


SUSTAINABILITY 2023 REPORT





MAKE A SUSTAINABLE CHOICE –
PAPER-BASED PACKAGING SOLUTIONS
THAT NOT ONLY PROTECT YOUR PRODUCTS
BUT ALSO SHOW YOUR LOVE FOR OUR
PLANET. JOIN THE MOVEMENT TOWARDS
A GREENER FUTURE TODAY.

ARE YOU WITH US?

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ABOUT THIS REPORT

The Edelmann Group Sustainability Report 2023 discloses our ambitions, impact and progress for a range of material topics. The scope of this report is global, therefore all statements and key performance indicators mentioned in the report refer to all Edelmann sites unless stated otherwise.

The target readers of this report are our stakeholders, including employees, customers, suppliers, business partners as well as local communities. Research institutions and industry players are also encouraged to learn more about sustainability at the Edelmann Group by the means of this report.

The report was prepared in accordance with the revised GRI (Global Reporting Initiative) Universal Standards 2021. The Edelmann Group reports on its sustainability performance annually based on a calendar year. Therefore, the report covers the time period of January 1st, 2023 – December 31st, 2023. The preceding report for the year 2022 is available on our [website](#).

WE CHOOSE TO STAY TRANSPARENT AND
SHARE OUR PROGRESS THROUGH THE
ANNUAL SUSTAINABILITY REPORT.

STATEMENT FROM OUR CEO

Dear Stakeholders,

This past year marked a significant milestone in our company's journey—our 110th anniversary. Over the decades, we've navigated many challenges. 2023 stands out as yet another eventful year, particularly in advancing our sustainability roadmap.

Global crises, finite resources, environmental problems and the pressing challenges of climate change characterize our world – and our approach to sustainability. In response to the growing demands for responsible corporate practices, we made significant progress in 2023 and strengthened our strategic foundations by expanding our ESG department.

We are particularly proud of our achievements in the CDP ratings this year. For the first time, we earned an 'A' for Climate Change and maintained an 'A-' for Forestry for the second consecutive year, underscoring our unwavering commitment to conserving natural resources.

Our progress in reducing greenhouse gas emissions has been especially encouraging. Remarkably, we achieved our Science-Based Target for Scope 1 and 2 emissions—originally set for 2030—in 2023.

As a result, emissions under our direct control now account for just 7% of our total footprint. However, the path to full decarbonization presents an even greater challenge with upstream and downstream emissions. This highlights the critical importance of close collaboration with our suppliers and customers to achieve shared goals. Our product portfolio is becoming increasingly sustainable, produced from materials from certified sustainable forestry and a greater use of recycled raw materials.

In the social arena, we continued to excel. The representation of minorities and vulnerable groups within our company remains strong, and our global 'Joy of Giving' program supported more than 18 communities in need around the world. I extend my deepest thanks to our dedicated employees, valued customers, suppliers, and business partners for your ongoing support in our transformation toward a sustainable future.

On behalf of the entire Edelmann team, I wish you an engaging and inspiring read.

Sincerely,

Dr. Frank Hornung
Chief Executive Officer, Edelmann Group



EDELMANN GROUP AT A GLANCE

Edelmann Group is an international family business, operating in the paper-based packaging sector, delivering solutions with sustainable value to their customers in healthcare, beauty care and consumer brands markets. The packaging solutions offered by Edelmann are mainly folding boxes and leaflets.

The company was founded in 1913 in Heidenheim, Germany, where it is still headquartered. Edelmann Group is represented by 13 sites in seven different countries, spread over four continents. More than 2800 employees guarantee that Edelmann's strong international network is supporting its global presence.

Edelmann Group is a leader in innovation, working with the newest technologies to provide reliable and safe packaging solutions and cutting-edge structural and graphic design. Our products follow rigorous "High Q Packaging" guidelines which promise comparable standards across all plants.

20
23

EDELMANN GROUP HAS DELIVERED SUSTAINABLE VALUE TO THEIR CUSTOMERS IN HEALTHCARE, BEAUTY CARE AND CONSUMER BRANDS FOR OVER 100 YEARS.

**13 PRODUCTION SITES
IN 7 COUNTRIES**

€341 MILLION IN SALES

**> 4 BILLION FOLDING CARTONS
AND > 0.8 BILLION LEAFLETS**

>2800 EMPLOYEES

OUR GLOBAL PRESENCE

We are a global player. Today's world is increasingly digital and globalized. Vast distances, different time zones and cultural diversity are part of our everyday working lives at Edelmann.

WHEREVER OUR CUSTOMERS NEED US, THAT'S WHERE WE ARE.
GLOBALLY.

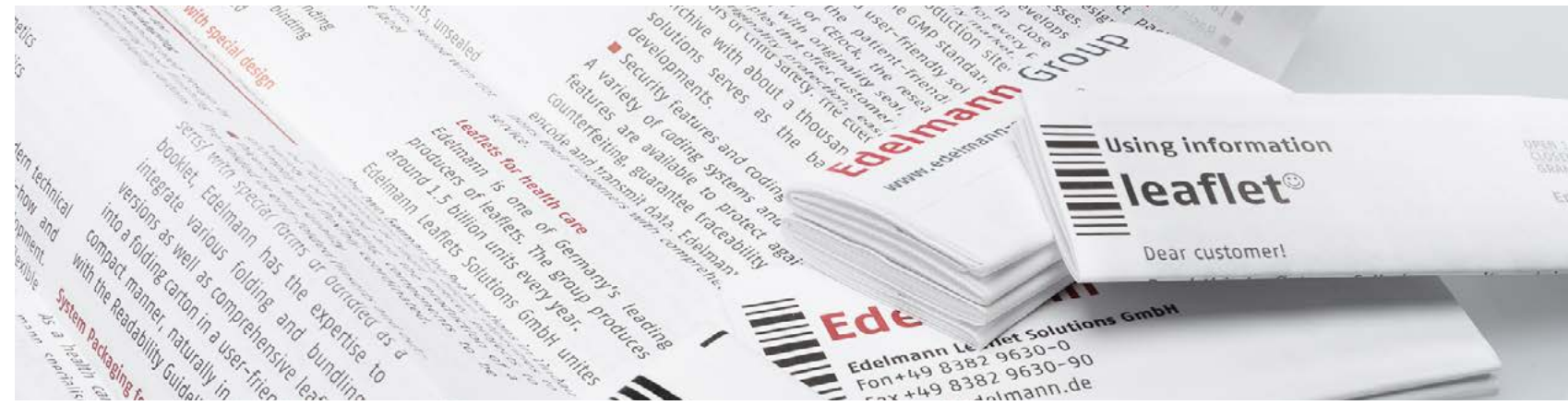


13 SITES
7 COUNTRIES
4 CONTINENTS



GLOBAL NETWORK.
LOCAL ROOTS.

OUR PRODUCT PORTFOLIO & CORE MARKETS



LEAFLETS

Inserts and outserts, folding & assembling capabilities, booklets

BEAUTY CARE

We take the challenge to provide solutions which stand out not only with their high-quality embellishment and complex designs, but also minimized environmental footprint. Our product portfolio within beauty care includes cosmetics, skincare, perfumes and hair coloration.



FOLDING CARTONS

Individual packaging solutions
Individual finishings
Coding systems
Security features



RIGID BOXES

Sharp edges
Foldable rigid boxes



WET LABELS, VIAL CARDS,
SYSTEM PACKAGING
& CO-PACKING

HEALTH CARE

We realize the importance of quality, safety and anti-counterfeiting features in the development of pharmaceutical packaging and information leaflets. We supply packaging for medications, over-the-counter products, dental medicine, generics and food supplements.



CONSUMER BRANDS

We are fully prepared to serve the needs of the mass market as well as premium brands with their highly refined products. Personal care, food and drink, household items, toiletries and multimedia are just a few examples of our capabilities within the segment of consumer brands.



OUR VALUE CHAIN



OUR PACKAGING SOLUTIONS CONTRIBUTE TO THE CIRCULAR ECONOMY

SUSTAINABILITY AWARDS AND RANKINGS



For 2023/2024, we received the EcoVadis Bronze Medal in recognition of our sustainability performance. This award places our company among the top companies assessed by EcoVadis in the last 12 months.



Pro Carton innovation award by Mary Chor



Print & Media Awards Silver 2023



We were awarded an "A" for CLIMATE CHANGE for the first time and an "A-" for FOREST for environmental leadership for the second year running. This means that we are now one of around 350 companies globally with a CDP CLIMATE CHANGE A grade, demonstrating our exceptional commitment to preserving our natural resources and protecting our environment.



WorldStar 2023 Packaging Award for packaging excellence for „PopArt“ by Dr. Grandel.



WorldStar 2023 Packaging Award for packaging excellence for gigasept powerTRIO by Schülke & Mayr.

SUSTAINABILITY AWARDS



Edelmann Hungary – Winner of the „ZALA Country Donor of the Year 2023 Award”
 We are incredibly proud to announce that Edelmann Hungary has been honored with the „ZALA Country Donor of the Year 2023 Award” in recognition of its outstanding CSR activities and extensive initiatives throughout the past year.



IFCA Star Awards 2023 for Edelmann India
 Edelmann India has received 4 prestigious IFCA Star awards in 2023, recognizing their outstanding achievements in the packaging industry.



EUROPEAN CARTON EXCELLENCE AWARD 2023
 We are very proud to have been awarded the award „EUROPEAN CARTON EXCELLENCE AWARD 2023”, in the category “INNOVATION” by PRO CARTON for an innovative and sustainable packaging solution for MARY COHR’s product!

SUSTAINABILITY HIGHLIGHTS 2023

Our 2030 Science Based Target for Scope 1 and 2 already achieved in 2023

-57% in Scope 1 & 2 GHG emissions (vs 2021) market based



> 11000 tons of CO₂e reduced (vs 2022)

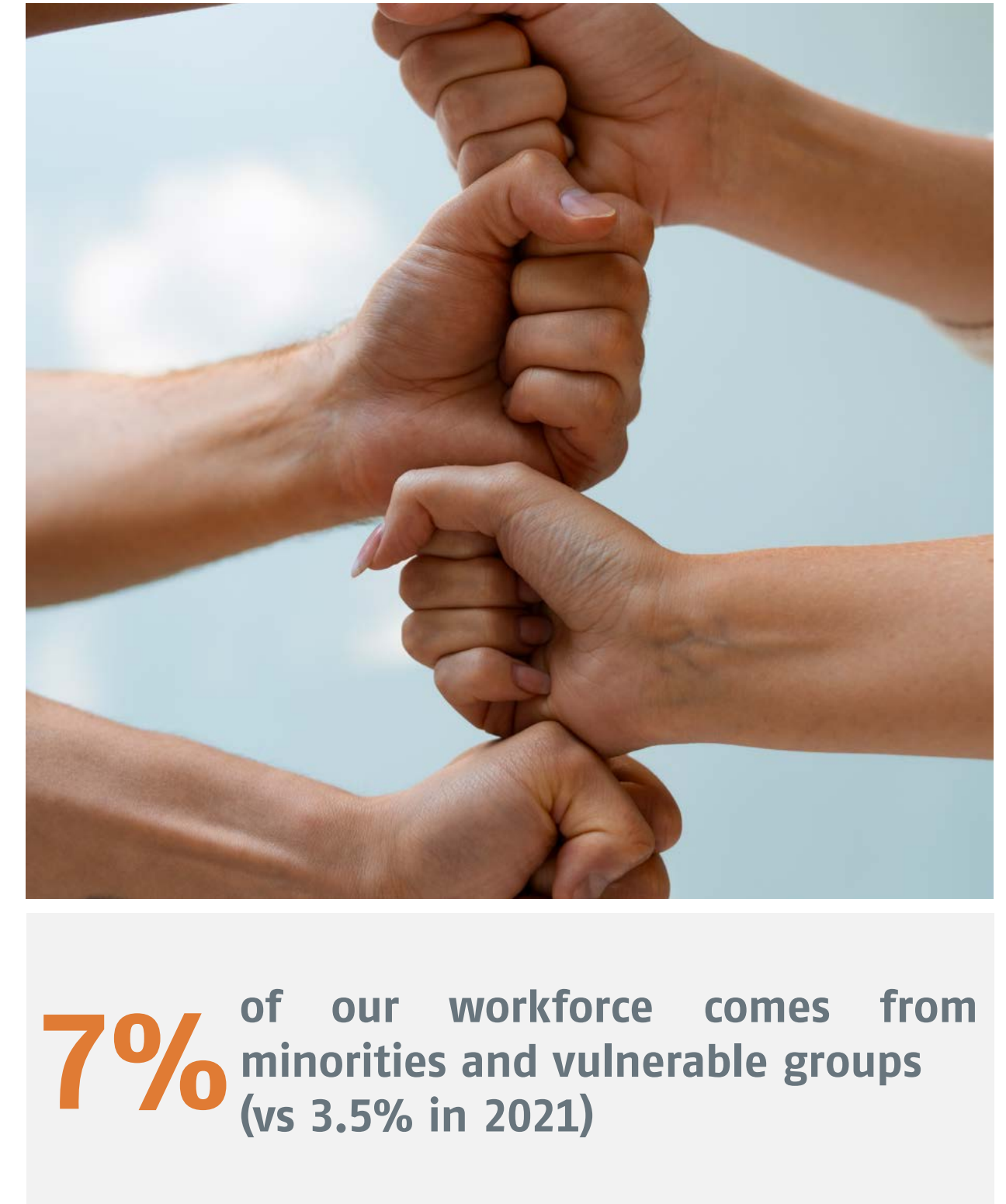


-6% total natural gas consumption (vs 2022)

-3% total electricity consumption (vs 2022)



66% of our electricity consumption comes from renewable sources



7% of our workforce comes from minorities and vulnerable groups (vs 3.5% in 2021)

WE ENABLE:

- Reduction of packaging carbon footprint
- Full recyclability of packaging solutions
- Plastic replacement

WE CONTRIBUTE TO:

- Ambitious climate action
- Social inclusion
- Sustainable supply chain

WE FOSTER:

- Employee development and engagement
- High ethical standards
- Social and environmental competence

MISSION

We provide our customers with superior and innovative board packaging solutions and leaflets promoting their products perfectly towards customers and protecting their products in an environmentally friendly way.

VISION

We aim to become the global point of reference for packaging solutions, delivering sustainable value to end consumers, customers, employees and shareholders. We will be recognized as preferred supplier due to our superior performance in terms of quality, delivery reliability and sustainability.

VALUES

INTEGRITY AND HONESTY: We say what we think, even when it's uncomfortable and do the right thing, even if nobody is watching.

TRANSPARENCY: We have nothing to hide and share openly where things are not going right and where we need help.

AMBITION: We thrive for superior performance and quality and do not want to settle for less. We provide room for personal growth and accountability and actively encourage personal initiative.

RESPECT: We treat others the way we want to be treated by them.

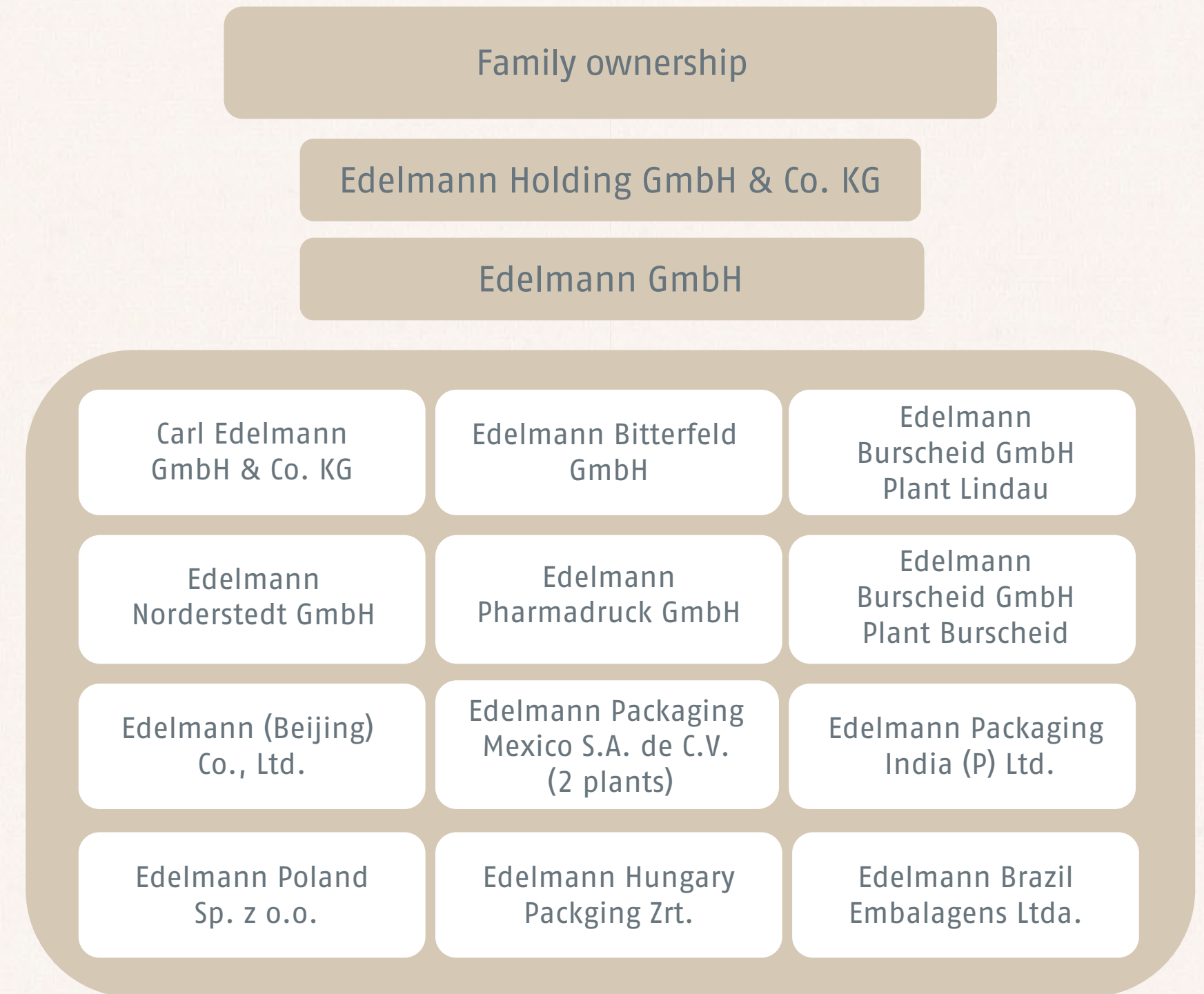
JOY: Like what you do and who you are doing it with. There is always room for a laugh.

