our suppliers to optimise the efficiency of their deliveries and services, including in terms of ecological and social standards, and adhere to the relevant laws.
- ↙ If GMP is relevant, the suppliers are qualified by our Quality Management based on the criticality of the scope of delivery/service before they are used, and are then re-qualified at two to five-year intervals.
- ↙ Our suppliers are urged and obliged to maintain certain certifications, communicate relevant changes, grant audit rights, name sub-suppliers and have sub-suppliers sign the Code of Conduct and give evidence of their own efforts to be more sustainable. These are set out in writing in a quality assurance agreement or delivery contract.

In future, the Sustainability working group at Rommelag will work to harmonise Group-wide standards on cooperation with suppliers. In general, the content of the Rommelag Code of Conduct or equivalent in-house codes of conduct applies in our relationships with suppliers.

2.7 SUSTAINABLE PRODUCTION AND MATERIALS

In the Rommelag Group, the quality of our products is of immense importance to us. We keep sustainability in mind when we make improvements to our production methods and machines, as well as when we select and inspect the quality of materials.

Our service covers all of the machines we build, without exception. Our used machine scheme offers our customers the opportunity to put used systems back into operation following a general CE and GMP-compliant overhaul.

We have already begun the transition to green energy at our manufacturing sites: We have installed our own photovoltaic system (160 kW) and a groundwater well (600 kW) at our Swiss site in Zell in order to meet the energy requirements of heating and cooling buildings and machines in an environmentally friendly manner. In the period under review, our company Thermo-Pack was able to deliver recycled material to other companies to be used as a raw material.

PLASTIC

Rommelag is aware of its social and ecological responsibility as a company that works with plastic and provides plastic processing equipment.

In our core Blow-Fill-Seal technology business, our filling systems process plastics, the end products of which are mainly used in pharmaceutical and medical products. For example, these are often pharmaceuticals (basic life-saving medicines) that are used to provide emergency medical treatment. Product quality (such as sterility and absence of particles) and safety (break-proof and tamper-proof) are of primary importance in this context.

We optimise our systems continuously so as to minimise how much material and energy are used. We are also able to recycle materials by using recycled plastic known as regranulates. Likewise, we have started working with polymer manufacturers to test how alternative plastics that are not based on crude oil perform in the Blow-Fill-Seal process.

Pharmaceutical packaging made from plastic is lighter than glass and costs less to transport due to its lighter weight (for a positive carbon footprint). This goes for upstream

emissions (transporting granulated plastic to the factory) as well as downstream emissions (transporting the end product to the end customer).

In our packaging solutions, we use highly pure pharmaceutical-grade plastic which breaks down into water and carbon when incinerated. These plastics are mono-materials, which means that no combined materials have to be separated when the plastic is disposed of.

CARBON FOOTPRINT OF WEIGHING OR FILLING PROCESSES FOR ACTIVE PHARMACEUTICAL INGREDIENTS

For our Rommelag FLEX single-use containment system, a study was carried out to compare the carbon footprint of a weighing or filling process involving active pharmaceutical ingredients (or their preliminary stages in an open process) with a closed process using a flexible single-use containment system.

Transferring weighing or filling processes involving active pharmaceutical ingredients and their preliminary stages to single-use containment systems results in significant savings in terms of cleaning processes. Besides requiring a lot of time and extensive cleaning qualification, the cleaning agents need to be disposed of carefully as part of an open weighing/filling process. In particular, water contaminated with an API has to be processed separately or even incinerated.

The study showed that when single-use containment solutions are used, the greenhouse gas potential (in CO₂ equivalents) is 60% lower than an open filling process, even though the single-use system is subsequently incinerated. Additionally, over 60% less water is used, underlining how laborious the cleaning process is after open filling.

The study also examined the environmental impact of replacing stainless steel containers (IBCs) with flexible intermediate bulk containers (FIBCs) in the transportation and intermediate storage of active pharmaceutical ingredients from output from a centrifuge to input in a dehydrator. To this end, a comprehensive set of data was collected and analysed, from the raw materials required to manufacture the containers to their transportation,

processing and use, including at times regular cleaning and drying, as well as their ultimate disposal. The results of the carbon footprint measurement show that, with regard to the examined environmental aspects, single-use equipment is far more environmentally friendly than stainless steel equipment in the pharmaceutical industry. In this comparison, the greenhouse gas potential (in CO₂ equivalents) is reduced by 35% when single-use systems are used and is significantly higher when water is used – this is due to the extensive cleaning and drying processes for stainless steel containers.





ECOLOGY

In the interests of ecological sustainability, we at Rommelag feel obliged to treat the environment with respect and conserve natural resources.

We therefore measured and analysed the emissions, water and energy consumption, wastewater and waste at our production sites in 2019 for the first time. In 2020, we broadened the scope of the measurement to include all Rommelag Group companies, even the main sales sites.

3.1 CLIMATE NEUTRALITY IN THE ROMMELAG GROUP

Climate change is considered the greatest challenge of our century, and rightly so. On an international level, everyone agrees that we will only be able to overcome this challenge if we dramatically reduce global emissions.

As Rommelag, we want to lead by example and show how to make a valuable contribution to reducing emissions by acting voluntarily and consistently as a commercial enterprise.

Climate-neutral company 2020

We measured the greenhouse gas emissions caused by the activities of our Group in 2019 for the first time and then offset them by purchasing carbon credits for 2020.

We use these carbon credits to support a reforestation project in Uruguay (VCS-certified) and a hydroelectric power project in Uganda (CER-certified).

By supporting both projects, Rommelag is making a contribution to climate protection while at the same time supporting the sustainable development of each region in Uruguay and Uganda.

We have received the distinction of 'Climate-neutral company 2020' for voluntarily offsetting our greenhouse gas emissions.

As such, Rommelag has become one of the first companies in our industry to voluntarily offset its emissions through the Clean Development Mechanism.



**Additional certificates were purchased for the difference to the 2019 total of 13,298 CO2-E (t).*

Supported projects

URUGUAY: GUANARÉ FOREST PLANTATIONS – Reforestation to absorb CO2 from the atmosphere

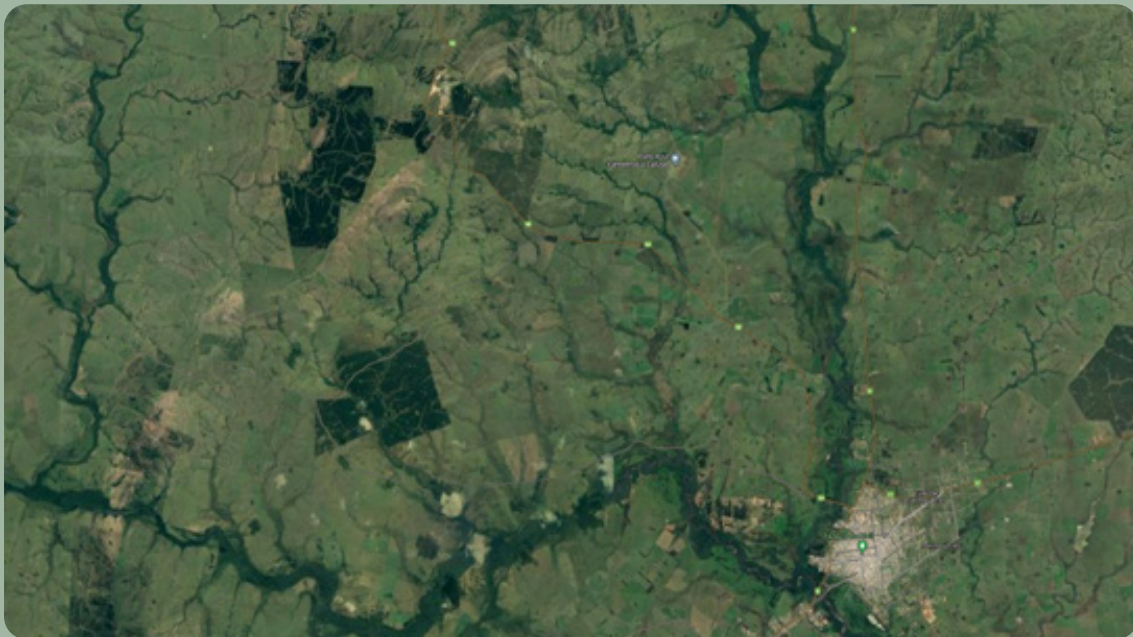
In the reforestation project in Uruguay, 21,298 hectares of what was once grazing land are being reforested and managed.

The new forests are largely based on *Eucalyptus grandis* plantations and have been certified under the FSC sustainable forestry standard. This will allow the land to recover after having been exhausted through excessive cattle breeding and produce wood, a renewable resource and a valuable commodity. At the same time, one thousand secure jobs have been created.

The Guanaré Forest Plantations will do more than just produce quality, long-lasting wooden products, however – the new forests will absorb vast amounts of carbon dioxide from the atmosphere.

The emissions will be collected in the various carbon pools in the forests. These include the biomass above and below the ground, soil, plant litter, non-tree vegetation, dead wood and the harvested wood.

Every year, 127,416 tonnes of CO2 equivalents can be saved thanks to the Guanaré Forest Plantations. Over the full lifespan of the project, 7,644,960 tonnes of CO2 equivalents will be removed from the atmosphere.



