



A NATURAL PASSION FOR PROTECTION 

Sustainability Report 2021

OUR COMPANY

We at **Manupackaging Deutschland GmbH** (formerly Manuli Stretch Deutschland GmbH) have been active in the production and distribution of stretchable films made of LDPE and LLDPE for packaging at the Schkopau site since 1999. We have a continuous production cycle consisting of nine shifts over a seven-day week. 12 extrusion lines enable an annual production of end products of at least 80,000 tonnes. We are mainly active on the German and European market and produce plastic films as protective or packaging material for various goods. Our company is represented in all segments where packaging is used for transport (mineral water, bricks, wood, building materials, metal processing, pharmaceutical and chemical products, etc.). For agriculture, we produce films for preserving animal feed.

Originally founded as Manuli Stretch (part of the Manuli Group, Milan 1935), Manupackaging is the inventor of stretch film in Europe.

Today, Manupackaging is one of the world's leading companies in terms of production, sales and quality of its products, manufacturing a wide range of fully recyclable, premium products and distributing them in 65 countries around the world. These products include LLDPE pallet-wrapping films, stretch hoods, and stretch films for agriculture and waste recycling.

Manupackaging Deutschland GmbH is certified pursuant to ISO 9001, ISO 14001 and ISO 50001.

OUR SUSTAINABILITY POLICY

Sustainability is a central component of our corporate strategy. We are aware of our responsibility for our economic, ecological and social actions and are committed to making an effective contribution to resource conservation and environmental protection. We demand the same from our partners along the supply chain.

These are our priorities:

Economic sustainability

- ✔ Continuous communication with our customers to be capable of responding to their wishes in a targeted manner
- ✔ Investing in research and development to ensure the company's long-term success
- ✔ Maintaining long-term customer and supplier relationships
- ✔ Investing in energy-efficient products, services and design-related activities intended to improve energy-related performance

Environmental sustainability

- ✔ Application of an environmental management system pursuant to ISO 14001:2015
- ✔ Application of an energy management system pursuant to ISO 50001:2018
- ✔ Regular identification and review of environmental and energy impacts
- ✔ Continual improvement of our products' sustainability

Social sustainability

- ✔ Compliance with internationally recognised human rights along the supply chain
- ✔ Rejection of child labour or any form of exploitation of children along the supply chain
- ✔ Rejection of forced labour
- ✔ Equal pay for our employees
- ✔ Promoting health and safety for a healthy working environment
- ✔ Commitment to various social projects
- ✔ Training and further education of our employees
- ✔ Condemnation of discrimination and harassment
- ✔ Promoting freedom of expression
- ✔ Protection of privacy

Our organisation ensures that all necessary information and required resources are available to achieve the goals we have set for ourselves. In this context, the integrated management policy we have issued provides the framework for achieving our goals.

We regularly communicate our "integrated management policy," especially with regard to the environmental and energy aspect, to our employees, affiliated companies, suppliers and service providers. We are committed to an annual review of our management policy, after which we initiate any necessary corrections.

ECONOMY

On an economic level, sustainability for us means, first and foremost, maintaining long customer and supplier relationships, efficient manufacturing, and continuous research and development. Our quality management system, which is in accordance with DIN EN ISO 9001:2015, assists us in that pursuit.

KEY FIGURES

€105.98 million

was our turnover for 2021.

€5,044,519

is what we invested in 2021. A healthy investment level ensures our quality and increases our company's efficiency.

91%

of our clients rate our overall performance as better compared to before. We strive to continuously improve our service. To that end, feedback from our customers is essential.

PROJECTS

New plant technology

In 2021, we expanded our facilities with two new extrusion lines. With these modern machines, we are creating new capacities for producing sustainable films. Our production will also be more energy efficient, with more stable film quality.

[photo?]

Establishment of a sustainability network

In 2022, we plan to forge new business relationships with companies from very different industries to establish a sustainability network. Sustainability in practice requires interdisciplinary cooperation.

ECOLOGY

As a plastics processor, we have a special responsibility with respect to dealing with resources and waste. We are rising to this challenge and continuously working to improve our environmental and energy performance.

We have been certified pursuant to DIN EN ISO 14001 and DIN EN 50001 since 2012.

KEY FIGURES

100%

of our production-related plastic waste from stretch film production is recycled internally. This enables us to conserve our resources and to control the quality of our recycled materials at all times.

99.6%

of our waste in 2021 was harmless and posed no immediate threat to our environment.

89.2%

of our waste (not including that already recycled internally) is recyclable. This includes paper and cardboard, plastic and wood waste.

PROJECTS

Zero Pellet Loss

Since 2019, we have been participating in the "Zero Pellet Loss" initiative of IK Industrievereinigung Kunststoffe e.V. The aim of this initiative is to protect the oceans from microplastics. To that end, companies along the entire supply chain participate and make their contribution.

Of course, we have always endeavoured to minimise the amount of granulates that enter into the environment, but inspections have shown that there is a need for improvement. Internal audits and staff training have now borne fruit and led to greater awareness.