MISSION, VISION, VALUES

ORGANIZATIONAL AND GOVERNANCE STRUCTURE

Edelmann GmbH is a family-owned business and belongs to the Edelmann Holding GmbH & Co. KG. The company is led by the Chief Executive Officer Dr. Frank Hornung and the Chief Operating Officer Christian Schumacher, further supported by the Advisory Board.

ORGANIZATIONAL STRUCTURE



GOVERNANCE STRUCTURE



GOVERNANCE

The highest governance body of the Edelmann Group is the Global Executive Board (GEB). The GEB is led by the Chief Executive Officer and consists of executive leaders who represent the key global functions. The selection of the members is initiated by the Chair and needs to be approved by the Advisory Board. As a family-owned business, the presence of the Advisory Board is a voluntary supervision structure and is not required by the law.

The existing composition of the GEB is designed to allow visibility, transparency and fair representation of key decision makers who contribute to the long-term development of the company, including management of impacts. The GEB is updated quarterly by the sustainability function through a quarterly review meeting.

The role of the GEB in the management of social and environmental impacts is to guide, review and support the strategic development, set performance objectives and track their implementation, review and approve annual budgets, including sustainability-related investments as well as incorporate impact management in individual functions. Examples of the GEB team's engagement are participation in a materiality assessment workshop as well as review and approval of the Group Sustainability Roadmap with the respective strategic focus areas, targets and action plans. Therefore, they are actively involved in shaping and leading the sustainability journey of the Group.



Dr. Frank Hornung, CEO
Chair
Edelmann tenure: 6 years
21 years of leadership experience, 11 years in packaging



Christian Schumacher, COO
Member
Edelmann tenure: 2 years
21 years of leadership experience, 11 years in packaging



Ayfer Durmaz, Business Performance, People & Culture Member
Member
Edelmann tenure: 6 years
15 years of leadership experience, 11 years in packaging



Meino Adam, Global Sales Director
Member
Edelmann tenure: 33 years
20 years of leadership experience, 33 years in packaging



Stefan de Paz, Finance, Digitalization & Processes Member
Member
Edelmann tenure: 6 years
26 years of leadership experience, 13 years in packaging

STAKEHOLDERS

Understanding the views and interests of our stakeholders ensures the long-term success of our operations. Therefore we strive for continuous dialogue and open exchange. The key stakeholder groups and our engagement with them are described below, particularly in relation to our sustainability commitments and material topics.

OUR COMMITTED EMPLOYEES ARE AMONG THE MOST VALUABLE RESOURCES THAT ALLOW GROWTH AND DEVELOPMENT OF THE EDELMANN GROUP.



EMPLOYEES AND MANAGEMENT

Our committed employees are among the company’s most valuable resources and are essential to the growth and development of the Edelmann Group.

We engage with our employees through career development discussions, annual Employee Satisfaction Survey, trainings, internal newsletters, regular communication from the Global Executive Board (GEB), location-specific townhall meetings, company events along with cross-functional as well as global initiatives. Our employees also have access to an anonymous whistleblowing channel that can be used for reporting complaints and misconduct.

SUPPLIERS

Our valued suppliers are our key strategic partners who support us in enhancing our sustainability performance throughout the entire supply chain. We demand our suppliers to follow our CSR principles based on their commitment to the Supplier Code of Conduct. We engage through operational work, regular meetings, workshops, site visits, business reviews and joint development projects. At least quarterly frequency of contact is maintained with key suppliers. Supplier engagement events are used to drive implementation of projects that improve carbon footprint of raw materials, production processes, shipping materials and machinery.

CUSTOMERS

Sustainability is among the key priorities of our customers. Therefore, our engagement is crucial to meet the targets of our customers and support them to decrease the carbon footprint of their packaging.

Continuous dialogue is enabled through annual business reviews, topic-specific workshops, joint product developments and new launches, audits, regular site visits and customer events. The average frequency is at least quarterly. Introduced in 2020, the Customer Sustainability Program continues to enable a new level of engagement with our clients to minimize the footprint of packaging.

LOCAL COMMUNITIES & SOCIETY

Local communities and society benefit from the positive impact that the Edelmann Group is creating, including financial, such as monetary support of sports clubs and orphanages and/or volunteering, such as charity runs and blood donations. Our efforts vary within different plants, but they are united under one common purpose of contribution to the well-being and prosperity of local communities. In 2023, all sites of the Edelmann Group once again participated in the “Joy of Giving” where we supported associations in need. In addition, our social inclusion projects provide employment opportunities to minorities and vulnerable groups.

CSR TIMELINE

Sustainable development has always been at the core of our strategy since the early days of our history. Discover some of the highlights below with our improvements and some of the key milestones since 1975.

- 1975-1981 Surface finishing switches from solvent-based to water-based varnishes. Reduction of pollutants in production.
- 1977 A system for transporting cartonboard waste from the punching and waste stripping sections to the bailing press is commissioned.
- 1983 Calculation bases for determining ink quantities using spectrophotometers, specimen printing equipment and analytical balances are developed.
- 1987 In areas with little natural light, fluorescent lights with electronic ballasts are installed. Ventilation and heating systems are controlled by PC-based management system.
- 1988 Dies for punching machines are dressed in water-based adhesives, replacing spray-type adhesives with propellants.
- 1989 The lighting systems in the production areas are equipped with daylight detection control. Three additional press containers are installed for even more effective selection of leftover card waste. A waste and recyclable material collection system is introduced. Process water heating by means of heat recovery from the compressed air generation process system is introduced.
- 1991 All the cooling systems become closed systems. A system of leftover ink utilization is commissioned.
- 1991 Computer programs calculate the precise amount of ink required for each job. Disposable pallets are returned to cartonboard suppliers for reuse. A new mixing plant for gravure inks reduces the amount of leftover ink produced. Fire protection insulators from asbestos are removed and disposed of.
- 1992 A desilverisation system for fixing baths used in film development is commissioned. The exhaust air purification system in the gravure printing section is commissioned. Additional warehouse for storing flammable liquids is built. Offset ink is delivered in 200-litre drums, from which it is pumped pneumatically to the ink-mixing department.
- 1993 The TÜV environmental seal is introduced. Calendar varnishes are switched to dispersion basis without solvents (CE-Gloss).
- 1994 A control system switches off demand-dependent electric power consumers to avoid power surges. Hall heating is fed by heat recovery from compressed air generation.
- 1996 Disposal channels and options are highlighted in a Disposal Manual. The building heating is switched to gas. The burners are controlled by oxygen. A filtration system for leftover inks is commissioned. Hydraulic lifts are powered by biodegradable hydraulic oils. The first environmental report is published.
- 1999 Processes to produce pharmaceutical packaging are introduced to the OB section.
- 2000 A fully automated ink-mixing system for offset inks is introduced.
- 2001 Plates are exposed almost entirely using CTP-systems.
- 2003 The automatic transport system FTS is introduced.
- 2004 Logistics and transport workflows are optimized by setting up a central warehouse. The entire roof area in the Weilheim factory is insulated.
- 2005 The Disposal Manual is introduced.



- 2006 Natural gas vehicles are introduced for in-plant transport and city journeys. All processes and workflows are risk-assessed.
- 2008 The ESC office and technology building is built based on the latest ecological consideration. The noise level on the pharmaceuticals production hall is reduced by installing noise-absorbent mats. Edelmann France, Heidenheim and Weilheim are FSC®-certified.
- 2009 New acquisition of latest indoor concerning ventilation and air conditioning mechanism.
- 2010 Heat recovery in compressed-air system is optimized.
- 2013 Installation of a combined heat and power plant. Successful testimonial of an alternative energy management system.
- 2014 Combined heat and power plant is implemented. Installation of the LED lighting in the gluing department. New air compressor with installed heat recovery.
- 2015 The new more energy-efficient factory on the site in Hungary was built. Realization of the Energy Audit DIN EN 16247-1 in all German sites.
- 2016 Introduction of the Code of Conduct. Implementation of Corporate Social Responsibility.
- 2017 Receiving silver status on the rating platform EcoVadis. Replacement of the old heating pumps through a more efficient version. Human Rights Policy is introduced.
- 2018 German Packaging Sustainability Award. Replacement of heat pumps in Weilheim.
- 2019 Updated Supplier Code of Conduct. Development of alternative PET lamination solutions. "A-" Rating on CDP Climate Change. 2 Environmental Awards.
- 2020 Updated materiality assessment; Social inclusion projects; Customer Sustainability Program; 3 sustainability awards
- 2021 First GHG emissions audit; CPI Best Sustainable Packaging Solutions Award; Global "Joy of Giving Week"; LED lighting in Heidenheim; Plastic replacement projects; Expansion of social inclusion projects; Supplier Contest on sustainability.
- 2022 Emission reduction targets were validated by SBTi (Science Based Target initiative). Numerous sustainability awards. Joy of Giving 2022 across all sites. First-time submission of CDP Forests, resulting in a leadership ranking "A-".
- 2023 Awarded the CDP ranking „A“ for the first time for Climate Change and „A-“ for Forests for the second consecutive year. This demonstrates our exceptional commitment to the preservation of our natural resources; Edelmann has founded an ESG department, replacing old CSR department to recognise the high importance of sustainability.

MATERIALITY ASSESSMENT

A materiality assessment is the identification of sustainability topics and their prioritization by relevance and impact based on the voices of internal and external stakeholders. The latest update of the materiality assessment was completed in 2021.



SOCIAL

- 1. Employee training and development
- 2. Diversity
- 3. Labour and Human Rights
- 4. Social dialogue
- 5. Occupational Health and Safety
- 6. Support of local communities

ENVIRONMENTAL

- 7. Energy and GHG emissions
- 8. Water
- 9. Raw materials
- 10. Waste management
- 11. Product end of life

BUSINESS ETHICS & OTHERS

- 12. Anti-corruption and Bribery
- 13. Fair competition
- 14. Responsible information management
- 15. Supplier management

*the topics marked in brown have been excluded from the assessment, as they correspond to the legal requirements and are assigned high relevance by default.



EXTERNAL STAKEHOLDERS

- 23 key customers through a survey and interviews
- 15 key raw material suppliers through a survey and interviews
- 1 industry report

INTERNAL STAKEHOLDERS

- 6 GEB (Global Executive Board) members through an internal workshop
- 72 employees of all levels globally through a survey

OUR SUSTAINABILITY ROADMAP

	ENERGY AND EMISSIONS	RAW MATERIALS AND SOURCING	DIVERSITY AND INCLUSION	EMPLOYEE DEVELOPMENT & ENGAGEMENT
OUR AMBITION	<p>REDUCE our carbon footprint and support our customers to achieve their emission reduction targets for packaging</p>	<p>ACHIEVE sustainable supply chain from transparency to full recyclability of our packaging solutions</p>	<p>BECOME an inclusive employer fostering diversity, equity and social inclusion</p>	<p>SUPPORT our workforce to encourage and strengthen environmental, social and business ethics competence</p>
5-YEAR TARGETS (2027) <small>EXCEPT 2030 TARGETS</small>	<p>Our validated science-based targets (SBT):</p> <ul style="list-style-type: none"> Reduce absolute Scope 1 and Scope 2 GHG emissions 42% by 2030 from a 2021 base year Reduce Scope 3 GHG emissions 52% per million manufactured units by 2030 from a 2021 base year Increase annual sourcing of renewable electricity from 43% in 2021 to 100% by 2030 <p>Additionally:</p> <ul style="list-style-type: none"> Decrease our energy consumption in line with SBT & support at least 15 key customers to decrease carbon footprint of their packaging by at least 25% 	<ul style="list-style-type: none"> Assess and support to improve sustainability performance of 100% of Tier 1 suppliers Support plastic replacement with paper-based solutions 95% of our production volumes will be fully recyclable Engage our supply chain partners to drive sustainable improvements 100% of investments and new suppliers are assessed against environmental and social impact 	<ul style="list-style-type: none"> Triple the share of our workforce coming from minorities/vulnerable groups Become an inclusive employer fostering diversity, equity and social inclusion 	<ul style="list-style-type: none"> Make sure all our employees are environmentally and socially conscious Increase employee engagement in sustainability (at least 50% of involved workforce) Foster ethical behaviour across the Group

AMBITIOUS CLIMATE ACTION

Under the 2015 Paris Agreement, governments committed to keeping global temperature rise to well-below 2°C above pre-industrial levels, at the same time enhancing efforts to limit global warming to 1.5°C. In 2018, the Intergovernmental Panel on Climate Change announced that global warming must not exceed 1.5°C to avoid serious impacts of climate change.

The SBTi (Science Based Targets initiative) drives ambitious climate action by developing standards and validating emission reduction targets in line with climate scenarios dictated by science.

We are proud to be among companies taking action and committing to the targets which help to limit the global warming to 1.5°C. We went through the validation process in 2022, resulting in the following science-based targets:

Reduce absolute Scope 1 and Scope 2 GHG emissions 42% by 2030 from a 2021 base year

Reduce Scope 3 GHG emissions 52% per million manufactured units by 2030 from a 2021 base year

Increase annual sourcing of renewable electricity from 43% in 2021 to 100% by 2030





12 RESPONSIBLE CONSUMPTION AND PRODUCTION

Focus targets: 12.2, 12.5, 12.6

Relevant themes (SDG Compass):

- Resource efficiency
- Sustainable sourcing
- Material recycling
- Product environmental information

8 DECENT WORK AND ECONOMIC GROWTH

Focus targets: 8.5, 8.8

Relevant themes (SDG Compass):

- Employment & Economic inclusion
- Non-discrimination
- Health & Safety
- Employee development

13 CLIMATE ACTION

Focus target: 13.2

Relevant themes (SDG Compass):

- Energy efficiency
- GHG emissions
- Green investments
- Risks and opportunities related to climate change

SUSTAINABLE DEVELOPMENT GOALS

Sustainable development goals (SDGs) represent a call for action by the governments, corporations and individuals to protect the planet, reduce inequalities and ensure peace and prosperity around the world. The seventeen goals address the 2030 Agenda for Sustainable Development, unanimously adopted by all UN Member States in 2015 during the UN Summit. Companies are expected to contribute with their input, and so does the Edelmann Group. While all SDGs contribute to a better tomorrow, we choose to focus on the three goals to address the 2030 Agenda.

