

SUSTAINABILITY REPORT 2024





PREAMBLE.

Dear Readers,

Sustainable economic management, maximum flexibility and close partnerships have always been the basis of our actions. Company founder Wilhelm Mack has been guided by these values since the early beginnings of the company.

The company values provide our employees with the orientation they need in all business processes. Our greatest ambition is to take effective measures in order to be able to give equal consideration to environmental, social and economic aspects.

We do not see our value system as rigid – it's a dynamic and changeable construct, with mutually dependent factors that drive each other.

This report covers the year 2024 and documents our entrepreneurial concept, the company values as well as the results and achievements. You will also receive a comprehensive insight into our developments, innovations and objectives.

Martin Bruttel
Managing Director

Mike Günther
Managing Director

AT A GLANCE

The heart of colordruck Baiersbronn has been beating in the middle of Baden-Württemberg's largest tourism and forest community for 70 years.

Founded by Wilhelm Mack in 1954, the family-owned company is characterised by continuous growth and has developed into an established name in the fibre-based packaging market.

Very much in the tradition of the company founder Wilhelm Mack, the company is now already in the hands of the third-generation shareholders who guarantee continued positive and dynamic com-

pany development.

Efficient processes, digitisation and a high degree of automation are the leitmotiv in the development of the company, which today is one of the technology leaders in Europe.

In addition to the production of high-quality folding boxes, our range of services also includes the assembly of packaging for the food, confectionery, pharmaceutical, healthcare, personal care, cosmetics and non-food sectors. In doing so, we serve three areas of business:



Packaging production

Analogue printing and further processing

We plan, produce, print and finish high-quality folding boxes made of solid cardboard in weights of 200–700 g/m² for punchy packaging.



Digital packaging

Digital printing and further processing

We produce short runs, mock-ups or personalised packaging from edition 1 to mass customisation. On request, we can take care of packaging, filling and direct shipping to the end customer, all from a single source. For larger print runs, we routinely work with dialogue mail. All this with the highest degree of uniqueness.



Packaging service

Packaging and fulfilment

We take over the entire fulfilment process for our partners and accompany you through everything from planning and production to logistics. We provide the highest level of flexibility.

With competence, commitment and passion as well as with a responsible approach to our employees, our resources and our environment, we place ourselves at the service of our customers.



KEY FIGURES.



Founded: 1954



Sales: 68 million euros



Usable area: 33,000 m²



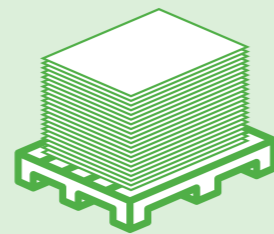
Employees: 296



Training rate: 6.1%



Packaging production:
around 1 billion p.a.



Cardboard raw material:
23,257 tonnes p.a.



Location: Baiersbronn

CORPORATE VALUES.

Sustainable, flexible, collaborative. Not only are these values our number-one priority, we also live them and nurture them every single day. Our greatest ambition is to take effective measures in order to be able to give equal consideration to environmental, social and economic aspects. We do not see our value system as rigid, but as a dynamic and changeable construct with mutually

dependent factors that drive each other. It is fundamental in determining our identity and embodies what defines us and clearly distinguishes us from other companies. Especially in times of rapid change in our markets and technologies, we are able to build on a strong foundation and make the most of additional potential.



Sustainable

Our company founder Wilhelm Mack already relied on a sustainable and profitable development of the company. Success factors including customer orientation, innovation and commitment have had a decisive impact on colordruck Baiersbronn. Whether employees, customers, business partners, shareholders or members of the Board of Directors – we are increasingly focusing on positive, trusting, mutually successful and, above all, long-term relationships in our business activities.



Flexible

We know from our partners that flexibility as a value has become more important than ever. Today, the possibilities in the packaging industry are practically limitless. Only if we question what's familiar and have the courage to venture upon new paths in a forward-looking way can we fully meet customers' individual requirements. We pave new paths and involve our customers and business partners in our ideas with mind and a sure sense of what is possible. Always open to new challenges, we master them with confidence without losing sight of the harmonious balance of our value system's three pillars.



Collaborative

Mutually positive relationships with customers, suppliers, employees and business partners form the essential basis for successful economic management in the long term. In doing so, not only business cooperation with full commitment, trust, respect, appreciation and gratitude play a crucial role. An individual approach is just as much a part of professional business conduct as serious and absolutely binding commitments.

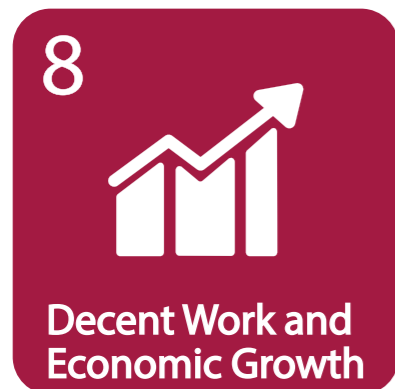


SUSTAINABILITY MANAGEMENT.

As a responsible company that describes its value proposition as „sustainability“, and processes cardboard as a natural raw material, we have a special commitment to nature. We see this as our duty to protect it and achieve this by imple-

menting all three aspects of sustainability (social, economic and environmental) on an equal footing. This allows us to combine environmentally friendly economic management with sustainable production.

Our sustainability management is commissioned by Management and reports directly to them. Sustainability management is carried out by the sustainability team, which is implemented in the company. The tasks and goals of the sustainability team are based on the 17 SDGs (Sustainable Development Goals) of the United Nations. In doing so, particular attention is paid to the following SDGs:



The remaining Sustainable Development Goals (SDGs) are also taken into account and, depending on their materiality, will become increasingly important for our company and our stakeholders in the foreseeable future.

In order to ensure a transparent way of working, current topics are also communicated internally and externally through various channels. Various key areas are taken into account in our sustainability management, including energy management, climate protection and social, economic and environmental factors. Our dedicated sustainability manager regularly conducts training courses for all team members in order to sensitise

and upskill them on the multi-faceted aspects of sustainable action.

We have been part of the KLIMAWIN of the state of Baden-Württemberg since December 2022. By signing these, we are committed to complying with the 12 guiding principles of the WIN Charter and to continuously expanding and improving our sustainability management. By joining, we

want to set further standards for our commitment to sustainability and making our contribution to a sustainable economic sector in Baden-Württemberg. Furthermore, we aim to communicate more transparently through our annual report on progress, outlining where our current sustainability priorities lie and the measures we are taking to address them.

With regard to management, we not only adhere to the 12 principles of KLIMAWIN but have also committed to meeting the ISO 14001 requirements and, therefore, report on our progress annually through the Sedex, EcoVadis, and CDP platforms. This is how our sustainability management system was awarded the EcoVadis Gold

Medal in 2024. In 2024, we focused on the following guiding principles in particular:

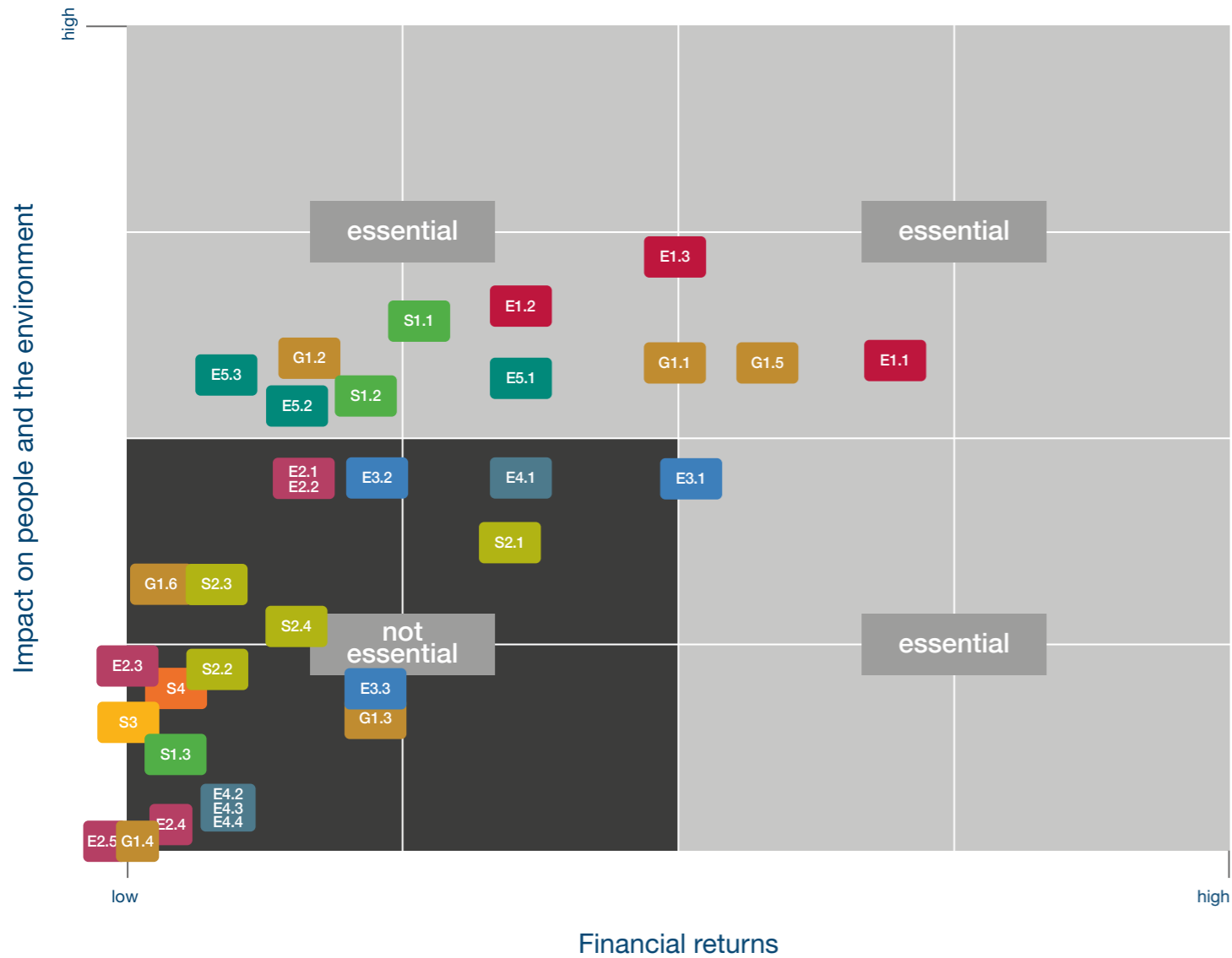
Guiding principle 3: Stakeholder groups „For processes, we consider and take account of all stakeholder groups and their interests.“

Guiding principle 5: Energy and emissions „We use renewable energies, increase energy efficiency and reduce greenhouse gas emissions in a target-compliant manner or offset them in a climate-neutral way.“

Guiding principle 7: Employee rights and well-being.



