

# Declaration of conformity 2022

for use as non-financial declaration in accordance with  
the CSR Directive Implementation Act

and

for use as report on the National Action Plan for  
Business and Human Rights

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## Coroplast Fritz Müller GmbH & Co. KG

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Indicator set

GRI SRS

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prepared according to  
CSR Directive  
Implementation Act

This declaration of conformity has been reviewed  
by the Sustainability Code Office and verified as  
complete in accordance with the CSR Directive  
Implementation Act.

## Indicator set

The declaration was drawn up in accordance with the following reporting standards:

GRI SRS

### Reporting obligation:



prepared according to  
CSR Directive  
Implementation Act

This declaration of conformity has been reviewed by the Sustainability Code Office and verified as complete in accordance with the CSR Directive Implementation Act.

### Additional report content:



National Business and Human Rights Action Plan in Criterion 17 - Human Rights

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# General

## General Information

Describe your business model (including type of company, products / services)

The Coroplast Group is a globally active company founded in 1928 and now in its third generation of family ownership. In addition to the approx. 1,000 employees at our headquarters in Wuppertal, Germany, around 6,500 employees work at our sites in Poland, Moldova, Mexico, Tunisia, China and the USA.

The Coroplast Group can be divided in three suborganizations: Coroplast Tape, Coroflex and WeWire. Each division concentrates on their core competencies and the needs of our customers.

The **Coroplast Tape** division develops and produces adhesive tape solutions in Wuppertal, China and the USA for wire harness production in the automotive industry, for the electrical trade, heating and plumbing, technical insulation, roofing and interior fittings, in the field of connection technology and for special applications.

The **Coroflex** division develops and manufactures cable as well as wire solutions and produces them in Wuppertal, Poland and China.

The **WeWire** division develops wire harness concepts for the automotive industry and manufactures them in Poland, Tunisia, Mexico, Moldova and China.

This Sustainability Report covers the reporting year 2022 and relates to the German sites of Coroplast Fritz Müller GmbH & Co. An extension of the reporting boundaries to the entire group is planned for subsequent years.

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# CRITERIA 1–10: SUSTAINABILITY POLICY

## Criteria 1–4 concerning STRATEGY

### 1. Strategic Analysis and Action

The company declares whether or not it pursues a sustainability strategy. It explains what concrete measures it is undertaking to operate in compliance with key recognised sector-specific, national and international standards.

Sustainable thinking and acting have played a central role at the Coroplast Group since it was founded in 1928. In 2020, we finally set out to systematize and document our goals and activities. As an independent family business, we have been facing our responsibilities ever since with the Coroplast Group Sustainability Initiative (CSI).

Our "**vision**" not only includes our economic ambitions, but also keeps our stakeholders in mind: "The Coroplast Group always occupies a leading position in all current and future business areas. It is the first point of contact for customers and other stakeholders because it is always one step a head."

Further development of our **sustainability strategy**

The Coroplast Group's sustainability strategy is constantly being developed and is an integral part of our corporate strategy. A key aspect for us is, that we not only want to successfully address our topics, but also put them in the right order and structure them clearly. Therefore, we based our sustainability activities on the Environment, Social and Governance pillars.

During the reporting year, we put the focus of our sustainability management on the further development of governance structures (see criterion 5 Responsibility) and the extension of the topic to international sites. Accordingly, we put our main focus on Data collection, the development of key performance indicators and operational targets as well as the allocation of responsibilities. In doing so, we are still following the eight key topics (areas of action) that we identified in the materiality analysis at the end of 2021/beginning of 2022, which are explained in more detail in the following criterion 2 Materiality and criterion 3 Objectives.

As a company in the automotive industry, our Wuppertal site has certified management systems in the areas of environmental, energy and quality management systems (ISO

14001, ISO 50001, ISO 9001 and IATF 16949). A certification of the occupational health and safety management system (ISO 45001) is scheduled for 2024.

Our customers can measure our sustainability activities in part by the standard of the automotive initiative "Drive Sustainability" via the NQC platform "Supplier Assurance".

We keep the United Nations Sustainable Development Goals in mind.

Our reporting standards and internal management guidelines are based on the German Sustainability Code (DNK), the Global Reporting Initiative's indicators (GRI) and the National Action Plan (NAP) for Business and Human Rights.

## 2. Materiality

The company discloses the aspects of its business operations that have a significant impact on sustainability issues and what material impact sustainability issues have on its operations. It analyses the positive and negative effects and provides information as to how these insights are integrated into the company's processes.

The headquarters of the Coroplast Group are located in Wuppertal, a major city and university town in the triangle of Solingen-Remscheid-Wuppertal, Germany. As an employer, the Coroplast Group provides jobs in a traditionally commercial and industrial region, including jobs for unskilled and low-skilled employees (see criterion 16 Qualification). Besides that, we are involved in regional projects in the areas of sustainability, art and culture, education and social affairs as well as sport (see criterion 18 Corporate Citizenship).

The majority of our customers and suppliers are in the automotive supply chain, a key industry for achieving the German government's climate protection targets. Our products, such as high-voltage cables and special technical adhesive tapes, are essential components in hybrid or purely electrically powered cars and therefore contribute to lower emissions in the transport sector (see criterion 10 Innovation and product management).

In our **materiality analysis** at the end of 2021/beginning of 2022, we identified eight topics of particular importance with the involvement of our CSI Board. The assessment takes into account both our internal management view and the expectations of external stakeholders such as customers, employees, shareholders, authorities, associations and suppliers (see criterion 9 Stakeholder participation).

Both perspectives together, management and stakeholder view, result in the materiality of the topic for us. The materiality of the topic was also defined in more detail ("dual materiality"): "inside-out" if we as a company have or can have an impact (effect) on people and the environment, "outside-in" if the topic is or can become relevant to us in

financial terms. In some cases, both perspectives are used.

### **1) Climate strategy**

Inside-out perspective: As a manufacturing company, we use energy that largely comes from fossil sources and are responsible for transportation and traffic emissions. We minimize reputational and business risks through active climate protection management (climate strategy).

### **2) Product development**

Inside-out perspective: In our design and development decisions, we consider the entire life cycle (e.g. procurement, use, recycling) of our products in order to minimize any negative impact on the environment. As part of our development into more sustainable products, this can lead to innovations that benefit the market and create new business opportunities.

### **3) Energy & resource efficiency**

Inside-out perspective: The consumption of energy and resources is a key environmental aspect of our activities with an impact on the greenhouse effect and is therefore essential to our climate strategy. Efficient production reduces our dependence on international commodity markets.

### **4) Reporting & Rating**

Outside-in perspective: The expansion of our reporting system leads to considerable organizational and financial expenditure within the company. A reporting requirement imposed by us on suppliers can lead to fundamentally competitive companies evading the requirements, failing as suppliers and thus causing damage to business. Inside-out perspective: Improved reporting can contribute to greater comparability and transparency of business activities both internally and externally. In the case of suppliers, taking sustainability aspects into account can also help to identify well-managed companies for long-term cooperation.

### **5) Governance**

Outside-in perspective: Necessary interventions in entrepreneurial freedom can impair the company's economic return and its ability to innovate, for example by neglecting value-creating activities in favour of purely administrative activities. Economically, ecologically and socially sustainable corporate governance in compliance with applicable rules is a prerequisite for integrity (compliance) and can therefore have a positive impact on the quality of internal processes.

### **6) Employer quality**

Inside-out perspective: Employees are in a dependent relationship and are therefore at least theoretically exposed to a "risk of disadvantage". Other risks include the risk of accidents and mental and physical stress. Travelling to work also has a potentially negative environmental impact. Our business activities offer employees a reliable source of income and other benefits such as respectful, caring and family-friendly behaviour, many voluntary company benefits such as private supplementary health insurance.

### **7) Environmental protection**

Inside-out perspective: Our business activities potentially affect the quality of air, water and soil and cause noise pollution. Through management systems (especially ISO 14001/50001) at our sites, we can control the risks, improve our environmental performance and contribute to a good image of the company. For many years, we have had a park with various plants and animal species on our premises in Wuppertal that is accessible to employees. In addition, two beehives were set up on the company premises in 2022. Since 2022, there have been around 20 charging stations with a total of 40 charging points in the employee car parks at the company headquarters, which enable an emission-free journey to work thanks to 100% green electricity.

### **8) Good citizen**

Inside-out perspective: As a company, we feel connected to the region in which we operate and are specifically involved in the areas of sustainability, art and culture, education, social issues and sport. Our social commitment entails corresponding costs and organisational effort. There are potential risks in terms of the resources required, which can reduce the company's earnings and lead to a reputational risk if they are not successful. Our social commitment creates identification with local people and institutions, promotes the credibility of the company and has a positive effect on our employer brand.