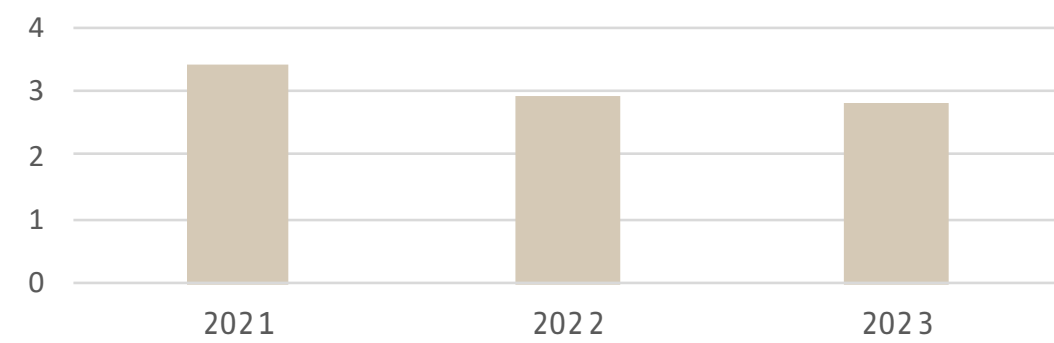


SOCIAL RESPONSIBILITY

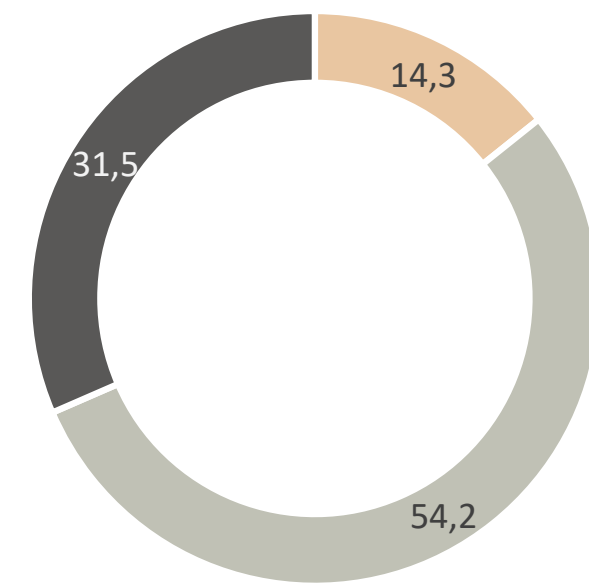
OUR EMPLOYEES

Our employees are the core of our ambition to drive sustainable solutions and contribute to the decarbonization of the packaging market. We foster diversity, equal opportunities, talent development, fair compensation and well-being of our people all across the globe.

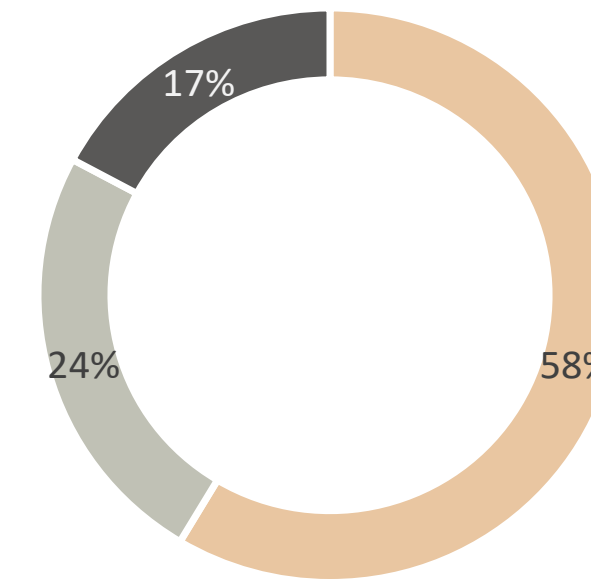
GLOBAL EMPLOYEE TURNOVER RATE



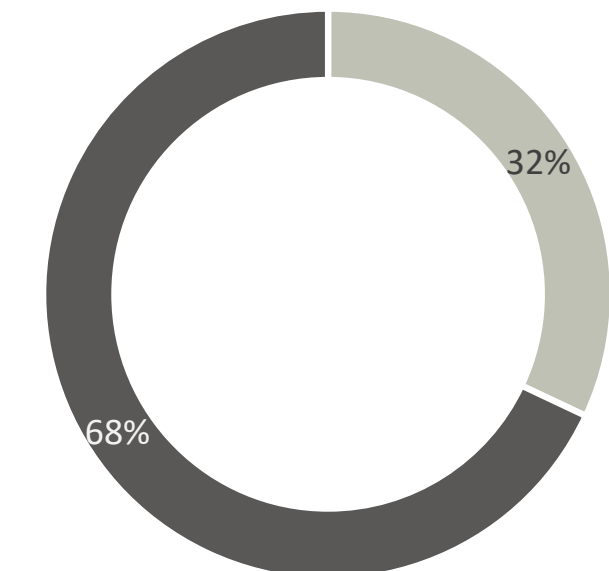
AGE DISTRIBUTION



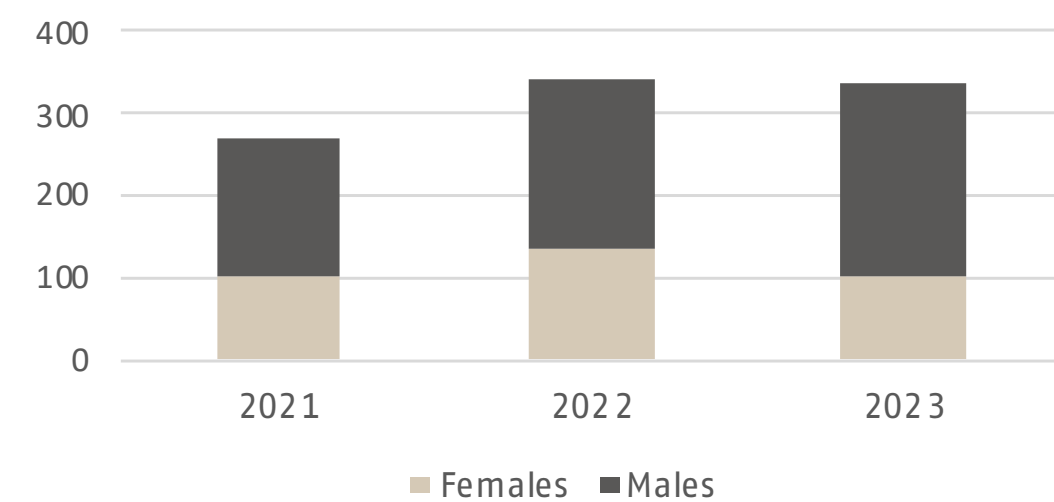
SPLIT BY REGION IN %



MALE TO FEMALE RATIO IN %



NEW EMPLOYEE HIRES



Under 30 30 - 50 Above 50

Europe Americas Asia Pacific

Females Male

WE ARE MORE THAN 2800 MINDS AND 2800 HEARTS ON OUR JOURNEY TO DELIVER SUSTAINABLE VALUE.

OCCUPATIONAL HEALTH AND SAFETY (OHS)

Our long-term goal is to reach zero accidents. Since 2022, global data collection is performed monthly to record the total number of accidents, classified into no absence <1 day lost, ≥1 and ≥3 days lost. In addition, total lost days are recorded along with descriptions of accidents with lost days, which are further analyzed to implement preventive and corrective actions.

The following three Key Performance Indicators (KPIs) are tracked:

- Total Incident Frequency Rate (TIFR)
- Lost Time Incident Frequency Rate (LTIFR)
- Lost Time Incident Severity Rate (LTISR)

All KPIs are calculated on a basis of 1000000 working hours.

Compared to 2022, the total number of incidents in 2023 remained stable. However, the number of lost time incidents and related lost days could be significantly reduced. As a result, the LTIFR dropped from 12.1 to 7.3 and LTISR from 102.4 to 64.9.

From 2024 onwards, Edelmann is planning to implement a Behaviour Based Safety (BBS) Program. This approach is based on the observation that the majority of workplace accidents at Edelmann are due to unsafe behaviour. The Behaviour Based Safety (BBS) Program covers activities for at least the next 5 years. Initial steps are already being taken.

Accidents 2023

	2022	2023	Target 2024
Total Incidents	143	140	
Lost Time Incidents	61	36	
Lost Days	515	321	
TIFR (Total Incident Frequency Rate) per 1000000 working hours	28,3	28,3	25,5
LTIFR (Lost Time Incident Frequency Rate) per 1000000 WORKING HOURS	12,1	7,3	7,0
LTISR – Lost Time Incident Severity Rate	102,4	64,9	45,4

TRAINING FOCUS AREAS

- General safety briefings
- Equipment usage instructions (e.g. forklifts)
- Substance handling instructions (e.g. hazardous substances)
- Safe behaviour instructions (e.g. stacking, lifting and carrying items)
- Fire safety
- Risk analysis
- Procedure in case of emergency
- Procedure in case of an injury
- Personal protective equipment (PPE) instructions

SOCIAL INCLUSION

Diversity and inclusion are among the five priority areas of our sustainability agenda. Therefore, we implement a range of social inclusion projects in line with our commitments. This program is aimed at embracing minorities and vulnerable groups, including their employment and development. As of 2023, 7% of our workforce comes from minorities and vulnerable groups.

EMPLOYEES WITH DISABILITIES

Employment of people with disabilities is often regulated nationally. We strive for providing diverse opportunities and supporting vulnerable groups who have disability background across numerous Edelmann locations internationally.

VULNERABLE GROUPS

A range of vulnerable groups is supported by Edelmann Mexico, where social responsibility is strongly embedded into the company operations. Supported groups are single mothers, senior workers, employees with disabilities and people coming from economically vulnerable areas.

WOMEN EMPOWERMENT

We enable women empowerment through giving opportunities. This can mean supporting in senior management positions, as well as hiring women in vulnerable life situations, such as single mothers in Mexico or migrant women with minimum to no education in India. With that, our plant in India established a female section to provide employment opportunities to migrant women and allow female presence in the manufacturing environment.

Additionally, our Polish plant continues to support women in senior management, where the current gender split is almost 50/50, significantly exceeding the Group level and national average. The managerial roles of female colleagues vary from production preparation, quality management to accounting and purchasing.

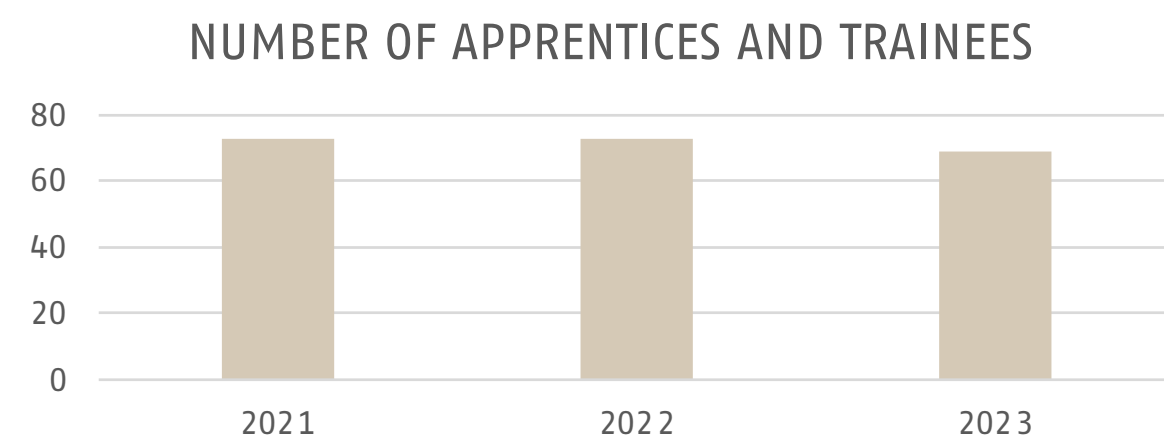


7% of our workforce comes from minorities and vulnerable groups (vs 3.5% in 2021)

OUR APPRENTICES AND INTERNS

Apprenticeship is an excellent way to attract the best talents at the early stage and nurture the young professionals with knowledge and experience. Apprenticeship refers to the long term training that lasts on average for three years. For some of the students, we work in collaboration with academic institutions, such as the Baden-Wuerttemberg Cooperative State University (Duale Hochschule Baden-Württemberg). Thereby, every year students spend the working part of their dual studies with us, while they are learning the academic side at the university. Some students are later offered full-time employment opportunities. The roles our apprentices take vary by major: such as business management, media designer, printing technologist, packaging technologist and machine operator.

Additionally, we provide opportunities to trainees who spend 3 to 12 months at Edelmann either as part of their studies or as an additional professional experience. This approach is more common among our international locations, while German sites focus on apprenticeship opportunities.



EMPLOYEE TRAINING AND TALENT DEVELOPMENT

Our employees are the core driver of our business success, promotion of corporate values and contribution to ambitious climate action. Therefore, we choose to invest in continuous training and development of our employees. This topic is led by our Human Resources teams together with functional leaders.



Edelmann Academy was designed to provide a global learning platform, where employees can choose to participate in a range of training opportunities. Communication and presentation skills training as well as the online Sustainability Module are examples of offered possibilities. Edelmann Academy will be further developed and enhanced with diverse topics, allowing each employee to share their expertise through one shared platform and learn from each other.

ENVIRONMENTAL AWARENESS

A new environmental awareness training was developed in 2022 and rolled out in international locations. The purpose was to outline key environmental topics, responsible daily practices, improvement potential and ways of communication locally.

SKILL-SPECIFIC TRAINING PROGRAMS

We acknowledge that each employee requires a certain set of skills to grow professionally and develop their knowledge. Beginning in 2022, extensive skill specific trainings were completed in numerous locations.

Topics included:

- Leadership
- Communication and presentation
- Negotiation
- Process management
- IT skills
- Job-specific technical skills
- Various focused seminars and workshops

We estimate that 25% of our workforce received at least one skill-specific training in 2023.

PREVENTION OF DISCRIMINATION AND HARRASSMENT

We train employees worldwide on these topics regularly, based on our employee Code of Ethics and Conduct.

15% of average training hours per employee in 2023



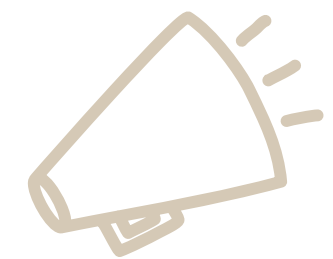
SOCIAL DIALOGUE

Hearing voices of our employees and making sure that we have sufficient channels for dialogue is crucial to our efforts on employee satisfaction, communication and engagement. In 2023, we continued developing programs and tools aimed at strengthening social dialogue.



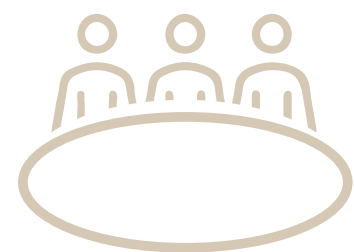
FEEDBACK

through employee surveys, focus groups and suggestion programs



TRANSPARENT COMMUNICATION

through townhall meetings, newsletters and other channels



STRUCTURED ENGAGEMENT

through the work of local employee councils

ENHANCED COMMUNICATION

All Edelmann sites continued working on improving internal communication. Local monthly newsletters are further supported by the quarterly global management updates as well as local townhall meetings, wherever possible, or virtual gatherings. Additionally, informal opportunities, such as tea/coffee with one of the management team members, were also offered to our employees.

EMPLOYEE SATISFACTION SURVEY

In early 2021, a global employee satisfaction survey was completed to hear all voices and seek improvement potential regarding employee development, communication, facilities, remuneration and engagement. The participation rate of 75% globally ensured a fair representation of opinions. The results were measured in Net Promoter Score (NPS). Consequently, action plans were established through focus groups in each location to work on the key improvements and make sure that representative employees were directly involved in the process. Focus group work actively continued and already led to numerous improvements, such as availability of further training opportunities. We plan the next global employee satisfaction survey in 2024.

EMPLOYEE SUGGESTION PROGRAM

Our sites in Mexico, Brazil, India and China followed up on an employee feedback program through a suggestion box installed in the plants. Employees use it to communicate their wishes and suggestions regarding their working places, various arrangements, canteen facilities and other work-related matters through a central channel. Suggestions are carefully reviewed and followed up.

EMPLOYEE COUNCIL

72% of our workforce are covered by site-specific Employee Councils, which are formally elected and ensure a fair representation of local colleagues. While it is required by law in some locations, the rest are implemented voluntarily. The Committee speaks for the employees' rights and interests and negotiates open subjects with the management team.

HEARING VOICES OF OUR EMPLOYEES AND MAKING SURE THAT WE HAVE SUFFICIENT CHANNELS FOR DIALOGUE IS CRUCIAL TO OUR EFFORTS ON EMPLOYEE SATISFACTION, COMMUNICATION AND ENGAGEMENT.

HUMAN RIGHTS

Our commitments on human rights are formalized through the Human Rights Policy, further supported by the Code of Ethics and Conduct. In order to extend our ambition, we require our suppliers to commit to the principles of the Supplier Code of Conduct, where one chapter is dedicated to human rights. The impact management related to human rights is mainly led by the HR department with the support of other relevant functions depending on the location.

We are committed to the principles of the Universal Declaration of Human Rights, including the International Bill of Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

EQUALITY OF TREATMENT

DEI (Diversity, Equity and Inclusion) is among the core priorities of our sustainability roadmap. Therefore, equality of treatment and non-discrimination are crucial to our practices for recruitment, talent development and engagement. Our social inclusion projects contribute to the practical implementation of our DEI ambitions. We do not tolerate any discrimination practices on the grounds of race, nationality, colour, sex, disability, religion, political opinion, social origin or age.

FAIR LABOUR PRACTICES

Most of our employees are covered by collective agreements on working conditions, including remuneration, working hours, vacation days and notice period. For countries where collective bargaining is not available, market and national standards are used to regulate conditions. In addition, employment relationships are formalized in a written contracts, specifying all location-specific conditions. All contracts of employment comply with applicable national laws. Therefore, we ensure adequate working hours and fair compensation implemented through fixed salary scales or national regulations.