The essential topics at a glance



- E1 Climate change**
 - E1.1 Adaptation to climate change and climate protection
 - E1.2 Energy
 - E1.3 Greenhouse gases
- E2 Pollution**
 - E2.1 Air pollution
 - E2.2 Water pollution
 - E2.3 Soil pollution
 - E2.4 (Particularly) substances of concern
 - E2.5 Microplastics
- E3 Water and marine resources**
 - E3.1 Pollution of water and marine resources
 - E3.2 Water consumption, extraction, management, and discharge of water
 - E3.3 Areas with water stress
- E4 Biodiversity and ecosystems**
 - E4.1 Biodiversity and ecosystems
 - E4.2 Areas of sensitive biodiversity
 - E4.3 Impacts on the status of species
 - E4.4 Land-use changes
- E5 Resource use and the circular economy**
 - E5.1 Resource inflows including resource use
 - E5.2 Resource outflows in connection with products and services
 - E5.3 Waste
- S1 Own workforce**
 - S1.1 Working conditions
 - S1.2 Equal treatment and opportunities for all
 - S1.3 Child and forced labour
- S2 Workers in the value chain**
 - S2.1 Workers in the value chain
 - S2.2 Child and forced labour
 - S2.3 Reports and violations of international guidelines in the value chain
 - S2.4 Social inclusion of workers in the value chain
- S3 Affected communities**
- S4 Consumers and end users**
- G1 Corporate policy**
 - G1.1 Corporate culture
 - G1.2 Protection of whistleblowers
 - G1.3 Animal welfare
 - G1.4 Political engagement, lobbying activities, transparency register
 - G1.5 Supplier relationships, including payment practices and incident reporting
 - G1.6 Corruption and bribery and incident reporting

In preparation for the CSRD reporting, we have conducted a materiality analysis based on the principle of double materiality. This analysis, based on the requirements of the ESRS, enables us to specifically identify and evaluate the relevant ESG topics for colordruck Biersbronn.

The materiality analysis forms a central basis for the future direction of our sustainability strategy. It helps us to focus our reporting in the future on the topics that have the greatest impact on our

business activities and meet the expectations of our stakeholders.

Based on the results of this analysis, we can clearly identify opportunities and risks related to ESG topics and develop targeted measures to sustainably support both our company and our stakeholders.

We have thus already been able to lay an important foundation for the CSRD reporting due next year.



CONTENTS.

01 ECONOMIC RESPONSIBILITY.

Guiding principle 09: Company success and employment		P. 18
Guiding principle 10: Regional added value		P. 20
Guiding principle 11: Transparency		P. 22
Guiding principle 12: Incentives for transformation		P. 24

02 ENVIRONMENTAL RESPONSIBILITY.

Guiding principle 04: Biodiversity		P. 30
Guiding principle 03: Resources and the circular economy		P. 31
Guiding principle 01: Climate protection & Guiding principle 02: climate adaptation		P. 34
Guiding principle 05: Product responsibility		P. 38

03 SOCIAL RESPONSIBILITY.

Guiding principle 06: Human rights and the supply chain		P. 42
Guiding principle 07: Employee rights and well-being		P. 44
Guiding principle 08: Stakeholder groups		P. 46

OUTLOOK		P. 50
----------------	--	-------



01 ECONOMIC RESPONSIBILITY

COMPANY SUCCESS AND EMPLOYMENT

For us, responsibility means incorporating social concerns equally into business decisions. colordruck Biersbronn, with its nearly 300 employees, represents a significant industrial employer in the region. The essence of our company's success lies in qualified and committed people who do their best every day to continuously develop the company. At colordruck Biersbronn, the employees are the most valuable asset that we nurture and care for. As a family business, we create an atmosphere of shared identity and cooperation in which every voice is heard and every person makes a valuable contribution.

Diversity Charter

As part of our ongoing commitment to sustainability and social responsibility, colordruck Biersbronn has taken a significant step: we have signed the Diversity Charter. This initiative stands for a corporate culture based on appreciation, respect and equal opportunities for all employees – regardless of gender, nationality, ethnic origin, religion, beliefs, disability, age or sexual orientation.

The signing of the Diversity Charter is a commitment to an inclusive work environment where the individual strengths and diverse perspectives of each person are promoted. We are convinced that diversity, lived in practice, not only promotes the personal development of our employees, but also makes a crucial contribution to our company's innovative strength and competitiveness. For us, diversity means viewing differences as an enrichment – whether through different cultural backgrounds, lifestyles, or ways of thinking.

Labour and human rights policy

Since the beginning of 2024, we have anchored our responsibility towards our employees in a comprehensive labour and human rights policy. In doing so, we not only take responsibility for our own team but also, as signatories of the UN Global Compact, commit to upholding key human rights and labour protection standards throughout our supply chain. This represents another important step towards creating a non-discriminatory and safe working environment.

Success as a guarantee of occupational safety

Last year, our turnover reached an impressive **68 million** euros – an achievement that not only underlines our economic strength, but also enables us to secure jobs for our employees. This success is the result of the sum of many correct decisions, market know-how, our awareness of quality and the close cooperation of all company divisions.

Fair compensation

For us, fair compensation is not only an obligation, but also a conviction that shapes our working culture and motivates our workforce. With this in mind, we voluntarily follow the collective bargaining guidelines, including the ver.di standards, to ensure that fair and transparent working conditions are guaranteed. Through careful and sustainable investments in our employees, we ensure that they benefit from state-of-the-art machines and ergonomic workplaces. In addition, we offer a wide range of social benefits, profit-sharing as well as various grants and benefits. We place the highest priority on fostering

collaborative partnerships, trust, and the satisfaction of our employees.

Service anniversaries

The commitment to our employees is invaluable. Shared successes are built on a stable foundation of trust and cooperation. For this reason, we use the celebration of work anniversaries as a special opportunity to express our appreciation for the long-standing loyalty and dedicated efforts of our employees. The celebration of service anniversaries takes place at our company for those with more than 10 years of service – it represents the spirit of partnership that forms the basis of our corporate culture.

TOP COMPANY 2024



Our commitment to the well-being of our employees is further emphasised by our recognition as a „TOP COMPANY 2024“ by the employer review platform kununu. The basis of the award is the independent reviews of employees on the platform. The award is given to employers with particularly good ratings on kununu. Since only about five percent of companies meet the qualification criteria, this is a very select group. The kununu award is another milestone for our company, recognising our ongoing efforts to foster a positive corporate culture and create an inspiring work environment. We see this as confirmation that the efforts and resources invested in employee satisfaction are yielding lasting results.

Future-oriented training

Our trainees are not only part of our team, but also our future. For many decades, colordruck Biersbronn has been providing young people with the opportunity to start their careers through professionally grounded vocational training, offering training in four different fields. A total of seven trainees will start at colordruck Biersbronn in 2024.

Our commitment to sustainability not only lies in our ecological and economic aspirations, but also in the heart of our training philosophy, as our IHK award as a 1A training company shows. We firmly believe that nurturing young talent is the key to a successful and sustainable future. For this reason, we place a special focus on high-quality training that not only imparts professional skills, but also promotes personal growth.

Our training programmes are designed to provide young people with a solid foundation for their professional careers. We see ourselves as a pioneer that contributes to our trainees being able to discover and develop their individual strengths.

Through practical learning content and the use of state-of-the-art technologies, we create an environment in which learning is fun and success is guaranteed.

Focus on digital learning

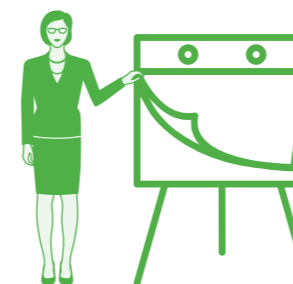
Education for tomorrow requires digital change. We would therefore like to prepare our trainees for the demands of the modern workplace. As an expression of this commitment, we provide each of our trainees with their own laptop to allow them to access digital learning content. In order to keep up with current developments, we have also expanded our training concept with innovative digital elements. Our trainees benefit from a digital report book that not only offers them the opportunity to document their progress in real time, but also facilitates exchange with their trainers. This online platform allows trainees to learn in an interactive way while keeping an eye on their individual learning progress.

Total	2022	2023	2024
Employment	277	300	296
Number of women employed	107	105	106
Number of employees with disabilities	15	14	12
Percentage of women with employee responsibility	2.17%	2.00%	1.69%
Percentage of women in management positions	0%	0%	0%

employees



3.5 % fluctuation rate



1,487 hours of training



18 trainees

6.1 %
Training programme
attendance rate



REGIONAL ADDED VALUE.