## 3. Objectives

The company discloses what qualitative and/or quantitative as well as temporally defined sustainability goals have been set and operationalised and how their level of achievement is monitored.

The targets we formulated in 2020 were redefined in the reporting year, adjusted based on new findings and concretised using the topics from the materiality analysis. We identified the greatest need for action in the areas of climate strategy, product development, energy & resource efficiency and reporting & ratings. Nevertheless, we also focus on the topics of practical compliance, the aspiration to be a top employer, environmental protection and social responsibility as part of our materiality analysis.

The Coroplast Group has set itself short-term, medium-term and long-term qualitative targets for the four most important topics. In this context, we would like to roll out our sustainability management throughout the Group by 2024, concretise it and, where appropriate, also formulate quantitative targets in the individual areas in the future.





Our steering committee, the CSI Board, which is coordinated by a dual leadership team from the Occupational Safety and Environmental Protection and Corporate Office departments, is responsible for coordinating and monitoring the targets (see criterion 5 Responsibility).

### Climate strategy

**German site:** On the long run, we want to operate in a climate-neutral manner at the Wuppertal site in Germany, including the German service centers, by 2030. We have set ourselves this target for Scope 1 (direct emissions), Scope 2 (electricity) and 3.3 (upstream fuel- and energy-related emissions). To achieve our targets, we determine the CO<sub>2</sub> emissions and develop a plan to reduce greenhouse gas (GHG) emissions based on the familiar hierarchy of measures "prevent, reduce, substitute, compensate". By "offsetting" we do not simply mean the purchase of certificates from the unregulated market to support climate protection projects somewhere in the world that are not verifiable for us, but rather the support of projects that fit in with our commitment and which we can support ourselves ("contribution claims").

The assessment of the technical, regulatory, organizational and commercial aspects of this plan scheduled for the 2022 reporting year has been carried out and adjusted to reflect the dynamic developments on the energy market. As part of our efforts to reduce CO<sub>2</sub>e, we are following the public debate and development of standards on the concept of "climate neutrality" and reserve the right to adjust our target statements if necessary.

**Internationalisation:** We want to roll out our climate strategy internationally by 2024. In 2022, we set up the structures internationally for the first time and determined the CO<sub>2</sub>e footprint (corporate carbon footprint) for Scope 1 and 2. In this context, the Coroplast Group has agreed on the following Group target: The Coroplast Group aims to achieve greenhouse gas neutral operations at all its sites by 2050 at the latest, in line with the Paris Climate Agreement.

**Product development:** As the Coroplast Group, we want to be competitive in the long term with our sustainable products. In 2022, we started measuring the CO<sub>2</sub>e footprint for our products (product carbon footprints) and created additional capacity for this purpose. Based on our knowledge, we will continuously concretise the methodology and improve data quality. By 2023, we have set ourselves the goal of calculating the carbon footprint for one selected product per business area.

**Energy & resource efficiency:** By using energy and resources efficiently, we will safeguard our production, save costs and protect the climate. By 2023, the Coroplast Group has set itself the goal of carrying out an analysis to reduce the energy consumption in Germany and Poland in order to identify the need for action.

**Reporting & ratings:** As part of the increasing ESG reporting requirements, we will communicate in a compliant, efficient and transparent manner. To achieve this goal, personnel resources were created in the 2022 reporting year to professionalise ESG reporting and successively work on improving the international governance structure. Through the aforementioned dual leadership of CSI management, we ensure that ISO management systems are dovetailed with CSI management.

From our perspective, the SDGs of the United Nations (UN) do not form an effective management framework for commercial companies, but they do correspond in some chapters with the priorities mentioned here. For example, it is an important goal of the Coroplast Group to create reliable and fairly paid jobs (Goals 1 "No poverty", 2 "No hunger"). Through our occupational health management, we also contribute to Goal 3 ("Health and well-being") and Goal 8 ("Decent work and economic growth"). Theme 4 ("Quality education") benefits from our company training and further education program as part of the CoroAcademy and our donation activities for educational institutions in Germany and abroad. As part of topic 5 ("Gender equality"), our focus is on promoting equal opportunities for our female and male employees. A diverse working environment is taken into account through programs such as Girls Day, but also through our female management positions, right up to the position of CEO. Finally, our claim to excellence and our strong market position as an innovative and quality-driven industrial partner are our contribution to Theme 9 ("Industry, Innovation and Infrastructure").

## 4. Depth of the Value Chain

The company states what significance aspects of sustainability have for added value and how deep in the value chain the sustainability criteria are verified.

The Coroplast Group's value chain extends from product development, marketing and sales to procurement, production and shipping to the customer. However, the use, disposal and recycling of the products is no longer within our sphere of influence.

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Once a product has been defined through development, the necessary raw materials are procured through series purchasing. All our products comply with REACH and ROHS requirements and are registered in the automotive industry's material data portal (IMDS).

The Coroplast Tape division mainly comprises adhesive raw materials and carrier materials, which are primarily sourced from Germany, Europe and Asia. The Coroflex division mainly comprises copper conductors and sheathing materials, most of these are sourced in Germany and Europe.

Sales and production planning turn customer orders into production orders. Production waste that cannot be returned to the manufacturing process as well as delivery packaging are collected by type and handed over to our specialised disposal companies.

After production, we deliver to our customers; in Germany / Europe by trucks, overseas by ship and, in rare cases, by air freight.

We monitor our processes at the Wuppertal site and in the ServiceCentres as part of our certified management systems in accordance with IATF 16949 / ISO 9001 / ISO 14001 / ISO 50001.

Possible ecological risks of the procured raw materials and preliminary products are regulated by EU law (e.g. REACH, ROHS). When used in the automotive supply chain, the listing in the database International Material Data System (IMDS) database creates transparency for all market participants regarding their legal compliance.

We are not aware of any social problems caused by the products along the supply chain. As a rule, our suppliers require at least one certification of their quality management system (ISO 9001).

For further information on supply chain management, see criterion 17 Human rights and declaration in the National Action Plan (NAP) for Business and Human Rights.

We currently consider sustainability aspects (in particular environmental and social aspects with regard to working environment and safety) only for direct suppliers.

Further consideration will result from the implementation of the German supply chain act (LkSG).

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## Criteria 5–10 concerning PROCESS MANAGEMENT

### 5. Responsibility

Accountability within the company's management with regard to sustainability is disclosed.

The operational management of sustainability management is the responsibility of the CSI team (CSI = Coroplast Group Sustainability Initiative), which consists of the aforementioned dual leadership from the Occupational Safety and Environmental Protection and the Corporate Office, which was strengthened by one full-time Sustainability position in the past reporting period.

The CSI team reports the current status to the Executive Board every three months and heads the CSI Board, the extended steering committee consisting of all key department heads, which has been in place since the end of 2021. With the aim of rolling out sustainability management internationally ESG officers were appointed at all locations in 2022. In addition, the external advisory board for digital transformation and sustainability was created in 2022 in order to incorporate impulses from business and science into the work.

### 6. Rules and Processes

The company discloses how the sustainability strategy is implemented in the operational business by way of rules and processes.

The rules and processes aspect is largely based on our certified management systems. Environmental and energy topics are anchored in the certified management systems ISO 14001 and ISO 50001. Supplier-related topics are covered by the certified management systems ISO 9001 and IATF 16949 as well as compliance management, each with its own processes, documents and contact persons.

As described under criteria 2 Materiality and 5 Responsibility, overarching topics are linked via the CSI Board and worked on in interdisciplinary teams.

## 7. Control

The company states how and what performance indicators related to sustainability are used in its regular internal planning and control processes. It discloses how suitable processes ensure reliability, comparability and consistency of the data used for internal management and external communication.

Our key performance indicators and control methods for planning and monitoring sustainability are divided in:

- **Management:** Annual review of the internal management system with the management. (Mis)developments in the indicators are discussed and measures agreed.
- **Environment and energy:** The key figures for energy, water and waste consumption were recorded in a spreadsheet in the reporting year and the greenhouse gas balance was calculated using software. A project to present the most important key figures in a dashboard in our Business Warehouse tool was initiated in the same year.
- **Human Resources:** Our Learning Management System (LMS) based on the SuccessFactors software application makes it possible to track the measures and development of each individual employee in the area of further education and training. Data required for strategic planning of junior staff and potential is collected and evaluated centrally.
- In the area of **compliance**, we trained our non-commercial employees at our German locations in 2022. In addition, compliance-relevant information, including contact persons, is accessible to all employees via the intranet and violations can be reported.
- **Risk management:** Risks are identified and managed using a software-supported tool. These also include potential risks in the area of sustainability. To implement the Supply Chain Duty of Care Act (LkSG), processes will be expanded in future to identify potential human rights and environmental risks.
- Our **contract management system** has been in use since 2018 and improves the overview of deliveries and services owed by us or to us.

