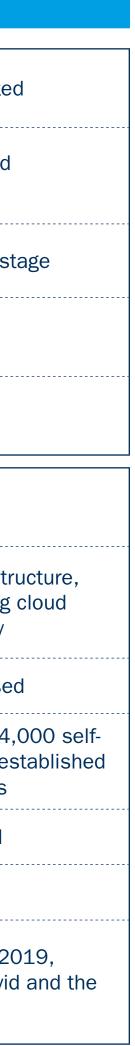
Sustainability Programme 2020

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

	Contribution to SDG	Points of focus	Goals	Deadline	Status
no waste of resources		Discover new upcycling solutions for plastics every year to increase the quality and quantity of secondary raw materials	Commercialisation of recycling material to replace primary material for at least three new types of plastic (and for at least three new customers)	Annual goal	Eight new types of material marketed
		Every year, close new material and logistics loops enabling us to save at least 5.5 million tonnes of resources or 800,000 tonnes of CO ₂ -e (carbon dioxide equivalent)	Annual savings of at least 5.5 million tonnes of resources and 800,000 tonnes of carbon dioxide equivalent (evidenced retrospectively via the "resources SAVED by recycling" study)	Annual goal	 9.5 million tonnes of resources and 1.3 million tonnes of CO₂-e saved
			Innovative approach to closing a logistics loop for a large customer – focus in 2020: expansion of existing business	Annual goal	Several projects taken to the pilot stag
			Setup of an additional and separate collection for establishing an in-house material loop	Annual goal	Project implementation started
		Strive to achieve a significant increase in material recycling rates	Signing of medium and long-term contracts for secured sales channels and compliance with statutory recycling quotas	End of 2021	
of		Support customers as they professionalise their sustainable practices and integrate sustainability into their reporting processes	Acceleration of the certificate creation process to improve customers' control options	Annual goal	
			Digitisation of internal processes and links to customers and suppliers	Annual goal	 Among other things: updated infrastruct stabilising the IT landscape by using cl services, increasing process quality
		Develop new approaches to design-for-recycling with customers	Internationalisation of packaging consulting	End of 2020	Customers from 18 countries advised
io waste c ideas			Increase the number of <u>Check for Recycling</u> use cases to over 1,500	Annual goal	Target clearly exceeded with over 14,00 assessments, <u>Check for Recycling</u> esta as a monitoring tool with customers
C			Improve analyses regarding recyclability according to bifa model	Annual goal	More than 450 analyses performed
		Extend the lifetime of products, and by doing so achieve annual revenue growth of at least 20 percent with new markets and business models	Development of a new business model for reverse logistics	End of 2021	ightarrow igodol O Goal will be pursued further
			Expansion of the ReUse business models by at least 20% in relation to revenues	Annual goal	 4.5% growth in 2020 compared to 201 vlow growth due in particular to Covid a discontinuation of Kilenda



	Contribution to SDG	Points of focus	Goals	Deadline	Status
		Establish knowledge about the circular economy in education, politics, business and civil society	Continuation of engagement in local communities (by domestic and foreign businesses) to raise awareness about issues related to the circular economy	Annual goal	Roll-out of Waste separation works in 2
no waste of knowledge	8 ECCAN WORK AND CONCOURCE CROWNER 9 MICRIC MONORMER 10 MICRIC MONORMER 11 MICRIC		Continuation and expansion of existing teaching / school collaborations	Annual goal	Maintain collaborations, but fewer mea executed due to Covid
			Establishment of sustainability ambassadors and increasing their number	Annual goal	Appointment of new ambassadors
			Delivering presentations and lectures on the circular economy and recycling (fees are donated)	Annual goal	• Online presentations carried out, signif fewer than in the previous year due to 0
		Develop and (internationally) scale up approaches and standards for circular economy solutions suitable for all industries	Work with associations and industry-neutral initiatives on the topics of climate protection and sustainability	Annual goal	Path to the <2°C economy, Foundation Wirtschaft macht Klimaschutz, new: Cir Economy Initiative Deutschland
no waste of talent		Promote the physical and mental health of our employees and provide a safe, value-oriented and innovative working environment that actively supports personal development	Implement career development plans for staff and management	End of 2021	 Pilotierung abgeschlossen, Ausbau bis Herbst 2021 geplant
			Continuous health management 'Zero accident' strategy Staff turnover <10% Sickness absence rate <8% 	Annual goal	54.9 accidents per 1 million working he O Staff turnover 11% Sickness absence rate 4.1%
			Improve work-life balance	End of 2021	Wherever possible, more flexible workin by offering working from home arranger and trust-based working hours
			Guiding all members of staff safely through the coronavirus crisis	End of 2021	 Numerous measures implemented, goa expanded due to ongoing pandemic
			Reflecting on the coronavirus crisis, deriving insights and measures	End of 2021	
		Ensure equal opportunities are truly equal for all (potential) employees	More flexible working time arrangements	End of 2021	Project could not be carried out due to pandemic, to be reassessed "post Cov
			Establishment of transparent and fair succession management	End of 2021	Ongoing strategic resource planning
			Systematisation and modernisation of the salary and benefit structure	End of 2021	Analysis phase in final stages, on hold to restructuring

