



# SUSTAINABILITY REPORT

# 2022

# INHALT

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## Foreword.

Dear Readers,

We are pleased that you are interested in our sustainability report. In this document, we have described the status of our measures for existing activities as well as ongoing projects for the future and hope that we have succeeded in providing you with an overview not only of our measures, but also of our understanding of sustainability.

Our understanding of sustainability is not singularly limited to the environment, energy and products, but we strive for a corporate policy that includes sustainability, reliability and development towards a better future in every aspect of the management of the company. This is why we joined the United Nations Global Compact programme this year. On the one hand, we found this programme to be a good reflection of our already diverse activities, and on the other hand, it listed new suggestions for further measures. We are committed to upholding the 10 principles in the areas of human rights, labour standards, the environment and corruption prevention and are proud to contribute to a more sustainable world in the future, also in the economic sector.

Our goal is to guarantee "sustainability" for Wentus holistically as a value in all processes and decisions. We are working on this in an interdisciplinary way with our sustainability team and all managers. This is a challenging, but above all an exciting time for us. We are pleased to be able to share our processes with you and take you along on our "sustainability journey".

Therefore, we invite you and look forward to criticism and new suggestions and hope that you will enjoy reading our first Sustainability Report 2022.

Christof Renz



CEO



## WHO WE ARE.

„Think. Create. Protect.“

– This is the guiding principle under which Wentus GmbH develops and produces flexible packaging solutions to protect products in the food and consumer goods industry. Founded in 1965, Wentus now employs around 268 people and has a strong R&D department, among other things.

### Sustainability through contemporary product development:

It works continuously and sustainably on new and further developments to ensure maximum product protection with minimum use of resources and to establish more efficiency in processes and technologies.

### Agile and quality-conscious at the same time:

Flat hierarchies and a complete in-house production chain enable us to quickly develop individual solutions for a wide range of requirements and to react to customer demands at very short notice. A comprehensive product portfolio tailored to many customer requirements extends all the way to high-tech skin foils. At Wentus, above-average quality is not only of particular importance for customer satisfaction, but also ensures the careful use of raw materials and energy.

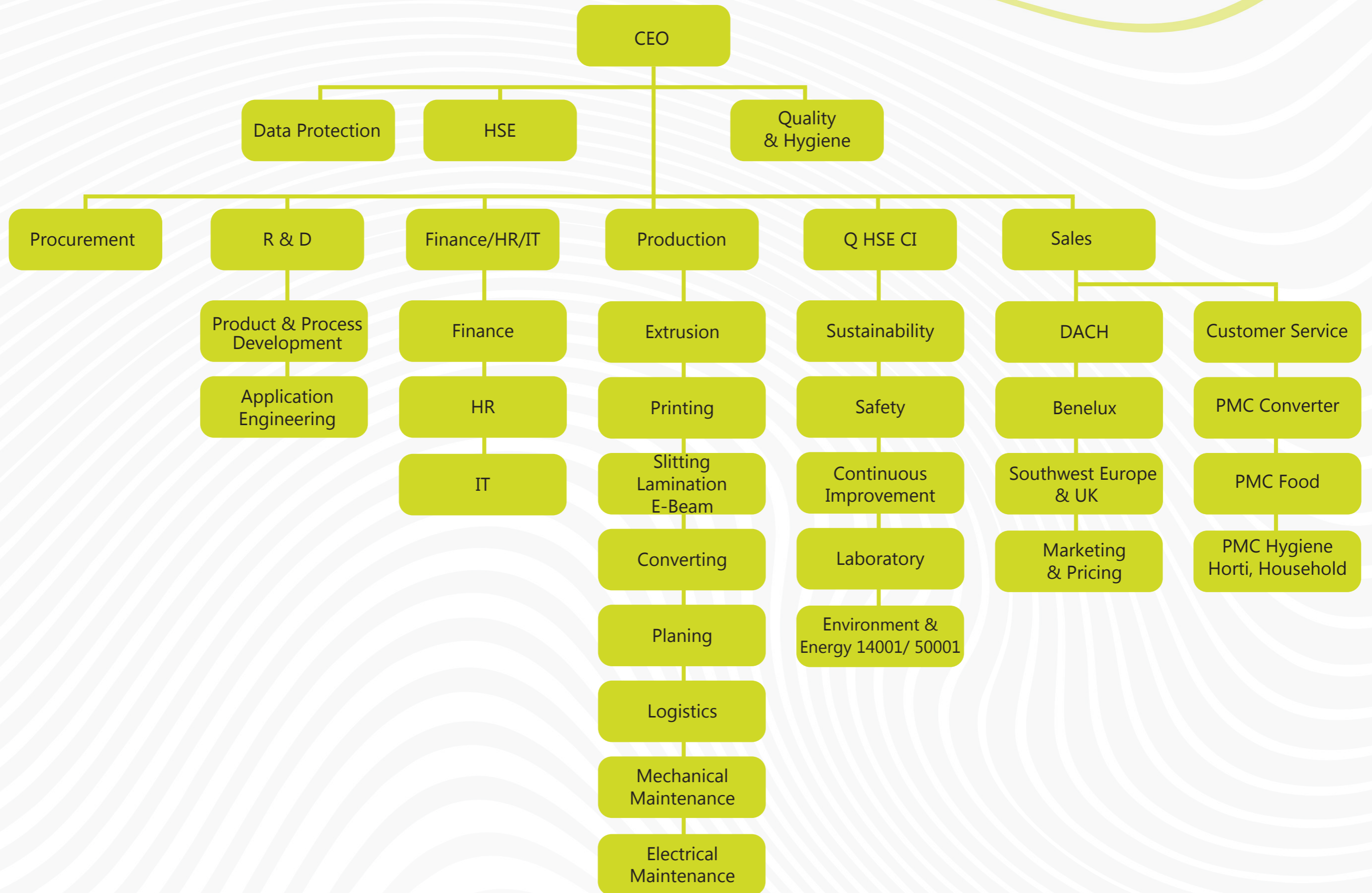
### Sustainability through relationship, bonding and responsibility:

With its own sales structure in the countries of the DACH region as well as Benelux and Southwest Europe and strong sales partners, Wentus supports customers locally and thus ensures the highest level of customer focus. Wentus serves customers locally and thus guarantees the highest customer focus and best service.

### Wentus - globally represented and at the same time true to its roots.

Idyllically located in Höxter in the Weser Valley of the Weserbergland region, Wentus also sees itself as responsible for helping to shape public life, supporting local (sports) clubs and as an important medium-sized employer in the region.  
- Customers, products, employees, fellow human beings and the environment in the region - all this is the focus of our sustainability activities.

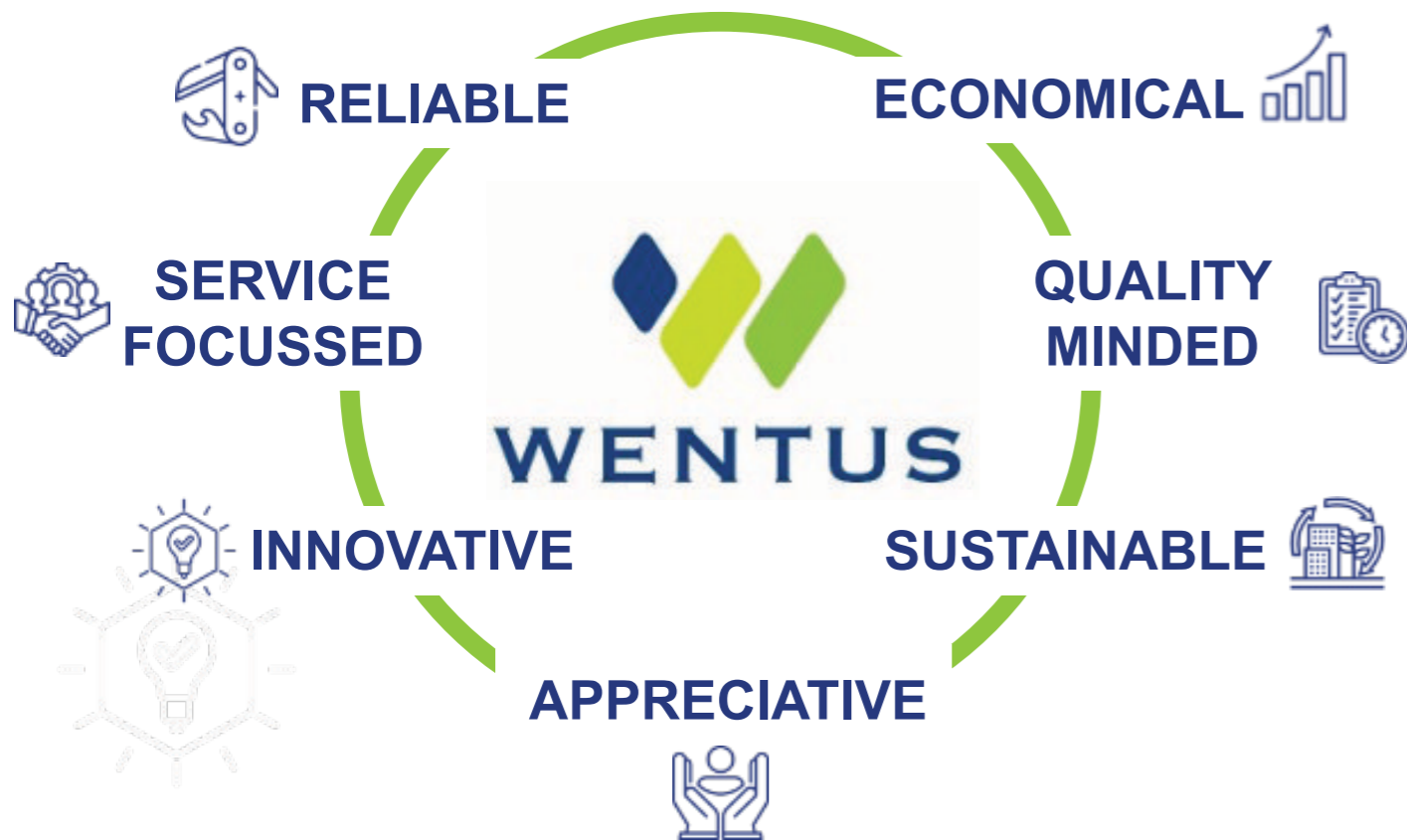
# Organisational Chart.



## Intro

### VISION, MISSION, WERTE.

In our vision, we describe how we envision Wentus in the future and add what we are doing to get there in the mission. Our values conclusively complete what is particularly important to us on this "journey".



## VISION

Wentus is a commercially successful European manufacturer of flexible food packaging and, with its team spirit, committed and qualified employees, stands for sustainable, above-average quality, customer orientation and innovative strength.

## MISSION

We continuously and sustainably develop products, improve processes and technologies for the benefit of our customers, investors and the environment, and promote the health, training and personal responsibility of our employees.

## VALUES

Numerous measures and projects stabilise our values. This is how we ensure the achievability of our vision and the implementation of the mission.

## Intro

### OUR TECHNOLOGIES.

All technologies for the production of flexible packaging are located under one roof.

From the purchase of raw materials to the finished product, our sophisticated flexible value chain includes state-of-the-art processes to meet the high quality demands of our customers.

Concentrating on one location enables us to react quickly to new market demands and individual customer requirements. Thanks to flat hierarchies and a development department close to production, the sustainable products of the future can be quickly developed, optimised and launched on the market.



### Extrusion

The focus is on the production of sustainable polyethylene and polypropylene films on flat and blown film lines with up to 9 layers.

In addition to continuous thickness reduction to minimise plastic consumption, our focus is on optimal recyclability of all materials used.