Bird's eye view: Guanaré Forest Plantations

UGANDA: BUJAGALI HYDROPOWER PROJECT – Uganda’s most important source of electricity: Hydroelectric power
The Bujagali Power Station is a dam and a hydroelectric power station in one. It was built on the Bujagali Falls in Uganda from 2007 to 2012 and is one of the most powerful hydroelectric power stations in the country. The energy it generates releases no CO₂ emissions and is therefore considered a renewable form of energy. Every year, 478,272 tonnes of CO₂ equivalents are saved thanks to the Bujagali Power Station. Over the full lifespan of the project, this means that Bujagali Power Station will be responsible for avoiding 2,869,632 tonnes of CO₂ equivalents. Bujagali Energy Limited, the company in charge of the project, is also supporting the region with other projects in the fields of environmental protection, health, hygiene, education and agriculture.



Bujagali Hydropower Project

3.2 CO₂ EMISSIONS OF THE ROMMELAG GROUP

We measured our carbon footprint in line with the GHG Protocol for the first time in 2019. Our measurement involved data from the manufacturing companies (the main emitters) in the Group. The measurement in 2020 was broadened in scope to include our main sales sites as well as iLabs.

Our total carbon footprint in 2020 was 13,025 tonnes of CO₂e (2019: 13,298 tonnes of CO₂e). It is attributable to the main emitters Holopack (6,820 tCO₂e), Thermopack (2,159 tCO₂e), Kocher-Plastik (1,096 tCO₂e), Maropack (678 tCO₂e) and Maroplastic (254 tCO₂e). The measurement also took other upstream emissions (GHG Scope 3) into account and offset them.

Spread across all employees, one employee in the Group generates 7.33 tonnes of CO₂e per year (2019: 7.01 tCO₂e).

Measuring our carbon footprint was a considerable learning process for us. By systematically documenting consumption data, we were able to identify room for improvement and put the first measures into place in 2020. As most of the emissions are caused by our companies’ energy requirements, we want to accelerate our transition to renewable energy in future. We see this process as a challenge to be more ecologically sustainable in all areas of the company.

Carbon footprint of the Rommelag Group

As at: 31/ 12/ 2020

	2020 Group	Holopack	Maropack	Thermo- Pack	Kocher- Plastik	Maroplastic	Rommelag DE	Rommelag CH	iLabs	2019 Group
Scope 1 – Direct emissions from business operations	3.492	1.834	147	881	412	72	107	40	1	3266
Heat consumption in the company	2.900	1.535	143	834	278	68	22	21	0	2633
Fuel consumption in the company	335	110	4	47	134	4	17	19	1	379
Gas leaks	257	189	0	0	0	0	68	0	0	254
Scope 2 – Indirect emissions from purchased energy	4.919	3.039	294	853	711	0	15	0	6	5254
Electricity consumption	4.919	3.039	294	853	711	0	15	0	6	5254
Scope 3 – Other indirect emissions, including upstream	4.614	1.947	237	425	1.096	182	81	623	24	4778
Upstream energy-related emissions	2.899	1.253	163	366	1.096	2	8	10	2	2626
Business travel and hotel accommodation	704	18	0	0	0	60	46	578	2	208
Employee commuting	961	628	75	59	0	118	27	34	20	1724
Effluents and waste	50	48	0	0	0	2	0	0	0	129
Industrial and office consumables	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	91
Carbon footprint of the Rommelag Group (CO2e in tonnes)	13.025	4.873	441	1.734	1.123	72	122	40	7	13.298
Number of employees	1.776	698	83	66	708	131	30	38	22	1.882
Carbon footprint per employee (CO2e in tonnes)	7,33	6,98	5,31	26,27	1,59	0,55	4,07	1,04	0,30	7,07

DIRECT GHG EMISSIONS (Scope 1)

The direct emissions from business operations amounted to 3,492 tCO₂e (2019: 3,266)

Heating makes up the majority of this category by far. The heat requirements are met with a mixture of natural gas and biogas, heating oil and liquefied gas and are the cause of 2,900 tonnes of CO₂e across the Group (2019: 2,633).

Another 335 tCO₂e are attributable to fuel consumption by the 116 largely petrol and diesel vehicles in the vehicle fleet of the Group, and 257 tCO₂e are due to the exchange of refrigerants.

ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS

Indirect emissions from purchased energy account for the largest share of the total emissions of the Group. These are due to a combination of conventional electricity and green electricity and generate 4,919 tCO₂e (2019: 5,254).

OTHER INDIRECT (SCOPE 3) GHG EMISSIONS

At 4,614 tCO₂e (2019: 4,778), other indirect emissions, including upstream, also make up a large proportion of the total emissions of the Group. Upstream energy-related emissions are at the top of this category at 2,899 tCO₂e (2019: 2,626), followed by emissions from employee commuting at 961 tCO₂e (2019: 1,724), business travel at 704 tCO₂e and effluents and waste at 50 tCO₂e. Consumables and office material are of lesser significance and were not measured in 2020. With regard to employee commuting, local estimates and averages were used for routes and distances. We issue season tickets to help our employees out with public transport and even run the JobRad company bicycle scheme.

3.3 RESOURCE MANAGEMENT BY MANUFACTURING COMPANIES

Energy

ENERGY CONSUMPTION WITHIN THE ORGANISATION

Electricity and heating energy consumption were the main factors in the Rommelag Group's energy consumption in 2020. Within the Group, 95% of the total energy consumption of 28,149,123 kWh is attributable to electricity consumption. The transition to renewable energy began in the 2020 reporting year with measures such as investments in photovoltaic systems at our sites in Zell and Sulzbach-Laufen.

Within the Group, Holopack consumes the most energy at 16,341,182 kWh, followed by Thermopack (4,586,197 kWh), Kocher-Plastik (4,287,506 kWh), and Maropack (2,102,627 kWh).

Source	Unit	2020 Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastic	Rommelag DE	Rommelag CH	iLabs	2019 Group
- Conventional electricity	kWh	26.883.945	16.341.182	2.102.627	4.586.197	3.777.920	0	52.701	42.936	23.318	28.697.068
- Green electricity	kWh	755.592	0	0	0	0	712.656	0	0	0	738.342
- Self-generated/used electricity	kWh	214.586	0	0	0	214.586	0	0	0	0	209.418
- District heating	kWh	295.000	0	0	0	295.000	0	0	0	0	330.000
- District cooling	kWh	0	0	0	0	0	0	0	0	0	0
Total electricity consumption / district heating (kWh)	kWh	28.149.123	16.341.182	2.102.627	4.586.197	4.287.506	712.656	52.701	42.936	23.318	29.974.828
Total electricity consumption / district heating (All sources)	%	100%	58%	7%	16%	15%	3%	0,4%	0,4%	0,2%	100%

CMO division, Holopack: Energy management pursuant to ISO 50001

We implemented an energy management system consistent with ISO 50001 in 2019 in order to optimise our energy consumption throughout the Group. Since the implementation of the system, large parts of our companies use renewable energy such as co-generation plants for heating, we have installed solar panels on our roofs and we regularly invest in energy-efficient equipment.

Our energy management system has enabled us to identify and implement numerous energy efficiency improvements. For one, we have replaced our conventional lights with energy-saving LED lights. We have also put a process heat transfer system in place and have worked on various control system optimisations.

In the near future, we aim to replace seven cooling systems in Untergröningen with a central cooling facility.



Water

WATER WITHDRAWAL BY SOURCE

In 2020, the total water consumption of the Group from municipal supplies was 136,774 m³.

Total volume of water withdrawal	Unit	2020 Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastic	Rommelag DE	Rommelag CH	iLabs	2019 Group
Third-party water*	Kubikmeter	136.774	89.361	33.299	1.478	9.628	2.714	294	n.a.	n.a.	91.444

* Municipal water suppliers and municipal wastewater treatment plants, public or private utilities and other organisations involved in the provision, transport, treatment, disposal or use of water and effluent.

3.4 WATER RECIRCULATION AND WASTE

Effluents and Waste

WATER RECIRCULATION

As a Group, we have calculated that our total volume of wastewater in 2020 was 71.693 m³. We will be able to provide more detailed data in future.

Total volume of water withdrawal	Unit	2020 Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastic	Rommelag DE	Rommelag CH	iLabs	2019 Group
Surface water	Cubic metres	17.704	17.704	0	0	0	0	0	0	0	0
Third-party water**	Cubic metres	53.989	49.460	33	1.478	10	2.714	294	0	0	43.685
Total volume	Cubic metres	71.693	67.164	33	1.478	10	2.714	294	n.a.	0	43.685

** Municipal water suppliers and municipal wastewater treatment plants, public or private utilities and other organisations involved in the provision, transport, treatment, disposal or use of water and effluent.

Environmentally friendly drainage system in Untergröningen

We invested a six-figure sum in our Untergröningen site so as to protect the nearby river Kocher even more effectively. Our wastewater is now separated and disposed of properly. Our roof areas feed evenly into the Kocher by means of a large amount of buffering and a mechanical valve in order to take the pressure off the treatment plant when the rain is heavy. The wastewater from our courtyard and traffic areas flows into the treatment plant along with the sanitary wastewater through the sewer.

We pay particular attention to our industrial wastewater. We collect it separately from the other types of wastewater and monitor its pH and temperature. In the event of unusual measurements, the wastewater is pumped into two buffer reservoirs where it can be analysed and disposed of properly.



WASTE BY TYPE AND DISPOSAL METHOD

The Group generated a total of 1,822 tonnes of waste in 2020.