Manu-Bee

We want to give something back to nature. That is why we are planning to produce our own honey in 2022, thereby supporting biodiversity in our environment. To that end, four bee colonies are going to move in with one of our employees.

Creating habitats

In 2022, we want to invest more money in land that will serve as a habitat for flora and fauna as well as for CO₂ storage.

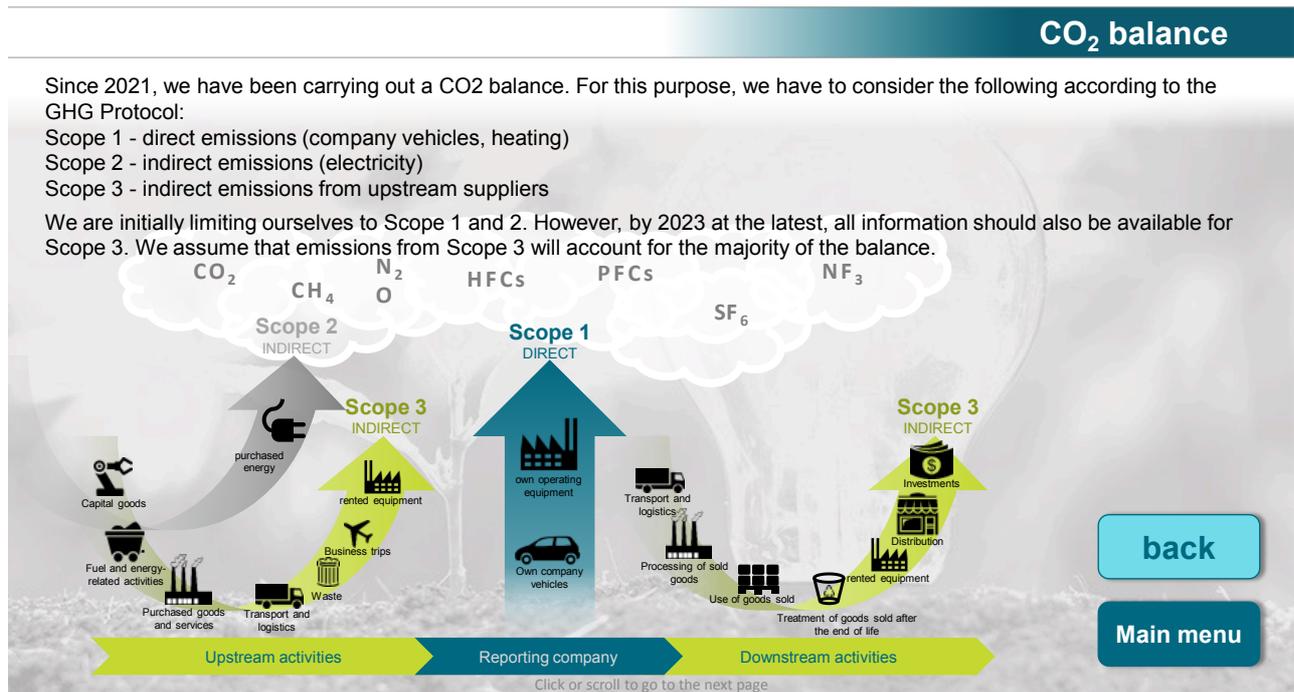
Climate protection — Carbon footprint

We have been calculating our carbon footprint since 2021. According to the GHG Protocol, a distinction is made between:

Scope 1 – Direct emissions (company vehicles, heating)

Scope 2 – Indirect emissions (electricity)

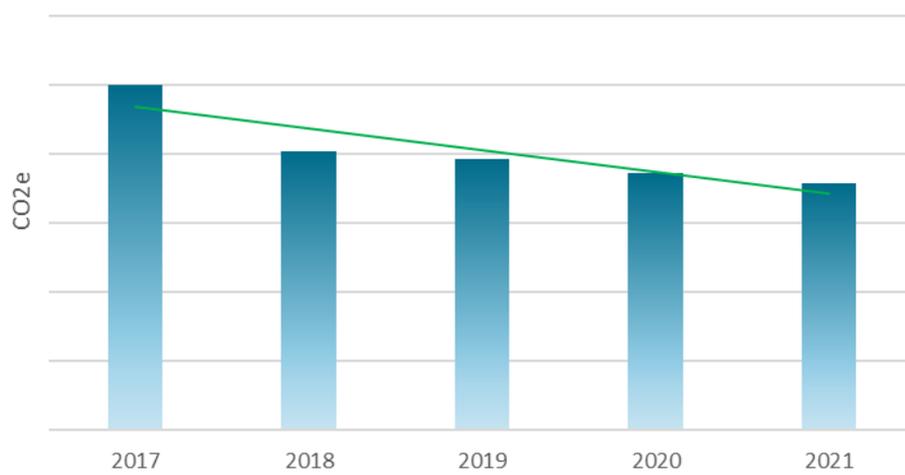
Scope 3 – Indirect emissions from upstream suppliers



We started with Scopes 1 and 2 to determine the greenhouse gas emissions directly caused by our activities at the Schkopau site. In the next step, we will take a closer look at Scope 3 along the supply chain.