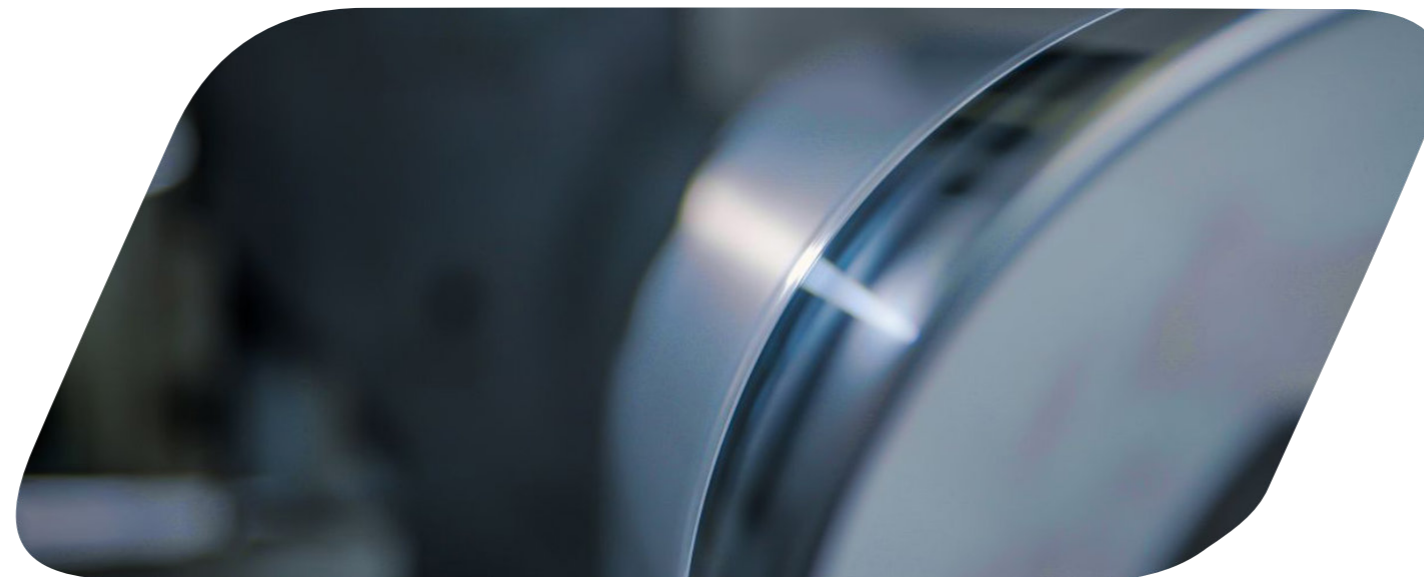
Particularly noteworthy here are polyamide-free thermoforming films and packaging made of mono-materials.



### Printing

Using a modern ink series and the latest printing plate materials, we can also reproduce designs from the cost-intensive gravure printing process in HD flexo printing with up to 10 colours.

The solvents in our printing inks are burnt off regeneratively and the heat generated is used to dry the inks in the printing process in order to keep the impact on the environment as low as possible.



### Lamination

In order to combine the properties of our different films, we combine up to three films on our high-precision laminating machines, preferably with solvent-free adhesive systems. After the lamination process, all laminated rolls are stored in our temperature-controlled warm storage facility, which is sustainably heated with the waste heat from our extrusion lines. Only after the product-specific storage period of our films they will be processed further.

### Slitting

For most of our products, cutting to the desired width is the last work step.

During the slitting process, it is possible for us to introduce a freely definable laser marking into the product. In this way, for example, a tear perforation can be realised.

Thanks to our interdepartmental production planning, an extrusion width that is tailored to the customer's rolls is already determined in the first work step, the extrusion. This reduces the unavoidable edge trim waste to a minimum and avoids the unnecessary use of material right from the start.

## PRODUCTS AND MARKET SEGMENTS.

For all the diversity of packaging, the primary goal is always to protect the packaged goods and the resources used for their production. With individually tailored solutions and uncompromising quality standards, we take responsibility for ensuring that our customers' products reach their destination undamaged.

But we demand more from our packaging and successfully dedicate ourselves to sustainability with commitment and innovative strength. For some years now, we have been supplementing proven measures such as the development of ever thinner films with the same or better properties with alternatives that go beyond the mere reduction of the material used.

In non-food and hygiene applications, we are increasingly working with recycled plastics - naturally without compromising on quality and performance.

In the food sector, the use of these so-called recyclates is prohibited. Instead, we use our know-how here to replace established composite materials with recyclable monomaterials and thus close the recycling loop. Whether thermoforming, lidding, envelope or flow-pack films, Wentus has a sustainable film alternative to offer.

Our skin films are a special combination of product protection, resource conservation and mono-materials. They wrap around the packaged goods like a second skin and seal them securely. In contrast to classic packaging forms, not only is the shelf life significantly extended and the use of materials and transport volume minimised, but a mono-material solution is also available here depending on the customer's wishes.

In our quest for more sustainability, we do not limit ourselves to the familiar material of plastic. With an unbiased view, we also apply our expertise where the strengths of paper and plastic can be combined to create resource-saving, recyclable packaging.

Although our product portfolio today meets the challenging requirements of quality and high performance, we are also developing further promising solutions to continue to satisfy you and us, for the longevity of your products and our environment.

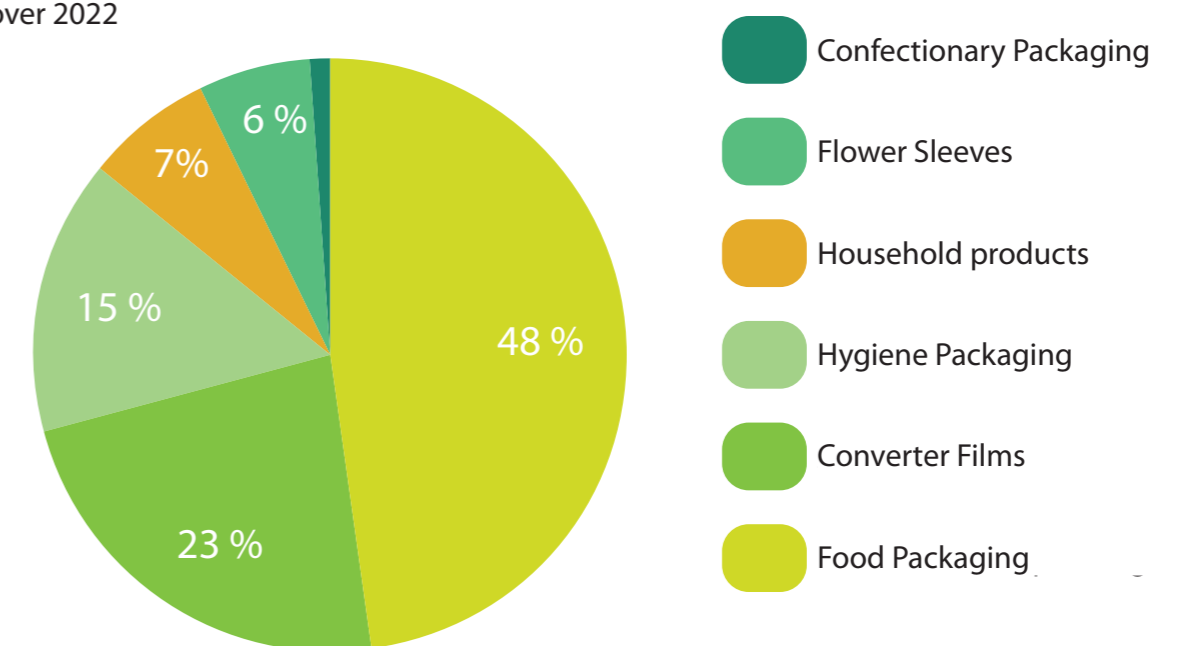
## WENTUS IN NUMBERS.

The basis for working on sustainability issues is sustainable business. For this reason, corporate success has a particularly high priority for us as a prerequisite for the implementation of measures from the thematic complex of the 17 Sustainable Development Goals of the "Global Compact" initiative.

The following graphs show the key figures of our company in order to provide an overview of the company's development.

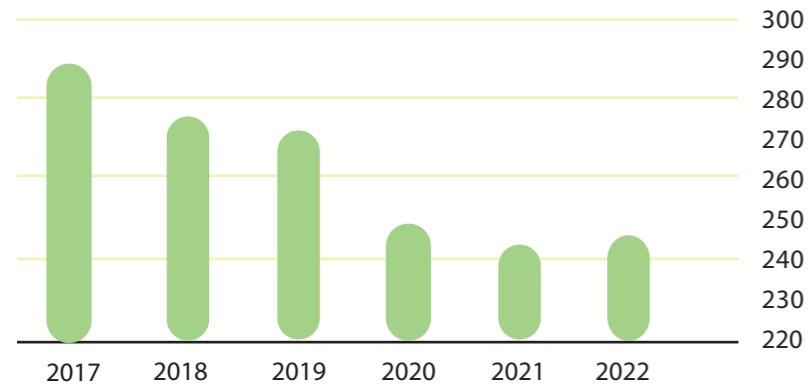
Wentu's origins lie in the manufacture of flower bags. Today, this business area plays only a minor role and is complemented by other business areas in which we see our future. The chart below shows the development of turnover in all business areas over the last few years.

Turnover 2022



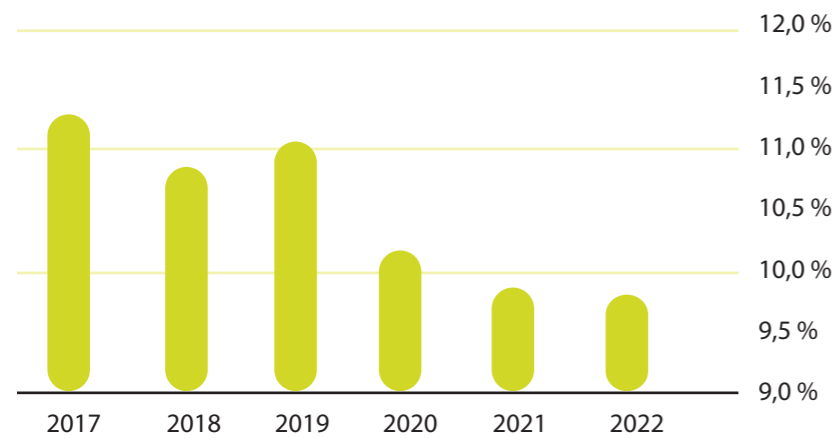
# Intro

Full Time Equivalent (FTEs)



With the focus on a smaller amount of business areas, digitalisation in administration and productivity increases, the need for employees is slightly declining. In the coming years, we expect continued growth in our focus markets and assume that the number of employees will stabilise at the current level.

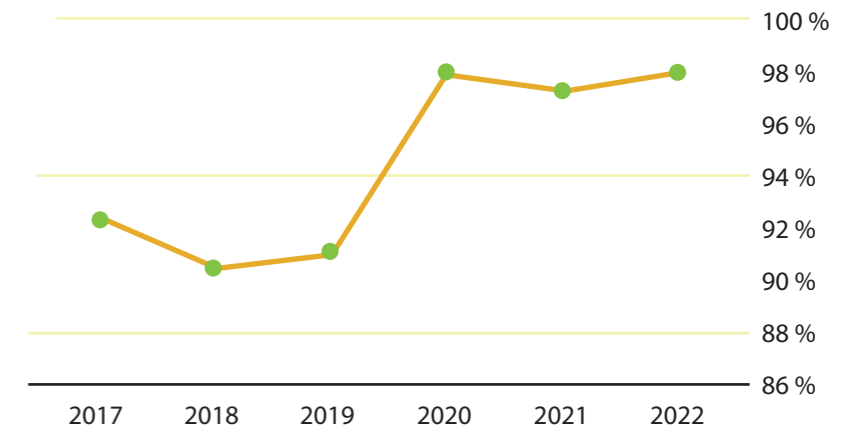
Waste Rate



Plastic is largely produced from non-renewable raw materials. Therefore, it is particularly important for resource conservation to carry out the entire production process with as little material loss as possible. The graph shows the relative amounts of waste to the total material input. Here, too, it is evident that we have embarked on a positive trend with our efforts. Continuing this trend will require special efforts and investments.

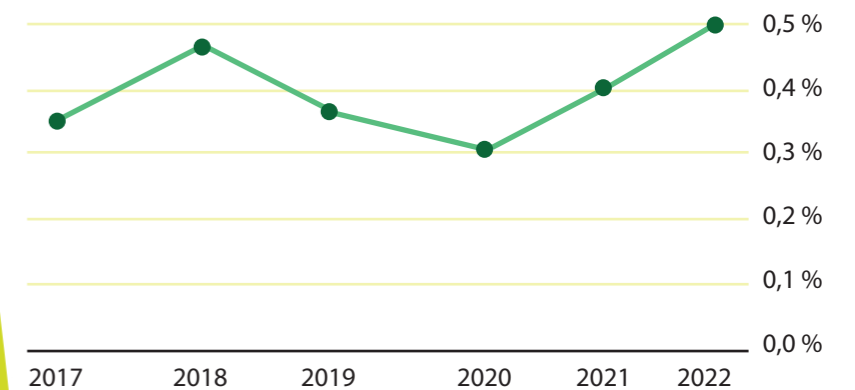
The health of our employees and their maintenance is particularly important to us. That is why we have redesigned and reorganised our health management in 2020. The graph shows the attendance of all employees in relation to the maximum (absence-free) attendance. The extent to which there is a direct correlation between the introduction of health management and the attendance rate cannot be proven, but it is obvious that we are on the right track here. We will continue on this path and further intensify our efforts.

Attendance Rate



Complaints damage sustainability through the destruction of products, unnecessary transports, wasted production space, etc. In addition, customer loyalty is strained, which in extreme cases calls the sustainability of the business model into question. However, it is not only for reasons of sustainability that we strive to permanently eliminate the reasons for complaints and to deliver high-quality, defect-free products - it is part of the standard we set for ourselves. The graph shows the share of complaint costs in turnover. Values below 1 % are considered good, we are stable in the very good range here.