The reliability, comparability and consistency of the data is increased through the use of specially tailored software with authorization management to prevent unintentional manipulation. The status of this was described above. The quality of the original data is gradually increased by improving the processes.

## Key Performance Indicators to criteria 5 to 7

Key Performance Indicator GRI SRS-102-16: Values

The reporting organization shall report the following information:

**a.** A description of the organization's values, principles, standards, and norms of behavior.

The following serve as guidelines for our actions within the company:

- the [mission statement](#)
- the [Code of Conduct](#)
- the [management guidelines](#)
- the [compliance management system](#)
- the [general Terms and Conditions of purchase and sale](#)
- the [Conflict Minerals Policy](#)
- and the [IT security policy](#)

## 8. Incentive Systems

The company discloses how target agreements and remuneration schemes for executives and employees are also geared towards the achievement of sustainability goals and how they are aligned with long-term value creation. It discloses the extent to which the achievement of these goals forms part of the evaluation of the top managerial level (board/managing directors) conducted by the monitoring body (supervisory board/advisory board).

In the 2022 reporting year, qualitative sustainability targets were agreed as a remuneration component at Management Board level for the first time.

The targets relate to the formulation of a climate protection plan and the integration of the international locations into the sustainability organization established at the headquarters (see criterion 3 Objectives and 5 Responsibility). The management's sustainability targets were achieved. Compliance with them is monitored by the Advisory Board.

We also have a company car scheme that provides a strong incentive for electromobility by offering more financial options when choosing a plug-in hybrid or fully electric vehicle.

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## Key Performance Indicators to criteria 8

Key Performance Indicator GRI SRS-102-35: Remuneration policies

The reporting organization shall report the following information:

**a.** Remuneration policies for the highest governance body and senior executives for the following types of remuneration:

**i.** Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares;

**ii.** Sign-on bonuses or recruitment incentive payments;

**iii.** Termination payments;

**iv.** Clawbacks;

**v.** Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees.

**b.** How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics.

a. For competitive reasons, we do not wish to provide any information on this.

b. Management is monitored by the Advisory Board for the fulfillment of qualitative sustainability targets (see criterion 8 Incentive system).

Key Performance Indicator GRI SRS-102-38: Annual total compensation ratio

The reporting organization shall report the following information:

**a.** Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.

a. For competitive reasons, we do not wish to provide any information on this.

## 9. Stakeholder Engagement

The company discloses how the socially and economically relevant stakeholders are identified and integrated into the sustainability process. It states whether and how an ongoing dialogue takes place with them and how the results are integrated into the sustainability process.

In our materiality analysis (see criterion 2 Materiality), we described relevant stakeholder groups and their requirements. In the first step, the determination was based on the establishment of the CSI Board, in which the relevant department heads from all relevant central and business divisions are represented, reflecting the entire spectrum of the company. In this group, the stakeholder groups and their interests in relation to the identified top issues were presented and jointly approved. Finally, the results were presented to the management who gave the final approval.

Communication with the stakeholder groups is as follows:

**1) Lenders:** Through personal discussions and contract negotiations, we learn about the wishes of our lenders and integrate them into our sustainability management. We provide information on the success of our sustainability management through financial and non-financial reporting.

**2) Shareholders:** Through personal contacts, committee meetings and our contact person in the Corporate Office, we take on board the suggestions of the shareholders and implement them operationally and strategically. Through quarterly financial reporting to the Advisory Board, which acts in the interests of the shareholders, our annual sustainability report and the annual shareholders' meeting, the shareholders are informed about the nature and type of our activities.

**3) Local, state and federal authorities:** The exchange takes place in the normal course of business. Overarching regulatory issues are also negotiated as part of our association's work.

**4) Associations:** We are active in selected associations (see criterion 19 Political influence) and contribute our material topics through participation in committees, working groups, forums and events and through memberships in initiatives, and derive needs for action for the sustainability management at an early stage.

**5) Customers:** Close communication with our customers is part of our brand promise and is maintained throughout the entire organization on a daily basis. In addition to the established channels of customer meetings, websites, emails and trade fairs, we have increasingly added other digital formats such as video conferences and digital trade fairs. Customer inquiries about sustainability issues are becoming more relevant and product requirements are being incorporated into our product development as a key topic as part



of sustainability management and are influencing other initiatives at divisional level. Specifically, we participate in our customers' sustainability-related evaluation systems.

**6) Suppliers:** The exchange takes place in the normal course of business.

**7) Employee (representation):** We involve our employees through regular exchanges between management and the Works Council, through the employee surveys that take place every three years, through our improvement suggestion scheme, through the "Terrace talks" by employees in HR, through feedback opportunities on our globally accessible intranet and through our Facebook and LinkedIn pages.

**8) Neighborhood and region:** We traditionally maintain a good relationship with our neighbors and the regions in which we operate. Rarely occurring complaints in the immediate neighborhood are investigated individually and their causes counteracted. As a family business, we actively support the regions in which we operate through our commitment (see community criterion).

## Key Performance Indicators to criteria 9

Key Performance Indicator GRI SRS-102-44: Key topics and concerns

The reporting organization shall report the following information:

**a.** Key topics and concerns that have been raised through stakeholder engagement, including:

- i.** how the organization has responded to those key topics and concerns, including through its reporting;
- ii.** the stakeholder groups that raised each of the key topics and concerns.

i. We ensure transparency about our sustainability activities through customer inquiries and the Sustainability Code declaration. We also report on company activities in our sustainability brochure and on our website. Other methods of stakeholder management include Meetings, confidential direct talks, trade fairs, joint projects, plant tours and employee meetings.

ii. Important topics and concerns:

- **Sustainability-related customer inquiries** about the product carbon footprint (PCF) were increasingly addressed both in direct discussions and through inquiries via a supplier portal or processed.
- The (rare) complaints from the **neighborhood** often relate to noise from employees' cars during shift changes or from our systems.
- In order to address the issue of demographic change in the **region**, the Coroplast Group worked together with the University of Wuppertal on a circular economy topic

in a hackathon.

## 10. Innovation and Product Management

The company discloses how innovations in products and services are enhanced through suitable processes which improve sustainability with respect to the company's utilisation of resources and with regard to users. Likewise, a further statement is made with regard to if and how the current and future impact of the key products and services in the value chain and in the product life cycle are assessed.

The Coroplast Group has always focused on promoting innovation through active entrepreneurship and, as a responsible family business, taking employees, the local community and the environment into account. The pace of technological change is increasing noticeably at present, particularly in the mobility sector. We need to find convincing answers to these changes. The right corporate culture is the basis for the ability to innovate in sustainable processes, products and solutions.

**Lightweight construction:** By using adhesive tapes as a protective and bundling system in the production of cable harnesses, we help to reduce the amount of material used in vehicle production, realize space-saving installation options in the vehicle and thus effectively reduce weight - important criteria that can indirectly contribute to lower greenhouse gas emissions in the automotive industry. Adhesive tapes of this type can be applied to the cable sheathing in various ways and functions, including those that are specifically required for electromobility.

**Recycling & substitution:** Other elements include the reuse of material waste from our own production process and the use of recyclates. With materials that come from a recycling process, resources can be conserved sustainably, an approach that has already been introduced to some OEMs. For example, recycled PET is used as a carrier material for woven and non-woven adhesive tapes. Typical car wiring harnesses require around 2m<sup>2</sup> of cable wrapping tape to protect the cables from abrasion. By using recycled PET as a carrier material for the adhesive tapes, it is possible to achieve a reduction in waste of around 25 PET bottles (500 ml) per car while maintaining the same level of protection.

**Solvent-free adhesives:** Coroplast Tape has been using solvent-free adhesives for more than 50 years, making it a pioneer in this field.

**Optimized logistics:** The Coroplast TapeTube (a cable sheathing that is created by joining two adhesive tapes together to form a tube) not only contributes significantly to weight reduction compared to corrugated tubes, for example, it also reduces logistics costs significantly. Coroplast TapeTubes are wound flat onto spools in lengths of several hundred meters. Compared to the identical quantity of corrugated tubes, this means considerably

more units per pallet and significantly less space required in the transport vehicles. This makes logistics and storage even more economical.

