









Sustainability Programme 2020

Action plans for our strategic targets: Interseroh's sustainability programme assigns specific objectives to each of the strategic points of focus of our sustainability strategy. Responsibility for the action plan is assigned in each case to the designated business unit or department at Interseroh.

Contribution to SDG	Points of focus	Goals	Deadline	Status
no waste of resources      	Discover new upcycling solutions for plastics every year to increase the quality and quantity of secondary raw materials	Commercialisation of recycling material to replace primary material for at least three new types of plastic (and for at least three new customers)	Annual goal	● Eight new types of material marketed
	Every year, close new material and logistics loops enabling us to save at least 5.5 million tonnes of resources or 800,000 tonnes of CO ₂ -e (carbon dioxide equivalent)	Annual savings of at least 5.5 million tonnes of resources and 800,000 tonnes of carbon dioxide equivalent (evidenced retrospectively via the "resources SAVED by recycling" study)	Annual goal	● 9.5 million tonnes of resources and 1.3 million tonnes of CO ₂ -e saved
		Innovative approach to closing a logistics loop for a large customer – focus in 2020: expansion of existing business	Annual goal	□ Several projects taken to the pilot stage
		Setup of an additional and separate collection for establishing an in-house material loop	Annual goal	□ Project implementation started
	Strive to achieve a significant increase in material recycling rates	Signing of medium and long-term contracts for secured sales channels and compliance with statutory recycling quotas	End of 2021	□ ➔
no waste of ideas  	Support customers as they professionalise their sustainable practices and integrate sustainability into their reporting processes	Acceleration of the certificate creation process to improve customers' control options	Annual goal	●
		Digitisation of internal processes and links to customers and suppliers	Annual goal	△ □ Among other things: updated infrastructure, stabilising the IT landscape by using cloud services, increasing process quality
	Develop new approaches to design-for-recycling with customers	Internationalisation of packaging consulting	End of 2020	● Customers from 18 countries advised
		Increase the number of <u>Check for Recycling</u> use cases to over 1,500	Annual goal	● Target clearly exceeded with over 14,000 self-assessments, <u>Check for Recycling</u> established as a monitoring tool with customers
		Improve analyses regarding recyclability according to bifa model	Annual goal	● More than 450 analyses performed
Extend the lifetime of products, and by doing so achieve annual revenue growth of at least 20 percent with new markets and business models	Development of a new business model for reverse logistics	End of 2021	➔ ○ Goal will be pursued further	
	Expansion of the ReUse business models by at least 20% in relation to revenues	Annual goal	○ 4.5% growth in 2020 compared to 2019, vlow growth due in particular to Covid and the discontinuation of Kilenda	

△ New goal ● Goal achieved ➔ Goals postponed ○ Goal not achieved □ In progress/partially achieved

	Contribution to SDG	Points of focus	Goals	Deadline	Status
no waste of knowledge	   	Establish knowledge about the circular economy in education, politics, business and civil society	Continuation of engagement in local communities (by domestic and foreign businesses) to raise awareness about issues related to the circular economy	Annual goal	● Roll-out of Waste separation works in 2020
		Continuation and expansion of existing teaching / school collaborations	Continuation and expansion of existing teaching / school collaborations	Annual goal	□ Maintain collaborations, but fewer measures executed due to Covid
		Establishment of sustainability ambassadors and increasing their number	Establishment of sustainability ambassadors and increasing their number	Annual goal	□ Appointment of new ambassadors
		Delivering presentations and lectures on the circular economy and recycling (fees are donated)	Delivering presentations and lectures on the circular economy and recycling (fees are donated)	Annual goal	● Online presentations carried out, significantly fewer than in the previous year due to Covid
		Develop and (internationally) scale up approaches and standards for circular economy solutions suitable for all industries	Work with associations and industry-neutral initiatives on the topics of climate protection and sustainability	Annual goal	● Path to the <2°C economy, Foundation 2°, Wirtschaft macht Klimaschutz, new: Circular Economy Initiative Deutschland
no waste of talent	 	Promote the physical and mental health of our employees and provide a safe, value-oriented and innovative working environment that actively supports personal development	Implement career development plans for staff and management	End of 2021	□ Pilotierung abgeschlossen, Ausbau bis Herbst 2021 geplant
		Continuous health management	<ul style="list-style-type: none"> • 'Zero accident' strategy • Staff turnover <10% • Sickness absence rate <8% 	Annual goal	○ 54.9 accidents per 1 million working hours Staff turnover 11% Sickness absence rate 4.1%
		Improve work-life balance	Improve work-life balance	End of 2021	□ Wherever possible, more flexible working hours by offering working from home arrangements and trust-based working hours
		Guiding all members of staff safely through the coronavirus crisis	Guiding all members of staff safely through the coronavirus crisis	End of 2021	⇒ □ Numerous measures implemented, goal expanded due to ongoing pandemic
		Reflecting on the coronavirus crisis, deriving insights and measures	Reflecting on the coronavirus crisis, deriving insights and measures	End of 2021	□
		Ensure equal opportunities are truly equal for all (potential) employees	More flexible working time arrangements	End of 2021	□ Project could not be carried out due to the pandemic, to be reassessed "post Covid"
		Establishment of transparent and fair succession management	Establishment of transparent and fair succession management	End of 2021	□ Ongoing strategic resource planning
Systematisation and modernisation of the salary and benefit structure	Systematisation and modernisation of the salary and benefit structure	End of 2021	□ Analysis phase in final stages, on hold due to restructuring		

△ New goal ● Goal achieved ⇒ Goals postponed ○ Goal not achieved □ In progress/partially achieved