Claim Rate





# Intro

## GLOBAL COMPACT.

Since sustainability is more than just a buzzword for us, but rather corresponds to our ideals, it is time to make the set goal of continuous further development in the area of sustainable action and management a defined corporate task.

### Sustainability...

— By this we mean not only purely ecological aspects, but rather the interaction of environmentally conscious action with economic security and social justice.

For a long time, we considered which framework seemed to us to be the most suitable to manifest our ideals more strongly both internally and externally, to remain true to our roots in the future and to continue to give special importance to sustainability in all its facets. We did not want to rush into anything and instead wanted to be "consistent". And so, in the summer of 2021, we made a conscious decision to enter into an alliance with the United Nations Global Compact initiative.

For us, economic efficiency does not conflict with socio-social or ecological aspects. Instead, healthy business management takes all aspects into account equally. The UN Global Compact, the world's largest and most established initiative for sustainable and responsible corporate governance, speaks from the heart with its 10 principles on human rights, labour standards, climate protection and anti-corruption. We are also convinced of this holistic concept for the future and work every day to make our contribution to its realisation.

„Sustainability is in our roots, but also particularly in our hearts....“

However, our signature is not the end of the story: as new signatories, we want to share the future even more sustainably, bindingly, beyond our own horizons.

In the beginning, there was the kick-off meeting... and the consideration of what sustainability currently means to us and mean additionally in the future.

For this reason, we have transferred the understanding of sustainable management to our company. Even though the individual areas merge into one another, we have chosen a following (non-rigid) subdivision.

## We are aware of our responsibility for and at...

### People

Our employees are the difference between Wentus and other packaging manufacturers. That is why the well-being and appreciation of our employees and fellow citizens in the region are our number one priority.

### Production

The heart of our company is production, where all the aforementioned aspects of "people", "environment and energy" and "products" work together for the efficient manufacture of our goods.

### Environment and Energy

To ensure that future generations will also be able to enjoy our beautiful planet, we are resolutely committed to environmental protection and the careful use of energy and raw material resources to produce our products and services.

In the following, we would like to guide you through our Wentus sustainability report and the topics that are currently elementary for us on the basis of the four headings mentioned above.

### Products

Future-oriented product development that takes into account factors such as environmental protection, resource conservation and recyclability is in line with our mission.



# OUR SUSTAINABILITY TEAM.



Through this direct dialogue, I can contribute to incorporating sustainability into the business DNA.



I am committed to sustainability in our department because we can make a difference there through good planning and resource-saving use.



Sustainability transcends borders because it concerns us all.

With our sustainable solutions, we support our customers in actively shaping the necessary change.



As environment and energy manager, I have the opportunity to contribute to the implementation of our sustainability.



In purchasing, you have the opportunity to set the course for the future in terms of sustainability.



Data protection - responsible handling of employee and business partner data

Looking to the future is an essential part of any development process.



Sustainability! A topic of great importance...



Sustainability is our future!



If sustainability is to be lived, then the most effective way to achieve it is through the cooperation of all. At least that is our understanding! That's why we believe in participation, because the interests, ideas and concerns of all employees are important to us. And it is only through the direct input of employees from all areas that a holistic and consistent understanding of our definition of sustainability and our goals can emerge.

We rely on a heterogeneous basic team, which acts as a kind of proxy for their departments and areas. The team constellation is simple: We want to represent the entire organisational unit of Wentus, so we involve employees from (as far as possible) all areas in order to collectively define - from the various perspectives - our values, results and new objectives with regard to sustainability in the short, medium and long term.

The Wentus Sustainability Team was formed for this purpose in the summer of 2021. 11 people are involved in the three working groups "Human rights & Labour Standards", "Environment & Climate" and "Corruption Prevention". It is already evident that we can only benefit from the integration of different perspectives. The full exchange and classic change of perspective strengthen our identity with our jointly developed sustainable strategies for the future.

And so we are already convinced that our participatory approach was the right decision to implement our goal of seriously celebrating and living sustainability in the company.

But now to our team...

Sengül Tolga  
Sustainability-Moderator



**Olaf Buick**  
Environment & Energy Manager

» Sustainability is always characterised by four supporting and essential elements, which were already taken into account by Hans Carl von Carlowitz in 1713 in his forestry considerations: Long-term, Social Commitment, Economy and Responsibility. **As an environmental and energy manager, I have the opportunity to contribute to the implementation of our sustainability.** . «



**Volker Grimm**  
Quality Manager

» **Sustainability is our future!** Sustainability also applies here at work, and that's why my job exists, in terms of our film production. The more carefully we produce and avoid mistakes, the less waste and costs we have in our operations. Better processes in production, error and waste avoidance, the further development of recyclable films, help us to act as climate-neutral and cost-saving as possible. «



**Sebastian Hauth**  
R&D - Senior-Scientist

» Behind every product is an idea and the spirit of wanting to improve something. A normal human hair is 0.050 - 0.100 mm thick - our films are thinner. Nevertheless, it is enough to keep food fresh and protected for a long time. **Looking to the future is an essential part of any development process.** This results in innovative solutions for today's and tomorrow's challenges. My personal motivation is to take on these challenges, to leave well-trodden paths and to help shape sustainable solutions. «



**Thorsten Heine**  
Purchasing Manager

» **In purchasing, you have the opportunity to set the course for the future in terms of sustainability.** For Purchasing, sustainability is one of the core elements of procurement. We in Purchasing can make a significant contribution to making our products more sustainable. Our goal is to be able to offer sustainable products to our customers. For this reason, we are always on the lookout for new innovations. " «

» I am committed to sustainability because we only have one planet and ultimately have a responsibility to care for future generations. **Sustainability transcends borders because it concerns us all.** Humanity is coming together and regrouping, no matter how old, where from or what faith or skin colour, nothing matters anymore. At the end of the day, it's all about one thing: "Save the World". «

» **With our sustainable solutions, we support our customers in actively shaping the necessary change.** It is our job as a packaging manufacturer to offer our customers those sustainable alternatives that can close the loop and conserve resources. «

» **Sustainability! A topic of great importance...**, which occupies and inspires us in the development department day after day. Not a week goes by in which we don't want to, and also have to, deal with this topic. And that is a good thing! Because we think about our private future and also about the future of Wentus. «

» In my view, sustainability does not need to be discussed. Once its necessity and above all its added value is understood by all of us, it is easy for sustainable engagement to accompany us in our daily actions. With a fresh look at our company as a new Wentus team member, I quickly became aware that we are already doing this in many ways, so that I can say without a doubt: **We are sustainable! And now it is up to us to pick up exactly where we left off and continue to define the path to a sustainable, healthy and modern business enterprise.** this is in line with my personal aspirations. An exciting time is ahead and we are ready. «



**Lars Marunde**  
Head of Ink Management



**Marco Schoke**  
Sales Director



**Tatjana Steinwachs**  
R&D - Junior Scientist



**Sengül Tolga**  
Sustainability Moderator  
Head of Q HSE CI



Gerd Walter  
Chill Roll Extrusion

» It is in our hands how we shape the future. Only in the here and now can we set the course so that our children can continue to live well and safely on this planet. I am committed to sustainability in our department because we can make a difference there through good planning and resource-saving use. The use of regenerate and biodegradable films must be our greatest goal. «



Antje Watermeyer  
Human Resources

» As a personnel officer, I have the opportunity to transport corporate values to the workforce and thus form an important interface between employees and management. I want to use this interface and expand it even more. In my daily conversations with employees, I would like to explain the basics of sustainability and resource-oriented work, either directly or by empowering the manager. Through this direct dialogue, I can contribute to incorporating sustainability into the business DNA. This is a great drive. «



Marc Wielgoß  
Data Protection Officer

» Data protection - responsible handling of employee and business partner data. Sustainable action is indispensable in today's world and of course also in the future. Be it in our private lives or in our everyday work here at Wentus. Sustainability is becoming more and more important, and that's a good thing. For this reason, we have implemented a document management system this year. This also saves resources by reducing paper print-outs. And above all, access is limited through defined authorisation assignments, thus better protecting the data of business partners and employees. «



HUMAN RIGHTS LABOR STANDARDS

- Olaf Buick
- Volker Grimm
- Lars Marunde
- Marco Schoke
- Sengül Tolga
- Antje Watermeyer



ENVIRONMENT AND CLIMATE

- Olaf Buick
- Volker Grimm
- Sebastian Hauth
- Lars Marunde
- Marco Schoke
- Tatjana Steinwachs
- Sengül Tolga
- Gerd Walter



ANTI-CORRUPTION

- Thorsten Heine
- Marco Schoke
- Sengül Tolga
- Marc Wielgoß



# PEOPLE

„Sustainable human resource development: Part of our business DNA“

## Introduction

The topic of "sustainability" has not only become a new and unexpectedly extensive challenge in the economy and its value chains. A similarly growing dynamic can be observed at the societal level: There is a change in people's values, which to a large extent influences the expectations and demands on employers.

A new generation of employees questions the meaning of their work and seeks to identify these new (sustainable) values. The result is that a mere job based on good remuneration or attractive social benefits alone no longer guarantees medium- or long-term employee loyalty.

We are taking up this change in values and are therefore focusing on long-term personnel development, which will be integrated into the business DNA. How exactly we are doing this is described on the following pages:

# People

## Equality and diversity.

Equality and the promotion of diversity in all departments are among the greatest goals of our corporate activities. Supported by our collective agreement and our very committed works council, we never lose sight of this goal. It cannot be said that diversity is in our roots.

In our roots lie the hearty Hörter, the honest Weserbergland, the originality of East Westphalia. From a humorous point of view, we can nevertheless handle diversity very well, as we even integrate Lower Saxony and Hesse due to our geographical location in the border triangle. We are open-hearted and look for each employee's individual, unique passion.

We market our products worldwide: this makes global thinking easy for us and we have been able to put together a very strong European sales team in recent years. In order to be able to integrate the change in values described above well into our corporate DNA, we place particular emphasis on our young talent. We are looking for character instead of careers, i.e. young people who may not have a straightforward curriculum vitae, but who have already mastered the first challenges in life: These can be issues such as slipping in school grades because of pandemic distance learning or dropping out of an apprenticeship. But they are also challenges of our society that young people may have already experienced: Escape, poverty or discrimination.

Consequently, this means that the demands on us as a training company have also changed: Purely teaching theoretical content is no longer sufficient to pick up young people from where they were before they started their training. Rather, pedagogical skills, empathy and a lot of time for the development and support of individual curricula are needed here.

„The unique passion within us.“



## KPIs

		2021 277		2022 268	
		male   female*		male   female*	
		250   27		242   26	
		90,3 %   9,8 %		90,6 %   9,7 %	
Management-Team	Up to 30 years	1	0	1	0
	From 30 to 49	2	1	2	0
	Over 50	2	1	3	1
	Total	5	2	6	1
	Percentage	2 %	7,4 %	2,5%	3,9 %
Administrative Staff	Up to 30 years	3	6	4	6
	From 30 to 49	14	6	14	6
	Over 50	13	7	11	7
	Total	30	19	29	19
	Percentage	12%	70,4 %	12,0%	73,1 %
Technical Staff	Up to 30 years	0	0	0	0
	From 30 to 49	3	0	3	0
	Over 50	13	0	13	0
	Total	16	0	16	0
	Percentage	6,4 %	0 %	6,6 %	0 %
Productive Employees	Up to 30 years	19	1	15	1
	From 30 to 49	43	0	43	0
	Over 50	137	5	133	5
	Total	199	6	181	6
	Percentage	79,6 %	22,2 %	78,9 %	23,1 %
including temporary workers		10	2	3	0
Mini-Job		1	0	1	0
Beneficiaries		1	0	1	0

\* Figures for employees of different genders not mentioned as none are known.

## CODE OF CONDUCT.

Wentus is committed to complying with the Code of Conduct of the "Gesamtverband Kunststoffverarbeitende Industrie e.V." (GKV). (GKV). We do this out of conviction. It includes the elementary topics of corruption prevention, labour standards, environment and climate as well as ethical and social principles. To ensure that the commitment is not just on paper, we regularly remind all employees of the GkV certification and, above all, what it is and we stand for. Because it is not enough to comply with the principles, we see it as our task to anchor the contents in our corporate culture. Through the exchange in our sustainability group, we have once again become aware of the importance of this and have recognised that the corporate values of Wentus go beyond the principles formulated by the association. Therefore, we would like to pay more attention to communicating our values internally and externally in the future.

## LEADING PRINCIPLES.

We see goal-oriented and appreciative leadership of our employees not only as an essential success factor, but also as fundamental for the motivation and health of the entire Wentus team. This in turn lays the foundation for efficient, error-free

and reliable performance by all employees and thus makes a significant contribution to the stable and sustainable positioning of the company. For this reason, we have defined the following leadership principles:

### Our Managers...

... are fully committed to the success of the company:

They plan and act in a target-oriented and economic way, measure themselves against key figures, correct deviations promptly, see themselves as service providers in their process (internal customer orientation).