Source	Unit	2020 Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastic	Rommelag DE	Rommelag CH	iLabs	2019 Group
Paper	Tonnes	194	122	0	65	3	2	2	0	0	2
Plastic	Tonnes	978	824	38	5	107	4	1	0	0	123
Residual waste	Tonnes	240	107	23	32	48	27	2	0	0	71
Biological waste	Tonnes	16	7	0	0	0	9	0	0	0	0
Hazardous waste	Tonnes	394	213	0	75	106	0	0	0	0	80
Total amount of waste	Tonnes	1.822	1.274	61	177	264	42	4	n.a.	n.a.	1.959
Total amount of waste per company	%	100%	70%	3%	10%	14%	2%	0%	0%	0%	100%

At the time this report was prepared, detailed waste reports from our recycling partners were not available from all companies. In all manufacturing companies, waste is separated properly, disposed of by recycling partners in accordance with the requirements of the law and recycled wherever possible.

EXAMPLE: HOLOPACK WASTE REPORT

Our recycling partners provide us with annual evaluations of the amount of waste we produce.

SORTING RATES IN UNTERGRÖNINGEN



Image 1 Absolute quantity (t): Bar chart showing the weight in tonnes of each waste fraction from the factory in Untergröningen. All materials are sorted according to type under 'Special disposal' but are displayed in a joint project.

SORTING RATES IN SULZBACH



Image 4 Absolute quantity (t): Bar chart showing the weight in tonnes of each waste fraction from the factory in Sulzbach. All materials are sorted according to type under 'Special disposal' but are displayed in a joint project.

The annual inspection of the Untergröningen and Sulzbach factories belonging to Holopack Verpackungstechnik GmbH took place in 2019. The inspection was carried out by Mr René Lüdecke, Head of Logistics at Holopack Verpackungstechnik GmbH, and the waste management officer Mr Christoph Bühler, Managing Partner of Bühler Entsorgung GmbH. The inspection of both factories examined their documentation systems as well as how waste is stored. The inspectors also checked whether the containers had an up-to-date test badge pursuant to BGR 186. The condition and functionality of all containers in both factories – skips and roller containers – were duly assessed during the inspection. Consequently, the maintenance intervals were adhered to.



The entire facility was in a satisfactory condition and was deemed free from hazards.

3.5 MOBILITY

VEHICLE FLEET

The vehicle fleet of Rommelag consisted of 116 vehicles in 2020 (2019: 98). The majority of the cars, transporters, lorries and tractors still run on petrol or diesel.

Fleet composition	2020 Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastic	Rommelag DE	Rommelag CH	iLabs	2019 Group
of which cars	99	22	1	10	39	1	10	14	2	78
of which transporters	8	3	0	0	2	3	0	0	0	8
of which lorries	5	3	0	0	2	0	0	0	0	5
of which tractors	1	0	1	0	0	0	0	0	0	2
of which forklifts	3	0	2	0	0	1	0	0	0	5
Total vehicles	116	28	4	10	43	5	10	14	2	98

Fuel	Unit	2020 Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastic	Rommelag DE	Rommelag CH	iLabs
Petrol	Litres	58.079	16.635	0	0	36.711	0	222	4.511	0
Diesel	Litres	78.457	27.903	1.500	17.864	20.193	1.332	6.232	3.433	0
Biodiesel	Litres	0	0	0	0	0	0	0	0	0
Natural gas (CNG)	kg	0	0	0	0	0	0	0	0	0
LPG	Litres	0	0	0	0	0	0	0	0	0
Electricity	kWh	4.863	1.029	0	0	0	0	3	0	3.831

THE EDITOR

Rommelag goes Electric

‘E-mobility’ has certainly been one of the most commonly used words in news broadcasts over the past year. And we have noticed that something is happening: more and more electric vehicles are being charged at our charging points. That is why we have decided to install electric vehicle charging points at every Rommelag site!

Most of the charging points are positioned in such a way that drivers of electric vehicles who do not belong to the company can also use them. Billing is fully automated so we can tell who is allowed to recharge free of charge and who has to pay: each driver simply registers with a chip card and the charging details are collected centrally.

Until further notice, our employees in Germany can take the electricity free of charge as the ‘non-cash



benefit’ is currently not taxable there. In Switzerland, on the other hand, the free delivery of energy by employers constitutes a ‘non-cash benefit’ for employees. The procurement of electricity therefore has to be included in salary statements and taxed. We will have to wait and see what the future holds. In any case, however, the new Rommelag charging stations will help accelerate the switch to e-mobility.



Electricity saves money: the Tesla needs the equivalent of just 3.8 litres of fuel!

His Tesla has shown Bernd Hansen that electric vehicles pay for themselves in the long term despite being more expensive to purchase: although he drives relatively quickly in his own opinion, he only needs the equivalent of 3.8 litres of fuel. He was almost unable to believe it when he checked his calculations! It was a nice surprise for such a heavy car. However, it makes it evident that no electricity is used when the vehicle is stopped at traffic lights, that fewer parts overall have to be moved and that the battery is recharged every time the driver brakes.

Yours,
Andreas Häußner
Director Marketing



EMPLOYEE COMMUTING

Even when it comes to commuting, we want to pave the way for our employees to be able to take responsibility for a better climate. Travel routes and means of transport are documented and analysed on the basis of local estimates. Nevertheless, they offer a new perspective which, for example, has inspired us to continue fleshing out our JobRad company bicycle scheme since 2018.

TRANSITION TO ZERO-EMISSION MOBILITY

In order to transform our fleet of vehicles, we have purchased our first electric cars to drive the highly frequented route between our sites in Sulzbach-Laufen and Untergröningen with zero emissions. We have also installed the necessary charging infrastructure at all of our sites; these charging points can also be used by employees to charge their own private electric vehicles.

100th JobRad bicycle

More than 100 company bicycles have been given the green light since the scheme was launched. A wonderful success story.

The 100th company bicycle was issued to Thomas Grau, who took it to this year's Rommelag Alpencross mountain biking event. Did you know that Rommelag also subsidises a company bicycle for the partner?

Likewise, we cover the costs of insuring and servicing the company bicycles. All of the details are available from your HR departments.



3.6 TRAVEL (FLIGHT/RAILWAY)

The number of business trips has fallen significantly since the outbreak of the COVID-19 pandemic. Digital communication will continue to have a positive effect on our carbon footprint in future.

Means of transport	Unit	2020 Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastic	Rommelag DE	Rommelag CH	iLabs
Long-haul flights	km	2.429.030	44.000	0	0	462.000	166.454	19.156	1.730.420	7.000
Medium-haul flights	km	758.512	15.000	0	0	120.000	101.606	191.618	330.288	0
Short-haul flights	km	651.340	0	0	0	160.000	29.946	57.523	403.871	0
Train	km	14.658	0	0	0	0	0	14.658	0	0
Public transport	km	0	0	0	0	0	0	0	0	0
Hire car	km	29.938	0	0	0	0	28.638	500	0	800
Taxi / leased car / private car	km	24.560	23.760	0	0	0	0	0	0	800
- Total distance (km)	km	3.908.038	82.760	0	0	742.000	326.644	283.455	2.464.579	8.600
- Total distance (km) per company	%	100,00%	2,12%	0,00%	0,00%	18,99%	8,36%	7,25%	63,06%	0,22%

Number of trips	Unit	2020 Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastic	Rommelag DE	Rommelag CH	iLabs
Long-haul flights	Number	95	2	0	0	66	12	4	10	1
Medium-haul flights	Number	91	3	0	0	30	30	20	8	0
Short-haul flights	Number	123	0	0	0	80	18	12	13	0
Train	Number	71	0	0	0	0	0	71	0	0
Public transport	Number	0	0	0	0	0	0	0	0	0
Hire car	Number	40	0	0	0	0	37	1	0	2
Taxi / leased car / private car	Number	38	36	0	0	0	0	0	0	2
- Total number of trips	Number	458	41	0	0	176	97	108	31	5
- Total number of trips per company	%	100,00%	8,95%	0,00%	0,00%	38,43%	21,18%	23,58%	6,77%	1,09%

Hotel stays	Unit	2020 Group	Holopack	Maropack	Thermo-Pack	Kocher-Plastik	Maroplastic	Rommelag DE	Rommelag CH	iLabs
3-star hotel	Number	348	291	0	0	0	57	0	0	0
4-star hotel	Number	60	43	0	0	0	13	4	0	0
5-star hotel	Number	104	0	0	0	0	104	0	0	0
Stays in climate-neutral hotels	Number	0	0	0	0	0	0	0	0	0
- Total number of stays	Number	512	334	0	0	0	174	4	0	0
- Total number of stays by company	%	100%	65,23%	0,00%	0,00%	0,00%	33,98%	0,78%	0,00%	0,00%

3.7 LOGISTICS

At the time this report was prepared, consistent data about all logistics partners and companies of the Group were still unavailable.

3.8 BUILDING MANAGEMENT

The consumption and emissions data are provided and described in the preceding sections.





CORPORATE SOCIAL RESPONSIBILITY

4.1 OUR RESPONSIBILITY DURING THE COVID-19 PANDEMIC

The COVID-19 pandemic has brought with it a series of difficult challenges for our companies and employees. In addition to setting up home offices and hygiene procedures at all of our sites, we introduced a varied range of support services for all employees in 2020.

