

# Sustainability programme

**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.

	Point of focus	Contribution to SDG	Selected targets	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	● Δ
	Every year, close new material and logistics loops with which at least 3 million tonnes of resources or 500,000 tonnes of CO <sub>2</sub> e (carbon dioxide equivalent) can be saved	   	Innovative approach to closing a logistics loop for a major customer	End of 2019	Δ
	Strive to achieve a significant increase in material recycling rates		Design and construction of a next-generation sorting plant	Mid-2019	● Δ
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, and expanding the digital availability of certification	End of 2020	Δ
	Develop new approaches to design-for-recycling with customers		Development of a method for the scientific evaluation of packaging recyclability	End of 2018	Δ
	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 and annual goal	○ Δ
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	● Δ
	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	● Δ
no waste of talent	Provide a safe, value-oriented and innovative working environment that actively supports personal development		Promotion and further development of company culture	End of 2018	Δ
			Draw up career development plans for staff and management	End of 2018	Δ
			Continuous health management • 'Zero accident' strategy • Staff turnover < 10% • Sickness absence rate < 8%	End of 2018 and annual goal	Δ
	Ensure equal opportunities are truly equal for all (potential) employees		Routine benchmarking of general conditions	End of 2018 and annual goal	Δ
			Transparent and fair succession management	End of 2020	Δ
		More flexible working time arrangements	End of 2019	Δ	