... think and act in a solution-oriented way:

They develop sustainable solutions for quality and process improvement, set clear priorities and work out solutions together.

... communicate with their employees:

They inform about the current status and changes, listen, give feedback and accept criticism.

... lead cooperatively:

They support the accomplishment of tasks, encourage ideas for improvement, self-initiative and team spirit.

... act with confidence:

They reliably keep promises, give employees freedom to make decisions, use problems/errors/reclamations as opportunities and to make improvements.

... assume responsibility:

They stand in front of their team, perceive burdens and act in a health-conscious manner, are attentive, make decisions and are reliable.

We are aware that the definition of the principles alone is not enough to realise them and that the process of establishing them will take several years. Therefore, all our managers are assessed annually by their employees with regard to the principles. The results are discussed with the respective manager and, if necessary, individual measures are derived to strengthen leadership behaviour. When filling new management positions, we give preference to our own junior staff who have worked within the framework of

these principles and are therefore most likely to internalise them.

We see this as one of the essential keys to stabilising Wentus as an employer of choice and reliable business partner, and we are convinced of the added value of appreciative interaction between managers and their teams. The quality in the products is mainly generated by our satisfied employees, we are aware of the importance of this.

## DEVELOPMENT AND TRAINING.

„What drives us every day“

The packaging industry and with it Wentus have changed enormously in recent years. These changes also require flexibility from our team and a constant willingness to adapt themselves and their knowledge to the new working conditions.

We want to support our employees in this and offer them the necessary training opportunities. Because what drives us every day, what motivates us, is to find the "perfect match" between the personal interests of our employees, the dynamic demands of the workplace and their individual professional development. How do we find this match? In addition to the classic "paying attention in everyday life", i.e. observing the employees in the working environment in existing and also newly developing working conditions and taking individualities into account, above all through our employee interviews. Because, let's not fool ourselves, even if we make it a point to keep our eyes and ears open for our employees and their needs, this may not always be possible for all employees in the day-to-day business. A time window, far away from ringing telephones or reporting production facilities, offers special space for exchange.

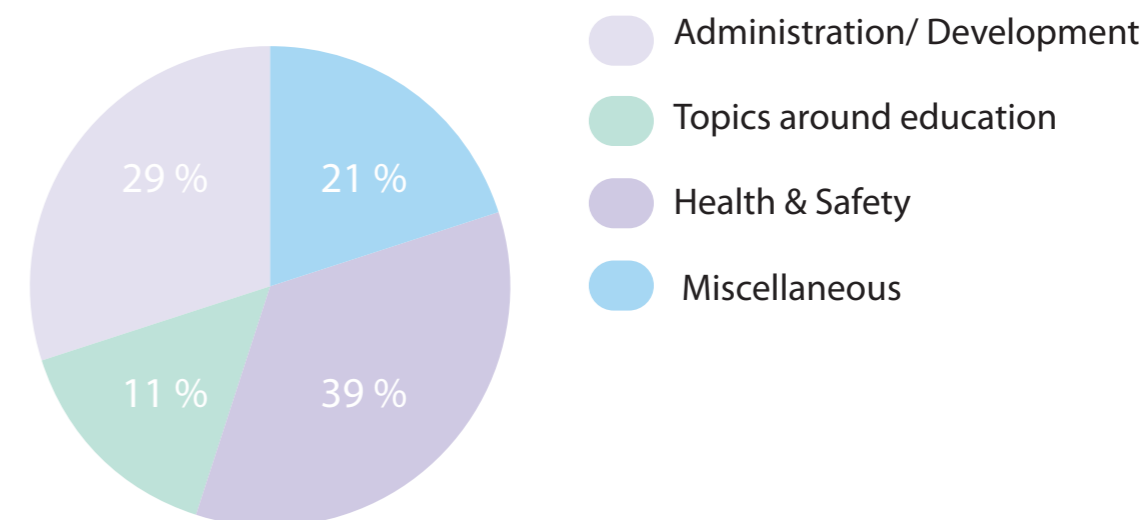
Our managers and our sustainable human resources management still have a lot of homework to do in this respect. We may no longer be in our infancy, but we are still in the testing phase. However, we have already been able to achieve initial successes through the systematic introduction and follow-up of the discussions through the use of the protocol sheets that have been created:

	Rythmus	Documentation	Status
Trainees/ Students	After and before each change of work	Training companion, self-assessment	test phase finalized
New employees	Probationary interviews	Staff sheets	test phase finalized
	Takeover interview after fixed-term contract	Assessment sheets	test phase finalized
Number of employees	Annual	Staff sheets	under edit
Leadership assessment	Annual	Will be revised	under edit

As far as the topic of education and training is concerned, it is also true for us that we are looking back on a special time here. Our training landscape was shaped by the pandemic situation in the calendar years 2020 and 2021. In 2020, almost all continuing education and training formats had to be cancelled. We are still in the process of equipping this landscape with an additional online or hybrid offering.

At a glance:

Training / Seminar 2022:



2021	20 Themes
Topics around education	4 Training licence, exam preparation
Administration/ Development	7 Legal protection, HR software, HR topics, FIT for the job
Health & Safety	3 Radiation protection, annual design, safe machines
Miscellaneous	6 Business Administration Basics, Data Protection, *Deadline 30.09.2021

2022	38 Themes
Topics around education	3 Training licence, exam preparation, practical exercise
Administration/ Development	8 Migration audit, basic food law, asset accounting, welding plastics, basic management consulting, process management, Excel course, complaint processing
Health & Safety	11 Basics, load securing, transport of dangerous goods, machine safety, lifting and carrying, laser protection
Miscellaneous	6 Intrastat, Vilflow, works council, Coex multi-shift systems, first aid training, photo workshop (marketing)



## EMPLOYEE PARTICIPATION.

Our employees are people with expertise: they are experts in raw materials, machines and markets, workflows and special processes. Most of our employees have acquired in-depth knowledge and expertise over decades of service. Others have specialised with the help of further education and studies or bring experience from other companies.

That is why employee participation is our valuable method to become better together. We are in constant dialogue with our employees and in this way try to release creative forces to achieve our corporate goals.

Of course, we value the participation in this dialogue very much and also know how to express appreciation and gratitude. "Progress in Action", or FIT for short, is our project in the area of suggestion schemes. Every employee has the opportunity to submit a FIT idea to the Quality Officer at any time.

Other types of participation consist of taking part in committees and workin groups, such as

- the editorial team for the in-house „We at Wentus“ magazine
- the health working group
- the works council
- or, last but not least, the „Wentus Sustainable Group“.

Even after leaving active service, employees can inform themselves about the development of our company and share their ideas. Once a year, we invite our "retirees" to meet with us.

After all, many good ideas and new perspectives come about when we take a break from our daily work.

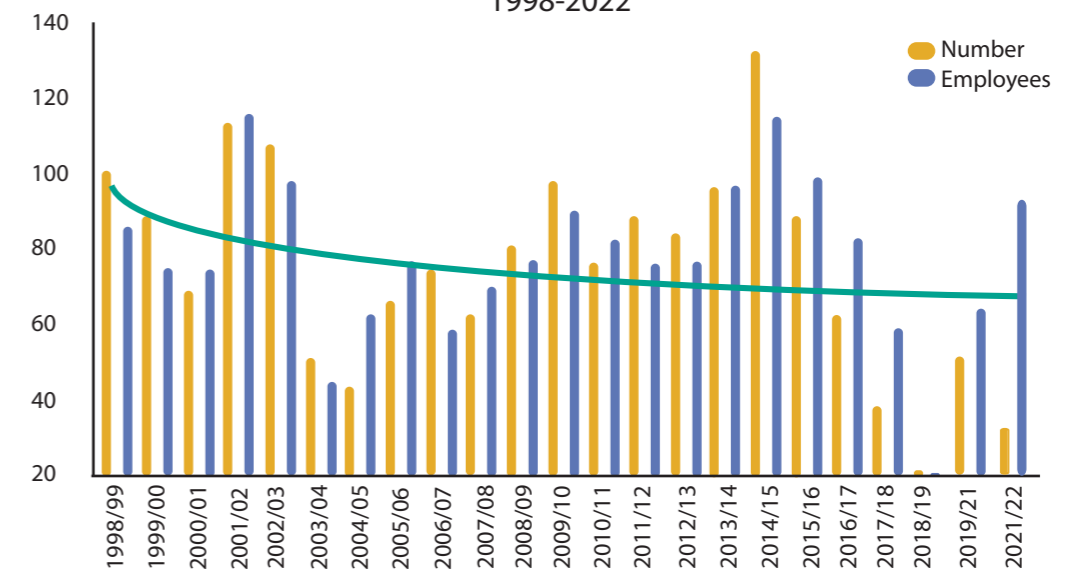
## FIT-PROGRAMME.

Sustainability also means defining and implementing improvement potentials in our processes and work steps that contribute to optimising our processes and workflows, be it through time or cost savings or through easier workflows that are easy on the body and thus promote health. Who better to judge and optimise the respective processes than the employees who carry out the work every day? Our so-called "FIT ideas" have been available since 1998.

"FIT ideas" have been in place since 1998. All employees have the opportunity to submit suggestions at any time that make everyday work easier. These can be changes in the organisational area, but also changes in the process flows and often also constructive plant optimisations. The aim is always to achieve an improvement in terms of saving raw materials, achieving more effective working methods or promoting health. This participation method was introduced by our quality manager,

who, together with an impartial internal committee composed of various departments, evaluates the individual ideas after they have been implemented. The evaluation of the individual improvement proposals is carried out on the basis of fixed criteria after the ideas have been presented by the idea and implementation managers directly at the site of the event, usually in production. A special, official celebration of the improvement ideas takes place once a year in the form of an event called Quality Day. In the 30 years of this idea exchange, over 1,500 ideas have been received, implemented and evaluated. In 2020, the annual event was cancelled due to contact restrictions. However, in 2022, the „29th Wentus Quality Day“ took place to award the FIT ideas received. A total of 36 ideas from 93 participants were successfully integrated into the work progress, implemented and thus awarded prizes.

Overview Course Fit Ideas - Number and Employees  
1998-2022



By the way, even the naming process was very participatory. At that time, all employees were invited to submit name suggestions, which were then evaluated. The winning name at the time was the acronym "FIT", which incidentally stands for "Progress in Action". And in the meantime it has become an integral part of our company.



## SUSTAINABLE HEALTH PROMOTIONS.

„Ensure a healthy life for all people of all ages and promote their well-being“

- that is our guiding principle. And 5 committed employees in the "Health Working Group" are currently responsible for putting our guiding principle into practice.

Our concept includes the following fields:

- Advisory work in the field of food and nutrition
- Support for health-promotion measures in the area of tobacco and alcohol cessation
- Creating supporting environments through exceptions (Work-Life-Balance)
- Promotion of health-conscious behavior at the work place
- Cooperation with the health insurance funds
- Measures for ergonomics at the workplace
- Implementation of health days

The quantity and quality of our products depend on the available resources of our employees. This makes them an important factor for the productivity of our company. Our methods of health-promoting organisational development aim to include health as a criterion in decision-making processes.

This means, for example, that we encourage our employees to adopt ergonomic (working) postures as well as a nutrition-conscious behaviour.

However, our sense of caring does not stop with the staff on site. We know that we have to be present for our employees even when life does not go so well for them. We see it as our task to support employees in exceptional situations, e.g. to accompany and advise employees with long-term illnesses or, if necessary, to refer them to suitable external contact points and contacts.

.A healthy company lives these values at all levels. In order to achieve a basic understanding of social skills in the area of employee -

management and development, we have established management training courses. This is because direct supervisors are close to their employees and can, in the best case, prevent long-term absences in advance through interaction, attention and empathy. The health insurance funds support us in this by providing "healthy leadership" training for supervisors. We organise working groups in order to understand where our employees' problems exist and to find remedies by working through them and raising awareness. And if there are longer periods of absence, we support the employees in their reintegration by holding return-to-work talks, so that we can work out with them how they can resume their work.

And we would much rather work on personal development opportunities, on creating and maintaining a flexible, appreciative and healthy working environment and the possibility to combine work and family life.

	2021	2022
Number FTEs	277	247
Bike-Leasing-Contracts	93	94
Height adjustable desks	70*	73
Ergonomic shoes **	95	105
Participants Health Day	70	82
Company first aiders	13	13

\* Corresponds to 86 % of all desk workplaces (69 % of production workplaces, 91 % of administrative workplaces)

\*\* Certification as back-friendly company by "AGR Aktion Gesunder Rücken" Dec. 2020.

# People

## FAMILY-FRIENDLY COMPANY.

Times are changing and this is also reflected in our working world. We are all part of the world of work as well as the world of leisure, and a balance between the demands of work and the desires and needs of the private sector is more fundamental than ever. The well-known buzzword that describes this well is "work-life balance". Work-life balance does not always mean a sabbatical year or lowering the target working hours (although this is also possible here). Just as "family-friendly" does not have to mean only applying for parental leave.