Being able to support social projects with our donations is particularly important to us. For years, we have been committed to the well-being of everyone who lives in the local region with us. For us, taking on social responsibility is part of modern-day corporate discipline. Donations for a good cause are not just a morally commendable fad – they are absolutely necessary to push social issues forward.

In order to make it easier for our employees to access regionally and sustainably produced food, we have launched a cooperation with a local organic farm. Employees can use a user-friendly online form to regularly place orders

for fresh, seasonal and organic products.

The orders are collected and forwarded directly to the organic farm, which then prepares a delivery for our company. This way, our employees can conveniently pick up their ordered products on-site without additional shopping effort. This offering not only promotes sustainable nutrition in everyday life but also supports local agriculture and minimises the ecological footprint by keeping transportation distances short.

Through this initiative, we actively contribute to strengthening awareness of healthy and sustainable nutrition within the company.



BUND Northern Black Forest Regional Association

As part of our commitment to sustainability, we have been working regularly with the BUND Northern Black Forest Regional Association since 2023. Together, we design a wide range of campaigns that actively involve both our employees and our junior staff.

An example of our cooperation is a joint campaign as part of participation in European Sustainable Development Week. In addition, we organise activities as part of the introductory weeks for our new trainees in order to promote

awareness of sustainable action right from the start of their professional careers.

Last year, our new apprentices had the opportunity to learn about various aspects of nature conservation together with the BUND Northern Black Forest Regional Association. In doing so, they actively supported the maintenance of a green space. This collaboration combines practical engagement with valuable insights into the importance of environmental and nature conservation – a valuable experience for everyone involved.



TRANSPARENCY.

Our financial decisions at colordruck Baiersbronn are characterised by a clear focus on long-term success and sustainable growth. We understand that our entrepreneurial actions must not only include short-term profit maximisation, but also responsible planning that takes into account economic as well as ecological and social aspects.

Our investments are carefully geared towards securing our success in the long term. We attach great importance to independence and rely on the financial strength of our own company to realise our projects. This approach allows us to act independently and pursue our long-term goals without the pressure of short-term yield expectations.

As a family business, we have the advantage that our decisions are not influenced by external financial investors. This gives us the freedom to use our resources and capacities in accordance with our company values and long-term vision. We see ourselves as bearing responsibility to act

sustainably not only for ourselves, but also for future generations.

At colordruck Baiersbronn, we invest not only in our corporate future, but also in the sustainable development of our employees, our community and our environment.

Ongoing investments

Since January 2024, we have been using processless printing plates, significantly increasing the efficiency of our prepress stage. With the help of the new Heidelberg Suprasetter, we can increase production capacity by more than 30% per hour. The new system enables savings of more than 600,000 litres of water per year and completely dispenses with hazardous substances, which improves environmental friendliness and safety. In addition, a new multicolour printing press was put into operation in February 2024, which further expands our production capabilities.



68 million euros
Revenue



19.4 %
Investment rate



5.1 million euros
Investments

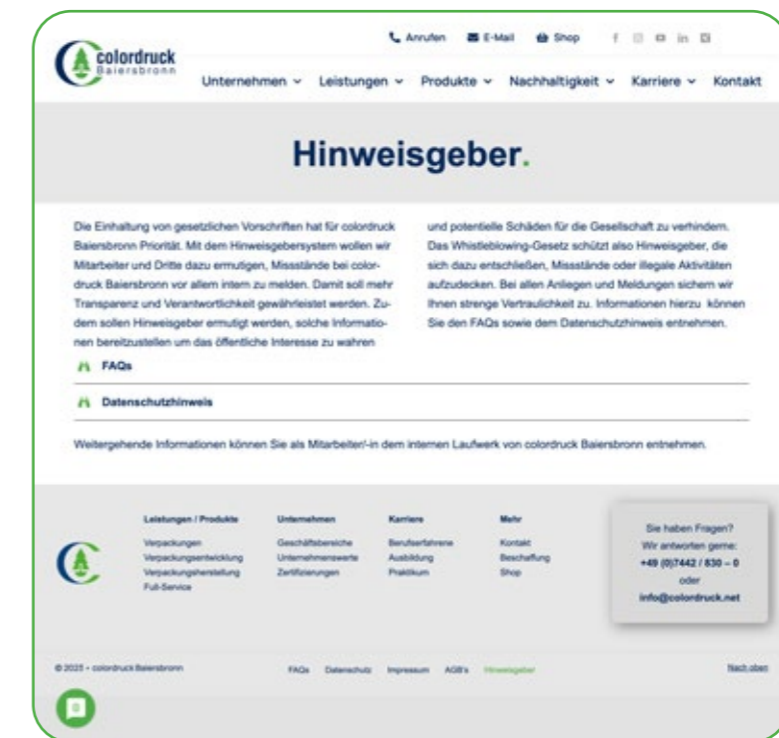


34.9 %
Equity ratio



89.4 % shares of existing customers (> 5 years) in sales

In a world where integrity and transparency are becoming increasingly important, colordruck Baiersbronn is firmly „on the front line“ to condemn any form of corruption. Our commitment to ethical conduct and adherence to the highest standards is deeply rooted in our corporate culture and business processes. To further strengthen this, we have introduced a comprehensive anti-corruption policy. This gives our employees clear guidelines and specifications for dealing with corruption-related issues and underlines the importance we attach to this topic. For us, transparency and responsibility are indispensable values that guide our actions on a daily basis.



Whistleblowing

The mandatory law on whistleblower protection has been in place since July 2023. This enables employees as well as third parties to be able to report potential incidents of corruption or unethical behaviour. Protecting the identity of the reporters is of great importance to us. In order to ensure the accuracy and relevance of the reported information, each concern is carefully considered. In case of reasonable suspicion, appropriate steps are taken to clarify the matter.

INCENTIVES FOR TRANSFORMATION.

At colordruck Baiersbronn, we understand the incentives to rethink not only as a challenge, but rather as an obligation to continuously look for new ways and opportunities to make our actions more sustainable. In addition to recognition through prizes and awards, as described in Guiding Principle 8, a central component of our incentive structure is our suggestion-for-improvement scheme.

Our employees are a permanent source for innovative ideas and solutions that can help make our business more sustainable and efficient. The suggestion-for-improvement system enables employees to bring in ideas for process optimisation, resource conservation and sustainability. The proposals submitted are carefully reviewed and processed by our dedicated Suggestions Scheme

team. We value the contributions of our team very much and would like to acknowledge their efforts accordingly. In recognition of their creative and sustainable proposals, we reward them with bonuses.

In addition, we want to inspire employees to act independently in a sustainable manner and give them impetus by offering and carrying out various hands-on activities ourselves. Last year, as described in Guiding Principle 11, we were able to implement some successful activities.

By creating incentives to influence our employees' mindsets and encourage them to actively participate in our sustainable transformation, we are taking a decisive step towards a future of responsibility, innovation and shared success.

Our aim is to have a positive impact on the environment and society through continuous innovation and, at the same time, to set the highest quality standards in our industry. The awards received highlight our commitment to sustainable development and pioneering changes in the packaging industry.

Production technology

With an impressive degree of automation in production and logistics, we set standards in order to offer our customers first-class products and seamless service processes. Our automated approach is based on state-of-the-art technologies that are used at our business premises. Vertical conveyors, cross-sliding carriages, self-driving transport vehicles and palletising robots are just a few examples of our pioneering automation technology, which ensures safe and precise transport of high-quality packaging by the company.

Our e-commerce platform is at the heart of our customer-oriented innovation. Here, the customer has the option of scaling packaging to the millime-

tre and designing it individually. Thanks to this platform, the online ordering process can be triggered by the customer independently and effortlessly, which optimises the customer experience and simplifies personalised solutions. Another cornerstone of our digital transformation is the fully digital workflow. From data processing and sheet layout to generating production data and data export to the machines, all steps are 100% digital. This not only ensures the highest accuracy, but also an accelerated and efficient handling of our processes.

Development

In our effort to find more environmentally friendly alternatives to conventional packaging materials, we have tested the Silphie plant as a potential energy plant and thus as a sustainable cardboard alternative. The long plant fibres can be extracted and used as a fresh fibre alternative in the production of paper products. Due to its advantages, this plant is attracting more and more attention in agriculture and the environmental industry. Our test results were very promising, which is why the idea of purchasing this alternative is still being pursued.



Prizes and awards

The packaging industry is characterised by its extremely dynamic development. Consumers quickly change their demands and habits. In addition, there is advancing globalisation, which opens up borders and continuously shifts.

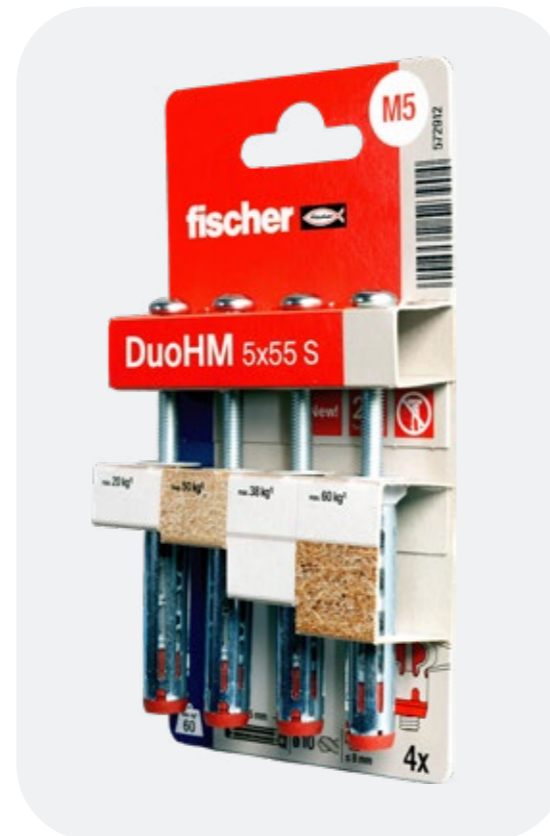
As a future-oriented, sustainable and innovative family business, we are excellently equipped for change processes. With a responsible approach to people and the environment, we always face the challenges of tomorrow with an open mind and a broad perspective. Our packaging makes clear visions a reality. We are constantly working on our capacity for innovation in order to be able to act successfully and sustainably in the future.