COVID-SPECIFIC GUIDANCE

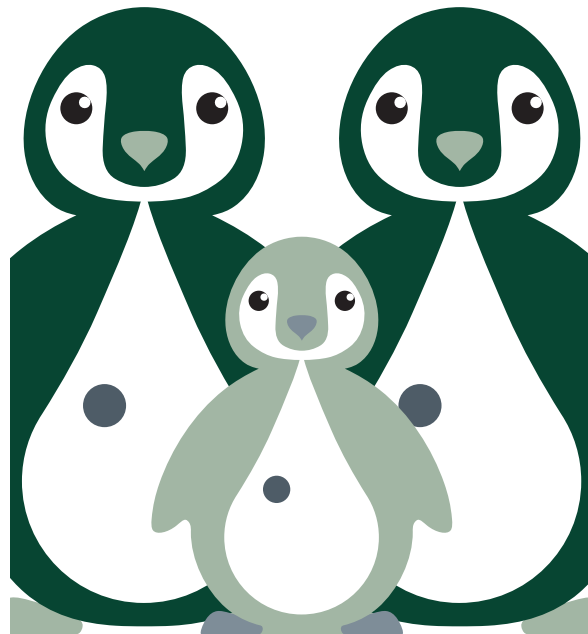
To relieve stress and offer guidance in these unusual times due to coronavirus, we offer all employees free support through an external guidance service. The team of experts from Viva Familienservice is made up of psychotherapists, social workers and care specialists and is there to support our employees with anything relating to children and family, caring for relatives or personal crisis situations.

Employees can seek comprehensive personal guidance or arrange child care as well as care solutions for relatives who are in need of care. And in cases of strained mental health, Viva even offers emergency assistance in the form of appointments with experienced psychotherapists.

All appointments are free of charge to our employees, can be kept anonymous on request and are treated as strictly confidential.

COVID-specific guidance

Free service to improve physical health and help maintain a work-life balance



We provide the following support during the COVID-19 pandemic:

CHILDREN AND FAMILY

COMPREHENSIVE PERSONAL ADVICE FOR MOTHERS AND FATHERS

On anything related to the protection of working mothers, parental leave and allowance, forms of care, employment as well as raising children and keeping to a daily routine in a home office

CARERS FOR AT HOME, BOTH IN PERSON AND VIRTUAL

Arrangement of babysitters and homework assistance, supervision in off-peak hours and emergencies

PLACES IN DAYCARE CENTRES AND SUPERVISION DURING SCHOOL HOLIDAYS

Research on suitable crèches/nurseries and groups running over the school holidays (close to home and work)

CARING FOR FAMILY MEMBERS

COMPREHENSIVE PERSONAL ADVICE FOR CASES OF ILLNESS AND CARE DEPENDENCY

On all matters relating to long-term care insurance, assessment procedures, orders and powers of attorney and care services

HOME CARE SERVICES

Research and arrangement of care services, emergency call-out, eating on wheels as well as visit and shopping services

RESIDENTIAL CARE

Arrangement of places, e.g. in a nursing home, day and short-term nursing services

EXPERT SERVICE

Dementia support, examination of assessments of the need of care, assistance with objections

PERSONAL CRISIS SITUATIONS

EMERGENCY SUPPORT FROM A PSYCHOLOGIST

Guidance on the following:

- Private matters such as family and relationships, alcohol problems and addictions, grief and loss
- Professional matters such as change processes, home offices and excessive workloads

4.2 ROMMELAG AS AN EMPLOYER

WHO THE F IS ROMMELAG?

The Rommelag Group is distinguished by the advantages it promises in addition to the high standards of social responsibility to which it holds itself: Besides flexible working hours and holiday and Christmas allowances, numerous extra options are available including sports activities, free fruit, company events, company celebrations, bonuses and our JobRad company bicycle scheme. We are always striving to make ourselves more attractive as an employer.

4.2.1 CAREERS AT ROMMELAG

WELCOME ALL GO-GETTERS

YOUR CAREER AT ROMMELAG

HONEST RECOGNITION FOR HONEST WORK

The responsibilities at Rommelag are just as ambitious and high quality as our products and services. Our employees are the reason behind our quality and innovation. And that is why we show this appreciation through the remuneration and additional benefits which a modern company offers its employees.

NATIONAL? INTERNATIONAL? GLOBAL!

We have numerous sites in Germany and Switzerland, sales companies in China and the USA, agencies in over 20 countries and customers in over 80 countries around the world – and more than 2,000 active bottelpack systems to demonstrate our unparalleled expertise in the aseptic processing of liquids and semi-solids: All of this is driven by our dedicated employees who work hard to build the international reputation of Rommelag.

4.2.2 WORK-LIFE BALANCE

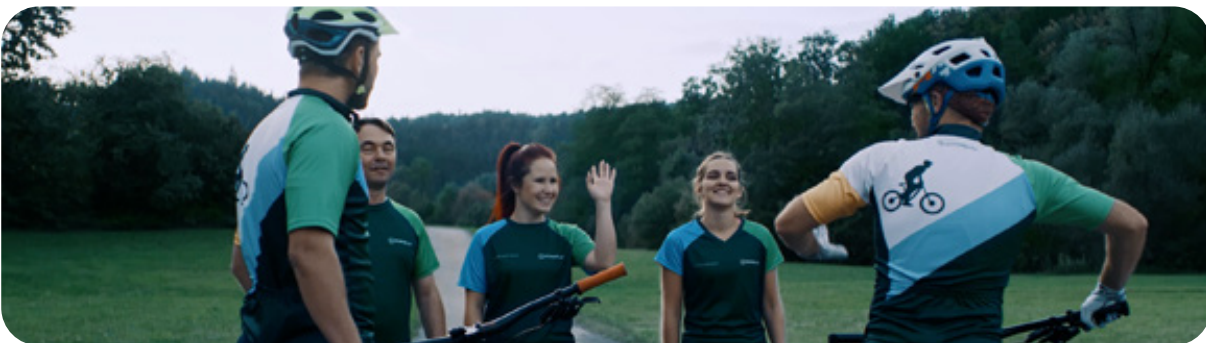
A strong commitment to work requires a strong counterweight: a private life. We help our employees maintain this balance and have a wonderful ally at our sites: Mother Nature. Nature's fresh air, green vegetation and calming influence turn working hours into restorative leisure time.

NATURE



Be it Oberes Kochertal, the Limpurger Land region, Swabian-Franconian Forest Nature Park or the Hohenlohe Plain, what some people call a holiday destination, others call their place of work. Our sites in Badenweiler, Gaildorf, Sulzbach-Laufen, Untergröningen and Waiblingen are surrounded by beautiful scenery. Every day, our employees enjoy what city dwellers only get to see on weekends – even at our Swiss sites in Buchs, Reitnau and Zell which are situated in the middle of the Basel-Bern-Lucerne triangle.

LEISURE TIME



Spending time with one another at the workplace leads to lots of friendships and partnerships. At Rommelag, we encourage a team spirit in leisure time too with vouchers for leisure activities, running groups, a Rommelag mountain biking team and much more.

SOCIAL DISCLOSURES



Fair payment for our employees and special payments are just as integral to us as company pensions and advanced training opportunities. Depending on the site, we also offer our employees many other benefits including canteens, fruit and drinks, company sports activities with an in-house fitness trainer, health days and language courses.

SALARY AND SPECIAL PAYMENTS

We guarantee regular salary payments on the fifth to last working day of the month so our employees can make plans with confidence and rely on continuity.

In addition to the 12 monthly salary payments, our employees receive other payments from us:

- ↙ Holiday allowance equal to 70% of the gross monthly salary, split into 35% in July and 35% in December each year.
- ↙ Christmas allowance equal to around 30% of the gross monthly salary in November each year (the exact amount depends on the employee's length of service).
- ↙ Bonus depending on how successful business was in the previous year, paid each May.
- ↙ Anniversary allowances at the 10, 25 and 40-year milestones.
- ↙ Parental benefit upon the birth of a child.
- ↙ Marriage allowance.
- ↙ Financial rewards for trainees who perform exceptionally well throughout the year and in their final exams.

COMPANY PENSION SCHEME

Through the employer-financed portion, we make a significant contribution to the supplementary old-age pension scheme to which employees can also make their own contributions.

EMPLOYEE LOANS

If money starts to become a problem, we support our employees within set parameters so they can cope with and overcome more difficult times in their lives with our help.

4.2.3 NEW WORK: FLEXIBILITY AND AGILITY

FLEXITIME ACCOUNT AND FLEXIBLE WORKING HOURS

Any time that is worked beyond regular working hours is automatically credited to an employee's personal flexitime account, giving that employee a certain degree of flexibility:

- ◁ employees can use up to two days' worth of flexitime every month as long as there are no compelling operational requirements to prevent it;
- ◁ most of the companies in the Group do not have core working hours in which all employees are expected to be on the premises, although deviations can be arranged with a line manager.

LIFELONG WORKING-TIME ACCOUNT = EARLY PARTIAL RETIREMENT

Our employees have the option of paying part of their monthly salary or special payments into a lifelong working-time account so they can apply for early partial retirement when the time comes. This gives our employees more flexibility when they retire.

HOLIDAYS

In addition to the 20 days of statutory leave, we offer our employees 10 additional days of leave for a total of 30 days of leave per year.

4.2.4 EMPLOYEE BENEFITS

We at the Rommelag Group strongly recognise the value of our employees and provide a comprehensive package of employee benefits which go far beyond the minimum legal requirements.