CHILD AND FORCED LABOUR

We refer to child labor as a subject to ILO Conventions. According to the latest ILO Report on child labor, 160 million were in child labour with half of them being exposed to hazardous conditions. We strictly prohibit any form of child and/or forced labour, formalized in our Human Rights Policy. Practically, the age of the applicants is checked as part of the screening and recruitment processes. In addition, SMETA audits are performed for multiple locations to obtain independent verification.

No incidents were registered during the reporting year, neither within Edelmann sites, nor in relation to our suppliers' business activities.

FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING

All Edelmann employees are free to join unions of their choice as well as appoint representatives who would communicate their interests in the most reliable way. The right of freedom of association and collective bargaining is clearly stated in Edelmann's Human Rights Policy. We work with employees' representatives in a spirit of trust and open dialogue.

LIVING WAGES

OUR LIVING WAGES STRATEGY:

According to our Human Rights Policy we apply the principle of equal pay for equal work. We observe the legally required minimum wages and ensure that employees' remuneration is sufficient to cover their basic needs. This way, we aim to respect the minimum living wage.

LIVING WAGE GAP ANALYSIS:

In 2023 we conducted a living wage gap analysis in all of our plants with the exception of the plant in China. The following was analyzed:

- Actual wages in comparison to living wages
- Proportion of workers at or above the living wage
- Results by gender (% of workers below the living wage)
- Results by occupations
- Living wage gap compared to actual wages
- Total costs to fill the living wage gap
- Total costs compared to current total wage costs

Results of our first gap analysis:

All our plants in scope pass the assessment.

OUR TARGET:

ENSURING A LIVING WAGE PAYMENT BY 2030

OUR LIVING WAGE JOURNEY:

„By 2030 Edelmann will be living wage certified“



FAIRWAGE
NETWORK

Fair Wage is an economically rigorous standard and methodology designed to assess, develop and optimize wage policies. Fair Wage encompasses typical sustainability dimensions like Living Wage and Equal Salary but is far more comprehensive and most importantly systematically correlates those indicators with performance and profitability indicators.

What are living wages:

Living wage refers to the remuneration level that an employee is paid, which ensures a decent standard of living for the employee and her or his family dependents in their location and time. Elements of a decent standard of living include food, water, housing, education, health care, transportation, clothing, and other essential needs including provision for unexpected events.

BUSINESS ETHICS

All associates of Edelmann are expected to adhere to high ethical standards. We encourage our employees and external partners to use and promote good business practices, which are communicated in the Code of Ethics and Conduct, Human Rights Policy and Supplier Code of Conduct.

RESPONSIBLE CONDUCT

In addition to the human rights commitments, good business practices include antibribery and anticorruption, fair competition, data protection and interest alignment. All topics are addressed through control mechanisms and tools, such as the four-eye principle, approval matrix per spend category and external audits (e.g. SMETA).

Our Group Code of Ethics and Conduct was updated in 2022. It sets guiding principles related to ethical standards for all our employees. The scope of the policy includes legal compliance, discrimination and harassment, confidentiality and data protection, antibribery and anticorruption, conflict of interest, environment, health and safety, antitrust, documents and reporting as well as quality. The Code of Conduct is applicable to all Edelmann entities.

No incidents related to bribery, corruption, antitrust, data protection and conflict of interest have been registered during the reporting year.

WHISTLEBLOWING

In 2021, we introduced a formal whistleblowing program that allows employees to anonymously report misconduct through an independent third-party channel. The program is available in all Edelmann languages to facilitate global implementation. Alternatively, employees can choose to report through internal channels such as the Employee Council or direct supervisor. The whistleblowing procedure was formalized with a Whistleblowing Policy, Investigation Protocol and adherence to all national requirements, particularly in relation to the EU Whistleblowing Directive.

Our whistleblowing program covers all topics of misconduct: bribery, corruption, conflict of interest, improper payments, improper gifts and hospitality, financial irregularity, confidentiality breach, competitor interaction, fraud, discrimination, harassment, health and safety, human rights.

Our whistleblower system is available for this purpose, which enables anonymous, confidential and secure communication with the investigation team: [Speeki Webportal](#)



WELL-BEING OF OUR EMPLOYEES

Healthy employees – healthy business. We firmly believe that supporting our employees' health contributes to their well-being, performance and overall satisfaction.

HEALTHCARE BENEFITS

The benefits given to our employees vary by plant based on national regulations. Most commonly, healthcare, disability, retirement provision and life insurance are offered. We continuously work to improve insurance offers.

MENTAL HEALTH

Increasing importance of mental health draws more attention to our actions and doing our best to go beyond conventional care. Psychological support and mental health awareness are examples of our engagement in selected plants.

Edelmann plants regularly hold special training sessions related to well-being and mental health of their employees. On-site gymnastics, psychological support and mental health awareness are examples of our engagement.



EMPLOYEE HEALTH CHECK-UPS

To ensure the well-being of our employees, regular health checks and examinations are carried out by an external medical officer. Although there are country-specific differences, the common practice is – for employees under the age of 45, a health check is done every four years and for employees older than 45 years, a health check is completed every three years. Before new employees start working at the Edelmann Group, they also undergo an examination by the doctor to ensure a healthy start and implement any supportive and/or preventive measures in relation to their eyesight, hearing, posture or any special working conditions required.

FAMILY BUSINESS – FAMILY VALUES

EDELMANN GROUP – 110 YEARS OF EDELMANN GROUP

From the humble beginnings and the great challenges of the time 110 years ago to date the Edelmann Group has travelled an impressive journey to become one of the world`s leading privately held packaging companies.

The Edelmann Group celebrated its 110th anniversary with a magnificent family event at its headquarters in Heidenheim by reviewing the company`s unique and successful history and by deeply thanking all of its committed and loyal employees, customers and supportive stakeholders without them this impressive development would not have been possible.

INAUGURATION OF THE Carl-EDELMANN-STRASSE

On the occasion of our special anniversary year another highlight was the inauguration of the “Carl-Edelmann-Straße” in Heidenheim in memory of our visionary founder Carl Edelmann jun. His remarkable career started in 1913 when he took over a small printing shop from his father and by this laid this the foundation for Edelmann`s development into an industrial worldwide operating packaging company within the past century. Carl Edelmann`s legacy will remain and will guide us through Edelmann`s next decade of innovation, cooperation and growth.



GLOBAL "JOY OF GIVING"

Our global "Joy of Giving" initiative is dedicated to the shared purpose to support communities in need and experience the joy of giving. Within our global Edelmann network, we supported more than 18 local communities and organizations in need in 2023: schools, orphanages, hospitals, local villages and more.

BURSCHEID, GERMANY

Support for the children's home and an animal shelter with necessities



MEXICO

Collected 115 boxes of food, clothing and shoes for migrants in need



LINDAU, GERMANY

Support for nursing homes with care and special puzzle booklets



BRAZIL

Support following the floods in Brazil with donations of clothing, food and other important items



INDIA

Donations of books, coloring books, crayons and treats to local kindergartens and state elementary school, as well as food, warm clothes and shoes to migrants in need.



HUNGARY

Support for a nursing home with tables to improve the dining experience.



POLAND

Support of a children's home with gifts, as well as a the DKMS campaign to raise awareness and register bone marrow donors



FRANCE

Support of a local children's hospital with Advent calendars. Completed in partnership with L'Oréal



CHINA

In cooperation with a local charity foundation in Beijing, 60 lightweight quilts were donated and children with congenital heart diseases and children with surgical diseases were visited in a hospital in Beijing.



BITTERFELD, GERMANY

Supporting the youth fire department in Bitterfeld with a donation and important items they need



WEILHEIM, GERMANY

Support for kindergarten – donations of cardboard and other things



NORDERSTEDT, GERMANY

Support for a tennis academy and a local school with important items



HEIDENHEIM, GERMANY

Support for the Children's Foundation – a Caritas organization and the animal shelter

DONATIONS BEYOND THE JOY OF GIVING

Apart from our global initiatives such as the "Joy of Giving" which is aimed at supporting communities in need, our individual plants continuously search for more opportunities to give back to the society. Discover a few highlights from 2023:

HUNGARIAN PREMATURE BABIES FOUNDATION

Once again, Edelmann Hungary has wholeheartedly embraced the opportunity to support this incredible cause, just as it has done in previous years. Our company was represented by a passionate team comprising members from various departments.

DONATION FOR AN EDUCATIONAL SUPPORT CENTRE

We are very pleased to start a cooperation with guterhirte centre in Ulm, Germany. "guterhirte" is an educational support facility. The organisation offers children, young people and families support in difficult life situations. The organisation accompanies the children on their journey through life and works with them to discover their strengths and develop solutions.

BLOOD DONATION CAMPAIGN 2023

Every year a few of Edelmann locations participate in local blood donation campaigns. So our location in India and Hungary. Their employees have once again made this world a better place.





EDELMANN FOUNDATION

In 2007, the shareholding family of Edelmann established the “Edelmann Stiftung” – a foundation based in Heidenheim. The purpose of this charitable foundation is to generate resources to promote art, culture and sport, help young people and the elderly and support public welfare. Since the foundation was established, we have provided more than 330.000€ of support to around 100 facilities and projects – primarily in Edelmann’s hometown and region of Heidenheim.

In 2023, the Edelmann Foundation donated to various beneficiaries, once again supporting more than 20 initiatives with larger and smaller donations. The focus was on supporting institutions in the social, educational, cultural and sports area alike. The Edelmann foundation will maintain its commitment to donating.

EDELMANN SPONSORSHIP

The Edelmann Sponsorship engages in sports and educational support of the local area centralized around Heidenheim. The team of the baseball club Heideköpfe Heidenheim and the football club 1. FC Heidenheim 1846 are supported by the Edelmann Sponsorship. Among the beneficiaries are also soccer and fencing teams. We are also proactively reinforcing multiple projects with nursery schools and universities to strongly support the educational purpose apart from the sports engagement. We are committed to provide all possible resources to the local area and nurture the development of our hometown.



Fencing Centrum Heidenheim
Photo by Maximilian Rist/EIBNER



Shawn Larry (#7)
Photo by Susanne Liedtke/Heideköpfe



1. FC Heidenheim 1846



ENVIRONMENT

COMPOSITION OF OUR PACKAGING SOLUTIONS

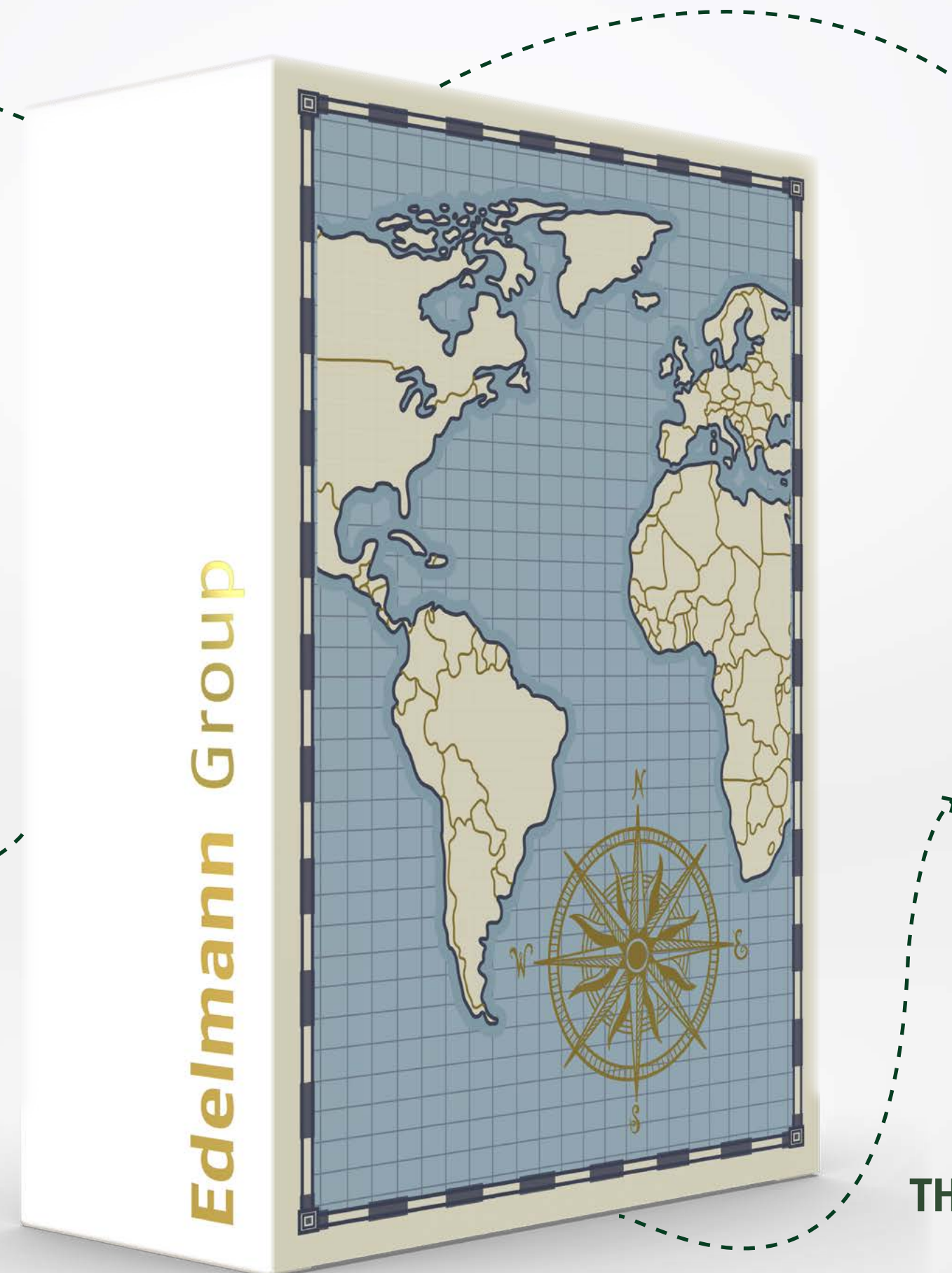
CARTONBOARD / PAPER

Cartonboard and paper are our main raw materials which comprise up to 95% of the finished product. These materials are renewable and recyclable and allow us to minimize the environmental footprint of our packaging solutions. In close cooperation with our suppliers, we ensure that our raw material wood increasingly comes from controlled sources. Our focus here lies on FSC® (Forest Stewardship Council®) certified wood products. This is in response to our customers' desire to increasingly use raw materials from sustainable and responsible cultivation for their packaging. The proportion of certified paper and cartonboard is already 42%.

12 out of 13 of our own production plants are certified with FSC Chain of Custody. Our plan is that all plants are certified by the end of 2024.

INKS AND VARNISHES

59% of the inks and varnishes we use are based on vegetable oils, minimizing the use of strong chemicals. We are committed to the use of inks, varnishes and related products certified as free of conflict minerals and toxic heavy metals as well as compliant with the REACH regulation. Our work continued to eliminate the residual small amount of mineral oil-based inks, where we successfully completed multiple projects with our customers to facilitate the transition.



EMBELLISHMENT

Our main goal is to ensure that decorative finishing does not limit the recyclability of our products while maintaining high quality appearance. Therefore, we are continuously working on research and development of innovative solutions. Along with existing technologies such as cold transfer or hot stamping, recyclable digital embellishment is one of the latest additions to our portfolio to deliver excellent visual results without compromising the environmental attributes.

GLUE

Glue is used to ensure sealing and closing of a folding box. We use standard water-based glues which enter a smooth recycling process.

**THROUGH A CAREFUL SELECTION OF OUR RAW MATERIALS,
OUR PACKAGING SOLUTIONS STAND FOR:**

MINIMIZED CARBON FOOTPRINT
RECYCLABILITY
CIRCULARITY

SUSTAINABLE INNOVATION

Our ambition is to develop packaging solutions which are fully recyclable, mono-material, use the minimum amount of resources and at the same time do not compromise excellent appearance and functionality. Recyclable finishing technologies, cellophane wrap replacement, plastic replacement and construction optimization are just a few examples of how we innovate to achieve improved environmental footprint.

PET LAMINATION ALTERNATIVES

PET lamination is often used to create a glossy packaging appearance, however it disturbs an efficient recycling process. Therefore, our solutions include a range of PET lamination alternatives, such as cold transfer or hot stamping, which are fully recyclable due to selective application technology and no plastic on the final product. We continuously assist our customers to substitute lamination and achieve better recyclability rates of their products.



WE PROMOTE MONO-MATERIAL SOLUTIONS

To ensure full recyclability, we offer solutions made 100% of cartonboard – renewable and recyclable raw material. We supported numerous customers in their transition from hybrid or fully plastic packaging to carton solutions. We join a global effort to reduce plastic waste and foster circularity in the packaging sector.