In 2024, we were awarded the German Packaging Award in the „Product Presentation“ category for this innovative strength.

The German Packaging Award, organised by the German Packaging Institute (dvi), is one of the



most important competitions in the industry. This year, almost 250 innovations from 13 countries were evaluated and 41 winners were selected in 10 categories. In collaboration with the fischer Group of Companies, we developed an innovative blend of communication, design, and sustainability with the folding card for the DuoHM dowel, which earned praise from the jury. It clearly shows how the dowel works in different materials, making it easier for end users to understand the product. By using monomaterial, we have not only improved recyclability, but also reduced the environmental impact.



After having already been awarded the TOP 100 seal in 2021, we are pleased to have received this honour as a particularly innovative medium-sized company for the second time in 2024.

In addition, we were awarded the Baden-Württemberg Environmental Award. This is one of the most important awards for companies that provide exemplary services in the areas of climate protection, resource conservation and energy efficiency. A total of eight companies were

honoured in six different categories to recognise their impressive commitment to various areas of sustainability.

Out of more than 100 applications, we were awarded the Jury Prize for our outstanding commitment to sustainability. We were particularly moved by the recognition from Environment Minister Thekla Walker, who highlighted not only our ecological but also our social initiatives in her speech.





02 ENVIRONMENTAL RESPONSIBILITY

BIODIVERSITY.

As part of our WIN 2023 project, we have developed a comprehensive biodiversity concept for our company premises. Through the targeted planting of different areas, we have created a variety of habitats that are specifically tailored to the needs of different animal species. Our new flowering meadow, for example, serves as a valuable food source for wild bees and bumblebees. Thanks to a seed mixture of native (mostly perennial) plants, the flowering area is designed to be in full bloom, particularly during the summer months from June to August. The flowering meadow also offers an inspiring break room for our employees. In addition, we have butterfly hedges with special Plants that

attract lots of butterflies have been planted. With these diverse plantings, we are actively contributing to the preservation of biodiversity and are not only creating habitats, but also important food sources and retreats for a wide range of animal species.

Information boards at the flowering areas explain the importance of biodiversity and clarify that the areas that we deliberately mow at most twice a year are by no means neglected, but intentionally left „wild“. In this way, our initiative not only becomes a visible sign of ecological responsibility, but also raises awareness of the importance of natural design.



RESOURCES AND THE CIRCULAR ECONOMY.

Not using any product packaging is undoubtedly the most environmentally friendly solution. However, many products require packaging – be it to protect the goods, to transport them better, or even for longer shelf life. To ensure that companies are as environmentally friendly as possible, sustainable packaging should be chosen. Folding boxes made of solid cardboard offer the optimal basis for the sustainable packaging of products. Sustainable product packaging consists of recyclable and renewable raw materials.

Climate-neutral packaging has the smallest carbon footprint possible and is characterised by lean production processes and short supply chains. This makes solid-cardboard packaging an excellent choice. Cardboard can be recycled up to 25 times and is biodegradable.

The raw materials used for the production of folding boxes in Europe come exclusively from sustainable forestry and to a large extent also from FSC-certified forestry.

Sustainable supply chains

The procurement of raw and auxiliary materials as well as equipment and external services is a crucial process to ensure that our products not only meet the highest quality standards, but are also produced in an environmentally friendly and sustainable manner. We pass on the quality and environmental requirements, including the criteria of FSC/PEFC, to our suppliers. We commit ourselves to complying with the core

standards of the Code of Conduct of the BME (German Association of Materials Management, Purchasing and Logistics) and the FSC/PEFC seals.

To this end, we have drawn up a Code of Conduct for our suppliers. This ensures that the products and services we purchase are manufactured and provided in an ethical, sustainable and responsible way that meets our requirements. The Code of Conduct defines the basic requirements that our suppliers must meet in order to be able to work with colordruck Baiersbronn. The requirements include compliance with labour rights, environmental and safety standards as well as the obligation to fight corruption and towards ethical business practices.

By ensuring that our suppliers meet our requirements, we can guarantee that we provide our customers with products and services of the highest quality and integrity. Overall, the Code of Conduct represents an important step in our ongoing efforts to promote sustainable and ethical business practices and to generate active stakeholder management.

We are also a committed member of Sedex and IntegretyNext, organisations that advocate for ethical supply chains and socially responsible business practices. Sedex allows us to monitor and continuously improve our efforts in terms of labour standards, health and safety and environmental impact. This not only contributes to creating transparent supply chains, but also promotes a culture of responsibility and sustainability.



Number of corrugated boxes:
1,717,757 Stück



Consumption of colours:
60 Tonnen



Consumption of paints:
272 Tonnen



63% of the processed cardboard comes from Germany

Waste management and waste paper press

Efficient waste management is of vital importance. It refers to the targeted planning, organisation, control and monitoring of the disposal of waste in order to minimise environmental impact and at the same time maximise the benefits from valuable materials.

One of our key initiatives in the area of waste management relates to punching waste generated in our production processes. Punching waste is residual material that forms when items are produced and are normally regarded as waste.

We take a different approach. Already in advance, we keep cardboard waste as low as possible through millimetre-precise sheet layouts and thus avoid unnecessary punching waste. We use modern technologies to press this punching waste and feed it into the resources cycle. Here we distinguish between pure recycled bales and fresh fibre bales. By pressing the punching waste, not only do we significantly reduce the volume of punching waste, we also enable efficient storage and transport. The same happens with the waste produced in the printing process. Even here, we differentiate between recycled and

fresh fibre cardboard. More importantly, however, we recycle and reuse this compressed waste in a targeted manner. This way, we prevent valuable materials from being wasted and help reduce the consumption of natural resources.

Our waste management concept goes beyond mere disposal. It stands for a circular approach in which waste is regarded as valuable raw materials that can be reused in other production processes. They all flow into paper manufacturing and therefore remain in the materials cycle. The fibrous material yielded is only reduced by the proportion of non-paper product components such as plastics from barrier coatings or window gluing.

Studies by the University of Graz confirm that cardboard can be recycled up to 25 times. Through our effective waste management, we actively contribute to reducing waste, promoting recycling and closing the materials cycle. Even at home, each of us can actively assist here by putting folding boxes in waste paper bins for recycling after unboxing. The recirculation of recycled waste paper fibre – also from folding boxes – is practised sustainability.

Cardboard alternatives

Our pursuit of sustainability goes beyond certifications. We are continuously looking for innovative solutions to develop environmentally friendly cardboard alternatives.

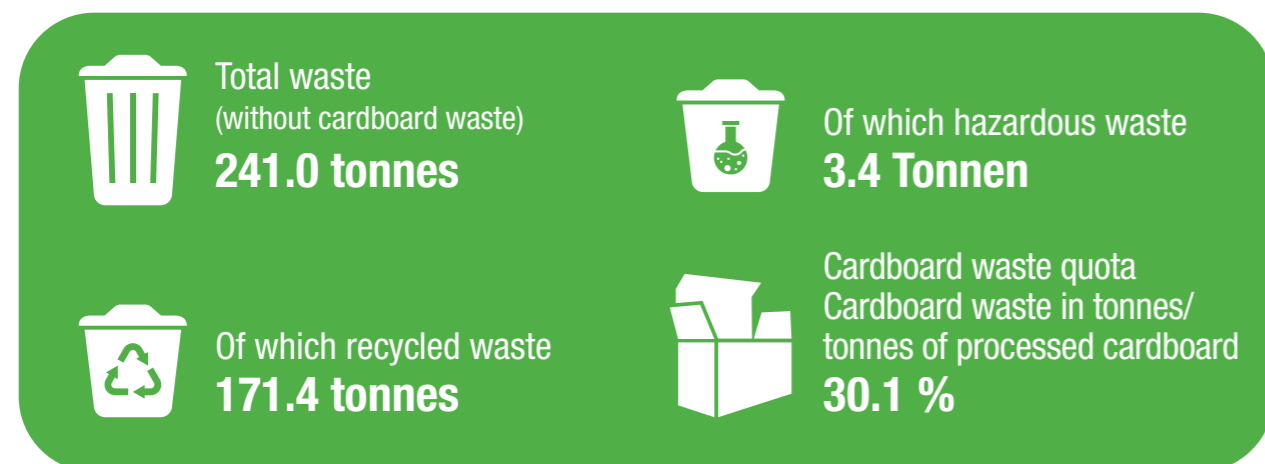
As already mentioned in Guiding Principle 12, we carry out extensive tests of applications, including alternative cardboard qualities such as those that are largely produced from the Silphie plant. Our goal is to continuously minimise our environmental impact.