WHAT WE CAN OFFER YOU

EMPLOYEE BENEFITS IN GERMANY

The Rommelag Group is distinguished by the advantages it promises in addition to the high standards of social responsibility to which it holds itself. Besides flexible working hours and holiday and Christmas allowances, numerous options are available including sports activities, free fruit, company events, company celebrations, bonuses, our JobRad company bicycle scheme and many more benefits. Employees can even charge their electric cars or bikes free of charge. In a nutshell, Rommelag is well on its way to becoming an even more attractive employer. 1,800 employees around the world are the living, breathing evidence of this every single day.

Due to the sheer number of benefits Rommelag offers, we have developed a small book so our employees can read about all about the benefits and perks we offer our employees.



For more information, vacancies and training opportunities, please visit the careers section of our website at www.rommelag.com/karriere.



4.2.5 TRAINING AT ROMMELAG



Are you looking for a diverse traineeship in a commercial or technical field?
Would you prefer a well-established company for the practical part of your integrated degree programme?

Then look no further!

As an internationally successful group of nine independent companies with regional roots, we are the dark horse of the packaging industry. To be more precise, we are the inventor of and global market leader in blow-fill-seal technology and a specialist in the widest range of plastic-based packaging solutions.

At our sites in Germany and Switzerland, we manufacture almost everything in-house – this plays a critical role in our over 60 years of success.

Why train at Rommelag?

- ↙ Over 140 friendly trainee colleagues
- ↙ Large training workshop
- ↙ Department programme
- ↙ Trainee sports
- ↙ Team events
- ↙ Secure job with a high retention rate
- ↙ Interesting range of products
- ↙ Welcome Day
- ↙ Onboarding week
- ↙ Excellent development opportunities after training ends

We have set up a dedicated portal at <https://www.rommelag.com/de/ausbildung> to answer any questions you might have about training. Of course, you can also contact us by e-mail or through our social media channels.

#APPRENTICESHIP #GREATTIME

Training or studies? Why not one and then the other?
Or both at the same time? There are many paths to take at Rommelag.

Apply to us now:

- ↙ Industrial mechanic
- ↙ Tool mechanic
- ↙ Cutting machine operator
- ↙ Electrical automation technician
- ↙ Electrical industrial equipment technician
- ↙ Mechatronics technician
- ↙ Industrial administrator
- ↙ IT management assistant
- ↙ Pharmaceutical production technician
- ↙ Warehouse logistics specialist
- ↙ Technical product designer
- ↙ Plastic/rubber process technician
- ↙ Machine and system operator
- ↙ Print media technician specialising in flexographic/gravure printing
- ↙ Packaging technologist
- ↙ Student apprentice in electrical engineering
- ↙ Student apprentice in mechatronics
- ↙ Student apprentice in mechanical engineering

 **ROMMELAG
ENGINEERING**

Apprenticeship in special
machine construction



 **ROMMELAG
CMO**

Apprenticeship in
pharmaceutical environment



 **ROMMELAG
FLEX**

Apprenticeship with
the film experts



NEED TO BE CONVINCED WHY IT IS WORTH STARTING YOUR TRAINING WITH US?

No problem:

- ✔ Exciting products and special machine construction projects, contract filling of pharmaceuticals
- ✔ Modern training workshop
- ✔ 100 great trainee colleagues
- ✔ Development opportunities within the Group
- ✔ Support with advanced training
- ✔ Social family-run company with a long-term commitment
- ✔ Work in multiple different departments
- ✔ Occupational health management with trainee sports activities, fruit basket, company physician and health & well-being initiatives
- ✔ Initial equipment with company clothing
- ✔ 30 days of leave plus special leave for personal occasions
- ✔ Flexible working hours with flexitime
- ✔ Employee events: Family Day, summer festival, Christmas party
- ✔ Corporate benefits including free drinks and vehicle charging points, canteen, employee Wi-Fi and an employee newspaper



Job fair despite COVID-19

The 2020 job fair did not take place as usual at Kocherwiesen in Steinbach in Schwäbisch Hall, but rather online on a website. Even in spite of the COVID-19 pandemic, the organisers managed to present a wide range of professional opportunities in the region for young people at the virtual job fair.

In spite of the challenging circumstances, the feedback from the 15th job fair was positive: 999 users, 15,300 page visits and 1,572 video calls were recorded on the platform as a whole.

Over 80 companies and institutions took part in this completely novel type of job fair, as did we. We recorded a video in which our trainers and trainees talk about their training.



Trainee Welcome Day at Rommelag

THERE WAS A FULL HOUSE AGAIN IN SULZBACH-LAUFEN. ROMMELAG ENGINEERING OPENED ITS DOORS FOR THE DAY ON 30 AUGUST 2019 TO GREET ITS NEW TRAINEES AND STUDENTS. NOT EVERY COMPANY DOES THIS, YET IT IS VERY IMPORTANT TO ROMMELAG TO MAKE IT EASIER FOR ITS NEW EMPLOYEES TO HIT THE GROUND RUNNING IN THEIR NEW PROFESSIONAL LIVES.

The theme of 1 September was 'On your marks, get set, go!'. For 27 young people, this day was the starting line on a new road towards successfully completing their training. But before they got down to business, the new trainees were invited to the Kocher valley along with their friends and families to the Rommelag Welcome Day. The Deputy Director of Human Resources Christian Schünemann looked into lots of curious faces as he gave his speech. Everyone at the event listened intently to the introduction of the company, the training officers as well as the trainees and students. It was then time to head into the plant. The introduction to the training workshop by the trainers began paving the way for a successful start. The trainees' families were not left out either. They split up into groups for a tour of the site and got to see where their children would end up working in future. There was a lot to talk about over coffee and cake afterwards. The conversations were lively and initial impressions shared. Everyone agreed: 'It was a lovely day! It was interesting to learn a little about the company and what it manufactures. We are very happy that our child has the opportunity to train in this company.'

Excitement, euphoria and motivation abound are the best way to describe how everyone felt on the day. That being said, there was no shortage of



anticipation of new experiences and working together either. To sum the day up in a nutshell, the word 'training' means something different to everyone. To the trainees, it signifies making their first independent decision to learn a profession or take on responsibility in life. Six new trainees and their families arrived from Rommelag CMO and Rommelag FLEX to spend the afternoon with coffee and cake. Everyone knows that the best is always saved for last. In his speech, Managing Director Martin Schneider took the opportunity to praise former employees who had accompanied their children or even grandchildren to the Welcome Day. He welcomed the new trainees and students to the company and wished them all the best with getting started in their new professional lives.

Text: Annelen Reichert, Human Resources

PREMIERE – Onboarding week for the new trainees

In the first week of September, large coaches stood ready to head out to the première. The first Rommelag onboarding week for all new trainees was about to begin. 31 trainees and their trainers were on their way to Mönchhof Training Camp in Kaisersbach.



Their luggage was packed with all sorts of information about the Rommelag Group and training. Lots of interesting subject areas were explored in training courses. How do I communicate with my line manager? What kind of learner am I? What does occupational safety mean? These and many other questions were answered over the course of the week. However, the main purpose of this event was to get to know the other trainees and trainers. Team-building and other activities with the support of our sports coach Rajab Hamisi broke the ice quickly and the initial uncertainty was soon a thing of the past. One highlight was the group barbecue with the management on Wednesday evening where everyone looked back on the past few days over the fire. The group spent the final day in and around Mönchhof. The group was joined by more seasoned trainees for a wide game. The 100 Rommelag trainees then set out for the lake known as Aichstruter Stauee. On the way, the groups which had been drawn at random had to overcome challenges at various stations. There were no losers at the end of the day, with the teams with the most points receiving some great prizes.

The time flew by at a speed matching the level of anticipation for the



onboarding week. Looking back, everyone agreed: 'It was very easy to find a common thread and get to know one another. The activities we did helped us grow quickly as a team. Thanks to the training and presentations, we feel very well prepared for our first real day of work!' The trainers too were thoroughly satisfied with the results: 'Everyone was given the time to get to know everyone else. This gave us a chance to get our heads round everything, focus on the trainees and evaluate them. They all learned something and took away things that they will be able to apply to their work.' Following the universally positive feedback, it's no surprise that space has already been made in the calendar for next year's onboarding week at Mönchhof Training Camp. We wish all the trainees and students every success and a good start to the new year of training.

Text: Annelen Reichert, Human Resources

4.2.6 PROFESSIONAL DEVELOPMENT AT ROMMELAG

The success of the Rommelag Group depends on the contributions of our employees. Our Group-wide training centre is open to all employees on the Intranet and contains all of the training documents belonging to the Rommelag Group. Our advanced training opportunities are supported by external subject-specific courses which are based on the results of the annual professional development interview.

4.2.7 DIVERSITY AND INTEGRATION

We offer language courses for employees to help with integration. We also work with other companies in the region to support the integration of foreign specialists outside of their workplace.

Learn German during lunch

Gaildorf. The shortage of skilled workers has become noticeable in Gaildorf. As such, more and more companies are shifting their focus to workers from outside the EU. However, their language skills are not always strong enough for them to participate in social activities. Production Manager Klaus-Dieter Neumann from Rommelag Flex in Gaildorf and Uli Ostertag from Metalldesign put their heads together as part of the economic discussion mediated by Jürgen Hinderer and created a language course for employees. Study in the company. From 3 June, 16 employees have been learning German during their lunch breaks. Before that time, taking a language course was not an option for this group due to their shift work. The participants are studying to improve their language skills on the premises of the company. Klaus-Dieter Neumann awards good marks to the participants: 'They are all very keen to get started.' This is largely thanks to the highly motivated and committed lecturer Ms Schleining from the adult education centre VHS Schwäbisch Hall

who adapted the course to the needs and wishes of the employees and companies. Uli Ostertag, a partner in the firm Metalldesign, adds: 'This course financed by our companies and the flexible teaching times have made it possible to make some real progress. Otherwise, the travelling and teaching time alone would take four hours which is hardly doable in shift work.'