DIGITAL EMBELLISHMENT

Edelmann Group is among the pioneers of digital embellishment. This way, we started a partnership with Steinemann and installed a DM Maxliner machine that enables high-quality digital finishing and varnish application that can be achieved with only one pass. Due to selective application, digitally printed packaging is fully recyclable and can contribute to better environmental performance.

CONSTRUCTION OPTIMIZATION

“Less is more” is the initiative to optimize construction of a folding box in order to save board material. From shortening of the flaps to a complete packaging redesign – our development team is ready to tackle the challenge and find innovative ways to reduce material consumption. One of the projects in 2022 was dedicated to the new launch of “Eco Refill” by Nivea, where the concept of “Less is more” was applied.

CELLOPHANE REPLACEMENT

Cellophane wrapping is used for protection purposes mainly in the beauty market. In 2022, our development team continued to work on a wide range of solutions that allow to eliminate cellophane wrapping and instead, rely on tamper-evident closures which had to be designed specifically for the beauty sector. We are proud to pioneer this development, as several of our solutions were patented by Edelmann.



CUSTOMER SUCCESS STORY

ZWILLING BEAUTY GOES PLASTIC-FREE

ZWILLING Beauty successfully accomplished a major transformation of their packaging portfolio, replacing blisters with mono-material carton-based solutions. The key motivation was to ensure full recyclability of their packaging, transition to renewable raw materials and enhancement of premium appearance. The concept was complemented with other aspects of sustainable packaging, such as FSC®-certified board, fully recyclable embellishment as well as a carbon-neutral certified product. We are very proud to be a development partner and an active supplier for this project. It is an inspiration and a proof yet again that premium packaging appearance and excellent design are not in conflict with sustainable principles.





CUSTOMER SUCCESS STORY

PACKAGING SUPPORTING MEANINGFUL PURPOSE

Amanase is a producer of delicious chocolate creations from Ghana. They are also the first chocolate school in Ghana to create education and job opportunities for young Ghanaians as chocolatiers. Amanase is about sustainability and impact and does this by indulging only sustainably sourced cocoa, providing jobs in rural Ghana, providing fair compensation for the farmers and encouraging responsible cocoa farming.

We are proud to support their meaningful purpose with a packaging concept which was developed in partnership with Edelmann. Recyclability was ensured through a mono-material carton-based solution, including carton-based inlay, in combination with fully recyclable embellishment. With that, the entire product concept is truly creating an impact for a better tomorrow.

CUSTOMER SUCCESS STORY

RECKITT SAVES 280 TONS OF PLASTIC THROUGH PACKAGING TRANSFORMATION

Our customer Reckitt is committed to sustainable packaging and continuous improvement of their packaging carbon footprint. We are proud to be the partner for one of the projects, Air Wick Essential Mist, with the unique construction that eliminates plastic in the outer packaging. This development supported Reckitt on their journey from plastic packaging to mono-material carton-based packaging solutions for outer boxes.

The new packaging concept made entirely of cardboard saved around 280 tons of plastic last year and achieved the CO₂ reduction of around 140 tons per year. This project was also recognized by the HUNGAROPACK AWARD 2022.



Composite (mixed material) packaging solution with a plastic blister



Mono-material, fully recyclable packaging solution

CO₂ COMPENSATION PROGRAM

The Edelmann Group is among a few packaging manufacturers who can support customers in CO₂ compensation. We use an external calculation tool certified by The Climate Initiative of the Printing and Media Industries Federations. Customers may choose to invest in Gold Standard CO₂-neutral projects, thereby compensating the carbon footprint of their packaging. In addition, customers can fund the planting of an equivalent number of trees within Germany through Stiftung Unternehmen Wald.

The CO₂ calculator follows a reliable accounting model designed for the needs of the printing industry. All key differences are carefully considered, such as different sorts of cartonboard having varying carbon footprint. The calculator complies with the methods for "Lifecycle assessment and Carbon Balance Calculations" – DIN/ISO 14040, 14044 and 14067, as well as DIN/ISO 16759. The data and compensation calculations are audited on an annual basis.

Through the climate initiative our customers support a variety of projects, including the restoration of boreholes in Eritrea, efficient cookstoves in Ghana or wind energy installations in India.

For the purposes of our annual greenhouse gas balance, CO₂ compensation is not accounted as reduction.

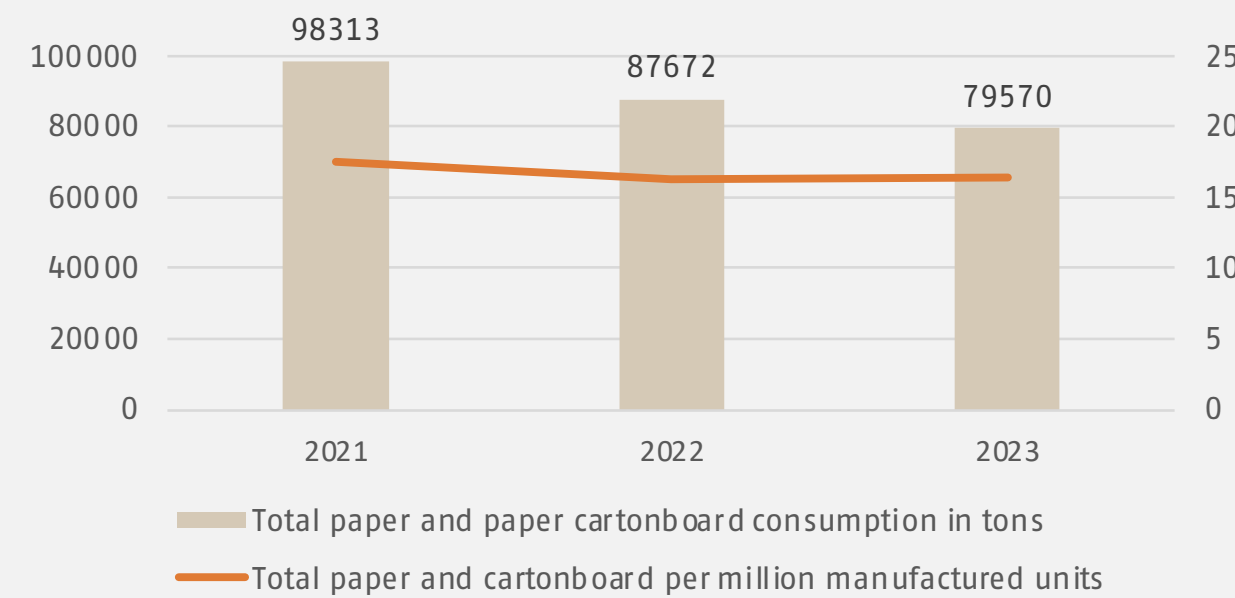
195 tons of CO₂e
were compensated by our customers in 2023



CARTONBOARD – OUR KEY RAW MATERIAL

Our key raw material is cartonboard – renewable and recyclable. Most of the consumption presented on the charts refers to cartonboard with an exception of the leaflet business, where paper is the main raw material.

TOTAL PAPER AND CARTONBOARD CONSUMPTION VS INTENSITY INDICATOR



12 out of 13
of Edelmann plants are certified with FSC® Chain of Custody

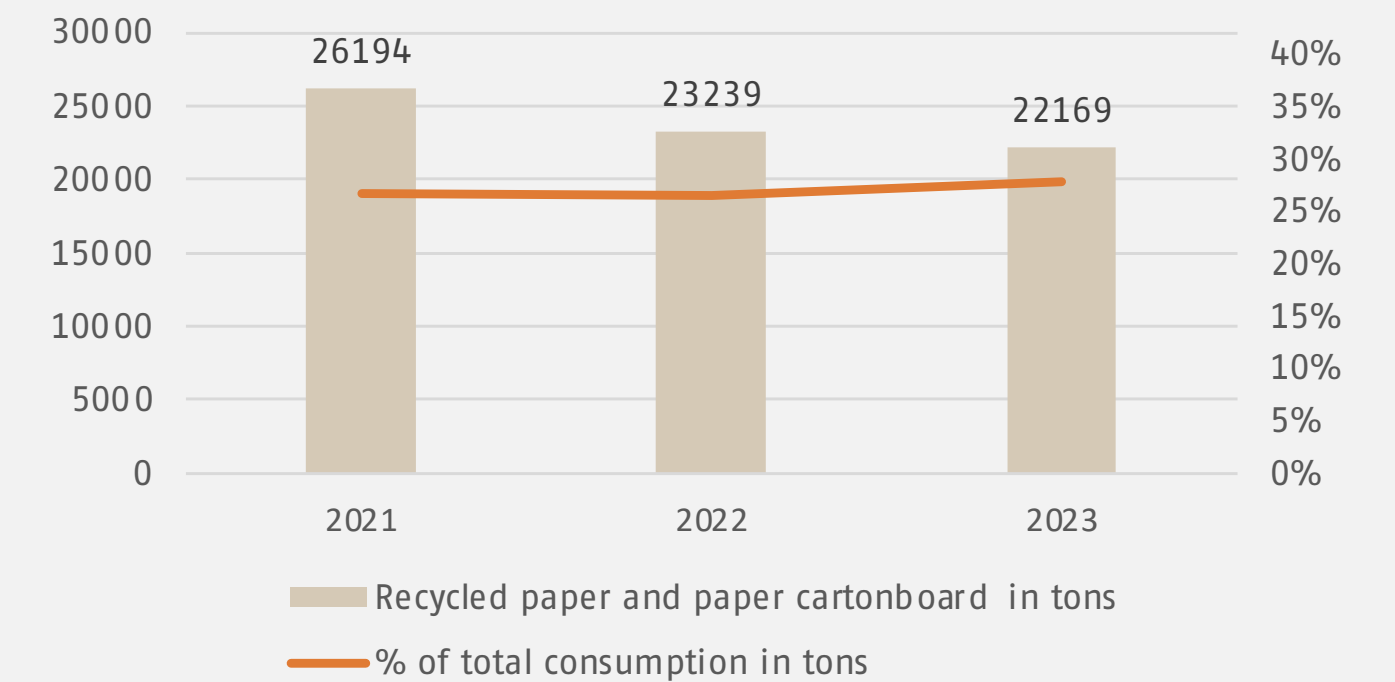
> 40%
share in FSC®-certified board consumption

It is our responsibility to educate our customers on the environmental impact of board material, however the share of certified and recycled board depends on the customer specifications. As the charts show, we are making progress in making our products more sustainable. For example, the proportion of recycled raw materials has been increased to 28% and the proportion of certified paper and cardboard has now risen to 42%.

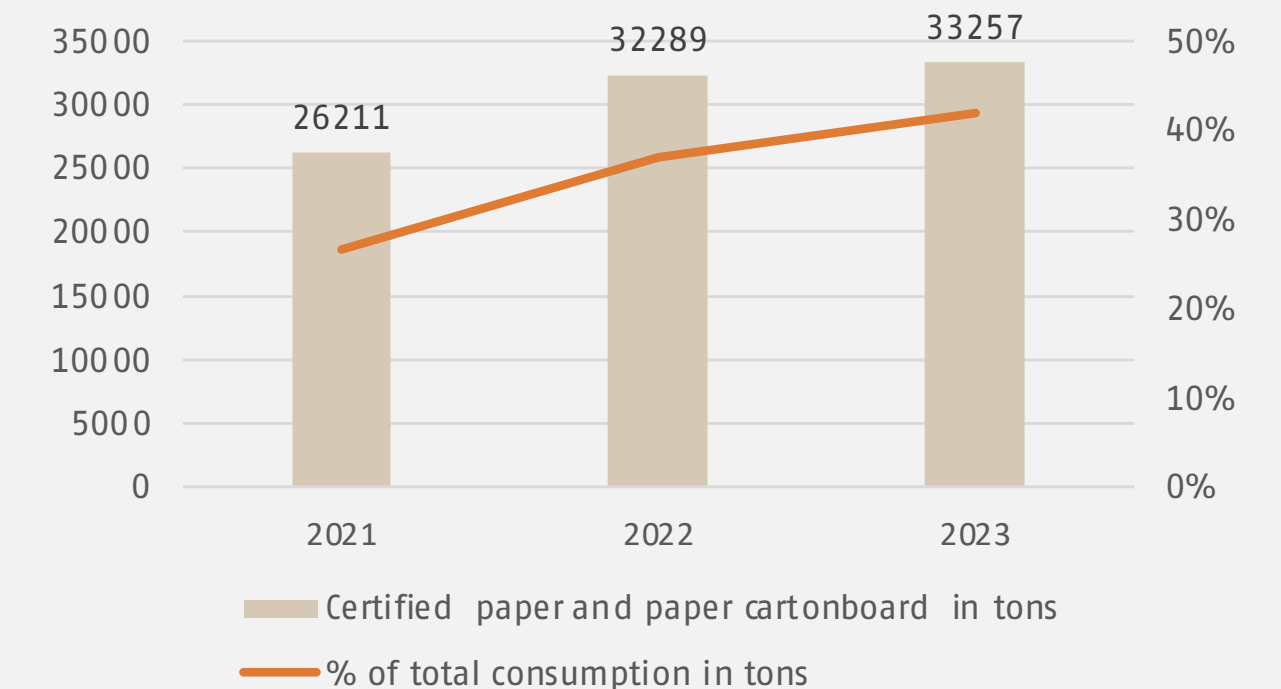
We encourage the approach of a balanced use of virgin and recycled fibers, as they both belong to an interlinked and interdependent fiber cycle. We choose to run lifecycle assessment for each individual case when the type of the board material needs to be selected or recommended.

FSC® trademark was used under the licence code FSC-C012363.

RECYCLED CARTONBOARD



CERTIFIED PAPER AND CARTONBOARD



OTHER RAW MATERIALS

Apart from paper and cartonboard, inks and varnishes are used to print and decorate our products. Most inks and varnishes are based on vegetable oils, excluding the use of strong chemicals. We are committed to the use of inks, varnishes and related products certified as free of conflict minerals and toxic heavy metals. Additionally, water-based glue is used to finalize production of our packaging products.

CONSUMPTION 2023

Reduction in the consumption of inks and varnishes is mainly attributed to the reduction of manufactured units in 2023 in general.

A significant increase in glue consumption comes from the growth of the micro corrugate production line in one of the Mexican sites, mainly serving the dry laundry business segment.

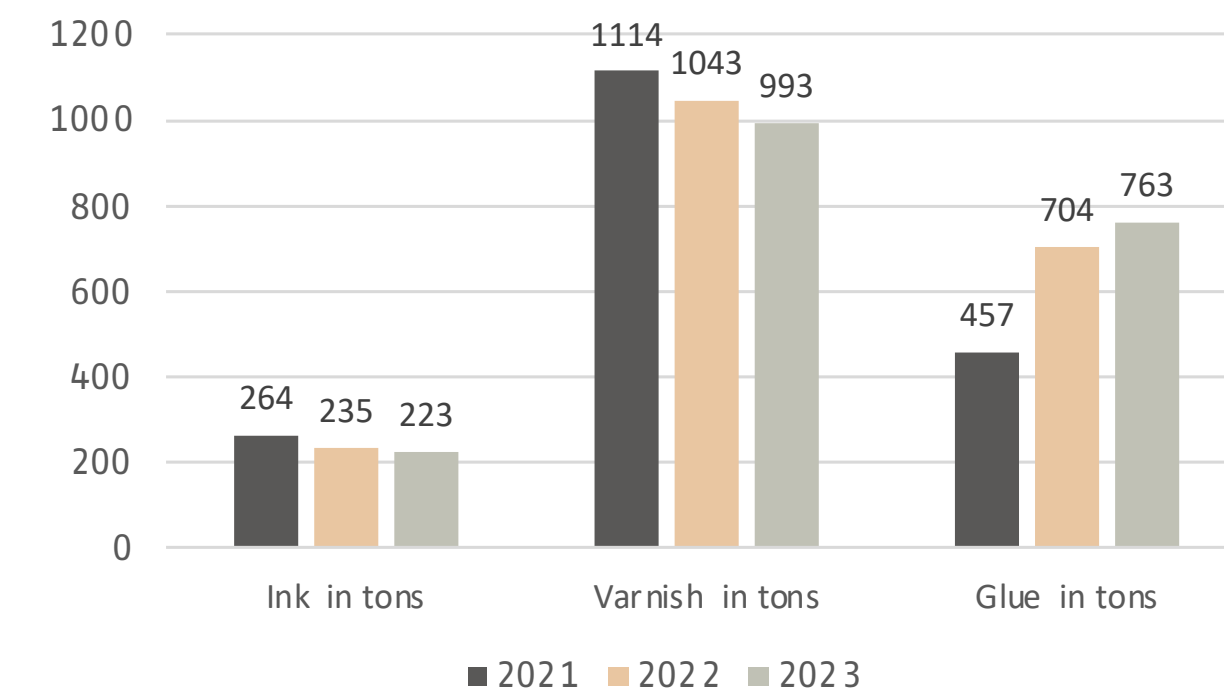
DISTRIBUTION OF INKS BY TYPE

In 2023 the share of UV-curing inks increased to 39% and vegetable oil based inks decreased to a share of 59%.