Practised circular economy

Folding boxes made of solid cardboard are a prime example of a successful circular economy. The cardboard fibres used in Europe for producing folding boxes are made from 100

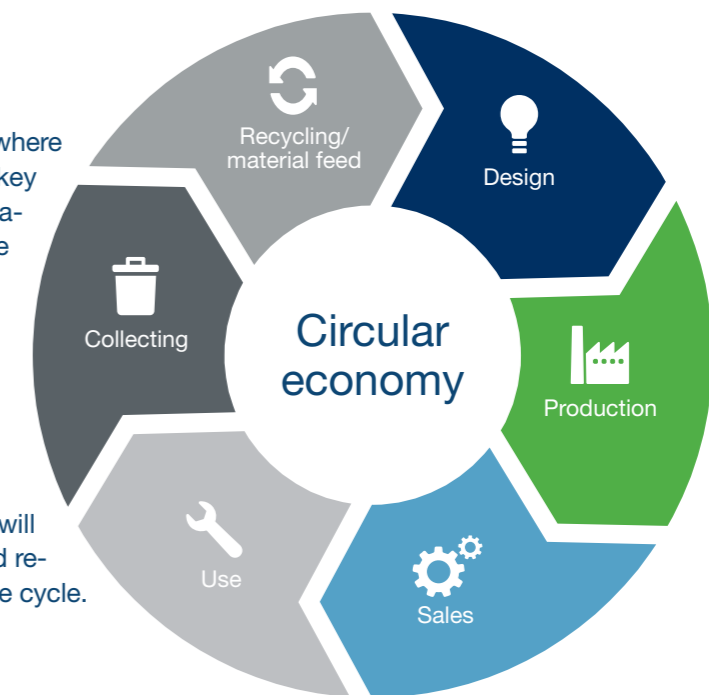
percent renewable, non-fossil raw materials (wood fibres and cellulose or recycled paper) and come exclusively from sustainable and mostly certified forestry (FSC, PEFC). In addition, folding boxes, including coated boxes, can be fully recycled. Studies carried out by the Graz University of Technology in Austria in 2021 show that fibre-based packaging can be recycled over 25 times on average.

In addition, during recycling, the CO₂ present in the wood or waste paper fibres remains bound over the repeated cycles. With potential composting, on the other hand, the CO₂ previously bound in the fibres would be released, ultimately having a negative impact on the greenhouse effect. With the recycling process, paper fibres make a significant contribution to climate protection.



Circular economy

The circular economy is an extremely reliable solution, where recyclable products play a key role. This means that the materials used for products are already taken into account in the design process and are always taken into consideration until the very end of a product's life. When aiming for a circular economy, even before production, it is clear what will happen to raw materials and resources after their normal life cycle.



CLIMATE PROTECTION AND CLIMATE ADAPTATION.

We at colordruck Bayersbronn attach great importance to the responsible handling of energy and emissions. In order to achieve our goals in terms of sustainability, we have been successfully carrying out energy audits in accordance with DIN 16247-1 for years and are proud to be certified for this.

This energy audit is a significant step on our path to reducing our environmental footprint. It allows us to gain detailed insights into our energy consumption and emissions. Based on these findings, we can develop targeted measures to optimise our energy consumption and reduce our emissions.

Our sustainability engines

In a world where the impact of climate change is

becoming more and more apparent and resources are slowly becoming scarce, it is essential that companies take a more active role in promoting a sustainable future.

Reducing our ecological footprint and the efficient use of energy are not only ethical obligations, but also economic opportunities that offer long-term advantages for companies and societies.

At colordruck Bayersbronn, we have realised that our actions have an impact – not only on our business, but also on the environment in which we live and work. That is why we are committed to using energy responsibly and taking measures that lead to the sustainable use of energy.

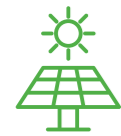


Photo-voltaic systems

Since February 2019, we at colordruck Bayersbronn have been relying on a pioneering method of energy generation: photovoltaics.

We are proud to have installed a photovoltaic system with a total of 320 solar modules on our roof. Each of these 60-cell monocrystalline high-performance current modules has a single power of 300 watts peak (Wp). In total, we achieve an impressive total output of 96 kilowatts peak (kWp). This plant uses the inexhaustible energy of the sun to generate clean and sustainable electricity.

The solar panels convert sunlight directly into electrical energy that we can use in our plant. By using this renewable energy source, we not only reduce our dependence on fossil fuels, but also significantly reduce our CO₂ emissions.



Cooling by river water

Our sustainable cooling strategy starts with feeding our sprinkler pool with water from the River Murg. In this way, around 700 m³ of water accumulates, which we use as an efficient cold-storage tank. We use this natural cold source to cool our production halls via heat exchangers. This innovative approach not only allows us to reduce energy costs, but also to save a considerable amount.



Biomass heating plant

Recycling single-use wooden pallets allows us to operate an extremely efficient wood chipping plant. This plant not only generates waste heat energy, but also reduces emissions compared to fossil fuels.



Climate-neutral production machines

We not only rely on renewable energy sources, but also take ecological aspects into account when selecting and installing our production machines. All of our facilities installed since 2010 are climate-neutral and certified by independent climate protection organisations.



Waste heat recovery

In our production process, waste heat and thermal energy are generated when compressors are used. Instead of letting this energy fizzle out unused, we have implemented an innovative heat recovery system. We collect all the waste heat from the compressors and direct it specifically to heat the service water for our sinks and showers. This intelligent method of waste heat recovery offers several advantages. On the one hand, we use an existing energy source to heat service water in an environmentally friendly way. This not only saves energy costs, but also reduces the need for additional heat generation.



Green electricity

Since 2011, we have consciously decided to source 100% of our electricity from renewable energy sources. By moving away from conventional, fossil-fuelled energy sources, we prevent enormous amounts of CO₂ from being released into the atmosphere. Thanks to this measure, we relieve the environment of an impressive 2,300 tonnes of CO₂ annually – a significant contribution to reducing greenhouse gas emissions and combating climate change. We also rely on sustainable solutions in the area of mobility. With our electric vehicles, we do not produce any harmful exhaust gases, and contribute to improving air quality in our community and beyond.



Carbon footprint

We are actively committed to knowing and reducing our ecological footprint. For us, the carbon footprint is not only a key figure, but also a central tool for accurately measuring our environmental impact in order to take targeted measures to reduce emissions. Our commitment to transparency and responsibility is reflected in our approach to our carbon footprint. We meticulously determine CO₂ emissions per million printed sheets – a method that allows us to take the entire production process from material procurement to delivery into account. This approach ensures that we get an accurate picture of the emissions associated with each print job. For us, the results of these measurements are a guide to targeted improvements. By determining and analysing the carbon footprint, we identify areas in which we can optimise our practices. Whether it's the choice of more sustainable materials, more efficient production processes or innovative logistics solutions – we do everything we can to minimise our environmental impact.



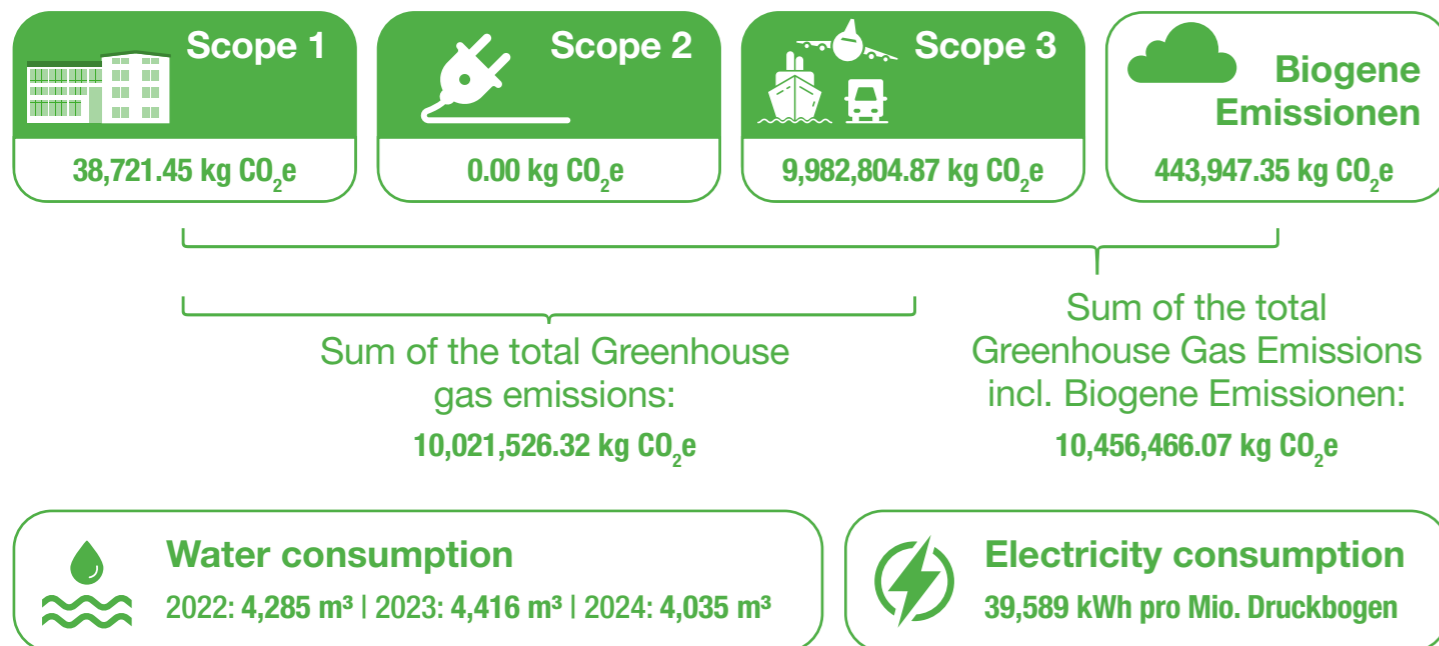
Climate-neutral folding boxes

Since every order we accept has an impact on the environment, we have decided to have the carbon emissions carefully calculated for every order. This process takes into account all aspects of production. In doing this, we take one step further and offer our valued customers the opportunity to neutralise their CO₂ emissions by purchasing certificates. These certificates support sustainable projects such as reforestation initiatives, renewable energies or environmental protection programmes that help compensate for the same amount of CO₂ that was released during the production of the order. By offering our customers the opportunity to make up for their CO₂ emissions, we enable them to make their own contribution to environmental protection and become part of our joint efforts for a sustainable future.