Text: Daniel Kuhn, Gaildorfer Rundschau



4.2.8 COMPANY HEALTH MANAGEMENT

GO ROMMELAG: OUR COMPREHENSIVE HEALTH INITIATIVE

In addition to occupational health and safety measures and health and well-being initiatives, we hold an annual Health Day as part of our company health management system.

ILLNESS REGULATIONS

We take care of our employees and hold return-to-work interviews with all employees after they recover in order to assess their actual capacity to work and rule out any possible work-related reasons for their illness.

If a child becomes ill, we allow the parents the time they need to take care of the child.

Health Day 2019

The theme of Kocher-Plastik's Health Day 2019 was 'Live Balance', the motto of the health insurance fund AOK. Presentations and workshops on 'Live Balance' and 'Mindfulness' showed the participants how better to overcome the challenges of their everyday routines and in turn take more control of their lives. At the booths, the participants could take tests to gauge their own stress factor or determine what values they prioritised in life. In a presentation on keeping active while on breaks, our trained showed how small exercises at the workplace can have a considerable effect.

Following positive feedback from the participants, the Health Day was also held on the sites of Holopack and Thermopack. Unfortunately, Health Day 2020 was suspended due to the pandemic.



4.2.9 EMPLOYEE SUGGESTION SYSTEM

The employee suggestion system is anchored in the field of responsibility of lean managers as part of the continual improvement process in all companies.

4.2.10 GROUP ACTIVITIES

At Rommelag, we greatly value harmonious interaction and even encourage our employees to practise team-building in various leisure activities outside of work.

Table tennis

HEADING TO THE UPPER LEAGUE WITH NEW TRAINING OUTFITS

The Ladies I table tennis team from the sports club TSV Untergröningen was happy to receive new training outfits thanks to a generous donation from Rommelag. Supporting local sport and young people is of personal importance to Bernd Hansen, Managing Partner of Rommelag. Especially in rural areas, it is important that younger generations have access to options and leisure activities. And it is twice as much fun with good equipment. This is in keeping with the motto of the table tennis division: 'Table tennis with passion'. The photograph shows Andreas Häußner with the Ladies I team and the trainers Gero Henninger and Bernd Mozer.



AOK-SchwäPo company run 2019

Everything runs smoothly at Rommelag. Having already taken part in the Kocherlauf run in Gaildorf, we sent a large team to participate in the AOK-SchwäPro company run in Aalen on 26 September. The seventh AOK-SchwäPro company run attracted 717 runners from 52 companies – a new record.



Rommelag Flex at the BSports company cup

The annual Bsports company cup took place in Sindelfingen on 29 November 2019 and we sent a team to represent Rommelag Flex. After a couple of training sessions (every Thursday at 5 p.m. in Münster), we travelled to Sindelfingen together full of confidence. After a somewhat sluggish start, we were forced to concede the first game with a score of 1:5. Despite our strong fighting spirit, we were unable to make anything of the second game and lost 0:3. In the third game, we managed to tap the full potential of our team and claimed our first victory. Using the age-old strategy of attack being the best form of defence, we took the game home with a score of 1:0. Although we fought hard, we lost the fourth game 2:3 just before the final whistle, then we lost the fifth game 1:5 to the winner of the group. In the sixth game, although we were clearly the better team, we failed to seize our opportunities and ended up losing 1:3.



Alpencross



FROM BREATHTAKING CABINS TO CITY FLAIR AND MILITARY ROADS, THIS YEAR'S ALPENCROSS SAW THE 23 PARTICIPANTS RIDE FROM IMST TO STERZING IN ITALY IN THREE STAGES. AMONG THE PARTICIPANTS WERE THREE WOMEN WHO BRAVELY CONQUERED THE TYROL MOUNTAINS. WONDERFUL CABINS, THE CITY FLAIR OF INNSBRUCK AND THE LEGENDARY BRENNER PASS MADE THE JOURNEY AN UNFORGETTABLE EXPERIENCE.

Stage 1: Imst to Rietz - 52 kilometres – 1100 m elevation gain

Non-stop rain at the start of the tour in Imst. The rain was not much of an issue after the first few kilometres in the idyllic Gurgital valley or after the group made the steep ascent to the cabin known as Lehnberghaus. The cyclists climbed almost 1,000 metres to the cabin perched at an altitude of 1,550 metres. The gradient was often more than 15% on the stony ascent. At the cabin, the cyclists were rewarded with pancakes, dumplings and beer. They then had two different routes to choose from. The technicians scrambled along the single trail following the mountain stream while the leisure riders took the stony option. The route led them along tracks and paths through meadows to Locherboden and further on into the Inntal valley to Mötz. On the final leg, the riders cycled along cycle paths to the stopover in Rietz. They organised a barbecue where they topped up their carbohydrate levels and talked shop over a beer or two.



Stage 2: Rietz to Innsbruck - 51 kilometres – 1100 m elevation gain

The first rays of dawn were a good omen for the second stage ending at the mountain Muttereralm (1,610 metres). In the beginning, the riders coasted gently for 20 kilometres along the Inntalradweg cycle trail. The scenery then changed dramatically. The 13-kilometre climb with gradients exceeding 17% at points forced the riders to give it their all. Their hard work was rewarded by the views of Innsbruck and the breathtaking North Chain of mountains. The excellent cuisine on Muttereralm was also well received. Another unforgettable experience in the Dream Trails at Bikepark Innsbruck awaited the riders after they set off. Veterans and novices alike had enormous fun there. With grins on their faces, they continued on over the last few kilometres to reach the historic Bergisel in Innsbruck. To round off the tour, the group enjoyed cool beverages in the lounge in the panoramic restaurant before rolling the last few metres down into the city. The modern Hotel am Tivoli treated the group to a few more wonderful views of the city. They then spent the evening at the brewery and restaurant Theresienbräu in the old town.

Stage 3: Brenner Grenzkamm - Sterzing - 35 kilometres – 1000 m elevation gain

Rain in Innsbruck – sunshine on the Brenner. The backdrop on the 2,200-metre-high ridge was perfect. The group took the shuttle bus to Brenner Pass. From there, the tour headed along the old military road built by Mussolini up to the ridge along the border. The group reached the tree line at 1,700 metres above sea level and took in the views of the imposing ridge. They made the traditional stop at the Wechselalm cabin at over 2,000 metres of elevation. The owner always has cold drinks in the fountain! The riders could not miss out on this moment of happiness. The final 200-metre climb headed straight up to the ridge where the group took in views of the Tux Alps and Stubai Alps. Looming clouds are not a rare sight in the Brenner Pass. As such, the views from the 2,200-metre-high saddle known as Sandjoch were obscured by clouds. The group could not wait to set out again, heading 1,300 metres downhill into Sterzing in Italy! Be it trails or dirt tracks, both were a real experience! The unspoilt Colle Isarco Trail in particular was an exciting moment for the trail bikers. The group then covered the final few kilometres on cycle paths heading into the old town in Sterzing. The old town literally rolled out a red carpet for the riders. They rounded off this unforgettable day of riding in the best way possible: with wine and Italian delicacies.



Anniversary celebration in 2019

We honoured long-standing and retiring employees

ON FRIDAY 17 JANUARY 2020, IT WAS ONCE AGAIN TIME FOR ROMMELAG TO INVITE ITS LONG-STANDING AND RETIRING EMPLOYEES TO ITS 2019 ANNIVERSARY CELEBRATION AT STEPHAN-KECK-HALLE IN SULZBACH-LAUFEN. EMPLOYEES WHO HAD REACHED 10, 25 AND 40 YEARS OF SERVICE WITH THE COMPANY WERE HONOURED AT THE CELEBRATION. LIKewise, THE EVENT GAVE US THE CHANCE TO SAY A PROPER GOODBYE TO EMPLOYEES WHO HAD RETIRED IN 2019. THE MOOD AT THE CELEBRATION WAS RELAXED AND JOVIAL, ALMOST FAMILIAL. MANY OF THE HONOURED GUESTS USED THE OPPORTUNITY TO THANK THE HANSEN FAMILY PERSONALLY. THE GRATITUDE AND EMOTIONS WERE GENUINE AND PALPABLE AND A FEW TEARS WERE EVEN SHED. THAT BEING SAID, SO MANY TRIBUTES CANNOT REMAIN A SOMBRE OCCASION FOR LONG. THE DJ THOMAS ROSNER FROM HOLOPACK LIVENED THE AUDIENCE UP LATER ON IN THE EVENING AND PLAYED DANCE MUSIC TO REALLY GET THE PARTY STARTED. THE CATERING WAS PROVIDED BY THE HERRENGASS TEAM UNDER THE LEADERSHIP OF THE ELISON FAMILY, WITH THE SUPPORT OF TRAINEES FROM ROMMELAG. THE EVENING WAS A RESOUNDING SUCCESS.



4.3 SOCIAL COMMITMENTS OF THE GROUP

Rommelag uses the means and leeway available to it to voluntarily contribute to the well-being and sustainable development of the global society in the places where it operates. We sponsored a wide range of people and local communities in the reporting period.