**Partner for electromobility:** As a technology partner to its customers, the Coroplast Group is also setting important trends in the field of electromobility with high-voltage cables and is actively shaping the transformation of mobility: Optimized conductor designs, alternative conductor materials and the use of high-quality insulating materials reduce the installation space and weight of electric vehicles while at the same time meeting the high electrical, thermal and mechanical requirements. Our aluminum high-voltage cables offer weight savings of around 50 percent compared to standard copper high-voltage cables. The Coroplast Group's charging connection cables are used to charge the high-voltage batteries of hybrid and battery-powered vehicles at electric charging stations or wall boxes.

**CoroUpcycling:** As a result of an innovation workshop in 2020, we began to examine the recyclability of waste products from production at the Wuppertal site. The first small series of messenger bags has now been produced as a pilot project, sewn from offcuts of the carrier material in adhesive tape production. The project has now been made permanent and will regularly "upcycle" new products.

**Resource efficiency and sustainability issues** are an integral part of our innovation processes. Internal innovation processes include continuous work in the development departments of our three divisions as well as the "CoroZen" program based on the Kaizen model and the company suggestion scheme at the Wuppertal site. The Coroplast Group is proud of the creative environment created in this way, which also contributes to the innovations listed above. In the company suggestion scheme, energy efficiency is a fixed category that has a positive effect on the implementation of a suggestion. One of the main objectives of the CoroZen program is the efficient use of resources and thus the avoidance or reduction of waste.

The Coroplast Group involves its business partners in our innovation and development processes. In the WeWire division, products are developed exclusively together with OEM customers, thus also taking the customers' sustainability requirements into account.

**Creation of product carbon footprints (PCF):** To support our customers in decarbonizing their supply chains, we started working on the calculation of our product carbon footprints in 2022.

## Key Performance Indicators to criteria 10

### Key Performance Indicator G4-FS11

(report also in accordance with GRI SRS): Percentage of assets subject to positive and negative environmental or social screening. (Note: the indicator should also be reported when reporting to GRI SRS)

There are no significant financial investments and therefore no selection process.

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## Criteria 11–20: Sustainability Aspects

### Criteria 11–13 concerning ENVIRONMENTAL MATTERS

#### 11. Usage of Natural Resources

The company discloses the extent to which natural resources are used for the company's business activities. Possible options here are materials, the input and output of water, soil, waste, energy, land and biodiversity as well as emissions for the life cycles of products and services.

We use natural resources primarily through

- the procurement of materials for the manufacture of our products in connection with ...
- ... waste produced in the process,
- the use / sealing of soil areas for our sites and
- the consumption of energy, including the associated emissions.
- For quantitative information with specified units of measurement, please refer to "Performance indicators for criteria 11 to 12".

#### 12. Resource Management

The company discloses what qualitative and quantitative goals it has set itself with regard to its resource efficiency, in particular its use of renewables, the increase in raw material productivity and the reduction in the usage of ecosystem services, which measures and strategies it is pursuing to this end, how these are or will be achieved, and where it sees there to be risks.

Significant environmental issues arising from business activities, business relationships as well as products and services were identified at the end of 2021/beginning of 2022 as part of the environmental assessment (risk analysis) in accordance with ISO 14001 and are included in criterion 11 use of natural resources. In terms of methodology, the environmental assessment was based on the materiality analysis (cf. criterion 2 Materiality).

As a manufacturing company, the identified energy consumption, greenhouse gases and rising costs in particular are significant environmental aspects of our business activities, business relationships, products and services that were identified within ISO 14001. As part of the annual ISO 14001 audit, the company management is involved in the management concept; measures are reviewed and adjusted if necessary. We describe our goal for resource and energy efficiency in criterion 3 Goals. Further information on internal processes and the review of our measures can be found in criterion 6 Rules and processes and criterion 7 Control.

Results in 2022:

- In 2022, we were able to improve the data processes and data basis for energy consumption and CO<sub>2</sub>e emissions. The data basis enables us to concretize the **plan to reduce greenhouse gas (GHG) emissions** and, if necessary, to define quantitative targets in the future. As part of our climate strategy, we will define more specific targets here in 2023.(see criterion 3 Objectives).
- At the Coroplast Tape division's production site in Wuppertal, we have already been using green electricity since 2019, but are seeking advice as well as identifying potential and hurdles with regard to the use of self generated photovoltaic electricity. The potentials identified in 2022 have shown that the maximum yield when using all eligible roof areas is between 6 and 8 % of total energy consumption, with a not inconsiderable investment requirement and at the same time no effect on our carbon footprint.
- At the Coroflex division's production site in Wuppertal, we purchase conventional electricity in the mix provided by the landlord's supplier due to the fact that the rental includes energy supply. Unfortunately, it is not possible to purchase partial quantities of green electricity for our rented space here.
- Processing purchased materials as efficiently as possible is part of the day-to-day business of process and production managers, so that procurement costs result in maximum sales revenue and no additional costs for waste disposal. The definition of quantitative targets is not planned at the present time.
- Development is continuously working on possible uses for plastic recyclates in particular, although this is coming up against limits in terms of the required purity and the necessary qualification/approval by customers. The definition of quantitative targets is not planned at the present time.
- The use of recycled copper in the Coroflex division is possible without any problems, although availability is limited due to the increasing demand for recycled material, among other things. The definition of quantitative targets is not planned at the present time.

## Key Performance Indicators to criteria 11 to 12

Key Performance Indicator GRI SRS-301-1: Materials used

The reporting organization shall report the following information:

- a.** Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:
- i.** non-renewable materials used;
  - ii.** renewable materials used.

In the Coroplast Tape division in 2022 the main items procured were adhesive raw materials, films and carrier materials for the production of adhesive tapes.

In 2022, the Coroflex division mainly procured copper conductors and sheathing materials for the production of cables and wires.

We do not report the total weight or volume of the materials for competitive reasons.

Key Performance Indicator GRI SRS-302-1: Energy consumption  
The reporting organization shall report the following information:

**a.** Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.

**b.** Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.

**c.** In joules, watt-hours or multiples, the total:

**i.** electricity consumption

**ii.** heating consumption

**iii.** cooling consumption

**iv.** steam consumption

**d.** In joules, watt-hours or multiples, the total:

**i.** electricity sold

**ii.** heating sold

**iii.** cooling sold

**iv.** steam sold

**e.** Total energy consumption within the organization, in joules or multiples.

**f.** Standards, methodologies, assumptions, and/or calculation tools used.

**g.** Source of the conversion factors used.

a. In 2022

- 97,605 liters (968,242 kWh) of gasoline and
- 116,014 liters (1,236,709 kWh) diesel were consumed.

This also includes the consumption of private cars used by company car owners.

c. In 2022

- 16,389,537 kWh electricity (of which 12,428,308 kWh green electricity)
- 6,652,204 kWh Gas
- 2,777,693 kWh (279,446 liters) Heating oil and
- 35,501 kWh (2,780 kg) of liquid gas were consumed.

f. The consumption data is based on invoices and in some cases on our own meter readings.



g. Conversion factors used are taken from the Bafa "Fact sheet for determining total energy consumption"; 2020-07-01.

Key Performance Indicator GRI SRS-302-4: Reduction of energy consumption

The reporting organization shall report the following information:

- a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.
- b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.
- c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.
- d. Standards, methodologies, assumptions, and/or calculation tools used.

a. In the Coroplast Tape division

- the electricity consumption in 2022 was 1% lower than in 2021, while the area of coated substrates increased by 4%,
- the electricity requirement per 1,000 m<sup>2</sup> of coated substrate was reduced by 4 % compared to 2021,
- the gas consumption (heating) was 7 % lower and ...
- ... oil consumption (process heat) was 41 % lower than in 2021.

In the Coroflex division

- the electricity consumption in 2022 was 4 % higher than in 2021, while at the same time the quantity of sheathed cable length increased by 1 %,
- the electricity demand per 1,000 m of sheathed cable increased by 2% compared to 2021 due to the changed production portfolio,
- the gas consumption was 33% lower than in 2021, partly due to the conversion of the hall heating to external oil heating to support efforts to save gas as a result of developments on the gas market, knowing that it has a negative impact on the carbon footprint.

For competitive reasons, we do not report our Joule figures for the German locations.

Key Performance Indicator GRI SRS-303-3: Water withdrawal  
The reporting organization shall report the following information:

- a.** Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:
  - i.** Surface water;
  - ii.** Groundwater;
  - iii.** Seawater;
  - iv.** Produced water;
  - v.** Third-party water.
  
