







Sustainability Program 2018

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

	Contribution to SDG	Point of focus	Goals	Deadline	Status
no waste of resources	     	Discover new upcycling solutions for plastics every year to increase the quality and quantity of secondary raw materials	Commercialisation of recycling material to replace primary material for at least three new types of plastic (and for at least three new customers)	End of 2018 and annual goal	●
		Every year, close new material and logistics loops with which at least 5.5 million tonnes of resources or 800,000 tonnes of CO ₂ -e (carbon dioxide equivalent) can be saved	Innovative approach to closing a logistics loop for a large customer	End of 2018 and annual goal	○
			Setup of an additional and separate collection for establishing an in-house material loop	End of 2018 and annual goal	●
			Improving the measurability of the impact of our ReUse and ReDuce activities	End of 2018	●
		Strive to achieve a significant increase in material recycling rates	Optimisation of existing plants to increase recycling rates	2019	□
no waste of ideas	 	Support customers as they professionalise their sustainable practices and integrate sustainability into their reporting processes	Increasing the measurability of the effects of our services and products through studies, and expanding the digital availability of certification	End of 2018	●
		Develop new approaches to design-for-recycling with customers	Digitisation of internal processes and links to customers and suppliers	2019	△
			Development of a methodology for the scientific evaluation of packaging recyclability	End of 2018	●
			Increase the number of certificates/examinations according to the bifa model	2019	△
		Extend the lifetime of products, and by doing so achieve annual revenue growth of at least 20 percent with new markets and business models	Take-back of an additional still-usable product for developing a new product type	End of 2018	●
Expansion of the ReUse business models	2019	△			

△ New goal ● Achieved ○ Target not/partially achieved □ In progress

	Contribution to SDG	Point of focus	Goals	Deadline	Status
no waste of knowledge	   	Establish knowledge about the circular economy in education, politics, business and civil society	Continuation of engagement in local communities (by domestic and foreign businesses) to raise awareness about issues related to the circular economy	End of 2018 and annual goal	●
			Continuation and expansion of existing teaching/school collaborations	End of 2018 and annual goal	●
			Establishment of sustainability ambassadors and increasing their number	End of 2018 and annual goal	●
			Delivering presentations and lectures on the circular economy and recycling (fees are donated)	End of 2018 and annual goal	●
		Develop and (internationally) scale up approaches and standards for circular economy solutions suitable for all industries	Work with associations and industry-neutral initiatives on the topics of climate protection and sustainability	End of 2018 and annual goal	●
no waste of talent	 	Promote the physical and mental health of our employees and provide a safe, value-oriented and innovative working environment that actively supports personal development	Implementation of the #DigiCampus training and CPD offer	End of 2018	●
			Promotion and further development of company culture through operational culture teams	End of 2018	●
			Draw up career development plans for staff and management	End of 2019	□
			Continuous health management: • 'Zero accident' strategy • Staff turnover < 10% • Sickness absence rate < 8%	End of 2018 and annual goal	○ Partially achieved: Staff turnover: 16.3% Sickness absence rate: 7.3%
			Improve work-life balance	End of 2018 and annual goal	●
		Ensure equal opportunities are truly equal for all (potential) employees	Routine benchmarking of general conditions	End of 2018 and annual goal	●
			More flexible working time arrangements	End of 2019	□
			Establishment of transparent and fair succession management	End of 2020	□
			Systematisation and modernisation of the salary and benefit structure	End of 2021	△

△ New goal ● Achieved ○ Target not/partially achieved □ In progress