PionierGarage sponsorship

Research, projects, new employees

PionierGarage e.V. is a student entrepreneurship organisation at the Karlsruhe Institute of Technology

Why are we sponsoring PionierGarage?

Gert Hansen: We want to look at future issues now and examine what Rommelag can do to solve current – but most importantly future – problems. One element of this strategy is to approach skilled, inquisitive students who work in contemporary fields such as machine learning, AI, image recognition etc.

Why sponsorship in particular?

Gert Hansen: Everything always sounds good in theory. But what is important to me is practice, to see whether theory also solves practical problems. You usually only find that out when you try it out.

Consequently, I want to launch between eight and twelve smaller projects and two larger projects with the Karlsruhe Institute of Technology, the most reputable in Germany and Europe in terms of software, in which students will solve urgent or future problems in order to see whether technology helps us and both find and head-hunt skilled developers in this very sector.

What will we actually do?

Gert Hansen: We will donate €50,000 per year to PionierGarage, an organisation run by student volunteers. This will enable them to finance their office and co-working space while we gain access to dedicated, well-educated students.

Supporting the next generation on a level playing field

Rommelag Engineering is donating another €10,000 to the nurseries in Sulzbach and Laufen. There was no small measure of surprise when the cheque was presented by Bernd Hansen, Ralf Bouffleur and Martin Schneider, Managing Directors of Rommelag. Markus Bock, the mayor of Sulzbach-Laufen, came to accept the cheque, accompanied by the nursery teachers Nadine Muck and Tina Schreckenhöfer as well as a team of younger helpers. The men then quite literally had to take a seat. The cheque was then handed over on an equal footing. The money will be used to plan wise investments in order to improve the care and support for the next generation. Rommelag has long-term commitments to the sites and actively supports the region in the process. This year, the scheduled donation was spontaneously increased by €2,000. This means that Rommelag has spontaneously supported the blood typing initiative launched by the charity DKMS for six-year-old Niklas from Oberfischach.



Tops for SGM E Juniors

Hohenstadt - Schechingen - Untergröningen

Supporting local sports begins with children and young people. The E Juniors from the football association SGM Hohenstadt/Schechingen/Untergröningen are happy and can look great on the pitch. We received the following feedback from SGM: „On behalf of the young players and trainers, I would like to thank you again for your donation. Sponsorships of this financial magnitude are a rarity these days.“

We say thank you and you are most welcome.







ABOUT THIS REPORT

5.1 BASIC INFORMATION ABOUT THE DATA IN THE REPORT

BASIC PRINCIPLES OF GREENHOUSE GAS ACCOUNTING

The Greenhouse Gas (GHG) Protocol is an internationally recognised standard for accounting for the greenhouse gas emissions of companies. It was developed by the World Resources Institute (WRI) and the World Business Council on Sustainable Development (WBCSD). Closely aligned with the principles of financial accounting, the GHG Protocol sets out the basic principles of relevance, completeness, consistency, transparency and accuracy.

Furthermore, the GHG Protocol sets out rules on organisational and operational boundaries for a greenhouse gas account. In particular, emissions are categorised into three so-called 'scopes': Whereas Scope 1 encompasses all emissions a company generates through combustion in its own facilities, Scope 2 emissions relate to purchased energy (e.g. electricity and district heating). In turn, Scope 3 encompasses the emissions caused by third-party services and purchased upstream services. To measure emissions, the released quantities of greenhouse gases are calculated.

The Kyoto Protocol names six greenhouse gases: Carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O) as well as hydrofluorocarbons and perfluorocarbons (F-gases) and sulphur hexafluoride (SF₆). Nitrogen trifluoride (NF₃) was also added in 2015. To reduce the complexity, the effects of the seven gases are converted into CO₂ equivalents, or CO₂e, depending on how severely they impact the climate.

Consequently, the outcome of the emissions account should not be seen as direct carbon dioxide emissions, but rather a conversion into comparative values based on the most important anthropogenic greenhouse gas, carbon dioxide. The emission factors originate from the database of DEFRA (Department for Environment, Food and Rural Affairs), the GEMIS database (Global Emission Model for Integrated Systems, Version 4.9, hosted by the International Institute for Sustainability Analysis and Strategy), the ecoinvent database, the database of the German Environment Agency (UBA) and the IPCC (Intergovernmental Panel on Climate Change). A carbon footprint measures the amount of greenhouse gas emissions (in CO₂ equivalents) which are directly and indirectly caused by the activities of an individual, a company, an organisation or a product. It factors in the

emissions caused by raw materials, production, transport, retail, use, recycling and disposal. Therefore, the basic principle of the carbon footprint is to make it possible to measure, evaluate and compare the effects on the climate. This, in turn, makes it possible to identify potential reductions, put measures in place and analyse their effectiveness.

WHAT DOES CLIMATE NEUTRALITY MEAN?

In keeping with the principle of the Clean Development Mechanism in the Kyoto Protocol, unavoidable greenhouse gases that are released in one part of the world can be offset elsewhere through climate projects. In order to finance these projects, companies purchase certified emission reduction (CER) credits for climate projects from the six available project types (biomass, boilers, solar energy, forestry, hydroelectric power and wind energy). Each CER credit is equivalent to one tonne of CO₂ which is saved by the project. There are numerous climate projects around the world, most of which support renewable energy projects. The initiators of these projects earn emissions credits which can be traded as certified emission reduction credits. The number of credits is calculated by comparing against the emissions that would have been caused by building a coal power station, for example.

HOW HAS OUR COMPANY MEASURED ITS CO₂ EMISSIONS?

We hired an external sustainability consultancy to measure the carbon footprint of our company (in 2019). The carbon footprint was calculated in line with the official guidelines of the Greenhouse Gas Protocol.

WHAT IS REPORTED IN ACCORDANCE WITH THE GREENHOUSE GAS PROTOCOL?

In the Greenhouse Gas Protocol, emissions are categorised into Scopes 1, 2 and 3, each of which encompasses various types of greenhouse gas emissions. Scope 1 encompasses the direct emissions from power stations we control. Scope 2 contains emissions that are caused indirectly when the company purchases energy. Scope 3 emissions are other indirect emissions caused throughout the value chain.

HOW ARE CARBON CREDITS GENERATED?

The initiators of the climate projects – most of which are renewable energy projects – earn emissions credits which can be traded as certified emission reduction credits. The amount of emissions offset is calculated by comparing against the emissions that would have been caused by building a coal power station instead of generating green electricity, for example.

WHAT QUALITY CRITERIA DO THE CLIMATE PROJECTS MEET?

The climate projects we finance are accredited, approved and monitored by one of the three internationally recognised certification standards – VCS (Verified Carbon Standard), UN-CER (United Nations Certified Emission Reduction) or the WWF Gold Standard. The results of each project are validated by independent auditors such as the TÜV to confirm that the right amount of CO₂ has been offset.

WHAT HAPPENS TO CARBON CREDITS AFTER THEY HAVE BEEN PURCHASED?

The purchased carbon credits are retired. This is important as this retirement is a prerequisite for companies and/or products to be designed and marketed as climate neutral. Until it is retired, a carbon credit can be traded in the voluntary market, although this would not achieve any further reductions of emissions.

WHAT PROJECTS ARE FINANCED BY THE PURCHASED CREDITS?

We are supporting a CER-certified hydroelectric power project in Uganda with 10,000 credits. Additionally, we are supporting a VCS-certified reforestation project in Uruguay with 2,500 credits.

WHY ARE INTERNATIONAL PROJECTS SUPPORTED?

Climate change is a global phenomenon. It does not matter where CO₂ emissions are released or saved; the total amount of greenhouse gases is ultimately the decisive factor. Whereas it is very expensive to reduce and offset CO₂ in Germany, offsetting is much cheaper in developing countries and emerging economies. Therefore, the internationally binding Kyoto Protocol stipulates that climate projects which avoid or capture greenhouse gas emissions should be carried out wherever they are most cost-effective.