Rather, it stands for the general compatibility of work and private life, which can also mean family. And family is much broader than the classic parent-child constellation, it also includes our parents or pets as family members. We know that fate is not always kind to us and we want to support our employees in such situations. An individual approach to exceptional situations such as the care of sick or elderly family members, the training of internal care guides as contact persons, or the possibility of home office days (if this is possible)

when kindergarten is closed are just a few of the offers here. Above all, however, we want our employees to know that they will not be left alone and that we will reliably take care of them in challenging times. To make ourselves more aware of our goals, we have applied for certification from the "Family-friendly company" initiative in the district of Höxter", which is initiated by the "Gesellschaft für Wirtschaftsförderung im Kreis Höxter" in cooperation with the "Kompetenzzentrum Frau und Beruf OWL". We are in the starting blocks and are looking forward to implementing the first defined measures for us.

The certification is a starting signal: Of course, the first step is to make our plans known, especially to our employees, but also to third parties, also to increase our attractiveness for potential new colleagues.

The list of ideas is long and we are still in the process of setting priorities. However, what we have written on the 2022 banner are "first of all" the following three essential points that we would like to implement.

### IMPROVING COMMUNICATION & INFORMATION

We have become aware of this: A lot stands and falls with the flow of information. And since this sounds easy, but is not always the case, this essential (if not the most essential) aspect was declared a matter for the boss without further ado. Here, too, the focus is clearly on the implementation of an integrated and participative communication approach that supports us in our exchange at eye level, in strengthening the "We at Wentus" feeling and generally in increasing satisfaction.

### HEALTHY LEADERSHIP

Identifying the need for training and planning and implementing it accordingly is a prerequisite for living an appreciative relationship with each other and maintaining the health of employees and managers alike. This is based on our annual surveys and assessments of managers and mental stress.

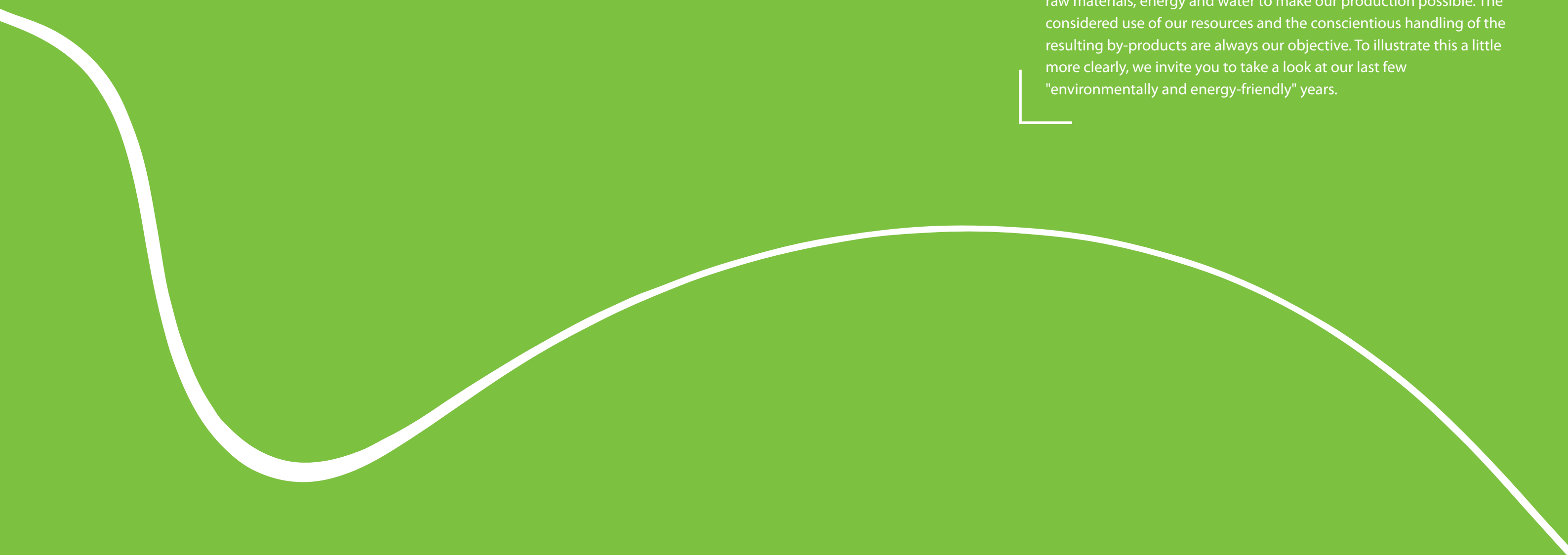
### NURSE PILOT TRAINING

When life presents challenges and the world turns upside down, our employees are not left alone. This has long been our precept, and yet we would like to focus on this point in particular through the care pilot training. This is where the circle closes: Of course, there is a need for communication and information (in the form of handouts) about who acts as an in-house contact person when there is a need, and above all, the health of our staff is always decisive here as well.

It is easy to see: Our first new definitions of objectives also correspond to our old, often unspoken objectives. All in all, nothing new and earth-shattering, one might think, but at the same time our defined basis, our foundation, for a healthy business enterprise. And we would now like to implement our new old goals systematically and, in particular, sustainably, so that our foundation gains stability.



# ENVIRONMENT AND ENERGY



„Our environmental and energy resource management“

## Introduction

We define ourselves as a sustainable business enterprise and even go so far as to claim that sustainability is anchored in our DNA. One of the reasons for this is our heightened awareness of our environment. We have long attached great importance to the conservation of resources and environmental protection. We have been certified according to the ISO standards 14001 Environmental Management and 50001 Energy Management since 2012.

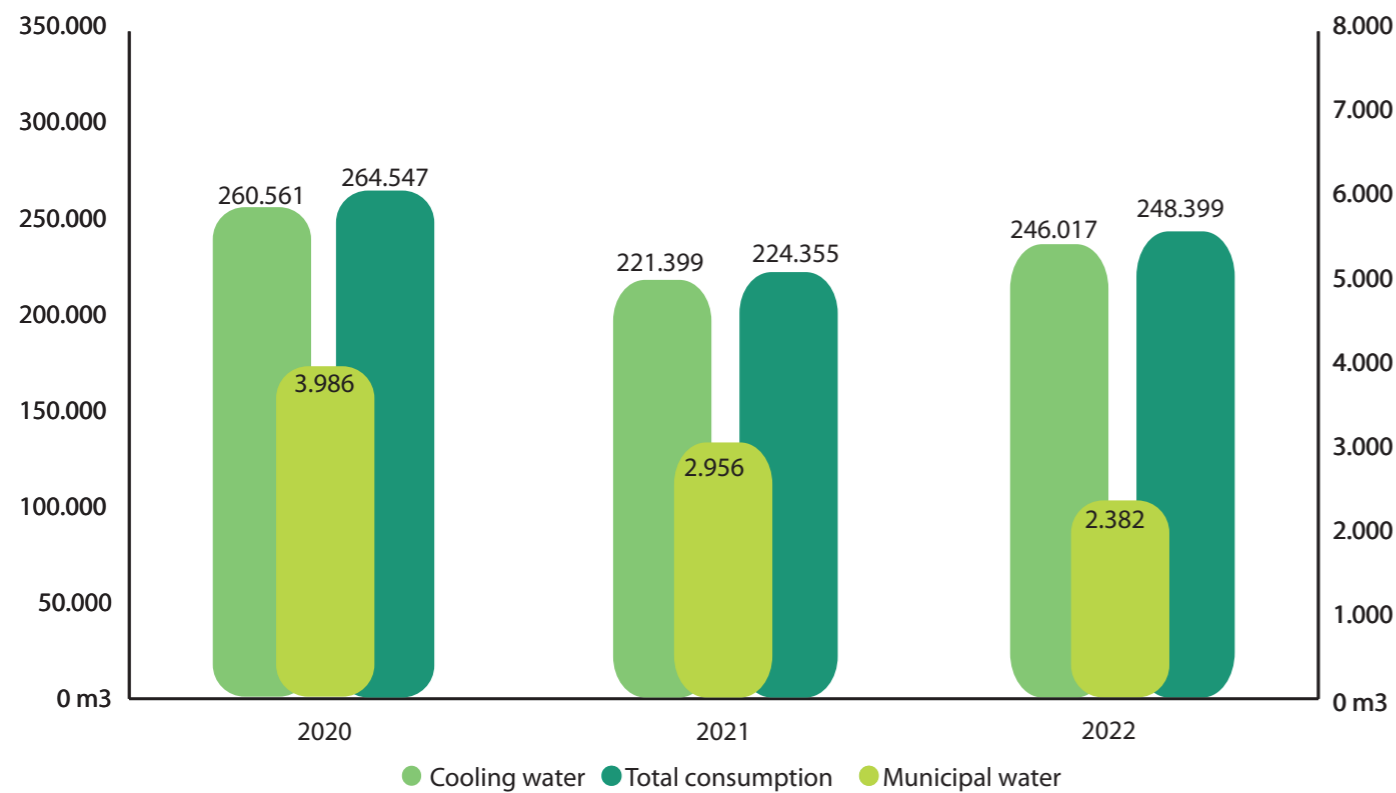
As a company with energy-intensive manufacturing processes, we need raw materials, energy and water to make our production possible. The considered use of our resources and the conscientious handling of the resulting by-products are always our objective. To illustrate this a little more clearly, we invite you to take a look at our last few "environmentally and energy-friendly" years.



## RESSOURCE WATER.

We want to keep our region clean, we are aware that clean drinking water is a privilege and we make sure that we use as little as absolutely necessary of the valuable resource water for our production. Therefore, water consumption is an important indicator for our sustainability reporting.

The distribution of total water consumption is as follows:



The main part of our water use is in the cooling water supply. So that we do not have to use treated drinking water, this is generated with two groundwater pumps. It is used as a continuous cooling system, whereby all the groundwater is returned to the groundwater via an absorption well after the process cooling. We only extract it temporarily and return it to the groundwater circulation system.

The surface water is collected in a separate sewer system and fed to the adjacent surface water via a filter system.

Also good to know: The small amounts of water that are disposed of via the municipal sewage treatment plant, where they can be reprocessed into drinking water.

## RESSOURCE ENERGIE.

Nachhaltiges Handeln bezieht insbesondere auch den verantwortungsvollen Umgang mit den verfügbaren Ressourcen ein. Für uns als Unternehmen besitzt die Nutzung der Ressource Energie sowohl aus ökonomischer als auch aus ökologischer Sicht einen hohen Stellenwert. Durch die Umsetzung von zielgerichteten Energieeffizienz-Maßnahmen ist es auch weiterhin möglich, den Energieverbrauch zu optimieren. Die Bedeutsamkeit der Energieeffizienz hat bereits im Jahr 2012 zur Implementierung eines Energiemanagementsystems nach ISO 50001 an unserem Standort geführt. Durch die Installation einer Frako-Energiemanagementsystems wurden schon früh unsere Niederspannungsanlagen und einige größere Anlagen überwacht.

Grundgedanke war, Leistungsspitzenbegrenzungen vorzunehmen, einen Gesamtüberblick über die Lastverteilung zu bekommen und die Netzqualität zu optimieren.