Energy team

In order to identify possible new energy-saving measures, we have had an energy team at colordruck Baiersbronn for many years. This team is an important driver for our continuous efforts to identify and implement energy savings. For example, the team also conducts energy tours after work in order to analyse the condition of the work areas and find potential approaches to saving energy. This goes beyond the purely technical level. The tours also serve to sensitise our employees to conscious energy consumption. They help us to create awareness of how small actions at the end of the working day can have a major impact on our energy consumption.

A key aspect of these efforts is to engage our staff. The energy team is trying to raise awareness of sustainable action. We want to ensure that every employee is able to play a role in our energy saving measures. These could range from the simple habit of turning off devices when leaving the workplace to optimising workflows to promote energy efficiency.



KLIMAFit

Together with four other companies, we have been part of the KLIMAFit workshop in Ludwigsburg since 2023. The Ludwigsburg District Office supports companies in developing concrete measures for effective climate protection and thereby saving costs. The aim of participating was to create our own climate strategy and thus make progress in climate management. In March 2024, we successfully passed all requirements and received our graduation certificate. This officially distinguished us as a KLIMAFit company. With the completion of the programme and the award as a KLIMAFit company, we have taken an important step towards more sustainable management.

PRODUCT RESPONSIBILITY.

companies that are certified not only show their willingness to meet the highest standards, but also their determination to make a positive impact on the environment, society and the economy. Certifications serve as an independent confirmation that a company complies with certain standards, policies or procedures. This can range from environmental certificates to quality and safety standards. Certifications not only contribute to the credibility and transparency of a company, but also significantly influence its competitiveness and business opportunities.

Our certifications

Transparent systems form the foundation for successful action and efficient results. Our certifications confirm our high standards in the areas of quality, environmental protection, food safety and sustainability as well as social responsibility. With all our certifications, we build trust among our customers and partners. In our continuous process monitoring across all levels, we demonstrate the constant improvement in value and further development of our company.



BRC (Global Standards for Packaging and Packaging Materials)

Our hygiene management attains the highest standards both in packaging production and PACKAGING SERVICE. Personal hygiene, hygiene stations and microbiological checks by external laboratories guarantee the highest level of safety for your products.



DIN EN ISO 9001 and 14001

ISO 9001 provides the foundation for the continuous improvement process in our company's internal quality management system at colordruck Baidersbronn. Our focus is on optimising processes. The operational structures and processes are made more transparent, bringing

Consumers and stakeholders are becoming increasingly selective and are looking for sustainable and ethically responsible companies. Certifications offer them the assurance that a company keeps its promises.

In the area of product responsibility, certifications such as DIN EN ISO 9001, BRC (Global Standards for Packaging and Packaging Materials), 5S-Kaizen and the process standard in offset printing according to ISO 12647-2 also play a decisive role.

down both the error rate and costs. Our environmental management system, implemented in accordance with ISO 14001, is a key contribution to our company's environmental responsibility and certifies both resource-efficient and environmentally conscious behaviour.



FSC- and PEFC-certified packaging

Our two certifications – FSC® (Forest Stewardship Councils) and PEFC (Programme for the Endorsement of Forest Certification Schemes) – authorise us to put the FSC® and PEFC seal on products for our customers. As a result, customers can see at the point of sale that they are purchasing a product that promotes growth in forests used in a demonstrable environmentally

and socially responsible way. Both certification systems represent sustainable forest management. They pursue the goal of conservation as well as resourceful and reasonable use of forests. FSC® works at a global level, while PEFC checks and documents the use of forests at a regional level.



Process-standard offset printing in accordance with ISO 12647-2

Our proven quality and expertise in colour management, print simulations, print-form production, and edition printing in the sheet-offset process are all certified. This gives you peace of mind with regard to the printing process and underlines our technical expertise.



Re-auditing following the 5S method

The 5S method for organising the workplace incorporates the fundamental foundations of lean management to guarantee quality, efficiency, effectiveness, safety, cleanliness and general organisation. The five Ss come from the German abbreviation for Sorting, Systematic orderliness, Cleanliness, Standardisation, Self-discipline and Continuous improvement. With the 5S method, we create optimised jobs that produce high added value. Searches and long transport distances and waiting times can all be avoided with 5S. As a future-oriented company, we think and act leanly. With the firm belief that „certified quality creates trust“, we have been internalising a structured way of working as part of the 5S method since 2011 in order to strengthen success factors that go beyond basic quality management. To guarantee and continuously improve our high standards, we undergo several internal audits and an external audit every year.



BME Code of Conduct

The BME and its members recognise their social responsibility. In particular, all those involved in the procurement process carry responsibility as intermediaries between their company and the suppliers on the corresponding

procurement markets. This responsibility extends to our own company, as well as to customers and suppliers, as well as to the environment and society. Companies' and their employees' actions are grounded in the values of integrity and fairness in particular. The BME Code of Conduct is a voluntary code that aims to stress the concern of the German Association of Materials Management, Purchasing and Logistics (Bundesverband Materialwirtschaft, Einkauf und Logistik e. V.) and its members for fair, sustainable, responsible and ethical business principles.



Green electricity certificate

Our green electricity certificate guarantees that we have been using 100% renewable energy sources since 1 January 2011.



Energy management in accordance with DIN 16247-1

We record and analyse all our energy sources, and are constantly optimising our energy consumption.



IFS Logistics

We take storing and transporting primary and secondary packaging in the form of film and cardboard boxes for the food industry to the next level.



Organic certificate in accordance with DE-ÖKO-007

Our kit-packing process line certified in accordance with Article 35 (1) of Regulation (EU) 2018/848 on organic production and labelling of organic products, making colordruck Baidersbronn demonstrably part of the complete supply chain of organic products. permits us to kit-pack organic products too. We demonstrably take the „precautionary measure to avoid the presence of non-authorised products and substances“ or, to put it simply, it can be guaranteed that non-organic products and organic products are not mixed and/or exchanged in our kit packing.

HUMAN RIGHTS AND SUPPLY CHAINS

colordruck Baiersbronn attaches great importance to respecting and promoting human rights and the rights of employees – they are fundamental to our corporate values and principles. These topics are paramount, as they not only reflect ethical responsibility, but also form the foundation of a fair and sustainable workplace culture.

Our commitment to these values is reflected in our Code of Conduct, which we consider to be not just a mere document, but a binding commitment that we impose on both ourselves and our business partners. This code of practice serves as a guide to ensure we adhere to the highest standards of human rights and labour rights. By adhering to the „Code of Conduct“ in our daily work, we set a strong signal for our conviction of equality, dignity and fairness. You can read more about this in Guiding Principle 3 of this report. Our BME certification confirms our commitment to meeting the highest standards in all areas of our company.

Works council

Our cross-departmental works council is an important pillar of our company. It is committed to the rights and wishes of our employees. With its continuous efforts to create a working environment based on fairness, equality and prosperity, our works council is committed to protecting the interests of the staff.

The works council meets regularly, at least once a month, to discuss the various concerns and issues of the employees. This regular exchange provides a platform on which questions, suggestions and proposals can be discussed in an open and constructive manner.

In order to ensure that the voices of our employees are heard up to the highest management level, meetings with the management take place every three months. These discussions offer the

opportunity to discuss current requirements and to jointly develop measures that meet the needs of our employees.

In 2024, our works council was able to successfully implement a number of agenda points and thus made decisions together with the management that clearly reflect the interests of our employees and improve their working conditions.

Furthermore, we have reduced the number of working hours per week from 40.0 hours to 37.5 hours from 1 January 2023. These measures underline our commitment to more flexible working hours and a healthy working environment. In addition, wages and salaries were increased in line with ver.di, resulting in at least a 6% increase in the wage sector. This shows our commitment to fair remuneration and appreciation of the work

of our staff and should also contribute to job motivation. In addition, the new roof terrace and the flower meadow in front of the main entrance invite you to take relaxing breaks in the fresh air. In order to strengthen the cooperation, the smoking areas were clearly defined. In addition, we are continuously working to reduce psychological stress caused by work and to maintain the health of our employees.

Our works council remains an important bridge between employees and management, which is continuously committed to the interests of our employees. In addition, our whistleblowing management is a central element in ensuring human and labour rights in our company. Through such measures and decisions, we show that we do not just use words, but actively act to promote the well-being of our employees and support their career path.



Supplier evaluations

We rely on a thorough supplier evaluation to evaluate performance and compliance with quality and sustainability standards. Our ratings are based on various criteria, including the quality of the products, on-time delivery and quality.

In order to carry out a comprehensive vulnerability and risk analysis, we regularly request information from our suppliers. This information from suppliers enables us to understand their activities in connection with social standards, environmental and quality aspects, food safety and sustainability standards.

When carrying out the risk analysis, we carefully consider the applicable regulations with regard to environmental and quality aspects, food safety and sustainability standards. These regulations serve as the basis for our audit and enable us to carry out objective measurements and assessments.

Overall, we strive to build a partnership relationship with our suppliers while ensuring that our supply chain meets ethical, environmental and quality requirements.

EMPLOYEE RIGHTS AND WELLBEING.

We are committed to creating a working environment that promotes employees' health, satisfaction and work-life balance. We offer a variety of initiatives and resources to ensure that our team members feel supported in the best possible way, both physically and mentally.