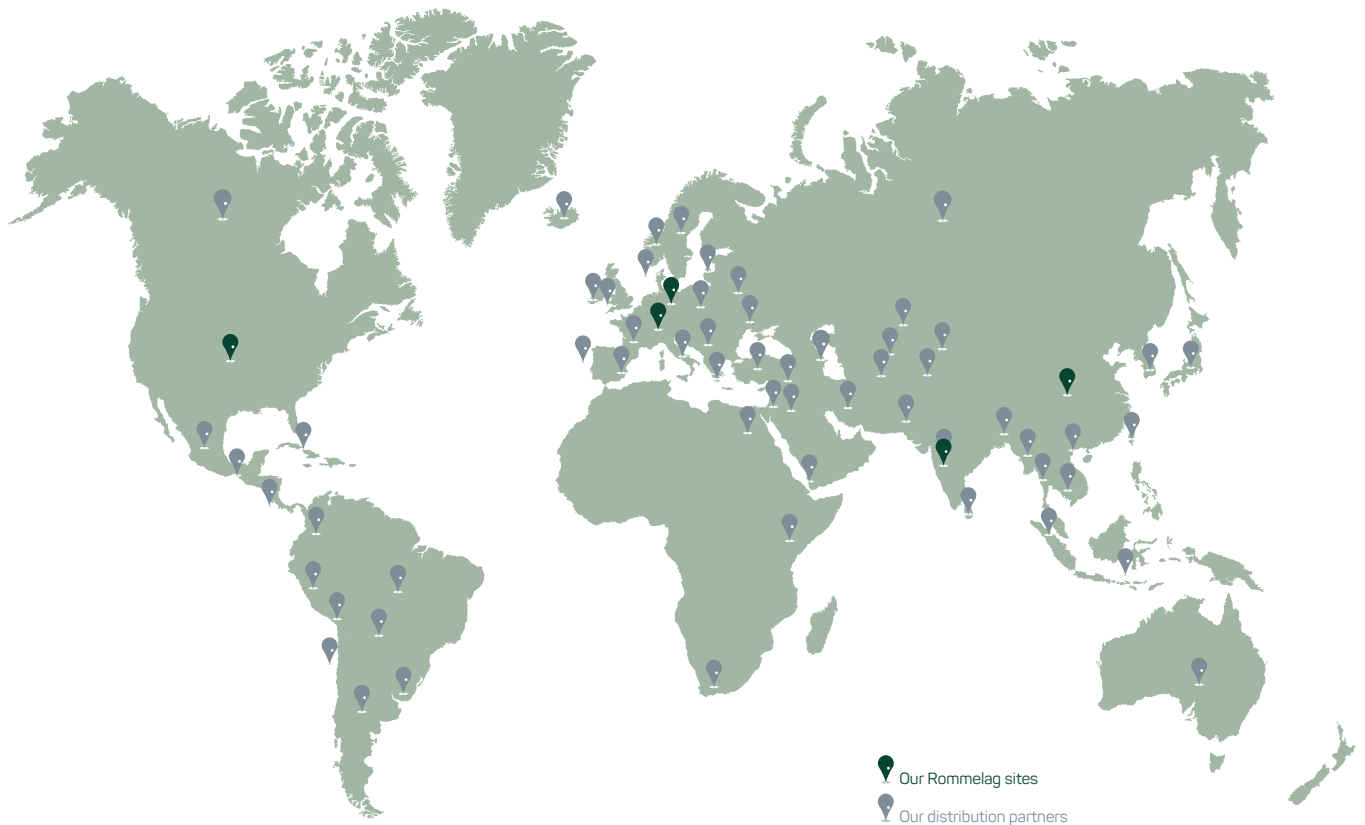
Consequently, there are many projects in developing countries and emerging economies as the potential savings through new technology are still very high and the projects can essentially be carried out more cost-effectively. The conditions for renewable energy generators (solar, wind, water and biomass) are also frequently far more advantageous. Additionally, the projects in developing countries and emerging economies help improve the economic, social and ecological situation and contribute to the United Nations Sustainable Development Goals. For developing countries and emerging economies, emissions trading is a key driver of the transfer of green technology and of long-term economic development.

5.2 ALIGNMENT WITH GLOBAL REPORTING INITIATIVE STANDARDS

This, the first Sustainability Report of the Rommelag Group, has been prepared on the basis of the guidelines of the internationally established Global Reporting Initiative (GRI) Standards. In doing so, we are striving to report on our economic, ecological and social activities in a consistent and transparent manner.

5.3 CONTENTS – GRI Index

GRI 102:	General Disclosures	1.3	Our values and mission statement	Page 5
GRI 102:	General Disclosures	2.1	Products, services and customers	Page 16
GRI 102-13:	Membership of Associations	2.5	Memberships and corporate responsibility	Page 29
GRI 103:	Management Approach	1.5	Sustainability targets and key aspects	Page 10
GRI 103-1:	Explanation of the Material Topic and its Boundary	1.5	Sustainability targets and key aspects	Page 10
GRI 200:	Economic	2.	The Rommelag Group	Page 16
GRI 201:	Economic Performance	2.2	Companies in the Rommelag Group	Page 19
GRI 202:	Market Presence	2.2	Companies in the Rommelag Group	Page 19
GRI 204-1:	Proportion of Spending on Local Suppliers	2.6.2	Rommelag as a buyer: supplier management	Page 32
GRI 205-2:	Confirmed Incidents of Corruption and Actions Taken	2.6.1	Rommelag as a service provider	Page 32
GRI 206-1:	Legal Actions for Anti-competitive Behaviour	2.6.1	Rommelag as a service provider	Page 32
GRI 300:	Environmental	3.	Ecology	Page 36
GRI 302:	Energy	3.3	Resource management by manufacturing companies	Page 40
GRI 302-1:	Energy Consumption within the Organisation	3.3	Resource management by manufacturing companies	Page 40
GRI 303:	Water	3.3	Resource management by manufacturing companies	Page 40
GRI 303-1:	Water Withdrawal by Source	3.3	Resource management by manufacturing companies	Page 40
GRI 305:	Emissions	3.2	CO2 emissions of the Rommelag Group	Page 38
GRI 305-1:	Direct (Scope 1) GHG Emissions	3.2	CO2 emissions of the Rommelag Group	Page 38
GRI 305-2:	Energy Indirect (Scope 2) GHG Emissions	3.2	CO2 emissions of the Rommelag Group	Page 38
GRI 305-3:	Other Indirect (Scope 3) GHG Emissions	3.2	CO2 emissions of the Rommelag Group	Page 38
GRI 306:	Effluents and Waste	3.4	Water recirculation and waste	Page 41
GRI 306-1:	Water Discharge by Quality and Destination	3.4	Water recirculation and waste	Page 41
GRI 306-2:	Waste by Type and Disposal Method	3.4	Water recirculation and waste	Page 41
GRI 308:	Supplier Environmental Assessment	2.6.2	Rommelag as a buyer: supplier management	Page 32
GRI 400:	Social Disclosures	4.	Corporate social responsibility	Page 49
GRI 401:	Employment	2.3.1	Key figures and diversity	Page 20
GRI 401:	Employment	4.2	Rommelag as an employer	Page 50
GRI 401-1:	New Employee Hires and Employee Turnover	2.3.1	Key figures and diversity	Page 20
GRI 401-3:	Parental Leave	2.3.1	Key figures and diversity	Page 20
GRI 403:	Occupational Health and Safety	4.2.8	Company health management	Page 58
GRI 403-10:	Work-related Ill Health	2.3.3	Occupational health and safety	Page 25
GRI 404:	Training and Education	4.2.6	Professional development at Rommelag	Page 58
GRI 404-3:	Percentage of Employees receiving Regular Performance and Career Development Reviews	2.3.1	Key figures and diversity	Page 20
GRI 405:	Diversity and Equal Opportunity	4.	Corporate social responsibility	Page 49
GRI 405-1:	Diversity of Governance Bodies and Employees	2.3.1	Key figures and diversity	Page 20
GRI 413:	Local Communities	4.3	Social commitments of the Group	Page 63



ROMMELAG ENGINEERING | ROMMELAG SERVICE

Rommelag Kunststoff-Maschinen Vertriebsgesellschaft mbH
 Mayenner Strasse 18-20 · 71332 Waiblingen · Germany
 T + 49 7151 95811-0 · F + 49 7151 5526
 mail.rd@rommelag.com · www.rommelag.com

Kocher-Plastik Maschinenbau GmbH
 Talstrasse 22-30 · 74429 Sulzbach-Laufen · Germany
 T + 49 7976 80-0 · F + 49 7976 80-100
 mail.kp@rommelag.com · www.rommelag.com

Rommelag iLabs GmbH
 Talstrasse 7 · 74429 Sulzbach-Laufen · Germany
 T + 49 721 667751-0
 mail.ril@rommelag.com · www.rommelag.com

Rommelag AG
 Fabrikweg 16 · 5033 Buchs · Switzerland
 T + 41 62 83455-55 · F + 41 62 83455-00
 mail.rch@rommelag.com · www.rommelag.com

Maroplastic AG
 Moosstrasse 31 · 5057 Reitnau · Switzerland
 T + 41 62 738 92 00 · F + 41 62 738 92 01
 mail.mpr@rommelag.com · www.rommelag.com

Rommelag USA, Inc.
 27905 Meadow Drive, Suite 9 · Evergreen CO 80439 · USA
 T + 1 303 674 8333 · F + 1 303 670 2666
 mail.romus@rommelag.com · www.rommelag.com

Rommelag Trading (Shanghai) Co., Ltd.
 Room 905-906 · Building B · Greenland Center · No.600
 Longhua Middle Road · Xuhui District · 200032 Shanghai · P.R. China
 T + 86 21 6335 8881 · T + 86 21 6335 8882 · F + 86 21 6335 8883
 mail.rcn@rommelag.com · www.rommelag.com

ROMMELAG CMO | ROMMELAG SERVICE

Holopack Verpackungstechnik GmbH
 Bahnhofstrasse 18 · 74429 Sulzbach-Laufen · Germany
 T + 49 7975 960-0 · F + 49 7975 960-411
 mail.hp@rommelag.com · www.rommelag.com

Maropack AG
 Industriestrasse Briseck 4 · 6144 Zell · Switzerland
 T + 41 41 989 74 00 · F + 41 41 989 74 01
 mail.mpz@rommelag.com · www.rommelag.com

ROMMELAG FLEX

Thermo-Pack Kunststoff-Folien-GmbH
 In der Eschenau 5 · 74405 Gaildorf · Germany
 T + 49 7971 256-0 · F + 49 7971 256-120
 mail.tp@rommelag.com · www.rommelag.com

Flecotec AG
 Schweighofstrasse 3 · 79410 Badenweiler · Germany
 T + 49 7632 828553-0
 mail.ft@rommelag.com · www.rommelag.com