We have been able to continuously reduce our emissions in recent years. We are striving to continue this trend.

CO₂-Äquivalente gesamt





With Manunature[®], we launched three new products in 2020 that are intended to contribute to environmental protection through various approaches.

Manunature[®] BB

is a coextruded stretch film made of polyethylene. Fifty percent of the material is based on renewable raw materials from industrial by-product streams. The film is designed for the outer packaging of palletised goods with regard to loading safety during transport. The origin of the renewable raw material and the sustainable supply chain are ensured via a mass balance concept.

Manunature[®] BD

is a co-extruded stretch film made of polyethylene and designed for the outer packaging of palletised goods with regard to loading safety during transport. The film is 100% recyclable and offers the additional benefit of safe biodegradability within two years from end of life — if the film is accidentally released into the environment. Unlike oxo-degradable film, this does not produce microplastics.

Manunature[®] RR

is a co-extruded stretch film made of polyethylene and designed for the outer packaging of palletised goods with regard to loading safety during transport. This product contains 30% - 60% regranulate from recycled plastic waste (post-consumer recycling) and thus contributes to the circular economy.

In 2021, we put a lot of energy into further developing these products and we have already been able to convince numerous customers of their quality and ecological advantages.

INDIVIDUAL CONTRIBUTIONS OF OUR EMPLOYEES TO ENVIRONMENTAL PROTECTION

All our employees strive every day to work in an environmentally friendly way. Our office activities are almost paperless, printing is preferably double-sided, waste is consistently separated, and business trips are planned as often as possible using public transport. Due to the pandemic, our travel activities in 2020 were reduced to a minimum and often replaced by video conferences. In the coming years, we want to continue with this approach as much as we can. Everyone in the company has internalised our sustainability policy and is focused on the responsible use of our resources. We continually receive suggestions from our employees on how we can further improve our environmental performance.

SOCIAL

For us, social sustainability especially means offering employees a job with prospects. We are constantly moving forward with numerous offers and measures to increase employee satisfaction.

KEY FIGURES

143

employees were employed at Manupackaging Germany in 2021. The majority of our employees work in 3 shifts in our production department.

€39,957.69

is what we invested in the training and development of our employees in 2021, making an important contribution to the personal development of our employees.

By **53%**

is how much occupational accidents have decreased since we appointed an HSE coordinator. Together with the teams, he regularly uncovers weaknesses and potential dangers and implements preventive measures. Regular safety training for our employees is in place as a standard.

PROJECTS

Preventive healthcare

In our company, we want our employees to feel at ease and remain healthy in the long term while growing into old age. That is why we support our staff with respect to individual health care in cooperation with the health insurance companies. In that regard, we organise health days, skin screenings, sports groups, work toward ergonomic workplaces, and provide information on current health topics.

There is also a weekly fruit delivery that every employee can help themselves to.

The subject of occupational safety is of primary importance for us. We have revised our training concept and will significantly intensify safety training for our managers. In addition, there will be a new edition of our safety primer, which should give our staff and visitors a quick overview of the applicable rules.

Social responsibility

Every employer bears social responsibility for its employees. To demonstrate to our stakeholders that we are meeting this responsibility, we have undergone an audit in accordance with SMETA and are thus registered on the SEDEX platform.

An annual assessment of our efforts by EcoVadis is also part of our sustainability management. In 2021, we were again awarded with a silver medal.

Our code of ethics has been an integral part of our corporate policy for years and is currently being revised to meet the increasing requirements of recent years.

In 2022, we want to focus on more involvement in social projects.

Cycle-to-work initiative

In 2022, we will motivate our employees more to ride a bicycle to work. This has several advantages.

- We promote the mental and physical health of our employees
- We protect the environment due to a mode of transport with low emissions
- We make our employees increasingly aware of the beauty of nature
- We combine social activities with going to work

To that end, we provide our employees with financial support for the purchase of a new bicycle.

2020/2021 CORONAVIRUS PANDEMIC

We paid special attention to the protection of our employees during the coronavirus pandemic. In addition to general hygiene and distancing rules, every office employee was offered the option of working at home as early as March 2020, in-presence meetings were reduced to the necessary minimum, free masks and rapid antigen tests were provided, and employees were continuously sensitised to the situation. Unfortunately, some employees fell ill and there was an increase in absenteeism.

However, thanks to our highly flexible employees, skilful pandemic planning, and the implementation of appropriate measures, it was possible to always maintain production operations.

A NATURAL PASSION FOR PROTECTION IS THE motto of Manupackaging Germany and is put in practice by both employees and management. Our passion for developing sustainable products, producing in a resource-saving way and providing our customers with increasingly environmentally friendly packaging solutions, starts at the planning stage and runs like a green thread through every department in the company. As a manufacturer of plastic films, we are aware of our responsibility and will continue to break new ground in the future and to do our utmost as a contribution to protecting our environment.



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