Health is at the heart of our commitment. Our company doctor carries out individual health consultations and regular health checks. Ergonomic workplaces ensure that our employees can work comfortably and productively without compromising their health. In addition, as a regional family business, we work closely with our regional businesses and offer discounts for, e.g. gyms, perfumeries, sports shops, etc. – in this way we promote an active lifestyle. In addition, we provide free fruit in the winter months – water dispensers also support daily nutrition.

Furthermore, we are also aware of the importance of mental health and organise regular webinars to raise awareness among our employees, for example, about mindfulness in everyday life and to provide them with tools for stress management. As part of the European Week for Sustainable Development, our em-

ployees were given the opportunity to participate in an initiative for the umpteenth time in a row. During this, our employees had the opportunity to participate in an herb hike, led by a trained tour guide from Baiersbronn Tourism. We also offer our employees the opportunity to participate free of charge every year in the „Denkanstöße“ lecture series in Rottweil. A balanced range of food options in our staff canteen helps employees maintain their energy during their routine working day.

In order to take into account the individual needs of our employees, we offer flexible working hours that make it possible to optimally balance work and private life. The Job Bike programme promotes environmentally friendly movement and physical activity.

Joint sports and leisure events promote team spirit and offer opportunities for relaxation outside of the working environment.

Health and development

Our corporate values form the basis for our actions. In this context, in addition to securing modern jobs, we are strongly committed to comprehensive employee development, efficient occupational health and safety and up-to-date health management.

Our efforts for sustainable employee motivation include special health days, which we implement in cooperation with the health insurance company AOK and other partners. In 2024, these were entirely focused on

our WIN project. The provision of company bikes, diverse events for body, mind and soul as well as joint leisure activities and enjoyable sports events are also part of this. The well-being of all employees is also checked regularly, every three years, by our company doctor.

The intensive and contemporary promotion of young talents is also particularly important to us. We offer young people as well as career changers career prospects and attach great importance to individual training opportunities for personal and professional development. In an idyllic natural landscape, we offer apprentices and skilled workers alike an attractive and innovative working environment.

As a family business, we are proud to create an environment in which every employee feels valued – not only as an employee, but as an integral part of our success story. Together we build bridges, overcome obstacles and shape a sustainable future.

Financial security

Another component of our holistic approach to well-being is financial provision for our em-

ployees. That is why we are actively committed to offering not only an attractive remuneration package but also creating opportunities to participate in the company's success. Because we are aware that the success of our company depends largely on the motivation, expertise and commitment of our employees. For this reason, we have implemented profit-sharing mechanisms that ensure that our employees can participate directly in the company's success.

But our support goes beyond monetary incentives. Comprehensive social benefits aim to ensure the well-being of our employees in the long term. In this context, the occupational pension scheme plays an important role, in which financial provisions for the future are offered.

Occupational safety

In order to guarantee occupational safety, we create a working environment that meets the highest standards. Our commitment to continuous improvement and innovation is reflected in our 5S-Kaizen certification, which is aimed at designing workplaces free of sources of danger, thus increasing safety. By consistently implementing this method, we ensure that work areas are organised, tidy and free of tripping hazards. This measure not only contributes to safety but also increases the efficiency and productivity of our employees.

Another key element in our safety strategy is regular instructions on safety. These are not only given to new employees, but also when new machines or equipment are introduced. These training courses provide the necessary knowledge and awareness for the safe use of equipment and machines as well as for compliance with safety guidelines.



Percentage of disabled employees
4.1 %



Job bikes purchased by employees
177



Health rate
95.9 %



Occupational accident rate, reportable
0.9 je 100 Mitarbeiter



Occupational accident rate, not reportable
2.1 je 100 Mitarbeiter

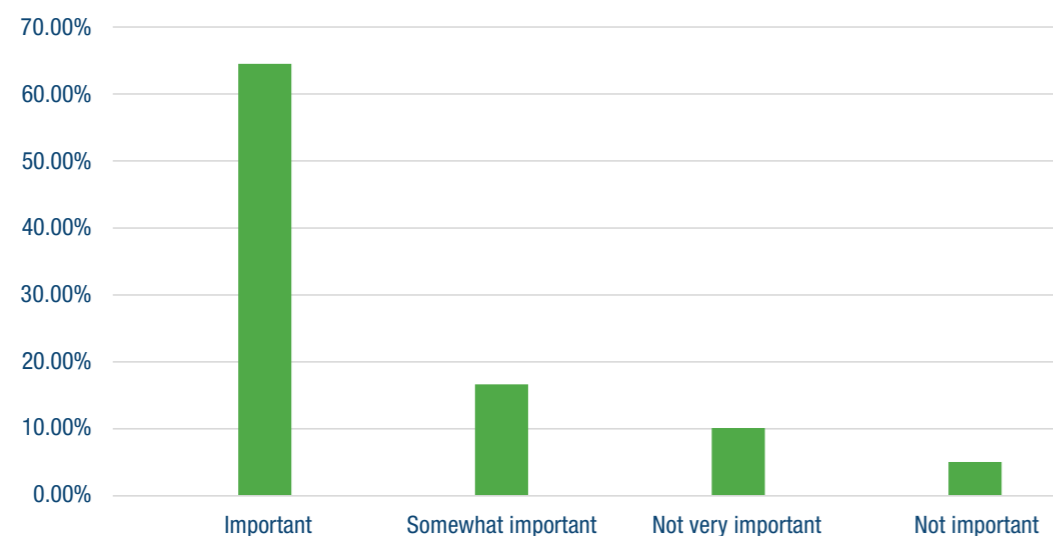
STAKEHOLDERS.

In our pursuit of sustainable growth and continuous improvement, our goal is to actively involve our stakeholders in the process. The opinion of our external stakeholders is of great importance to us in all areas of the company. Especially in the area of sustainability, it was important for us to receive external feedback. In 2024, for example, we launched a survey as part of our „Green Friday“ social media format, which focused on several aspects of sustainability. We wanted to find out how our sustainability activities are perceived by those around us. Overall, the survey provided us with valuable insights and food for thought and showed us in which areas we are already playing a pioneering role and in which areas there is still potential for further development. These findings are an important impetus for us to

continuously optimise our sustainability measures and align them with the needs of our stakeholders.

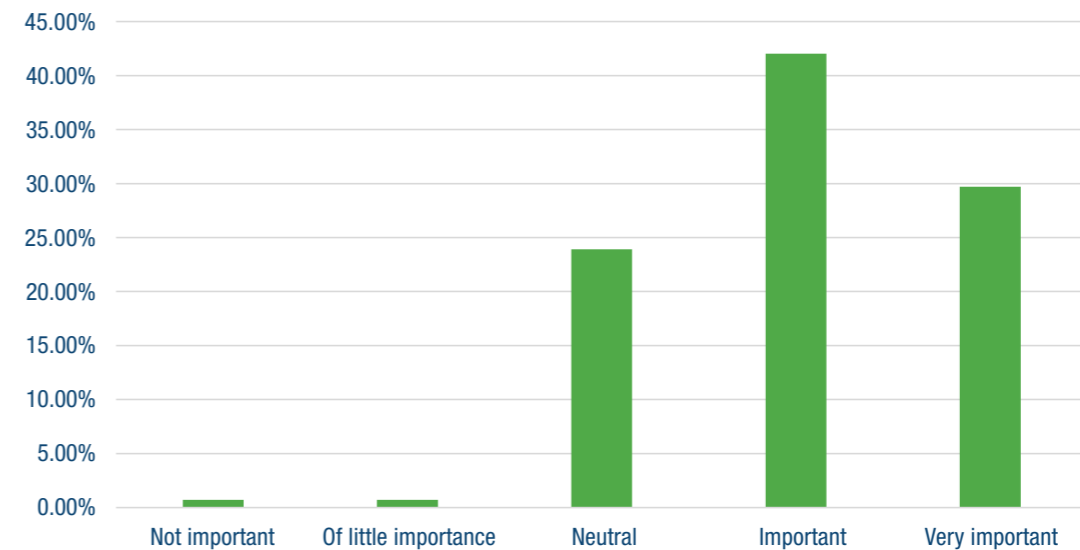
In 2024, we conducted our second comprehensive employee survey on sustainability in order to gain valuable insights and findings from the perspective of our employees. By actively including their opinions and insights, we create an inclusive and participatory environment that further anchors our sustainability efforts. The survey has enabled us to experience first-hand how our employees understand sustainability, which areas are particularly important to them and how they perceive our existing initiatives. Your feedback will help us take a holistic look at our sustainability efforts and ensure that we adequately address their concerns and priorities. Significant findings of this survey were:

Does the term „sustainability“ ring any bells?