- b.** Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable:
  - i.** Surface water;
  - ii.** Groundwater;
  - iii.** Seawater;
  - iv.** Produced water;
  - v.** Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv.
  
- c.** A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories:
  - i.** Freshwater ( $\leq 1,000$  mg/L Total Dissolved Solids);
  - ii.** Other water ( $> 1,000$  mg/L Total Dissolved Solids).
  
- d.** Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.

In 2022, we consumed a total of 16,134 m<sup>3</sup> of water (100% water from third parties, i.e. from the networks of local suppliers), compared to 13,015 m<sup>3</sup> in 2021.

Key Performance Indicator GRI SRS-306-3: Waste generated  
The reporting organization shall report the following information:

- a.** Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.
  
- b.** Contextual information necessary to understand the data and how the data has been compiled.

a. The waste produced in 2022 was broken down as follows:

- 99.33 % non-hazardous waste (5,758 t), compared to 99.52 % / 5,870 t in 2021
- 0.67 % hazardous waste (39 t), compared to 1.48 % / 88 t in 2021

- 98.62 % waste for recycling (5,717 t), compared to 97.34 % / 5,800 t in 2021
- 1.38 % waste for disposal (80 t), compared to 2.66 % / 158 t in 2021

## 13. Climate-Relevant Emissions

The company discloses the GHG emissions in accordance with the Greenhouse Gas (GHG) Protocol or standards based on it and states the goals it has set itself to reduce emissions, as well as its results thus far.

The CO<sub>2</sub>e emissions (Scope 1 / 2 / 3.3) of all German locations in 2022 amounted to 4,808 t, compared to 5,247 t in 2021 (-8 %), with

- 2,463 t from Scope 1,
- 1,383 t from Scope 2 and
- 958 t from Scope 3.3.

The main sources of emissions are electricity and gas consumption. At the Wittener Straße site in Wuppertal, we have been using green electricity for several years, which enabled us to avoid around 4,400 tons of CO<sub>2</sub>e in 2022 (these have already been deducted from the above figures).

In addition, we have offset the emissions from petrol and diesel consumption of 614 t CO<sub>2</sub>e in the amount of 334 t CO<sub>2</sub>e via the fuel card provider in the form of Gold Standard projects. One challenge is the long-term conversion of the building heating systems to non-fossil energy sources.

We calculate the emissions with the CO<sub>2</sub> calculator from [KlimAktiv](#).

Our climate-relevant targets are described under criterion 3 Targets. Also compare the information "Results in 2022" in criterion 12 Resource management.

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## Key Performance Indicators to criteria 13

Key Performance Indicator GRI SRS-305-1: Direct (Scope 1) GHG emissions

The reporting organization shall report the following information:

- a.** Gross direct (Scope 1) GHG emissions in metric tons of CO<sub>2</sub> equivalent.
- b.** Gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub> or all.
- c.** Biogenic CO<sub>2</sub> emissions in metric tons of CO<sub>2</sub> equivalent.
- d.** Base year for the calculation, if applicable, including:
  - i.** the rationale for choosing it;
  - ii.** emissions in the base year;
  - iii.** the context for any significant changes in emissions that triggered recalculations of base year emissions.
- e.** Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- f.** Consolidation approach for emissions; whether equity share, financial control, or operational control.
- g.** Standards, methodologies, assumptions, and/or calculation tools used.

See criterion 13 Climate-relevant emissions.

Key Performance Indicator GRI SRS-305-2: Energy indirect  
(Scope 2) GHG emissions

The reporting organization shall report the following information:

- a.** Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO<sub>2</sub> equivalent.
- b.** If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO<sub>2</sub> equivalent.
- c.** If available, the gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or all.
- d.** Base year for the calculation, if applicable, including:
  - i.** the rationale for choosing it;
  - ii.** emissions in the base year;
  - iii.** the context for any significant changes in emissions that triggered recalculations of base year emissions.
- e.** Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- f.** Consolidation approach for emissions; whether equity share, financial control, or operational control.
- g.** Standards, methodologies, assumptions, and/or calculation tools used.

See criterion 13 Climate-relevant emissions.

Key Performance Indicator GRI SRS-305-3: Other indirect (Scope 3) GHG emissions

The reporting organization shall report the following information:

**a.** Gross other indirect (Scope 3) GHG emissions in metric tons of CO<sub>2</sub> equivalent.

**b.** If available, the gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or all.

**c.** Biogenic CO<sub>2</sub> emissions in metric tons of CO<sub>2</sub> equivalent.

**d.** Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.

**e.** Base year for the calculation, if applicable, including:

**i.** the rationale for choosing it;

**ii.** emissions in the base year;

**iii.** the context for any significant changes in emissions that triggered recalculations of base year emissions.

**f.** Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.

**g.** Standards, methodologies, assumptions, and/or calculation tools used.

See criterion 13 Climate-relevant emissions.

Key Performance Indicator GRI SRS-305-5: Reduction of GHG emissions

The reporting organization shall report the following information:

- a.** GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO<sub>2</sub> equivalent.
- b.** Gases included in the calculation; whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or all.
- c.** Base year or baseline, including the rationale for choosing it.
- d.** Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).
- e.** Standards, methodologies, assumptions, and/or calculation tools used.

See criterion 13 Climate-relevant emissions.

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## Criteria 14–20 concerning SOCIETY

### Criteria 14–16 concerning EMPLOYEE-RELATED MATTERS

#### 14. Employment Rights

The company reports on how it complies with nationally and internationally recognised standards relating to employee rights as well as on how it fosters staff involvement in the company and in sustainability management, what goals it has set itself in this regard, what results it has achieved thus far and where it sees risks.

As a family-run hidden champion, the Coroplast Group is a highly attractive employer with prospects worldwide. We adhere to applicable law and have established a compliance management system for this purpose (see criterion 20 Conduct in compliance with the law and guidelines). The Coroplast Group complies with German and European law at its German sites. We fulfill the legal requirements abroad and are guided by the 10 principles of the UN Global Compact. Close cooperation with the co-determination bodies and trade unions in all countries ensures that employee interests are fully taken into account.

As part of our compliance risk analysis, we have analyzed employee concerns and anchored the handling of these concerns for all employees in our Code of Conduct. We have not identified any negative effects on employee rights resulting from our business activities, business relationships, production and services.

We comply with the applicable laws at all branches worldwide and have a clear focus on compliance with the applicable working time regulations and occupational safety. Our compliance reporting system applies worldwide. At our foreign locations, we have also transparently communicated our commitment to respecting human rights (see criterion 17 Human rights).

We have developed a Strategy 2030 for HR with the following key points:

- **Active support of the Coroplast culture**
- **Excellent employer branding**
- **Ensuring that management, key and store floor positions are filled seamlessly and with the right quality.** In doing so, we strive to achieve a 100% fill rate for vacancies. The Data collection is still under construction and is planned for 2023.



- **Increase in employee satisfaction.** In our last "Great Place to Work" employee survey in 2021, with 58% of our German employees taking part, the Trust Index (average of the Great Place to Work model) was calculated at 70%. By 2030, we aim to achieve an employee satisfaction score of >80% in the "Great Place to Work" survey. In the "Top Employer" evaluation, the Coroplast Group achieved a score of 65% and was thus able to improve its score by 5 percentage points compared to 2021. By 2027, the Coroplast Group aims to improve its score as a "TOP Employer" to at least 70% fulfillment of the criteria.

Our goal for employee rights is to maintain our high standards. Further quantitative targets and information on target achievement can be found in criterion 15 Equal opportunities and criterion 16 Qualification. Internal processes for checking the implementation of measures are described in criterion 7 Monitoring. The company management is regularly informed about HR issues and employee concerns. We also involve our employees through the following channels, among others:

- through the regular exchange between management and the Works Council via quarterly "terrace talks" with the Chairwoman of the Management Board,
- through quarterly department head meetings,
- through the regular anonymous employee surveys (e.g. "Great Place to Work"),
- through feedback options on the globally accessible intranet "CoroWorld",
- through our improvement suggestion system,
- through our Facebook and LinkedIn pages.

## 15. Equal Opportunities

The company discloses in what way it has implemented national and international processes and what goals it has for the promotion of equal opportunities and diversity, occupational health and safety, participation rights, the integration of migrants and people with disabilities, fair pay as well as a work-life balance and how it will achieve these.

The Coroplast Group aims to actively promote the topics of equal opportunities and diversity within the company, fair pay for all employees and work-life balance. With the help of manager dashboards, key performance indicators (KPIs) and reports the Group is able to report transparently and on a daily basis to management, the works council and the Executive Board. Attracting, retaining and continuously developing employees is a fundamental part of our strategy, which is aimed at the four focus areas mentioned above (cf. criterion 14 Employee rights).