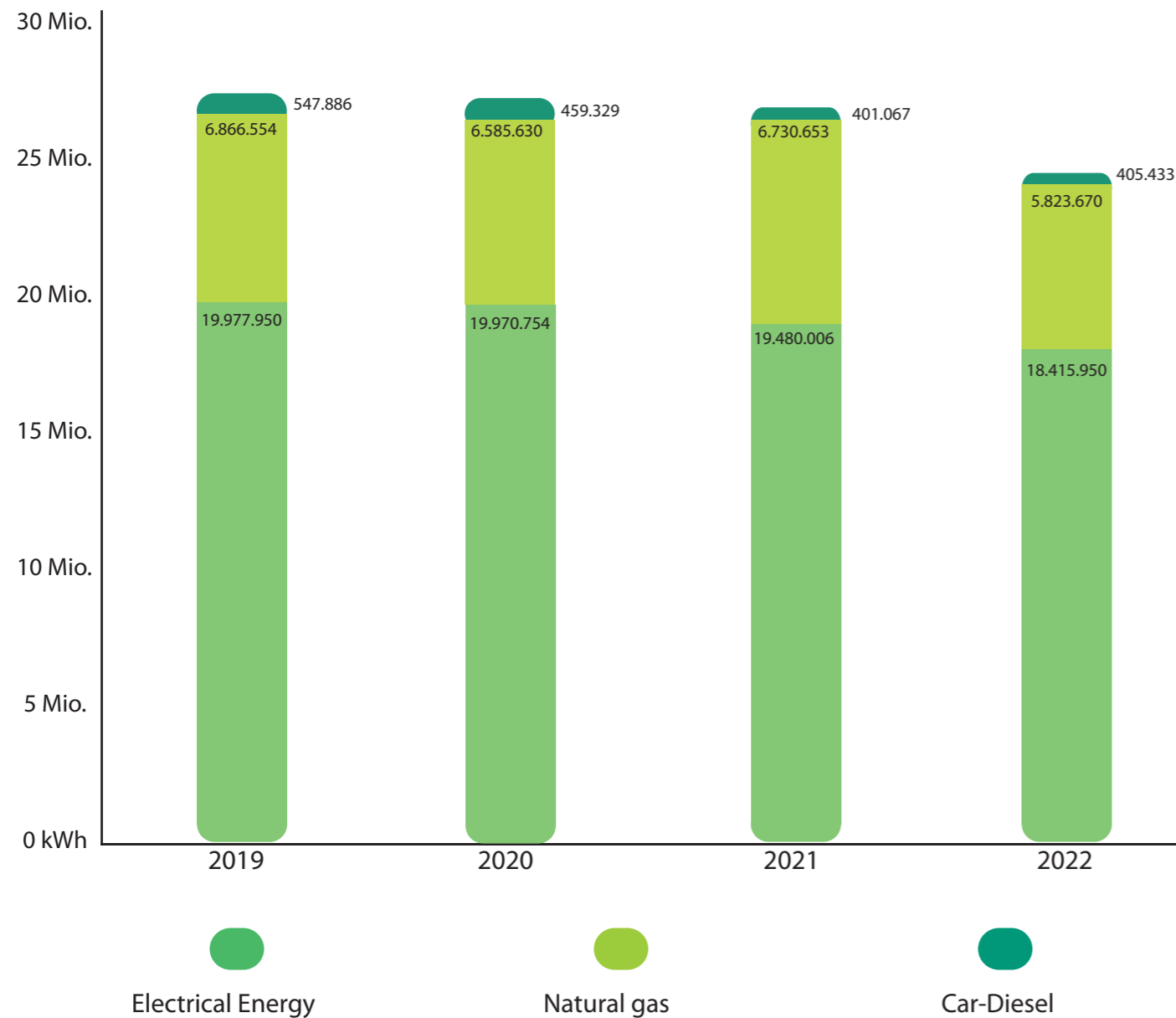


# Environment & Energy

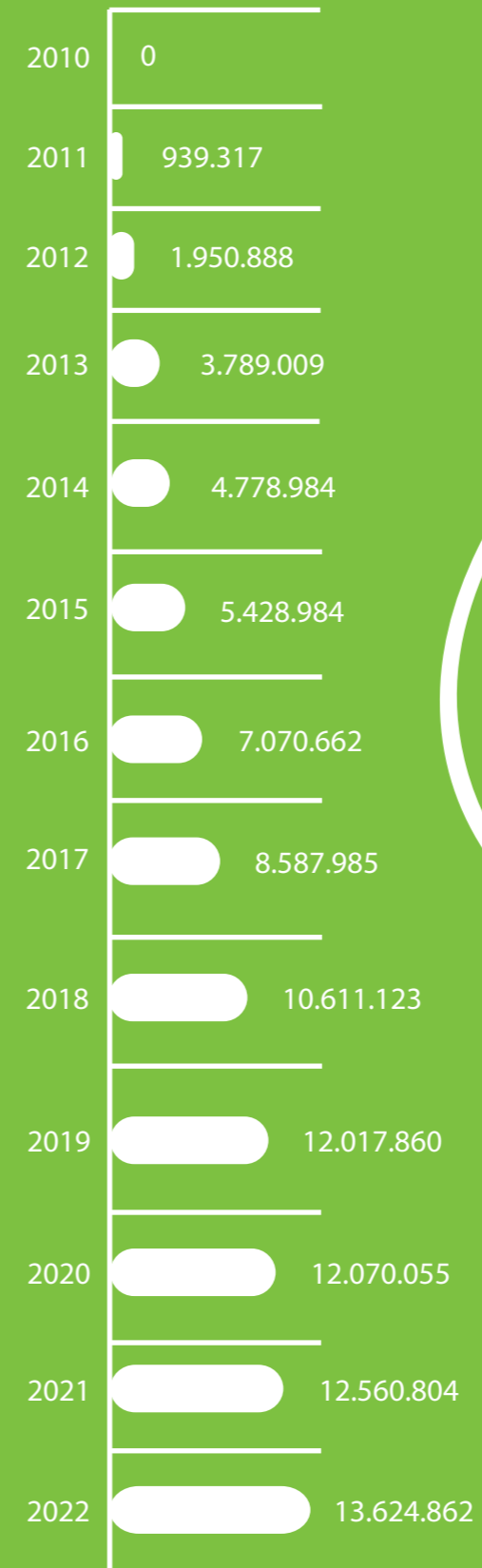
## Development of total energy use:

In recent years, we have been able to optimise and reduce our energy consumption through a wide range of measures. Particularly noteworthy is the rapid success in replacing the hall lighting from mercury vapour lamps to modern LED technology. More on this in the Production section (page 60). The switch to an electronic forklift fleet with more energy-efficient charging technology also leads us to expect a reduction in total energy consumption. The evaluation in the following year will provide information.

Total energy use 2018-2022



## Savings compared to 2010 / per year in kWh



When introducing the energy management system, we agreed on the reference year 2010 and were able to achieve electricity consumption savings of approx. 57,5% in the years up to 2022.

In terms of total energy use, we are also on a good path in 2023, and our goal for the coming year is to continue to expand this trend in the area of energy saving potential.

# Environment & Energy

## EMISSIONS.

We have been taking measures to reduce emissions at our site since 1989. With the installation of a thermal afterburning system (TNV) at that time, we already ensured a strong reduction of our emissions through the total of four flexographic printing machines at an early stage.

Replacing the TNV in 2001 with a modern regenerative afterburning system (RNV) with downstream heat recovery has further optimised this effect. The continuously measured flue gas values are well below the permissible limit values.

	m3	kWh	mWh	Comparison to previous year in %
2020	173.195,00	2.012.679,73	2.012,70	-4
2021	178.422,00	2.079.090,00	2.079	-3
2022	172.632,00	2.003.799,00	2.004	-4

Our company is subject to the Federal Immission Control Act (BImSchG) due to the operation of solvent-containing printing and laminating systems as well as a pyrolysis oven for tool cleaning. The legal obligations include the annual preparation of a solvent balance sheet (31st BImSchV), which is made available to the environmental authority responsible for monitoring in NRW. Every four years, we issue an

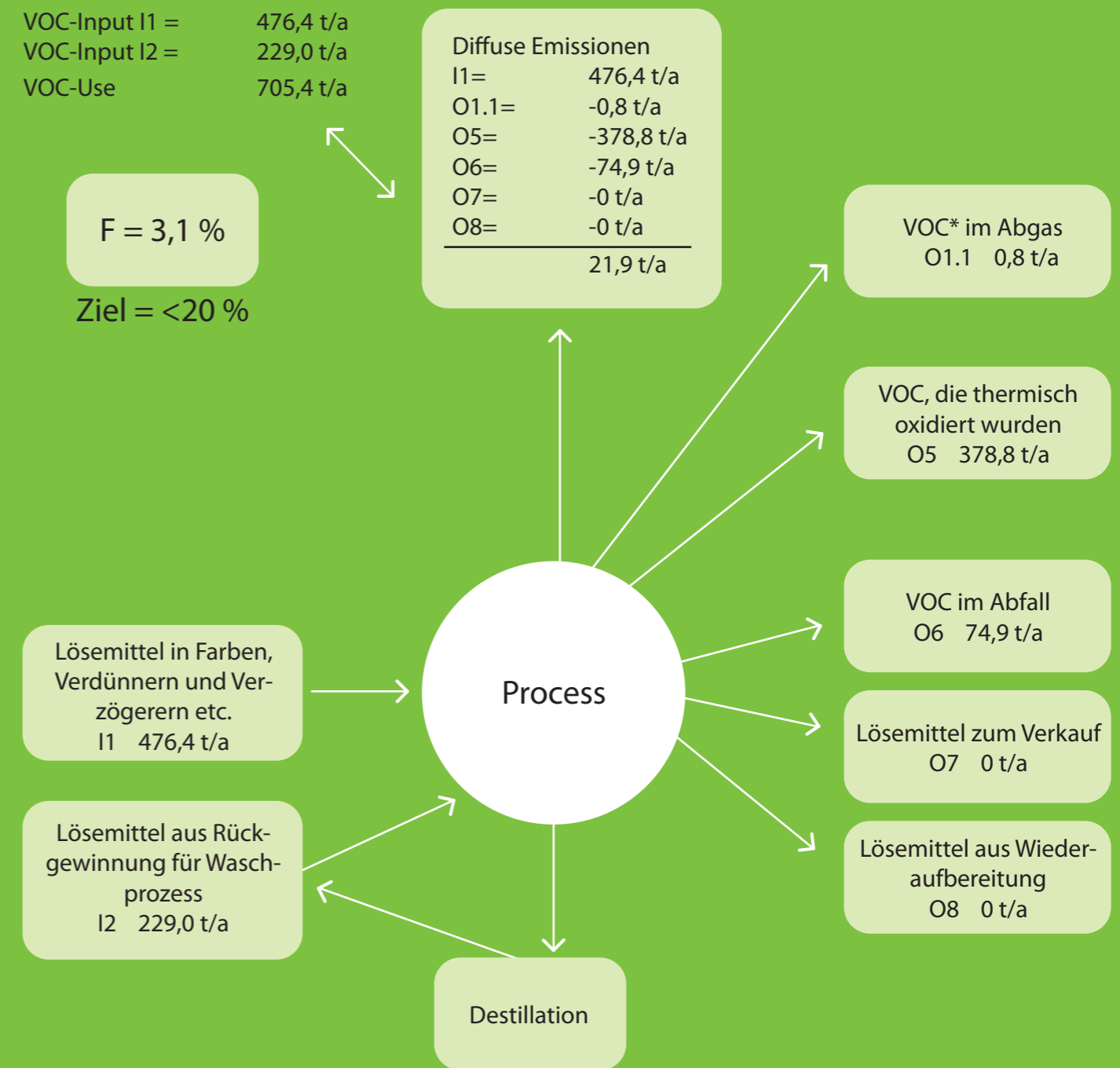
Thanks to heat recovery, the consumption of natural gas in the drying ducts of the presses has been greatly reduced.

We achieved a further improvement at the RNV by installing a molecular absorber in the raw gas flow in 2015. By smoothing and simultaneously concentrating the solvent content in the exhaust air, it has since been possible to achieve a longer autothermal process at moderate production capacity utilisation. This in turn reduces gas consumption.

emissions declaration in accordance with § 27 BImSchG in conjunction with the Emission Declaration Ordinance (11th BImSchV).

In terms of fugitive emissions of solvents, we are at a very good level thanks to our continuous monitoring measures, as our annual solvent balance shows. In recent years, we have continuously achieved a value of less than 4 %.

The following is a schematic representation of the solvent balance from 2022:



\*VOC = Volatile Organic Compounds

# Environment & Energy

## CO2-FOOTPRINT.

Another positive aspect of emissions is our overall CO2 footprint. Here is a summary of the last few years, where a steady improvement can be observed.

Year	CO2-Emission (to)	CO2-Emission incl. WRG (to)	Equivalency area (ha) <sup>1</sup>	Equivalency area incl. WRG (ha) <sup>1</sup>	CO2-Emission-WRG (to)	Equivalency area -WRG (ha) <sup>1</sup>	Savings % to previous year
2010	13.443	9.672	672	484	3.771	189	
2012	12.532	8.733	627	437	3.799	190	10,75
2013	12.666	8.904	633	445	3.762	188	-1,92
2014	12.476	8.741	624	437	3.735	187	1,86
2015	12.557	8.808	628	440	3.749	187	-0,75
2016	11.726	8.017	586	401	3.708	185	9,86
2017	10.567	7.296	528	365	3.271	164	9,89
2018	10.394	7.127	520	356	3.267	163	2,37
2019	10.061	6.905	503	345	3.156	158	3,21
2020	9.815	6.583	490	329	3.231	162	4,89
2021	9.500	6.338	475	317	3.163	158	3,87
2022	8.793	5.631	440	282	3.163	158	12,56

<sup>1</sup>= Personal communication Prof. Dr. M. Seitz (Product-integrated environmental protection, 2011) One hectare of forest stores approx. 20 tons CO2 WRG= Heat recovery since 2013: Consideration of coolant losses 2020: Change of electricity supplier improved energy mix

Our carbon footprint plays an increasingly important role for us, our customers and suppliers. We will continue our measures to reduce it and have already defined further measures here.