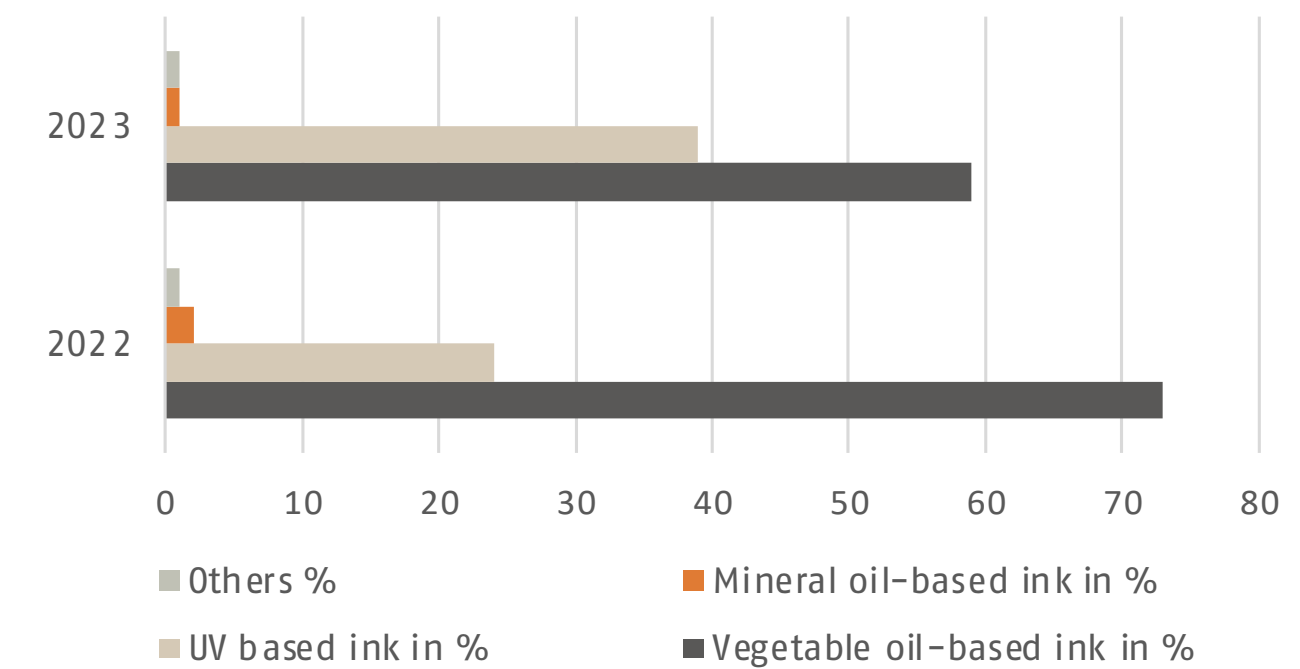
MINERAL OIL BASED INKS FURTHER DECREASED

We continue our work to support our customers to switch to mineral oil-free inks. It is among our environmental commitments to support the transition and eliminate the use of mineral oil-based inks globally. There are numerous solutions which are based on vegetable oils and can provide similar technical performance. The share of mineral oil based inks decreased again from 2% to 1% in 2023.

INK, VARNISH AND GLUE CONSUMPTION IN TONS



INK BY TYPE



SUSTAINABLE SUPPLY CHAIN

Environmental and social performance of our suppliers directly affect our sustainability performance throughout the entire supply chain. Therefore, we aim at ensuring transparency and traceability through partnership and dialogue with our key supply chain partners.

PRIORITIZATION OF CARTONBOARD

Cartonboard remains the key purchasing category both spend-based and volume-based. Therefore, we prioritize this material group, especially for the subjects of traceability and carbon footprint. In 2023, we continued our work to obtain wood source declarations as well as certified carbon footprint statements from the key suppliers. Wood source declarations allow us to trace paper and board material back to its origin and ensure sustainable sourcing and responsible forest management. Certified carbon footprint statements allow us to compile accurate, supplier-specific lifecycle assessments for our customers. They also facilitate decision-making processes during selection of cartonboard qualities and suppliers. Apart from supplier reliability, quality, commercial terms and delivery performance, environmental footprint plays an increasingly important role not only for us, but also for our customers.

REVISED SUPPLIER SELECTION PROCESS

In 2023, we followed up on the revision of our new supplier/service provider selection process to enhance incorporation of social and environmental performance. Subjects such as diversity programs and environmental management were added to the evaluation criteria of Level 1* and Level 2** suppliers. This approach will allow us to make informed decisions and make sure that the new suppliers and service providers support our common sustainability goals.

*Level 1: direct raw materials and services that can potentially have a direct influence on the finished product

**Level 2: materials that are not part of the finished product but are used directly in the production environment. Services that can potentially have an indirect influence on the finished product

Our suppliers commit to the Edelmann Group Supplier Code of Conduct that consists of the following principles:



BUSINESS ETHICS

- Laws and regulations
- Anti-bribery and anti-corruption
- Fair competition
- Data protection
- Conflict of interest
- Sensitive transactions



SOCIAL RESPONSIBILITY

- Health & Safety
- Freedom of association
- Child and forced labour
- Fair compensation and working hours
- Non-discrimination
- Anti-harassment



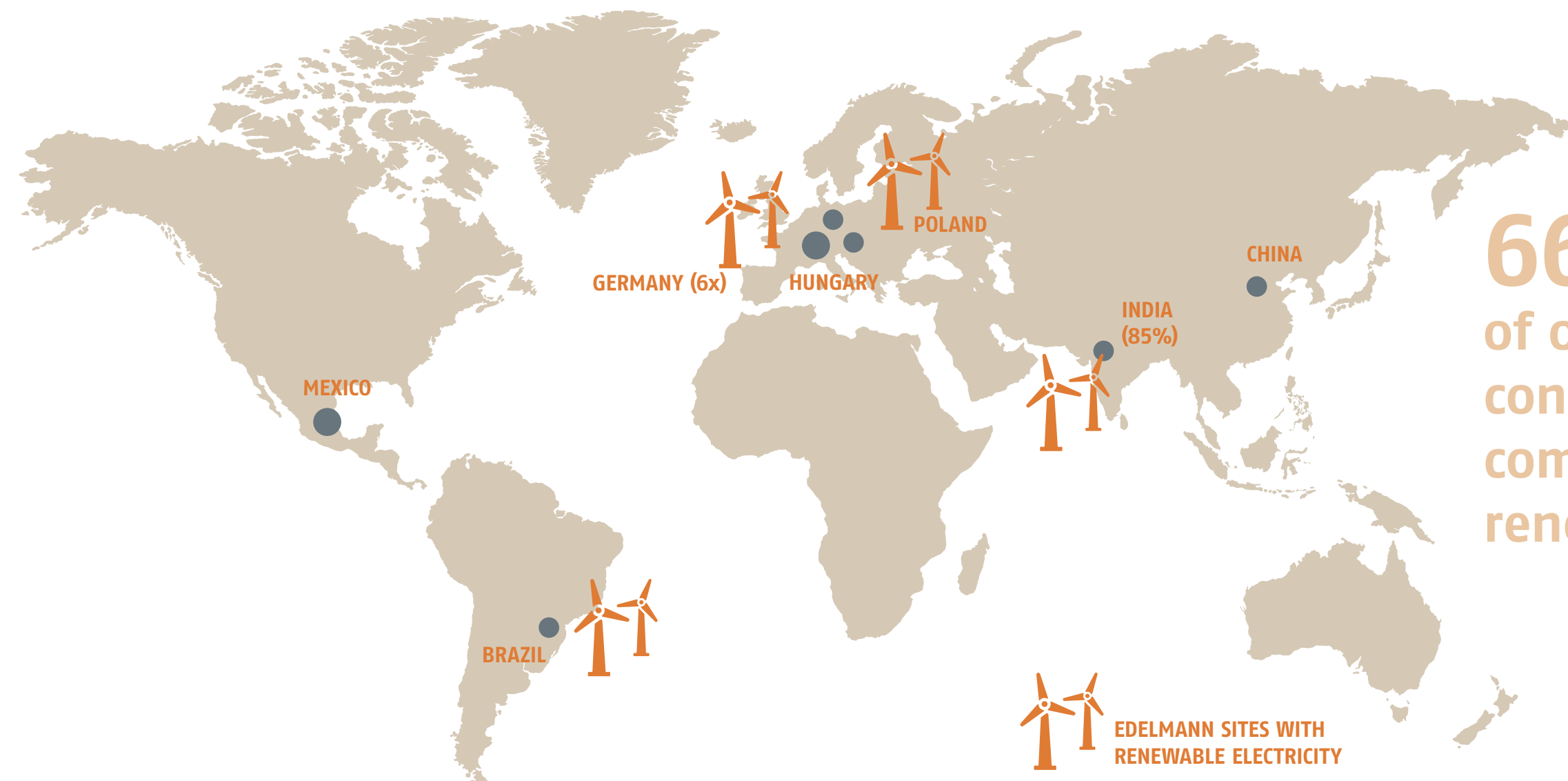
ENVIRONMENT

- Energy
- Water
- Biodiversity
- GHG emissions and climate change
- Waste management

ENERGY CONSUMPTION

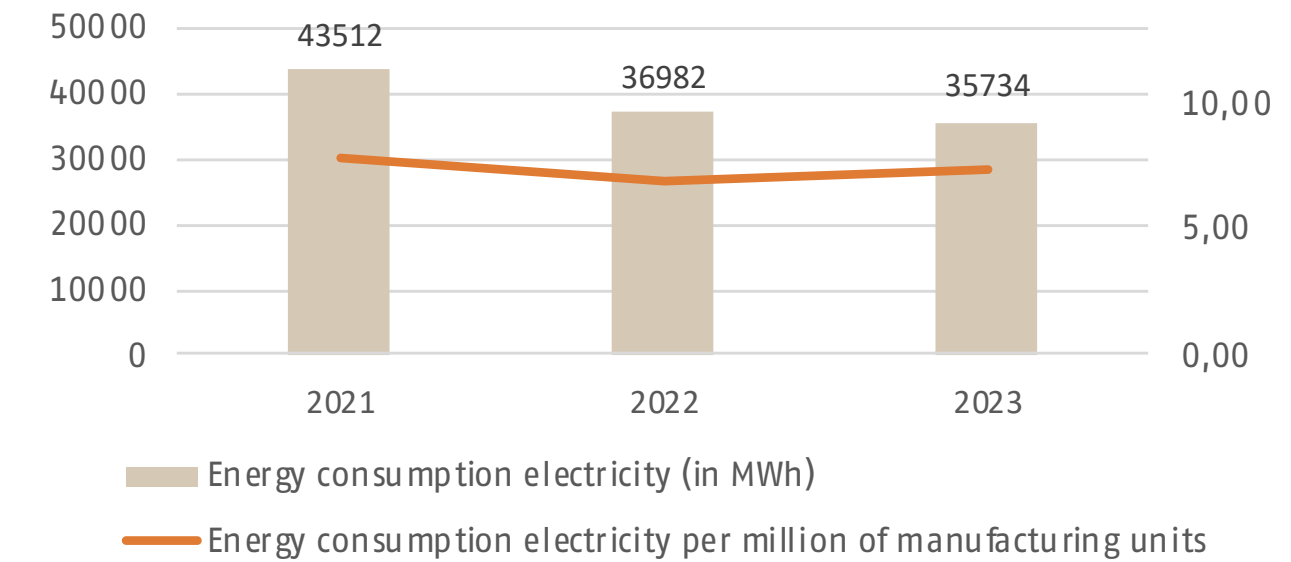
The total energy consumption consists of electricity consumption, natural gas for applicable sites and district heating used in Poland and first time for our plant in Bitterfeld Germany. We measure consumption in absolute value as well as in intensity value per million of manufacturing units.

Electricity is by far the largest energy source we use at Edelmann, and we are in the process of systematically switching to 100% renewable electricity by 2030. With the exception of our production sites in China, Mexico, and Hungary, we already predominantly use electricity from renewable sources. From 2021 to 2023, we have significantly increased our global procurement of electricity from renewable sources from 43% to 66%. For the sites in Hungary and Mexico, we are planning to further increase the proportion of renewable electricity by installing photovoltaic systems as of 2024. We confirm the purchase of green electricity through verified energy supply certificates, including the electricity source and verification standard.



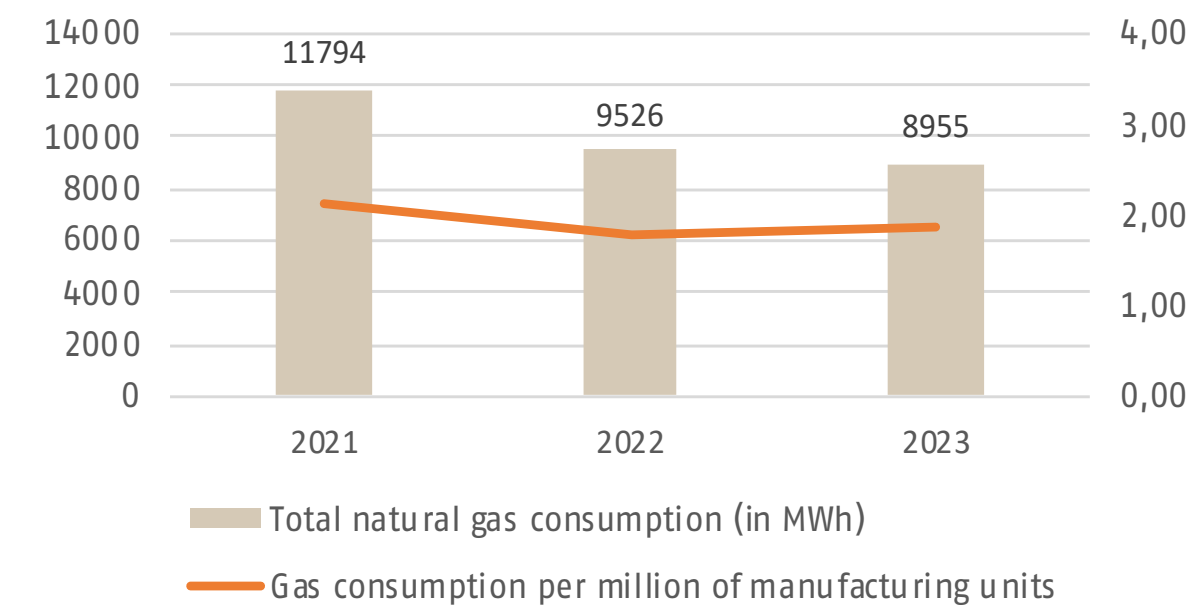
66%
of our electricity
consumption
comes from
renewable sources

TOTAL ELECTRICITY CONSUMPTION



19%
absolute reduction in total energy
consumption against 2021 (base year)

TOTAL NATURAL GAS CONSUMPTION



GREENHOUSE GAS (GHG) EMISSIONS

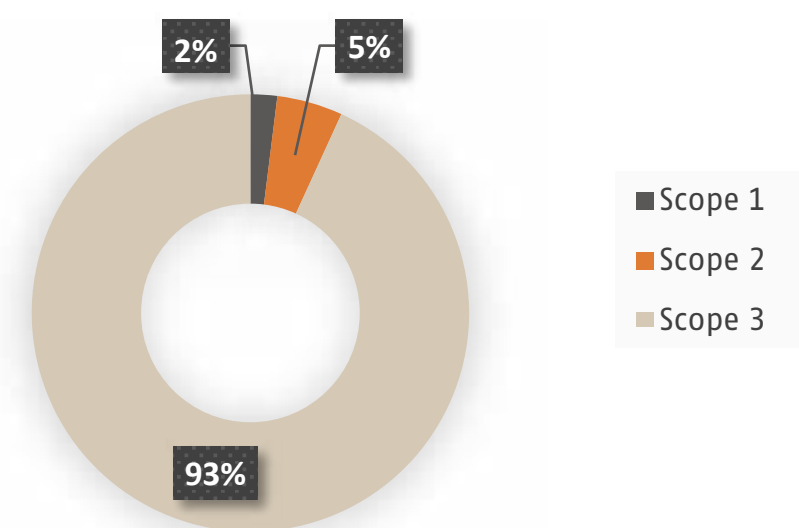
Our environmental agenda addresses climate change through the energy and emissions pillar. In accordance with the GHG Protocol standard, emissions are divided into 3 scopes:

Scope 1 emissions are all direct CO₂ emissions from owned or controlled sources. This includes CO₂ emissions from energy sources at our sites, such as fuels, coolants, emissions from heating systems and the company's own vehicle fleet.

Scope 2 emissions are indirect CO₂ emissions caused by purchased energy. For us, these are primarily electricity and, to a lesser extent, district heating.