Our qualitative goal is to raise awareness among management and derive concrete measures to implement these issues globally in line with the corporate strategy.

We have started to focus even more on HR-related topics at an early stage and to drive

forward digitalization by means of transparent and efficient processes and systems. We are developing and collecting key figures, for example on diversity and staff turnover, and have laid the foundations for an international roll-out from 2023 with the introduction of an integrated ESS and MSS system.

One specific goal in the context of diversity is (for further HR goals, see criterion 16 Qualification): By 2030, we want all management positions to be at least one third diverse. Information on target achievement can be found in the performance indicator GRI SRS-405-1: Diversity.

In order to strengthen the compatibility of family and career, mobile working is extensively enabled and supported.

### **Company health management**

Our occupational health management (OHM) includes a health committee made up of members of the management, the work council, the company doctor and the customer advisor of the cooperating fitness studio, a gym membership for all Wuppertal employees, regular employee events and health days on selected topics as part of OHM, permanent services such as psychological counseling, debt counseling, health, fitness and nutrition counseling as well as telephone counseling for employees who care for relatives. Workplace inspections and company medical examinations and vaccination advice are also carried out. Fresh meals are served daily in the company restaurant with salad bar. We support company sports at regional mass sports events.

The expansion and optimization of health management is based on feedback and experience with current measures. Specific targets are not defined as part of occupational health management. The Coroplast Group regulates the reintegration of severely disabled employees and employees on long-term sick leave as part of a company agreement.

Information on occupational safety can be found under performance indicator GRI SRS-403-4: Employee participation in occupational health and safety.

## 16. Qualifications

The company discloses what goals it has set and what measures it has taken to promote the employability of all employees, i.e. the ability of all employees to participate in the working and professional world, and in view of adapting to demographic change, and where risks are seen.

As part of its core HR activities in the coming years, the Coroplast Group derives risks for employees from its own business activities and its products and services in relation to the shortage of skilled workers, the digitalization of the world of work, demographic change and health risks for employees.

The focus topics are therefore in particular

- High employer attractiveness - employee recruitment and retention
- Future leadership - appreciative management culture
- Impetus from New Work - creative collaboration structures
- Digitalization and data-based decision-making.

The structured and strategic development of our employees is therefore an important building block in the implementation of our global HR strategy (see criterion 14. Employment Rights).

The Coroplast Group offers comprehensive training and development programs to ensure that our employees are optimally qualified for their work. Training and development is managed centrally by the "CoroAcademy", our internal training department. It develops and administers internal and external learning opportunities, including digital self-study programs. The topic of digital learning can also be found here.

Specific HR objectives in the context of qualification and demographic change are (for further HR objectives, see criterion 14 Employee rights and 15 Equal opportunities):

- A **minimum training hour rate** of 1.5 hours per employee is to be achieved across all employee groups and all locations. Information on target achievement can be found in the performance indicator GRI SRS-404-1 (see G4-LA9): Hours of training and education,
- Within the same framework, the **fluctuation rate** should not exceed 15%. Data collection is currently being set up and is scheduled for 2023.
- At least two thirds of **management positions** should be filled with **internal employees** will be filled. Here, too, data collection is planned for 2023.90% of all global **HR core processes are to be digitalized** and paperless

For information on occupational health and safety, see criterion 15 Equal opportunities.

## Key Performance Indicators to criteria 14 to 16

Key Performance Indicator GRI SRS-403-9: Work-related injuries  
The reporting organization shall report the following information:

**a.** For all employees:

- i.** The number and rate of fatalities as a result of work-related injury;
- ii.** The number and rate of high-consequence work-related injuries (excluding fatalities);
- iii.** The number and rate of recordable work-related injuries;
- iv.** The main types of work-related injury;
- v.** The number of hours worked.

**b.** For all workers who are not employees but whose work and/or workplace is controlled by the organization:

- i.** The number and rate of fatalities as a result of work-related injury;
- ii.** The number and rate of high-consequence work-related injuries (excluding fatalities);
- iii.** The number and rate of recordable work-related injuries;
- iv.** The main types of work-related injury;
- v.** The number of hours worked.

**You will find the remaining numbers c-g of the indicator SRS 403-9 in the GRI standard and may additionally report them here.**

Key Performance Indicator GRI SRS-403-10: Work-related ill health

The reporting organization shall report the following information:

**a.** For all employees:

- i.** The number of fatalities as a result of work-related ill health;
- ii.** The number of cases of recordable work-related ill health;
- iii.** The main types of work-related ill health.

**b.** For all workers who are not employees but whose work and/or workplace is controlled by the organization:

- i.** The number of fatalities as a result of work-related ill health;
- ii.** The number of cases of recordable work-related ill health;
- iii.** The main types of work-related ill health.

**You will find the remaining numbers c-e of the indicator SRS 403-10 in the GRI standard and may additionally report them here.**

- a. In 2022, there were 32 accidents at work resulting in at least one day's incapacity to

work, 21 of the accidents were reportable and none resulted in death. This equals an accident frequency of 3.91 accidents per 200,000 working hours. The employers' liability insurance association made an inquiry regarding suspected occupational illness, and no suspicions were confirmed.

#### Key Performance Indicator GRI SRS-403-4: Worker participation on occupational health and safety

The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:

**a.** A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.

**b.** Where formal joint management–worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.

a. b. An important instrument of occupational safety is the Occupational Health and Safety Committee, which meets quarterly and includes representatives from management, occupational safety, production, human resources, the building management and the works council. In addition, our employees have the opportunity to contribute their ideas for improvements in all operational matters via our suggestion management system.

#### Key Performance Indicator GRI SRS-404-1: Average hours of training

The reporting organization shall report the following information:

**a.** Average hours of training that the organization's employees have undertaken during the reporting period, by:

**i.** gender;

**ii.** employee category.

a. The CoroAcademy is largely responsible for the individual development of our employees. As our reporting is currently still under construction and online training, for example, is not yet recorded, we can report the following information for 2022

- Number of learning hours in 2022 (excl. online training): approx. 11,685
- Number of learning hours 2022 male: approx. 8,330
- Number of learning hours 2022 female: approx. 3,355

A minimum training hour rate of approx. 9.7 hours was achieved per employee at the German locations.

Key Performance Indicator GRI SRS-405-1: Diversity

The reporting organization shall report the following information:

**a.** Percentage of individuals within the organization's governance bodies in each of the following diversity categories:

- i.** Gender;
- ii.** Age group: under 30 years old, 30-50 years old, over 50 years old;
- iii.** Other indicators of diversity where relevant (such as minority or vulnerable groups).

**b.** Percentage of employees per employee category in each of the following diversity categories:

- i.** Gender;
- ii.** Age group: under 30 years old, 30-50 years old, over 50 years old;
- iii.** Other indicators of diversity where relevant (such as minority or vulnerable groups).

- Advisory Board (5), of which female 0 %, male 100 %.
- Management (3), of which female 33 %, male 67 %.
- Leadership team: female 19 %, male 81 %.
- Employees Total DE (1114) of which female 17 %, male 83 %;
- global distribution female 44.5 %, male 55.5 %

Key Performance Indicator GRI SRS-406-1: Incidents of discrimination

The reporting organization shall report the following information:

**a.** Total number of incidents of discrimination during the reporting period.

**b.** Status of the incidents and actions taken with reference to the following:

- i.** Incident reviewed by the organization;
- ii.** Remediation plans being implemented;
- iii.** Remediation plans that have been implemented, with results reviewed through routine internal management review processes;
- iv.** Incident no longer subject to action.

There are no known incidents of discrimination at the Wuppertal site in 2022.

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## Criterion 17 concerning RESPECT FOR HUMAN RIGHTS

### 17. Human Rights

The company discloses what measures it takes, strategies it pursues and targets it sets for itself and for the supply chain for ensuring that human rights are respected globally and that forced and child labour as well as all forms of exploitation are prevented. Information should also be provided on the results of the measures and on any relevant risks.

In 2014, we communicated our commitment to human rights site-wide in our Code of Conduct. At the end of 2022, we started to revise the Code of Conduct. Our goal for 2023 is to communicate employee rights together with social standards and human rights in a way that is clearly visible and prominent for everyone by incorporating them more clearly and bindingly as an integral part of our Code of Conduct.

In addition to raising awareness at the annual management meetings and the information on our website, the global intranet, the "Compliance News" newsletter and the software-supported training courses for our employees, the Compliance Officer informs the Management Board about compliance information on a case-by-case basis.