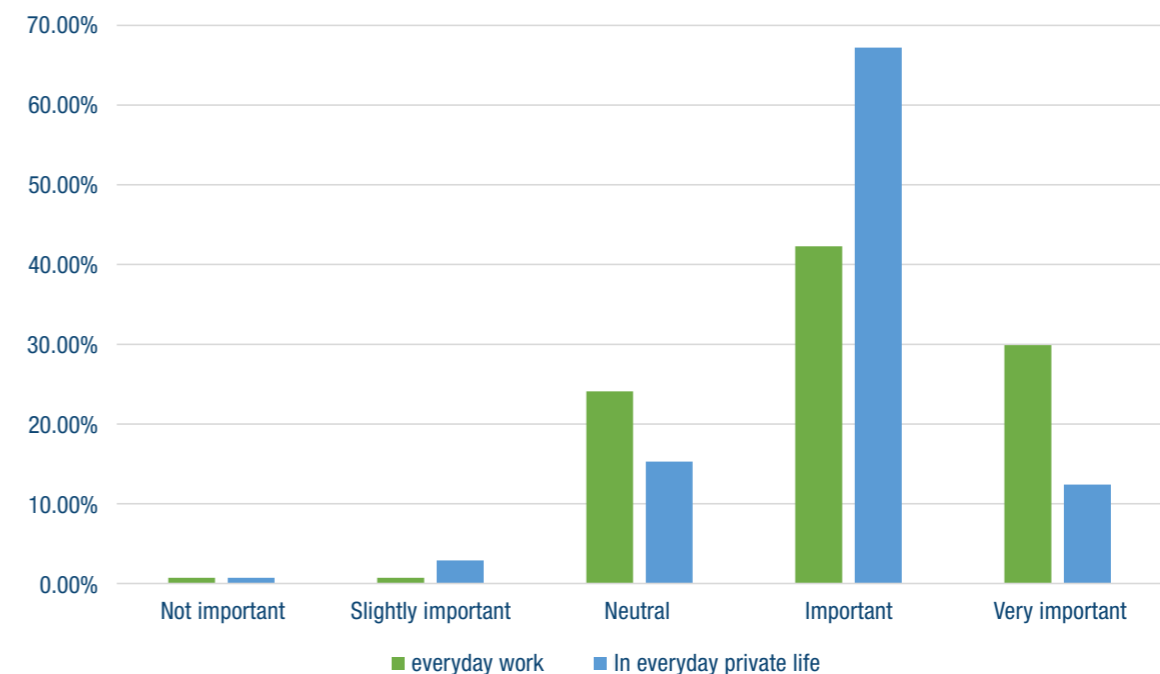
The term “sustainability” rings a bell for over 90% of employees. A number to be proud of.

How important is it to you that colordruck Baiersbronn becomes more sustainable as your employer?



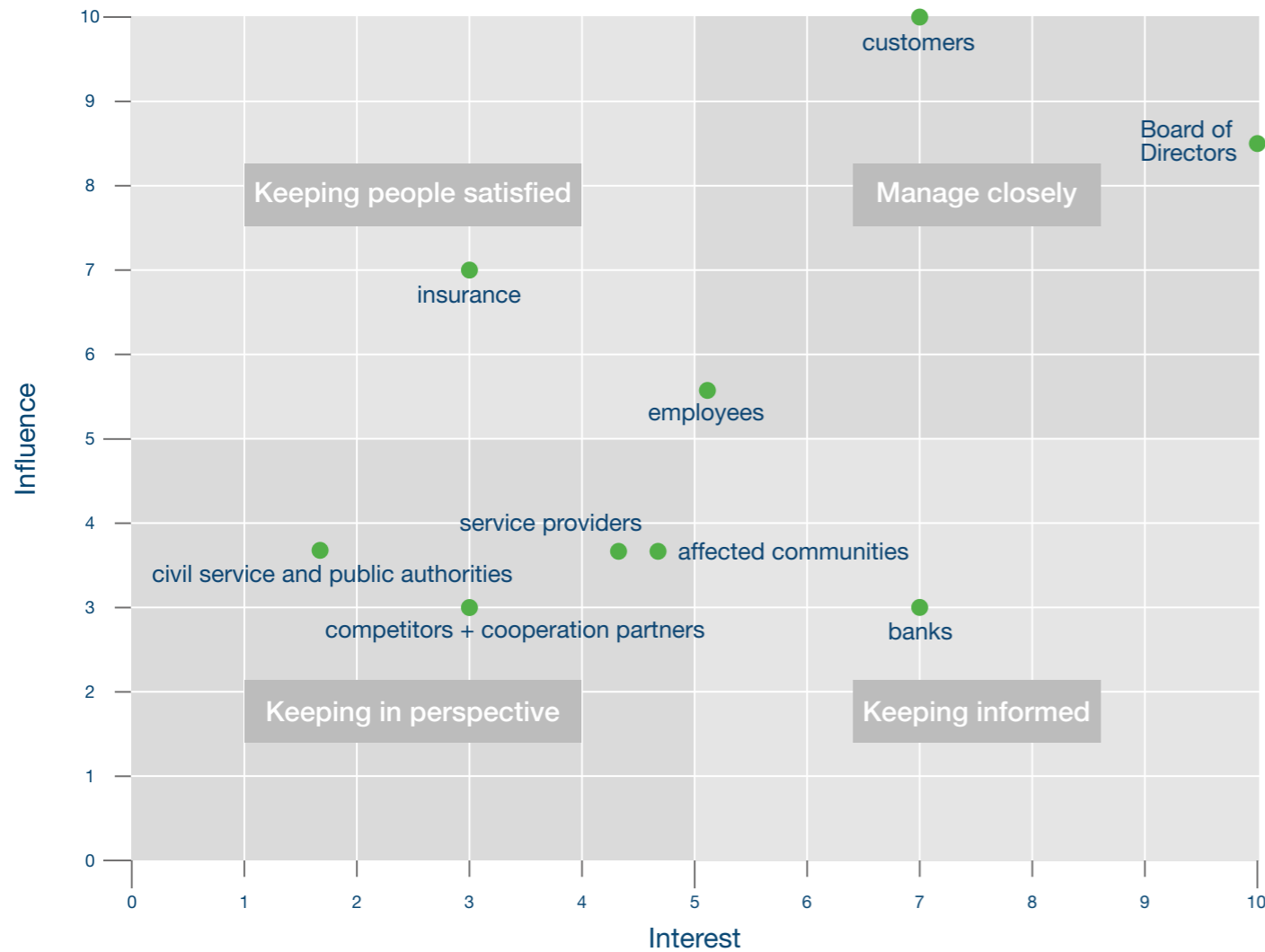
A very motivating result. The majority of employees are interested in colordruck Baiersbronn implementing and developing further sustainability measures.

How important do you consider sustainability to be in general or in your everyday life?



Sustainability is also important for colordruck Baiersbronn employees in their private lives. However, it also becomes clear here that the interest in implementing sustainability at home is not quite as great as the interest in having colordruck Baiersbronn take up the topic.

Stakeholder matrix



As part of our sustainability strategy and in preparation for CSRD reporting, we conducted a comprehensive stakeholder analysis last year. Various stakeholder groups were evaluated based on their expectations and interests in colordruck Bayersbronn. Based on this, we have created a materiality matrix.

Of course, our customers and employees, who are essential pillars of our company, are among the most important stakeholders. Our suppliers and the Board of Directors were also identified as important stakeholders.

The results of this stakeholder analysis illustrate the diversity of requirements and expectations placed on our company. By understanding the interests and influence of our stakeholders, we can set our priorities in a targeted manner and effectively align our sustainability strategy.

We will continue to actively seek dialogue with our stakeholders in order to incorporate their needs and work together towards a sustainable future.

Suggestion scheme

An integral part of our philosophy is our suggestion scheme, which enables our employees to bring in their creative ideas and solutions in a variety of areas, whether in terms of process optimisation, sustainability or social initiatives. Our suggestion scheme provides a platform on which our employees can share their perspectives in order to identify problems, propose innovative solutions and jointly contribute to realising our vision. The submitted proposals go through a careful evaluation process in which a specially assembled team examines the relevance and implementation options.

In order to underline the importance of these contributions, we evaluate, if possible, the financial impact of the proposals submitted. We measure the potential benefits in terms of savings in time, resources or costs and determine bonuses accordingly. We make a point that even minor improvements are appreciated and often reward them with vouchers or other acknowledgements.

Transparent communication

It is important to us not only to implement our sustainability measures, but also to talk about them. In addition, we want to act as a driving force for companies and private individuals, enter into dialogue with them, exchange ideas, learn from each other and thus grow together.

For this purpose, we have begun playing our „Green Friday“ theme day on our social media channels as early as August 2022. For example, sustainable facts about colordruck Bayersbronn are shared on our business networks LinkedIn and XING, and also event-related sustainability tips. But we also want to communicate transparently internally. So we thought that an internal sustainability newsletter would be a great idea to inform our employees about sustainability topics. Since last year, our sustainability manager has also been offering regular webinars that all employees can participate in online. Each webinar is dedicated to a specific topic. In doing this, we wish to contribute to raising awareness of the importance of sustainability in the organisation and encourage employees to make their contributions to achieving sustainability goals.

Our information boards, which are freely accessible to all employees, as well as the weekly information meeting among all managers, in which reporting on the company's success, the current order situation, personnel topics and much more are carried out, are used for gathering general information. In order to guarantee an even better flow of information, we consider the development of an Intranet to be indispensable.



30 submitted suggestions for improvement



23 participants from **9** different departments



10 implemented suggestions



Savings potential of **10,753 €**



3,305 € premium payment

OUTLOOK.

Even though we have already made significant progress towards sustainability in recent years – as confirmed by our EcoVadis Gold Medal, among other things – we are not resting on our laurels. Rather, we see them as an incentive to continue working on ourselves. Our goal is to build even more sustainability expertise in the medium term, so that as a company, we can play a significant role in this important area within the folding carton industry.

Our goal is to successfully achieve the validation of our submitted climate targets by the Science Based Targets Initiative and to fully implement and integrate the requirements of the CSRD directive. In addition, we want to continue to inspire our employees on the topic of sustainability, educate them and actively involve them in this process.

In conclusion, it can be said that we are already on a promising path towards sustainability. However, this journey is far from over. We will continue to work with great motivation to make our contribution to a more sustainable and greener industry.



Legal notice

Publisher

colordruck Baiersbronn
W. Mack GmbH & Co. KG
Saarstraße 2-10 · 72270 Baiersbronn

Tel: +49 (0) 7442 / 830-0
marketing@colordruck.net
www.colordruck.net

Created by Pia Stockburger
(Sustainability Manager) and
Sarah Hagen (Marketing)

Verantwortlich für den Inhalt
Martin Bruttel and Mike Günther
Management