Scope 3 includes all other, also indirect CO₂ emissions that are associated with the company's activities but are outside the company's direct control. Scope 3 emissions are divided into upstream Scope 3 and downstream Scope 3 emissions. Upstream emissions arise in the supply chain, for example from purchased goods and services, capital goods, upstream transportation and other external sources. Examples of downstream emissions include downstream transportation and distribution as well as the use and disposal of products sold.

DISTRIBUTION OF GHG EMISSIONS in tons CO₂e



> 10 %
reduction in Scope 1&2 GHG emissions against 2022

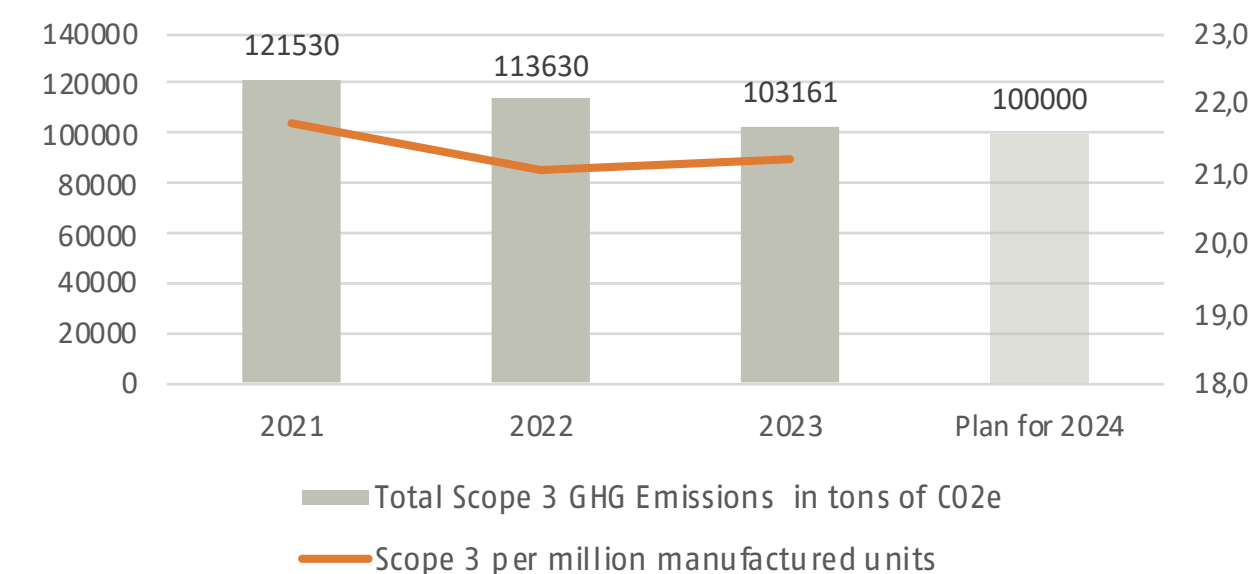
> 9 %
reduction in Scope 3 GHG emissions against 2022

INDIRECT SCOPE 3 EMISSIONS

The share of Scope 3 emissions amounts to 93% in 2023 and represents the largest, but also the most difficult lever for emission reduction measures. These indirect emissions arise from activities that take place outside the direct activities of our operations but are nevertheless part of the value chain.

For all 15 Scope 3 categories, the calculation was carried out based on the GHG Protocol. The result is that we report on categories 1-7, 9 and 12. The remaining categories (8, 10, 11, 13-15) are not relevant to our business. The main source, which accounts for more than 70 % of Scope 3 emissions, continues to be the purchase of goods and services, followed at some distance by the transport and distribution of our goods and raw materials at 14 %. The largest share is attributable to purchased paper and cardboard, as this is our most important raw material. We are committed to working with our partners in the supply chain and logistics to ensure that together we achieve the ambitious, science-based reduction targets. A key focus will be to move from secondary to primary emissions data so that we can monitor and track our emissions reduction projects. Our plan for 2024 is to once again reduce more than 3000 tons of CO₂e by optimizing our product portfolio and reducing transport emissions.

TOTAL SCOPE 3 GHG EMISSIONS VS INTENSITY FACTOR



GREENHOUSE GAS (GHG) EMISSIONS

INDIRECT GREENHOUSE GAS EMISSIONS ACCORDING TO SCOPE 2

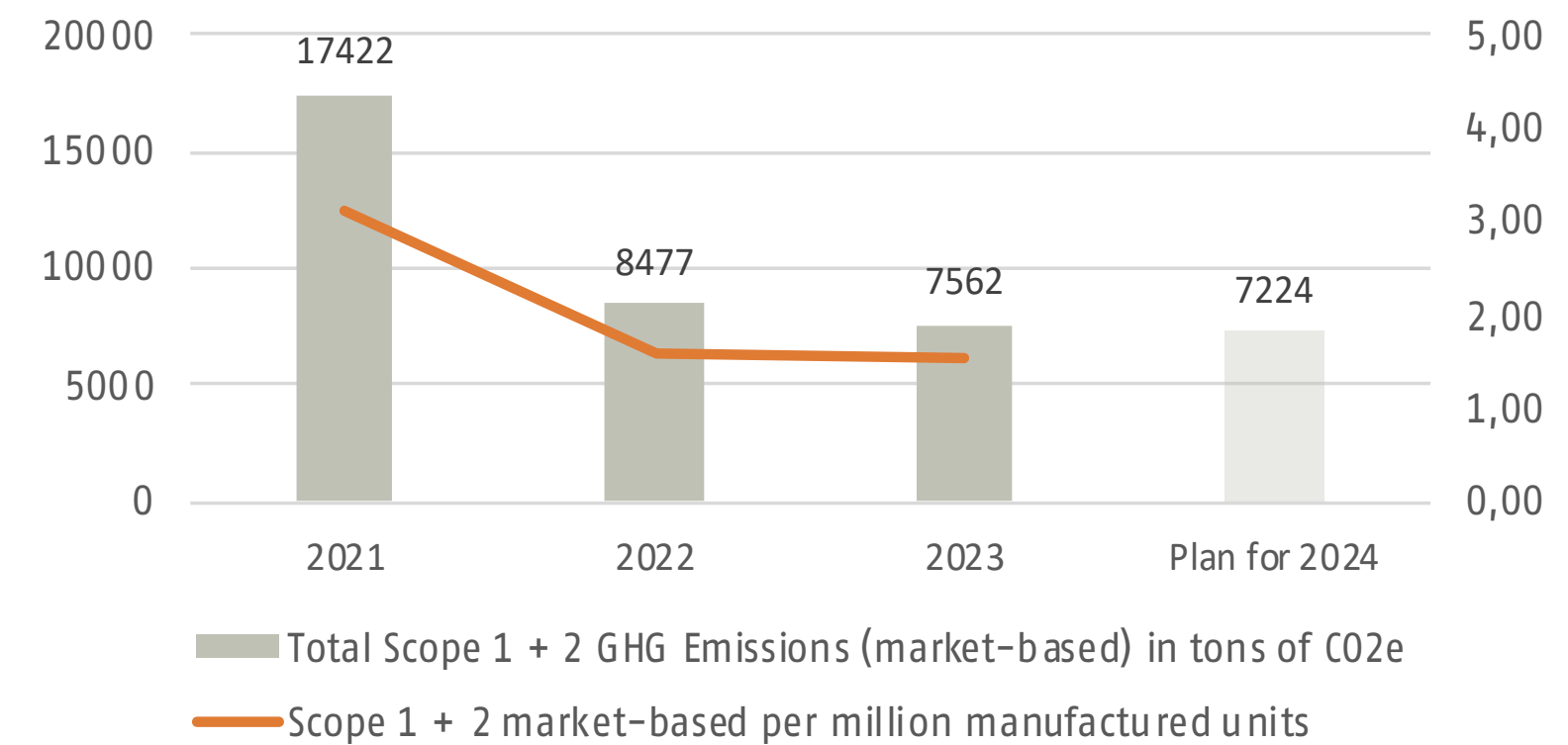
The share of Scope 2 emissions is 5% in 2023. These emissions relate to purchased energy, i.e. purchased electricity for all locations as well as district heating in Poland and Bitterfeld. We report based on both a location-based and a market-based approach.

DIRECT GREENHOUSE GAS EMISSIONS ACCORDING TO SCOPE 1

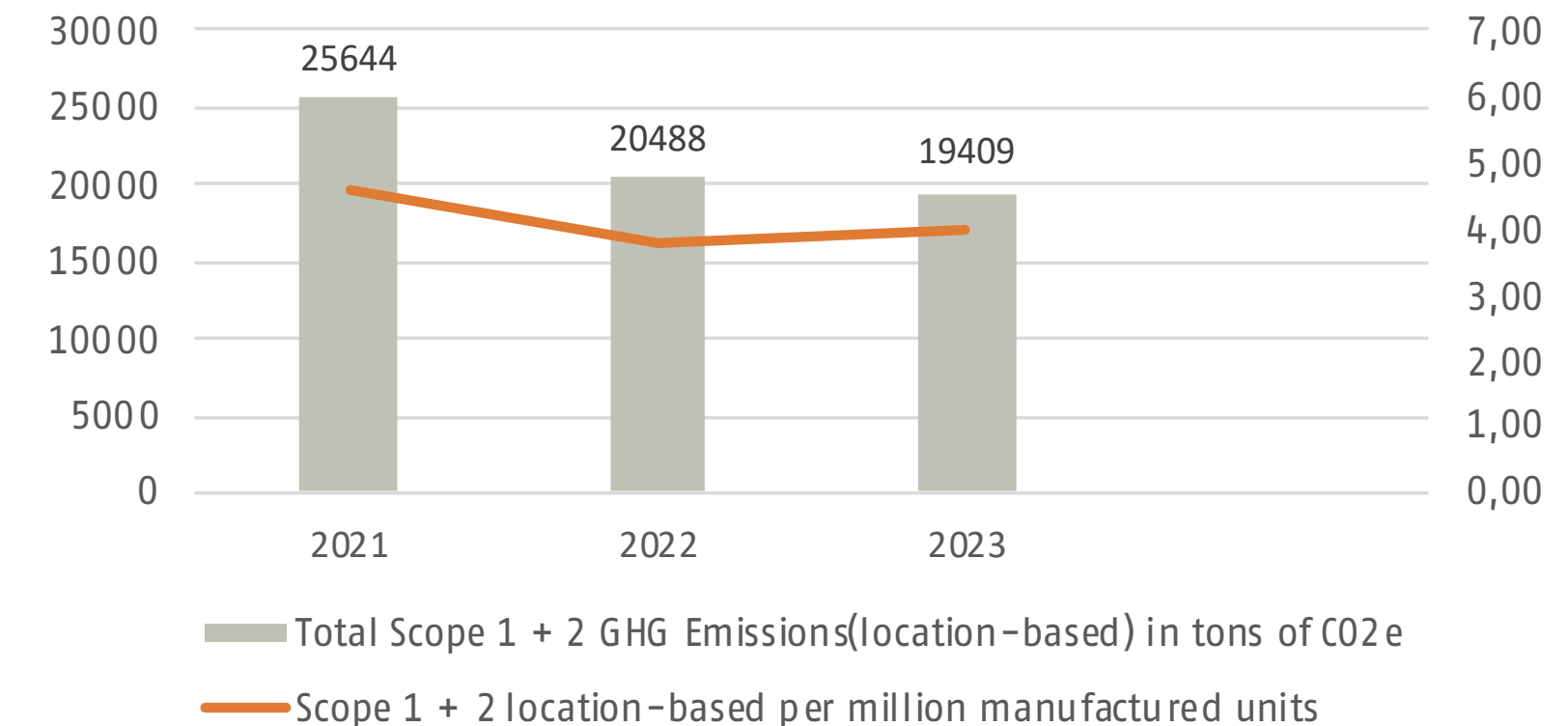
At 2%, the proportion of Scope 1 emissions is the lowest amount of our GHG emissions. The emissions are generated during stationary combustion and mainly come from the use of natural gas and fuel consumption (diesel and petrol), also stationary and from our vehicle fleet. We have set ourselves the target of reducing our total Scope 1 and Scope 2 emissions (market-based) by 42% of the intensity value per million production units by the end of 2030. In line with the advanced transition to renewable electricity and conversion to LED lighting, we already achieved our SBTi target for 2030 in 2022 and were able to further reduce our GHG emissions in 2023. This means we have now reduced our GHG emissions for Scope 1 + 2 to an impressive 57%. And we plan to further reduce these emissions to 59% by 2024 by installing our own solar panels in our plants, starting in Mexico and Hungary.

Greenhouse gas emissions are reported in accordance with the Greenhouse Gas Protocol, Accounting and Reporting Standard (Version 1.0). In 2023, the GHG calculation method was further improved, including through the retrospective application of new, more appropriate emission factors, switching to BEIS (Department for Business, Energy and Industrial Strategy Government) GHG Conversion Factors for Company Reporting. Where appropriate, we have started to switch from secondary to more accurate primary data. Independent third party limited assurance of selected information for the year 2022 according to ISAE3000 was provided by CORE Umweltgutachter GmbH.

TOTAL SCOPE 1 + 2 GHG EMISSIONS VS INTENSITY FACTOR MARKET-BASED



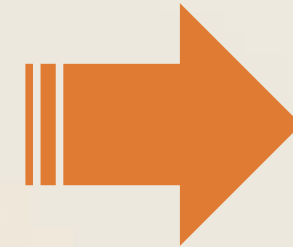
TOTAL SCOPE 1 + 2 GHG EMISSIONS VS INTENSITY FACTOR LOCATION-BASED



ENERGY REDUCTION INITIATIVES

Energy is among our top priority topics based on the latest materiality assessment, therefore we focus on energy preservation, maximizing renewable energy sources and incorporating energy efficiency in our business processes, such as sustainable CapEx.

ENERGY MONITORING PROGRAM 2023 / 2024
Performing Energy Audits according to DIN EN 16247-1 at our plants in Germany and India

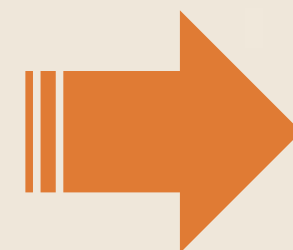


The energy audits indentified a saving potential of estimated **1.000 Tonnes CO₂ / a**

OUR PLAN FOR 2024 – 2027:
Implementing an Eco-Management and Audit Scheme (EMAS) with focus on energy management



ENERGY EFFICIENCY PROGRAM 2023 / 2024
Reduction of energy consumption through suitable measures



- LED and lighting controls
- Compressed air pressure adjustments
- Leakage detection
- Sealing compressed air leakages
- Insulation
- Temperature controls
- Machine energy efficiency
- Energy efficiency in CapEx

WATER AND BIODIVERSITY

Both water and biodiversity are rated with low relevance and minimal to no impact based on the latest materiality assessment. However, we choose to disclose basic reporting on both topics, following GRI standards.

WATER

The nature of Edelmann's business operations does not require an extensive use of water. Most of the total water consumption comes from sanitary usage, which then enters the municipal sewage systems. The resource is also utilized for humidification to meet the storage conditions for cartonboard. Only 10% of the total consumption is process water. For that reason, we do not assign intensity indicators for water.

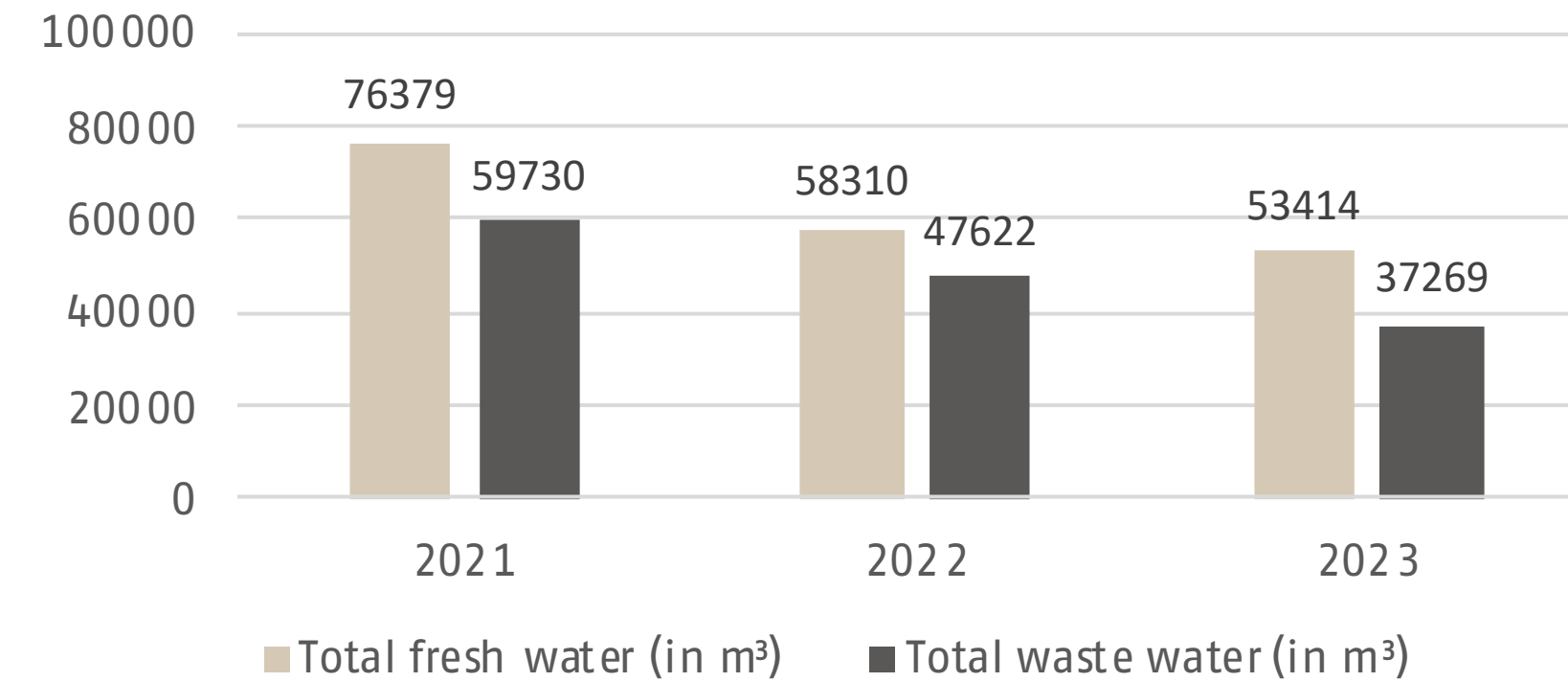
No water bodies were affected by the operations of the Edelmann Group during the reporting year, therefore bearing no impact upon nationally or internationally protected water areas and related habitat.