As a central measure, we introduced a globally applicable compliance management system (see criterion 20 Conduct in compliance with the law and guidelines) with a whistleblower system in 2018. As we respond to compliance and human rights violations on an ad hoc basis, we currently have no reason to define a quantitative target.

Due to increased requirements such as the Supply Chain Due Diligence Act (LkSG) and the Whistleblowing Directive, the compliance management concept will be revised in 2023. As part of this, the risks from a compliance perspective will be reviewed and evaluated once again and specific targets defined. An internal auditor was appointed in 2022, who will also have the task of auditing selected operating sites for compliance risks in the future. The compliance team will also be supplemented by the Head of Labor Law & HR Services function.

The so-called conflict minerals tantalum, tin, gold and tungsten can be part of the production process for certain products that we source in the Coroflex and WeWire divisions. To minimize the risk that these raw materials in our suppliers' supply chains originate from the Democratic Republic of the Congo (DRC) or its neighboring countries, we use the Conflict Minerals Reporting Template (CMRT) questionnaire from the [Responsible Minerals Initiative \(RMI\)](#). With this questionnaire, we regularly ask our suppliers to indicate the sources of these four types of metal. These measures are flanked by an

internal Conflict Minerals Policy, which is publicly available on the website. At present, we have not received any information about the procurement of conflict minerals.

### Using the Sustainability Code Declaration of Conformity in the sense of the „NAP Business and Human Rights“

#### 1. Human rights policy statement

**a. )** State whether your company has its own corporate guidelines for upholding human rights and whether they also encompass the ILO's core labour standards.

**b. )** Has the company management approved the policy statement?

**c. )** Describe your company's internal and external communication on the topic of human rights.

**d. )** At which level is responsibility for human rights concerns enshrined? (CSR-RUG checklist 1b)

**e. )** Define the reach that your guidelines have (which sites, including subsidiaries etc.).

a. e. The preparation, adoption and publication of a policy statement in accordance with the LkSG is planned for 2023. This topic is operationally located in our Compliance department, which reports to the CFO. Our current Code of Conduct applies to the entire Coroplast Group and refers to respect for human rights (see criterion 17 Human Rights).

#### 2. Procedures for the identification of actual or potential adverse impact on human rights

**a. )** State whether and how your company analyses human rights risks (caused by your business activities, your business relations, your products and services, at its sites, due to political parameters) (criterion 17, checklist aspect 4).

**b. )** Are especially vulnerable groups of people incorporated into the risk assessment?

**c. )** What is your company's assessment of the human rights risks and its ability to counter these itself?

**d. )** How are human rights risks incorporated into your company's risk management?

a.-d. As part of the implementation of the LkSG, in 2023 we will begin to assess the risks from a compliance perspective once again with regard to business activities, business



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relationships, products and services, at our locations and in relation to political issues to review and evaluate the framework conditions and define specific measures. We are currently developing the methodology and determining the extent to which vulnerable groups can be integrated, opportunities to exert influence assessed and human rights risks integrated into the company's internal risk management.

### 3. Measures to review effectiveness / Element: grievance mechanism

**a. )** Is there training for employees in the area of human rights?

**b. )** State whether and how the upholding of human rights is checked.

**c. )** Describe any internal grievance mechanisms and clearly assigned responsibilities within the company or explain how access to external grievance mechanisms is ensured.

**d. )** Do whistle-blowing mechanisms also apply to suppliers?

a. We have compliance and purchasing training courses that touch on the topic of human rights, but have not yet developed a more in-depth training concept on the topic of human rights. As part of the implementation of the LkSG, we are also working on human rights training concepts for our employees and suppliers. Results are planned for 2024.

b. As part of the whistleblowing policy, the internal complaints mechanism was reviewed by our Compliance Officer in 2021.

c. In 2023, we will introduce a digital reporting platform on our website that meets the requirements of the Whistleblower Directive. Reports can be submitted (anonymously if desired) via the web platform of an external service provider. Our Compliance Officer is informed of incoming messages and can follow up on the reported violations. Both internal employees and external stakeholders, e.g. suppliers, can report compliance violations.

d. See above 3c.

4. Human rights due diligence obligations in the value chain

**a. )** Is there a suppliers' code of conduct that comprises the four ILO core labour standards?

**b. )** State whether and how a check is performed for human rights risks prior to entering into a business partnership.

**c. )** Are suppliers given training on human rights?

**d. )** What processes does your company use to guarantee that its suppliers uphold human rights?

**e. )** Do you implement measures (jointly with suppliers) in the event of a conflict or do you work with other stakeholders? If so, which ones?

**f. )** What redress policies are there? Report on incidents in the reporting period.

a. The Coroplast Group refers to the business principles in the General Terms and Conditions of Purchase and in the supplier contract. Consequently, the supplier is obliged to comply with the applicable laws and other legal provisions of the countries in which it operates. In addition, the supplier shall be obliged to observe and comply with the principles set out in the buyer's Code of Conduct. Furthermore, the supplier is committed to fair competition and aligns its actions with generally accepted ethical values and principles. In addition, the supplier undertakes to comply with occupational health and safety and minimum wage laws in the countries in which it carries out its activities.

b. Based on long-term supplier relationships, there are currently no "formal", but rather ad hoc human rights risk assessments of our suppliers. As described in section 2 of the NAP, we will revise the methodology for a risk assessment in 2023. It is planned to set up a sustainability platform by the end of 2023. This platform will enable the monitoring of sustainability, compliance and risks in the supply chain. Among other things, the monitoring will then show whether a supplier has become publicly conspicuous with regard to human rights violations.

c. There are currently no plans to train our suppliers on the subject of human rights.

d. See 4a and in future 4b. e. No cases of conflict are known from the past and no concept currently exists. As part of the LkSG, we are reviewing our processes and make adjustments where necessary.

f. See 4e.

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## Key Performance Indicators to criteria 17

Key Performance Indicator GRI SRS-412-3: Investment agreements subject to human rights screenings

The reporting organization shall report the following information:

- a.** Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.
- b.** The definition used for ‘significant investment agreements’.

No such key figure is currently collected. No differentiation or review takes place and is currently not planned.

Key Performance Indicator GRI SRS-412-1: Operations subject to human rights reviews

The reporting organization shall report the following information:

- a.** Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.

a. A general review of entire locations does not take place due to a lack of reports of suspected general violations. However, indications of deviations in individual cases are always followed up. Information on the human rights audit and risk analysis from a compliance perspective can be found in criterion 17 Human rights.

Key Performance Indicator GRI SRS-414-1: New suppliers subject to social screening

The reporting organization shall report the following information:

- a.** Percentage of new suppliers that were screened using social criteria.

a. As part of our purchasing conditions, we require our suppliers to comply with our business principles. New suppliers are currently not actively screened for social aspects (see section 3 b of the NAP). We initially enquire about the quality and environmental performance of new suppliers by means of a self-assessment. In the case of known suppliers, we check that their certificates are up to date. In addition, we regularly audit our key suppliers in accordance with the VDA 6.3 standard, but also look at environmental protection and occupational safety issues as well as how our suppliers deal with their own suppliers.

Key Performance Indicator GRI SRS-414-2: Social impacts in the supply chain

The reporting organization shall report the following information:

- a.** Number of suppliers assessed for social impacts.
- b.** Number of suppliers identified as having significant actual and potential negative social impacts.
- c.** Significant actual and potential negative social impacts identified in the supply chain.
- d.** Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.
- e.** Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.

a. Zero. See performance indicator GRI SRS-414-1: New suppliers screened for social aspects

b. Zero. We are not aware of any social problems caused by the products along the supply chain. Our suppliers require at least one certification of their quality management system (DIN EN ISO 9001).

c. Zero.

d. Zero.

e. Zero.

## Criterion 18 concerning SOCIAL MATTERS

### 18. Corporate Citizenship

The company discloses how it contributes to corporate citizenship in the regions in which it conducts its core business activities.

As a family business, our social commitment is closely linked to our management. Our responsibility is based on our self-image of taking responsibility and actively helping to

shape society.

We have set ourselves the goal of extending our commitment primarily to the regions surrounding our locations. We are involved in the areas of sustainability, art and culture, education and social issues as well as sport, thereby implementing our values as formulated in our purpose, vision and mission.

