





















Sustainability Programme 2024

Action plans for our strategic targets: Interzero’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 Interzero.

	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	 2024: five new types of material marketed 2023: three new types of material marketed
		Jährlich neue Wertstoff- und Logistikkreisläufe schließen, sodass wir insgesamt mindestens 5,5 Millionen Tonnen Ressourcen beziehungsweise 800.000 Tonnen CO ₂ -Äquivalente einsparen	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	 11.1 million tonnes of resources and 1 million tonnes of CO ₂ -e saved
			Innovative approach to closing a logistics loop for a large customer – focus in 2020: expansion of existing business	Annual goal	 Several projects piloted
			Setup of an additional and separate collection for establishing an in-house material loop	Annual goal	 Project implemented (Baler Solutions)
			Für eine deutliche Erhöhung stofflicher Verwertungsquoten einsetzen	Signing of medium and long-term contracts for secured sales channels and compliance with statutory recycling quotas	End of 2024
					
no waste of ideas	 	Kunden unterstützen, ihre nachhaltigen Praktiken zu professionalisieren und Nachhaltigkeit in ihre Berichtsprozesse zu integrieren	Customised certificate creation prozess for transparent documentation of the customer’s savings figures	Annual goal	 Service of a print-on-demand portal
			Digitisation of internal processes and links to customers and suppliers	Annual goal	 Digitisation strategy consistently implemented: including in-house development. Enterprise Architecture Management (EAM). DIN ISO 27001 certification. Development of new platforms such as Lizenzero.eu and interzero.ai
		Gemeinsam mit Kunden neue Design-for-Recycling-Ansätze entwickeln	Extension of the service: Packaging development	End of 2024	 Development of the first prototype: Coffee packaging
			Increase the number of Check for Recycling use cases to over 1,500	Annual goal	 Over 1,000 Check the recycling assessments with customers
			Improve analyses regarding recyclability according to bifa model	Annual goal	 Nearly 300 analyses performed and around 150 recertifications
		Lebensdauer von Produkten verlängern und dadurch ein jährliches Umsatzwachstum von mindestens 20 Prozent mit neuen Märkten und Geschäftsmodellen erzielen	Development of a new business model for reverse logistics	End of 2024	 Development and business expansion of Interzero Tech Cycle GmbH
			Expansion of the ReUse business models by at least 20% in relation to revenues	Annual goal	 Over 26 % growth compared to the previous year

	Contribution to SDG	Points 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	Annual goal	<div></div> 2023/2024 Continuation and expansion of the „Mülltrennung wirkt“ campaign 2023/2024: Continuation Roll-out of the social media strategy; Among other things, raising awareness on the topic of circular economy
			Creation of an exchange platform on the topics of sustainability, circular economy and packaging	Annual goal	<div></div> Fortführung der Future Resources Schwerpunkt Verpackungen/PPWR (DE), Konferencja Środowiskowa Interzero Umweltkonferenz (PL)
			Establishment of sustainability ambassadors and increasing their number	Annual goal	<div></div> Appointment of new ambassadors
			Delivering presentations and lectures on the circular economy and recycling (fees are donated)	Annual goal	<div></div> Online presentations carried out, PPWR roadshow organised; EPR seminars rolled out
		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	<div></div> Stiftung Klimawirtschaft, Maschinenraum, Interzero Academy - Webtalk format, Forum Rezyklat, Deutscher Nachhaltigkeitspreis (DNP)
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 2024	<div></div> Implementation of One Leadership, management development 2023 and 2024, perview: Training platform, performance and succession management designed (rollout Q2 and Q3 2023)
			Continuous health management • ‘Zero accident’ strategy • Staff turnover <10% • Sickness absence rate <8%	Annual goal	<div></div> 21.0 in 2024 accidents per 1 million working hours Staff turnover 16.4 % in 2024 Sickness absence rate 6.1 % (without continued payment of wages)
			Increase diversity	Annual goal	<div></div> Diversity programme measures created, incl. language training, mentoring, awareness training and the establishment of a reporting address. Implementation of measures ongoing
			Increasing employee satisfaction	Annual goal	<div></div> Internal employee satisfaction survey conducted in 2023/2024. Measures for 2023 + 2024 derived. In 2024, our Kununu score increased from 3.6 to 4.0, leading the industry
		Ensure equal opportunities are truly equal for all (potential) employees	More flexible working time arrangements	End of 2024	<div></div> „Mobile working“ on going where requirements make it possible
			Systematisation and modernisation of the salary and benefit structure	End of 2024	<div></div> On hold due to restructuring. Prioritised for 2026
			Launch of new corporate values	End of 2024	<div></div> International introduction of new corporate values (2023) and roll-out communication (2024)