## WASTE.

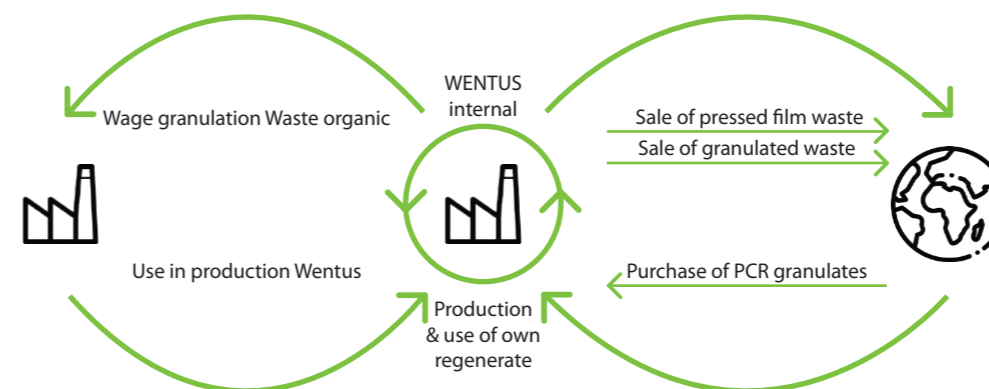
Resource-efficient production is an important factor for Wentus, and not only, in terms of sustainable operation and management with a view to environmental and climate protection. Long before the pandemic-induced raw materials crisis, we set ourselves the goal of producing high-quality products with the lowest possible waste rates. And despite the high standards we set ourselves to produce in a resource-saving way, our production processes also generate quantities of waste and recyclable materials that are necessary for the production of our products but are not included in them. Our goal is to implement collection, sorting and recycling technologies for these qualitatively different materials in order to return them to the value chain as far as possible. The aim is to gradually increase the proportion of waste that is returned to our production or to external recycling. This is achieved, among other things, by continuously optimising processes and recycling technologies.

Our waste balance sheet shows: Last year, improved collection and recycling of our production waste contributed significantly to the reduction of our waste volumes.

How is this done? By separating waste by type and collecting all waste quantities. Cardboard, paper, metals, wood, plastics, contaminated solvents, cleaning rags and commercial waste are separated at the site and sent to local, certified disposal companies for further processing.

Our contribution to our circular economy: The implementation of different processes for the material recycling of our production residues.

Through optimised material flow management, we can systematically separate our industrial production residues in the extrusion areas, which mainly consist of edge trims and start-up material, according to polymers. Some of these are recycled directly at the production site using edge trim extruders and fed back into production. We have set up a separate collection area for recyclable materials to ensure that the cutting residues are collected by type. These collected recyclable materials are regranulated in a separate production process, partly reused in high-quality products or sold as raw material. Printed films are pressed into bales and sold for further external processing.



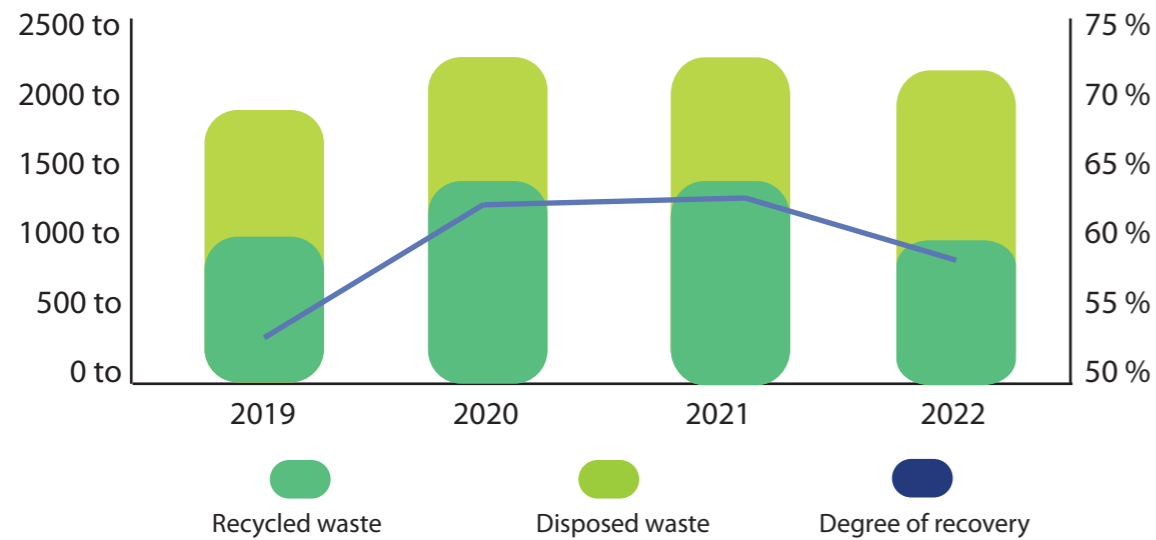
The amount of processed production residues that were recycled increased by 12,56% in 2022 compared to the previous year. A similar development is also indicated in 2023.

\*PCR= Post Consumer Recycled Plastic



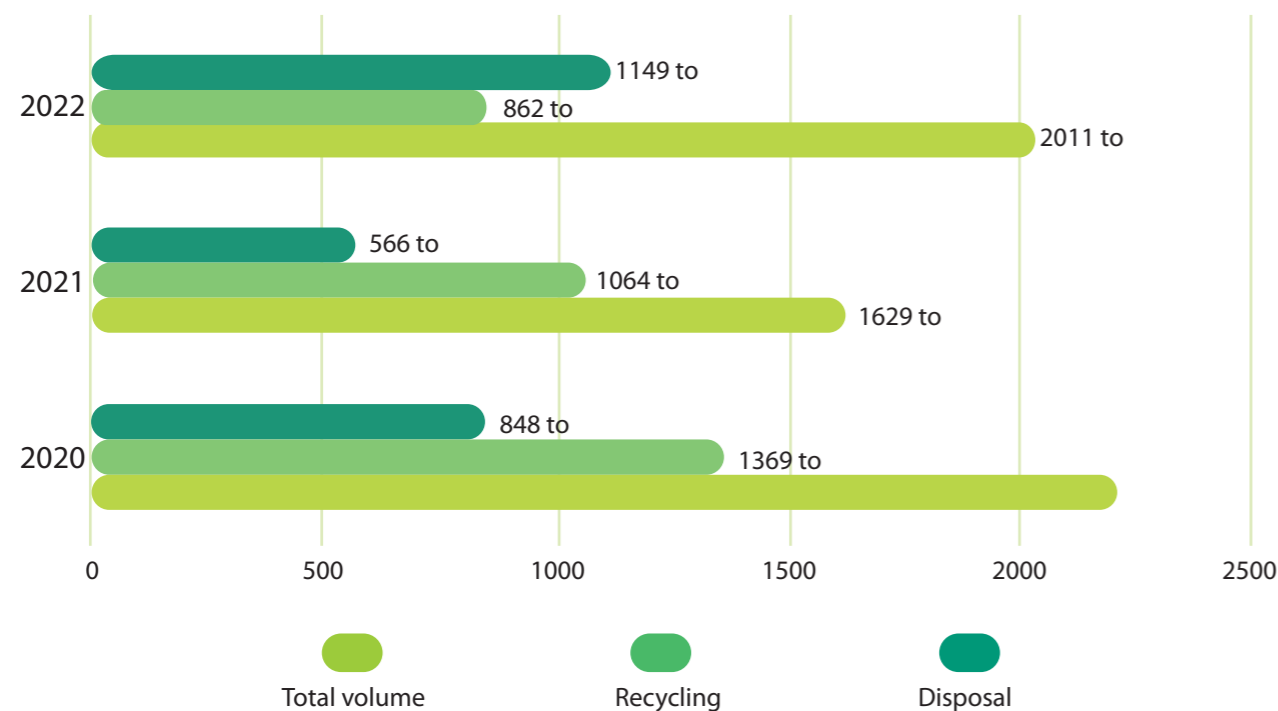
# Environment & Energy

Development of the waste rates from 2019 to 2022



In the finishing area, large quantities of contaminated solvents accumulate during cleaning work on the machines, which we process in our own distillery and return to the cleaning process. Thanks to this system, we have approx. 10 tonnes of solvent in our cycle and can thus dispense with the use of new solvents.

Total waste volume 2019-2022



Waste costs 2017-2022

Waste type	Costs 2018	Costs 2019	Costs 2020	Costs 2021	Costs 2022
Cleaning cloths	29.347,08	28.670,92	28.670,92	25.745,25	33.467,71
Solvents	18.231,28	22.086,74	20.019,46	18.090,80	39.562,89
Cardboard (remuneration)	-616,55	-208,74	73,41	-1.286,28	-1.823,12
Cardboard cores (rem.)	2.470,84	5.748,43	32.034,96	-7.589,93	-9.122,11
Municipal waste	12.893,85	14.285,81	18.659,96	12.637,16	14.177,45
Scrap metal (rem.)	-15.501,96	-11.857,04	-6.194,51	-5.456,20	-7.075,15
Waste wood	2.975,46	4.522,78	8.459,20	3.195,10	2.895,45
Waste oil	74,38	0,00	77,35	117,81	41,36
Drilling emulsion	0,00	0,00	0,00	0,00	0,00
Sludge	0,00	0,00	0,00	0,00	0,00
Aqueous sludges	384,90	2.369,60	601,30	0,00	0,00
Lighting fixtures	0,00	0,00	0,00	0,00	0,00
Strapping	14,10	0,00	0,00	0,00	0,00
Plastic waste (remuneration)	-79.694,22	-39.094,07	-82.964,10	-123.892,73	-119.696,20
<b>Total Waste Costs:</b>	<b>-29.420,84</b>	<b>26.525,44</b>	<b>29.708,48</b>	<b>-78.439,02</b>	<b>-47.571,73</b>

\*Costs in Euro

Due to the high recycling rate, disposal costs could also be reduced considerably: A positive additional result besides the environmental protection aspects.

Our objective is to maximise the use of raw materials by optimising the use of resources,

as well as to successively increase in the recycling process of unavoidable waste. This begins with the machine planning and processing of the raw materials and ends with the sorting, preparation and recycling of our recyclable materials.



PRODUCTS

# Products

## OUR PRODUCTS...

### ...our responsibility

We at Wentus see ourselves as a building block towards more environmental protection and not as an obstacle. Our products and product developments should represent this. We continuously underline this claim through a multitude of innovations and developments.

### Our motivation

#### Avoid food waste and reduce the carbon footprint

If food losses were a country, it would be the third largest CO2 emitter worldwide. This was the conclusion of the FOA (Food and Agriculture Organization of the United Nations). The production of food requires a large input of resources and we make sure that food ends up where it belongs: namely, undamaged at the end consumers.

Our packaging films therefore have the main task of protecting food. We ensure that no food spoils during storage and transport. Even after transport, our products ensure that the food can be kept in the packaging for as long as possible, for example by protecting it from external influences such as germs. By adapting pack sizes, we and our customers respond to the realities of consumers' lives and produce packaging that meets their needs. In this way, we succeed in further reducing the amount of food that is thrown away. This is not a new insight, although it is not always known to the end consumers in society. The general perception is that plastic packaging in particular is critical, and yet it does not even account for a quarter of packaging waste in Germany.

#### Optimising the use of recyclable materials and closing loops

We believe that sustainability can only succeed if material cycles are closed as far as possible and resources are not wasted. Therefore, the focus of product development is on solutions that meet this requirement. We want to achieve this by focusing on different areas. Some of our main focal points:

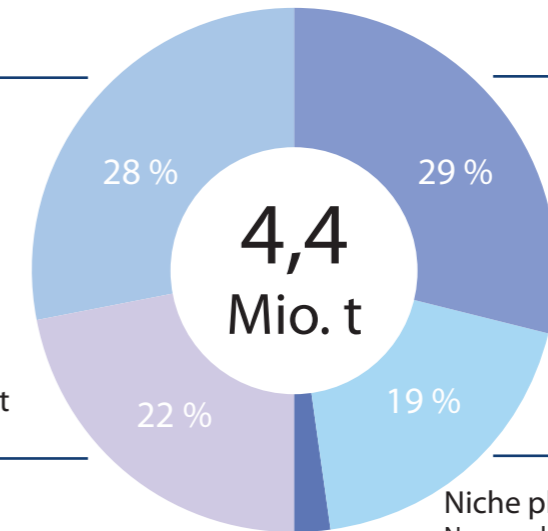
- Use of recycled material wherever it is regulatory and technically possible in order to close loops
- Material reduction to the limit of what is technically feasible in order to keep the CO2 footprint of our products as low as possible.
- Monomaterial solutions that enable the problem-free recycling of our products and help to close the loops
- Innovative packaging concepts that offer added value to consumers, help them to separate their waste and thus recycle them.

## Potential and hurdles for the use of recycled plastics in packaging.

Legal hurdles  
For contact with food (except rPET) and hazardous goods packaging.