The topics are selected in accordance with our materiality analysis (see criterion 2 Materiality). Our existing risk assessments do not currently include the topic of "social commitment". For capacity reasons, this is not planned in the short term. In our activities, we pay attention to long-term partnerships, but also react to urgent needs and have therefore not set any time targets for the topics. The implementation of measures is reviewed by the Corporate Office, Marketing and Communication and Finance departments. The Corporate Office receives suggestions for organizations to which donations should be made, while Marketing and Communications handles communication with the partners and keeps the overview of donation activities up to date. The Finance department ensures correct financial processing. Spending on donations and sponsorship in 2022 amounted to around €600,000 in total.

#### **Commitment to sustainability**

- We want to make an active contribution to advancing the topic of the circular economy regionally, nationally and internationally and are therefore involved in Circular Valley as a foundation member. Further information: [Coroplast Group promotes the circular economy with Circular Valley®](#).

#### **Commitment to art and culture**

- In cooperation with the Von der Heydt Museum in Wuppertal, we support top-class exhibitions every year and invite our employees to exclusive guided tours with the artists and the museum director.
- Additionally, we support the Gesellschaft der Kunstsammlung NRW (Friends' Association and membership).
- Furthermore, we support the Wuppertal Kurrende, which is with over 90 years of tradition, one of the outstanding cultural institutions in the Bergisches Land region.

#### **Commitment to education and social issues**

- Together with the Faculty of Design and Art at the University of Wuppertal, the Coroplast Group awards the CoroArt art prize to young artists and designers for outstanding creative works created from our products. We want to creatively challenge budding artists, give them a platform to present their work and support them.
- By supporting the Junior Uni Wuppertal, we inspire children and young adults to take part in a wide range of courses in the fields of science and technology.
- Help for Ukraine - to support children and families in Ukraine and those fleeing the war zone, we donated a large sum to the United Nations Children's Fund UNICEF in

2022.

#### **Sport sponsorship**

- For the 2021/2022 season, the Coroplast Tape division became the official top partner of Bergischer Handball-Club 06. The cooperation focuses on the regional responsibility of both partners.
- We sponsor the suspension railroad run and our employees provide numerous participants every year.
- Additionally, we support the men's and women's teams at GC Hubbelrath in Düsseldorf and the young professional players Sophie Witt and Nicolai von Dellingshausen.

## Key Performance Indicators to criteria 18

Key Performance Indicator GRI SRS-201-1: Direct economic value generated and distributed

The reporting organization shall report the following information:

**a.** Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:

- i.** Direct economic value generated: revenues;
- ii.** Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;
- iii.** Economic value retained: 'direct economic value generated' less 'economic value distributed'.

**b.** Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.

We do not wish to publish this value for competitive reasons.

## Criteria 19–20 concerning ANTI-CORRUPTION AND BRIBERY MATTERS

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## 19. Political Influence

All significant input relating to legislative procedures, all entries in lobby lists, all significant payments of membership fees, all contributions to governments as well as all donations to political parties and politicians should be disclosed by country in a differentiated way.

The Coroplast Group is represented on the board and other committees of the German Association of the Automotive Industry (VDA). This association lobbies the German government and the European Commission for objective regulation of the automotive industry. Since 2022, we have been a member of the Advisory Council for Issues relating to Small and Medium-Sized Enterprises and the Liberal Professions at the Federal Ministry for Economic Affairs and Climate Protection (SME Advisory Council). As an individual company, we were not involved in any legislative processes during the reporting period.

We are also a member of the German Chemical Industry Association (VCI), the Foundation for Family Businesses in Germany and Europe and Die Familienunternehmer e.V., automotiveland.NRW, the Wuppertal-Solingen-Remscheid Chamber of Industry and Commerce, the Circular Valley Foundation and other sector-specific industry associations depending on the business areas.

Our employees also hold talks with media representatives and political decision-makers at irregular intervals.

We do not make donations to political parties.

The criteria for selecting the policy areas of interest are firstly industry relevance and secondly the representation of our values as an independent, competitive family business. The policy areas result from the industry relevance: Transport policy, energy policy, economic policy, climate policy, labor market policy. Our canon of values results in an interest in preserving the free and democratic basic order as well as the social market economy and private property.

We are not a member of any political organization.

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## Key Performance Indicators to criteria 19

Key Performance Indicator GRI SRS-415-1: Political contributions  
The reporting organization shall report the following information:

- a.** Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.
- b.** If applicable, how the monetary value of in-kind contributions was estimated.

We do not make donations to political parties.

## 20. Conduct that Complies with the Law and Policy

The company discloses which measures, standards, systems and processes are in place to prevent unlawful conduct and, in particular, corruption, how they are verified, which results have been achieved to date and where it sees there to be risks. The company depicts how corruption and other contraventions in the company are prevented and exposed and what sanctions are imposed.

Our compliance concept is based on the annual sensitization of managers and the information provided on our website, the global intranet and the "Compliance News" newsletter.

The Compliance Officer informs the management about measures and information.

A risk analysis was carried out when the compliance management system was introduced. A total of 19 risks from all parts of the company were listed, evaluated and prioritized. The main results of the risk analysis revealed four risks, which were prioritized with "medium", which includes both the probability of occurrence and the impact. These risks included corrupt behavior in the areas of purchasing or sales. For information on the revision of the risk analysis from a compliance perspective, see criterion 17 Human rights.

Since 2022, compliance activities and processes have been strengthened by an internal auditor, who is also responsible for compliance and optimizes the process review. The aim for 2022 was to train employees at the German locations in compliance related topics. To this end, online training was provided by an external provider for all non-commercial employees. Over 98% of the intended employees successfully completed the training.



Trainings for the foreign locations is planned for 2023.

## Key Performance Indicators to criteria 20

Key Performance Indicator GRI SRS-205-1: Operations assessed for risks related to corruption

The reporting organization shall report the following information:

**a.** Total number and percentage of operations assessed for risks related to corruption.

**b.** Significant risks related to corruption identified through the risk assessment.

a. b. All operating sites were audited when the compliance management system was introduced. In 2022, an internal auditor was hired to audit selected (foreign) operating sites for corruption risks in the future.

Key Performance Indicator GRI SRS-205-3: Incidents of corruption

The reporting organization shall report the following information:

**a.** Total number and nature of confirmed incidents of corruption.

**b.** Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.

**c.** Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.

**d.** Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.

No cases of corruption were detected.

Key Performance Indicator GRI SRS-419-1: Non-compliance with laws and regulations

The reporting organization shall report the following information:

- a.** Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of:
  - i.** total monetary value of significant fines;
  - ii.** total number of non-monetary sanctions;
  - iii.** cases brought through dispute resolution mechanisms.
  
- b.** If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient.
  
- c.** The context against which significant fines and non-monetary sanctions were incurred.

No cases of corruption were detected.

# Overview of the GRI indicators in the Sustainable Code declaration

In this Sustainable Code declaration, we have reported according to the "comply or explain" principle on the GRI indicators listed below. This document refers to the GRI Standards 2016, unless otherwise noted in the table.

Areas	Sustainable Code criteria	GRI SRS indicators
STRATEGY	1. Strategic Analysis and Action	
	2. Materiality	
	3. Objectives	
	4. Depth of the Value Chain	
PROCESS MANAGEMENT	5. Responsibility	GRI SRS 102-16
	6. Rules and Processes	
	7. Control	
	8. Incentive Systems	GRI SRS 102-35 GRI SRS 102-38
	9. Stakeholder Engagement	GRI SRS 102-44
	10. Innovation and Product Management	G4-FS11
ENVIRONMENT	11. Usage of Natural Resources	GRI SRS 301-1
	12. Resource-Management	GRI SRS 302-1 GRI SRS 302-4 GRI SRS 303-3 (2018) GRI SRS 306-2 (2020)*
	13. Climate-Relevant Emissions	GRI SRS 305-1 GRI SRS 305-2 GRI SRS 305-3 GRI SRS 305-5
SOCIETY	14. Employment Rights	GRI SRS 403-4 (2018)
	15. Equal-Opportunities	GRI SRS 403-9 (2018)
	16. Qualifications	GRI SRS 403-10 (2018) GRI SRS 404-1 GRI SRS 405-1 GRI SRS 406-1
	17. Human Rights	GRI SRS 412-3 GRI SRS 412-1 GRI SRS 414-1 GRI SRS 414-2
	18. Corporate-Citizenship	GRI SRS 201-1
	19. Political Influence	GRI SRS 415-1
	20. Conduct that Complies with the Law and Policy	GRI SRS 205-1 GRI SRS 205-3 GRI SRS 419-1

\*GRI has adapted GRI SRS 306 (Waste). The revised version comes into force on 01.01.2022. In the course of this, the numbering for reporting on waste generated has changed from 306-2 to 306-3.