BIODIVERSITY

With our respect to the importance of biodiversity, it does not belong to the material topics, as the Edelmann Group does not own, lease or manage any operational sites which are within or adjacent to protected areas or areas of high biodiversity value. Consequently, the Edelmann Group does not put any risk upon any endangered species of flora and fauna at any time, including the period of the reporting year.

Additionally, the Edelmann Group has not received any fines or non-monetary sanctions for non-compliance with environmental laws and regulations during the reporting year for all environmental indicators, such as water, energy, biodiversity, waste, and emissions.

WATER CONSUMPTION



WATER SAVING INITIATIVES

Although water is not the key resource for our business, we still strive for continuous improvement in everyday work practices, e.g. the use of taps with sensors. In Norderstedt and Mexico, water dosing systems were installed in restrooms. In India, a new sewage treatment plant with a treated water storage of 400k liters was installed for use in fire hydrant system, restrooms, drain cleaning and air handling units. It reduces the consumption of fresh water. In addition, standard water taps were replaced with push button taps to avoid running water.

WASTE MANAGEMENT

As a strong supporter of circular economy, the Edelmann Group takes responsible care of all generated waste and its disposal. All production waste is handled by the corresponding waste disposal contractors. Each Edelmann site is supported by a local representative to ensure that the system in place corresponds to applicable regulations.

The biggest waste category is paper and cartonboard (91.6% of the total). Although it is a highly recyclable material, we still strive for continuous improvement through sheet size optimization, reduced grammage and order bundling to reduce set-up waste. Across multiple sites, we work with our suppliers and customers to reduce shipping material waste, e.g. decreasing thickness of corrugated board as well as using thinner stretch foils for outer packaging and plastic elimination for inner packaging.

Type of waste	Classification	2021 (in tons)	2022 (in tons)	2023 (in tons)
Paper / cartonboard	Non- hazardous	28044	28038	21228
Plastics	Non- hazardous	580	313	269
Metals	Non- hazardous	321	128	108
Compost	Non- hazardous	76	24	8
Wood / wooden pallets	Non- hazardous	771	933	928
Printing plates	Non- hazardous	209	182	132
Inks and varnishes	Non- hazardous	120	75	72
Others	Non- hazardous	268	271	48
Industrial waste	Hazardous	335	308	370
	Total (in tons)	30724	30272	23162

WASTE DISPOSAL

Although country-specific infrastructure represents a diverse range of approaches and waste management standards, recycling remains the leading method for most of the waste categories. For example, board and paper is recycled by our suppliers to produce degraded board qualities, and all printing plates are returned to the supplier for recycling.

No hazardous waste was imported or exported by or on behalf of the Edelmann Group based on the terms of the Basel Convention (Annex I, II, III, and VIII). There were no significant spills during the reporting year.

MEMBERSHIPS AND MAIN REPORTING PLATFORMS



**EUROPEAN
CARTON MAKERS
ASSOCIATION**

Edelmann Group is a member of the European Carton Makers Association (ECMA). It is an international network of folding carton organisations: carton businesses, national carton associations and suppliers to the carton industry.



**FACHVERBAND
FALTSCHACHEL-
INDUSTRIE E.V.**

Edelmann Group is a member of the Fachverband Faltschachtel-Industrie (FFI). FFI is the national German folding box association and represents the interests of the German carton box industry.

**Bundesverband
Druck + Medien**

Edelmann Group is a member of the Bundesverband Druck + Medien (bvdM). It is the umbrella organization of the German print and media industry. It represents the positions and objectives of the print and media industry vis-à-vis politicians, administration, trade unions, and suppliers.



**DEUTSCHES
VERPACKUNGS
INSTITUT**

Edelmann Group is a member of the German Packaging Institute. The institute is committed to networking and developing the packaging industry. Their mission is to connect companies across the entire packaging value chain.

ecovadis

EcoVadis is among the leading sustainability ratings, covering assessment on environment, business ethics, labour and human rights and sustainable procurement. Edelmann conducts the rating annually.



CDP (Carbon Disclosure Project) is an organisation aiming to make environmental reporting and risk management a business norm. Edelmann Group reports on climate change and forests annually.

Sedex

Edelmann Group is a member of SEDEX. It is a global technology company that specialises in data, insights and professional services to empower supply chain sustainability. It is the largest platform for sharing responsible sourcing data.

GRI CONTENT INDEX

Statement of use	Edelmann Group has reported in accordance with the GRI Standards for the period January 1st 2023 – December 31st 2023.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	

GENERAL DISCLOSURES

GRI 2: General Disclosures 2021	2-1 Organizational details	6	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	2-2 Entities included in the organization’s sustainability reporting	14				
	2-3 Reporting period, frequency and contact point	4, 61				
	2-4 Restatements of information	N/A				
	2-5 External assurance	54, 61				
	2-6 Activities, value chain and other business relationships	8, 9				
	2-7 Employees	24				
	2-8 Workers who are not employees	24				
	2-9 Governance structure and composition	14 - 15				
	2-10 Nomination and selection of the highest governance body	15				
	2-11 Chair of the highest governance body	15				
	2-12 Role of the highest governance body in overseeing the management of impacts	15				
	2-13 Delegation of responsibility for managing impacts	15				
	2-14 Role of the highest governance body in sustainability reporting	15				
	2-15 Conflicts of interest	15				
	2-16 Communication of critical concerns	29 - 30				
	2-17 Collective knowledge of the highest governance body	15				
	2-18 Evaluation of the performance of the highest governance body	15		Confidentiality constraints	Remuneration processes, including disclosure of total compensation ratio are subject to confidentiality.	
	2-19 Remuneration policies			Confidentiality constraints		
	2-20 Process to determine remuneration			Confidentiality constraints		
	2-21 Annual total compensation ratio					
	2-22 Statement on sustainable development strategy	5				
	2-23 Policy commitments	29 - 30				

GRI CONTENT INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
GENERAL DISCLOSURES						
GRI 2: General Disclosures 2021	2-24 Embedding policy commitments	29 – 30				
	2-26 Mechanisms for seeking advice and raising concerns	28 – 30				
	2-27 Compliance with laws and regulations		There were no cases of non-compliance with laws and regulations as well as no instances of monetary or non-monetary sanctions.			
	2-28 Membership associations	59				
	2-29 Approach to stakeholder engagement	16				
	2-30 Collective bargaining agreements	30				
MATERIAL TOPICS						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	19				
	3-2 List of material topics	19				
ECONOMIC PERFORMANCE						
GRI 3: Material Topics 2021	3-3 Management of material topics	6				
GRI 202: Market Presence 2016	201-1 Direct economic value generated and distributed	6				
	201-2 Financial implications and other risks and opportunities due to climate change		Disclosed in CDP Climate Change (public response).			
	201-3 Defined benefit plan obligations and other retirement plans			Confidentiality constraints	Benefit and retirement plans are subject to confidentiality.	
	201-4 Financial assistance received from government			Not applicable	No financial assistance was received from the government.	
MARKET PRESENCE						
GRI 3: Material Topics 2021	3-3 Management of material topics	30				
	202-2 Proportion of senior management hired from the local community			Information unavailable/incomplete	Proportion of senior management hired from the local community is currently not being tracked. We are committed to fair recruitment practices where origin of senior management is not among influencing factors.	
INDIRECT ECONOMIC IMPACTS						
GRI 3: Material Topics 2021	3-3 Management of material topics			Not applicable		
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported			Not applicable	Indirect economic impacts are not among our material topics based on the latest materiality assessment.	
	203-2 Significant indirect economic impacts			Not applicable		

GRI CONTENT INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
PROCUREMENT PRACTICES						
GRI 3: Material Topics 2021	3-3 Management of material topics	51				
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	51				
ANTI-CORRUPTION						
GRI 3: Material Topics 2021	3-3 Management of material topics	32				
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption			Information unavailable/incomplete	Corruption risk assessment was initiated in the reporting year and will be reported next year.	
	205-2 Communication and training about anti-corruption policies and procedures	28				
	205-3 Confirmed incidents of corruption and actions taken		No incidents of corruption.			
ANTI-COMPETITIVE BEHAVIOR						
GRI 3: Material Topics 2021	3-3 Management of material topics	32				
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		No legal actions for anti-trust and related misconduct.			
TAX						
GRI 3: Material Topics 2021	3-3 Management of material topics			Not applicable	Taxes are not among our material topics based on the latest materiality assessment.	
GRI 207: Tax 2019	207-1 Approach to tax			Not applicable		
	207-2 Tax governance, control, and risk management			Not applicable		
	207-3 Stakeholder engagement and management of concerns related to tax			Not applicable		
	207-4 Country-by-country reporting			Not applicable		
MATERIALS						
GRI 3: Material Topics 2021	3-3 Management of material topics	42, 49-51				
GRI 301: Materials 2016	301-1 Materials used by weight or volume	49-50				
	301-2 Recycled input materials used	49				
	301-3 Reclaimed products and their packaging materials			Not applicable		

GRI CONTENT INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
ENERGY						
GRI 3: Material Topics 2021	3-3 Management of material topics	55-56				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	55				
	302-2 Energy consumption outside of the organization	55				
	302-3 Energy intensity	55				
	302-4 Reduction of energy consumption	56				
	302-5 Reductions in energy requirements of products and services	44				
WATER AND EFFLUENTS						
GRI 3: Material Topics 2021	3-3 Management of material topics	57				
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	57				
	303-2 Management of water discharge-related impacts			Not applicable	Water is not among our material topics, therefore we report only basic KPIs.	
	303-3 Water withdrawal	57				
	303-4 Water discharge	57				
	303-5 Water consumption	57				
EMISSIONS						
GRI 3: Material Topics 2021	3-3 Management of material topics	52-54				

GRI CONTENT INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
EMISSIONS						
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	54				
	305-2 Energy indirect (Scope 2) GHG emissions	54				
	305-3 Other indirect (Scope 3) GHG emissions	53				
	305-4 GHG emissions intensity	53-54				
	305-5 Reduction of GHG emissions	53-54				
	305-6 Emissions of ozone-depleting substances (ODS)			Not applicable		Not applicable to our business.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions			Not applicable		Not applicable to our business.
WASTE						
GRI 3: Material Topics 2021	3-3 Management of material topics	58				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	58				
	306-2 Management of significant waste-related impacts	58				
	306-3 Waste generated	58				
	306-4 Waste diverted from disposal	58				
	306-5 Waste directed to disposal	58				
SUPPLIER ENVIRONMENTAL ASSESSMENT						
GRI 3: Material Topics 2021	3-3 Management of material topics	51				
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	51				
	308-2 Negative environmental impacts in the supply chain and actions taken		No incidents of negative environmental impacts in the supply chain.			
EMPLOYMENT						
GRI 3: Material Topics 2021	3-3 Management of material topics	24				
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	24				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	33				
	401-3 Parental leave	24				

GRI CONTENT INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
LABOR/MANAGEMENT RELATIONS						
GRI 3: Material Topics 2021	3-3 Management of material topics	29-30				
GRI 402: Labor/ Management Relations 2016	402-1 Minimum notice periods regarding operational changes	30				
OCCUPATIONAL HEALTH AND SAFETY						
GRI 3: Material Topics 2021	3-3 Management of material topics	25				
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	25				
	403-2 Hazard identification, risk assessment, and incident investigation	25				
	403-3 Occupational health services	25				
	403-4 Worker participation, consultation, and communication on occupational health and safety	25				
	403-5 Worker training on occupational health and safety	25				
	403-6 Promotion of worker health	25				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	25				
	403-8 Workers covered by an occupational health and safety management system	25				
	403-9 Work-related injuries	25				
	403-10 Work-related ill health			Not applicable		
TRAINING AND EDUCATION						
GRI 3: Material Topics 2021	3-3 Management of material topics	28				
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	28				
	404-2 Programs for upgrading employee skills and transition assistance programs	28				
	404-3 Percentage of employees receiving regular performance and career development reviews	28				

GRI CONTENT INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
DIVERSITY AND EQUAL OPPORTUNITY						
GRI 3: Material Topics 2021	3-3 Management of material topics	26				
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	26				
	405-2 Ratio of basic salary and remuneration of women to men		We are committed to fair remuneration practices.			
NON-DISCRIMINATION						
GRI 3: Material Topics 2021	3-3 Management of material topics	32				
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	32				
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING						
GRI 3: Material Topics 2021	3-3 Management of material topics	30				
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk			Information unavailable/incomplete	This subject is currently under assessment.	
CHILD LABOR						
GRI 3: Material Topics 2021	3-3 Management of material topics	30				
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	30				
FORCED OR COMPULSORY LABOR						
GRI 3: Material Topics 2021	3-3 Management of material topics	30				
GRI 301: Materials 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	30				
SECURITY PRACTICES						
GRI 3: Material Topics 2021	3-3 Management of material topics			Not applicable	Security practices are not among our material topics based on the latest materiality assessment.	
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures			Not applicable		

GRI CONTENT INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
RIGHTS OF INDIGENOUS PEOPLES						
GRI 3: Material Topics 2021	3-3 Management of material topics			Not applicable		Rights of indigenous people are not among our material topics based on the latest materiality assessment.
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous people		No incidents involving rights of indigenous people.			
LOCAL COMMUNITIES						
GRI 3: Material Topics 2021	3-3 Management of material topics	34-38				
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	34-38				
	413-2 Operations with significant actual and potential negative impacts on local communities		No negative impacts on local communities.			
SUPPLIER SOCIAL ASSESSMENT						
GRI 3: Material Topics 2021	3-3 Management of material topics	51				
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	51				
	414-2 Negative social impacts in the supply chain and actions taken		No incidents of negative social impacts in the supply chain.			
PUBLIC POLICY						
GRI 3: Material Topics 2021	3-3 Management of material topics			Not applicable		Public policies and political contributions are not among our material topics based on the latest materiality assessment.
GRI 415: Public Policy 2016	415-1 Political contributions			Not applicable		

GRI CONTENT INDEX

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
CUSTOMER HEALTH AND SAFETY						
GRI 3: Material Topics 2021	3-3 Management of material topics			Not applicable		
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories			Not applicable	Our products do not pose any health and safety risk for customers and end consumers.	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services			Not applicable		
MARKETING AND LABELING						
GRI 3: Material Topics 2021	3-3 Management of material topics			Not applicable		
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling			Not applicable	Not applicable to our business.	
	417-2 Incidents of non-compliance concerning product and service information and labeling			Not applicable		
	417-3 Incidents of non-compliance concerning marketing communications			Not applicable		
CUSTOMER PRIVACY						
GRI 3: Material Topics 2021	3-3 Management of material topics			Not applicable	Customer privacy is not among our material topics based on the latest materiality assessment.	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		No substantiated complaints for breaches of customer privacy or data leaks.			

FURTHER INFORMATION AND CONTACTS

Further information on sustainability at Edelmann Group is available at:
<https://www.edelmann-group.com/en/sustainability/>

Project management and point of contact for content-related questions:

Dr. Eric Nebel

Head of ESG

Edelmann Group, Edelmann GmbH

Steinheimer Straße 45

89518 Heidenheim, Germany

E-Mail: sustainability@edelmann-group.com

Website: <http://www.edelmann-group.com>

Text: Lyndsy Schultz, Dr. Eric Nebel, Edelmann Group

Design: Madlen Goal, Edelmann Group

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High Q Packaging