3

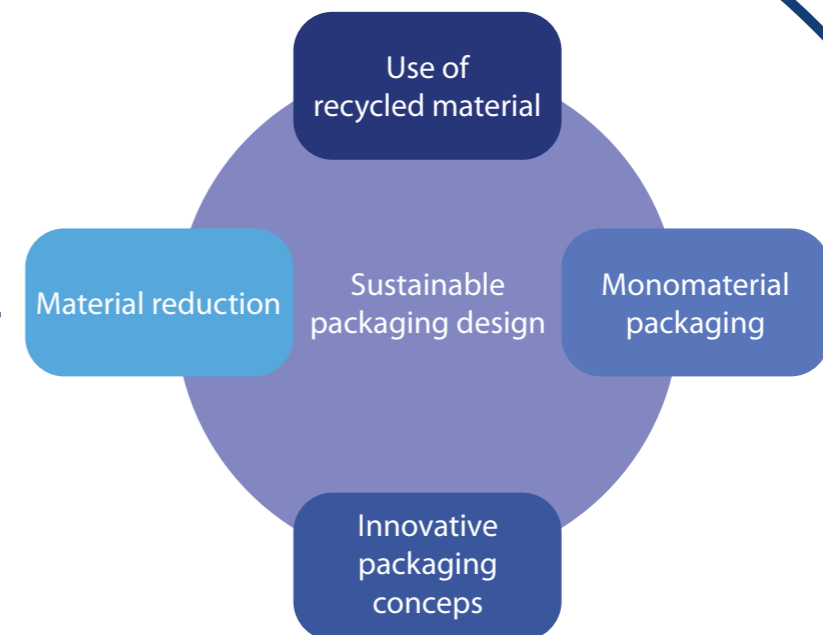
Realistic potential: 960 kt



Theoretical potential:  
1.260 kt

Absolute technical and qualitative hurdles:  
Minimum requirements for processability, product protection, crack resistance, odour etc. limit the recycle content from the outset.

Niche plastics:  
No recyclates are available for some packaging plastics.



# Products

## The Challenges

Recycling plastic packaging and using recycled plastic is a very complex issue. It brings with it many challenges. We are often asked why we don't switch completely to recycled material, especially since there is plenty of plastic packaging that wants to be reprocessed. And we would like to take this good opportunity for an insertion.

## Regulatory

Wentus is a global film manufacturer with its main focus in Europe. Offering the right products for our markets is a constant challenge for us. There are currently many different regulations and opinions on the subject of recycling and recyclability. Even within the European Union they are very different. There are many different reasons for this. Some of them:

- Recycling capacities vary between countries.
- Sorting plants, if available, are not at the same state of the art in the countries.
- Raw material cycles for individual materials do not exist in some European countries
- Different perceptions of recyclability in general in the individual countries, but also between industry associations, NGOs, food retailers and end consumers.
- Initiatives in the individual European countries are only poorly coordinated with other countries
- Plastics from mechanical or solvent-based recycling are currently, with a few exceptions, not approved for food applications.

This results in a large patchwork of different legislations in Europe (and worldwide), types of waste separation, raw material cycles, plastic taxes and their implementation, the ban on disposable articles, the assessment of recyclability and many other complex issues. As a medium-sized film manufacturer, we are dependent on uniform standards and legislation and hope for an improvement in the medium term.

Regardless of this, we strive to provide our customers with the best possible, sustainable solution for their needs. To this end, we keep an eye on the development of regulations and adapt accordingly.

## Technical

From a technical point of view, there are also some limitations to the use of recycled plastic from mechanical and solvent-based recycling. For the production of non-food packaging films. For example, for our packaging products in the hygiene sector, our customers have high requirements. High-quality recycled material that is suitable for film production is only available to a limited extent. Often it is not suitable because it does not have the required appearance, mechanical or organoleptic properties (odour neutrality). The aspects mentioned could be improved with uniform standards for recyclability, better sorting and recycling plants and a purer recycling stream.

We work closely with our suppliers. We regularly test new raw materials and develop our products further. In this way, we want to provide our customers with the best possible sustainable products today and even better products tomorrow.

# Some of our product solutions

WENTOPLEX® Light & Safe



With up to 60 percent less material, WENTOPLEX® Light & Safe envelope packaging is a resource-saving and space-saving solution for sliced products such as sausage, cheese or poultry. 60 percent less material compared to other packaging solutions is already outstanding. And yet the achieved plastic savings were not enough for us, so the "development row" went on. By reducing the thickness from 0.042 mm (market standard) to 0.032 mm, we were able to achieve a further 24 % reduction in plastic. It goes without saying that product protection and processability remain excellent.

Our WENTOPLEX® Pure PE or PP solutions are the first choice when it comes to very good recyclability. As lids or flowpack packaging, the films are designed in such a way that they can continue to meet the high demands of product protection. We are proud that the independent institute cyclos-HTP GmbH has certified that our WENTOPLEX® Pure PE has a potential recyclability of up to 90 % and our WENTOPLEX® Pure PP even has a potential recyclability of up to 96 %!



WENTOPLEX® Pure

WENTODUR® PCR Films



Our WENTODUR® films with PCR content are used in the hygiene sector. With a recycled content of up to 33 %, our films help to close material cycles. We pay attention to high quality and the best possible processability.

# Products

## Future development goals

We see ourselves as an innovative company. Wentus is driven by the desire to improve, which benefits not only our customers and us, but also the environment. Our next goals are already set for further innovative and sustainable product solutions, always with a view to the legal situation, customer requirements and our own demands for sustainable solutions

- Use of chemically recycled plastic

Chemically recycled plastics are not yet very widespread and quantities are only available in limited quantities. The certifications that are sometimes necessary for this are currently being examined internally. We want to be at the forefront of the use of plastics made from and containing chemically recycled plastics.

- Increased use of PCR materials

In recent years, we have been able to steadily increase the use of PCR materials in our hygiene packaging films. The quality has been continuously improved. We want to continue to increase the proportion of PCR materials in our hygiene packaging films.

- Further optimisation of existing mono-material packaging

Our first generation of mono-material packaging has already achieved great success. Further improvements and new products are already in development to further support our customers in their sustainability projects.

- Further innovative solutions for material reduction

We were able to replace many old standards with innovative thinner packaging films. This was certainly not always easy, but we want to continue on this path. Until we have completely exhausted the technical limits.

# PRODUCTION & PURCHASE

## The Production - Our Heart.

Sustainability is a very comprehensive topic, especially in production. No other division of Wentus uses and consumes more resources. It is therefore all the more important that the concept of sustainability is practised throughout the entire value chain.

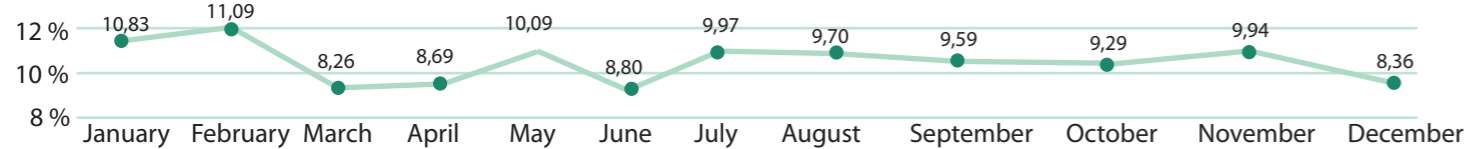
In order to define the right projects for reducing the use of resources, it is particularly important to record all relevant key figures within the value chain. For this reason, the machine and employee productivity as well as the waste rate of each process are recorded. Furthermore, compressed air and energy consumption of all machines used in production are elementary levers for reducing our use of resources.

# Production

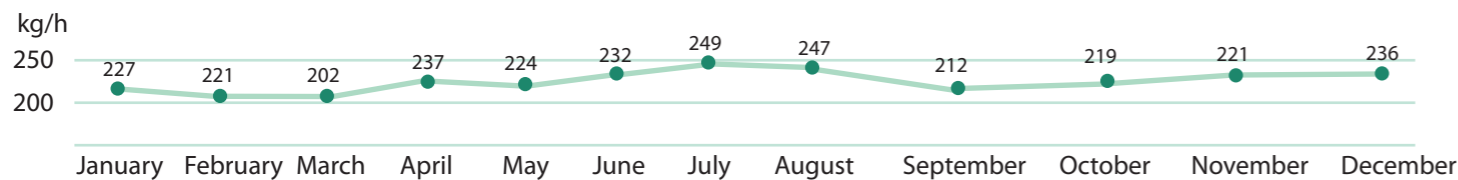
## OUR PRODUCTION - OUR HEART.

### 1: Key production figures

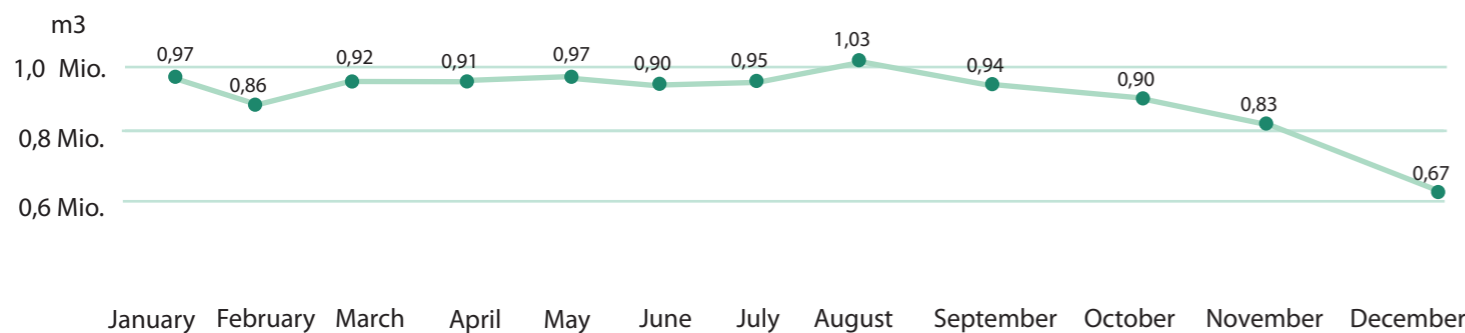
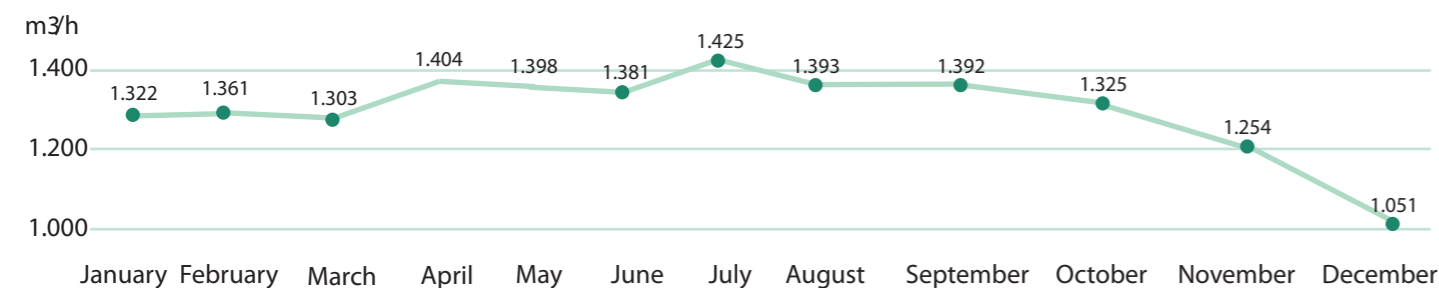
Total waste rate 2022



Machine productivity 2022



### 2: Compressed air consumption 2022



On the basis of the recorded key figures, measures are defined to increase productivity and reduce rejects.

The reduction of production rejects is the focus of the action plan established by the management team. This action plan contains projects for sustainable waste reduction in all manufacturing stages of our production. An important sub-project of this plan is, for example, the continuous optimisation of the production sequence and the establishment of a fixed planning horizon (frozen-zone) for the orders to be produced. Furthermore, IT-based preventive maintenance is to be implemented in the future in order to reduce the number of plant shutdowns through targeted maintenance measures.

As can be seen in the diagrams of the production figures, deviations in the previously defined waste rates and productivity ratios occurred in 2022. Due to raw material shortages initiated by the Covid 19 pandemic, we were also faced with the particular challenge this year of maintaining our production, continuing to supply our customers and employing our staff. Thanks to close business relationships with customers and suppliers and a high degree of agility in the planning and implementation of our production, we succeeded in doing so, albeit with many changeover times. Our top priority is to ensure customer and employee satisfaction.

By operating our own re-granulation plant, we recycle a high proportion of the non-printed waste generated in production into a usable and recyclable raw material. The regranulate we produce ourselves either flows directly into our own products or is made available to other plastics processing companies for further processing.

Waste from printed films cannot be used in our production. For this reason, our printed film waste is pressed into bales in a modern waste press and sent to a recycling plant. Due to the high degree of compaction of the waste within the baler, we increase the amount of waste per load carrier and thus reduce the number of lorry journeys.

In addition, both our blown film and flat film extrusion lines have edge trim return systems in which the edge trim that is not to be processed further is directly regranulated and returned to the respective extrusion process.

We cannot cover our internal demand for recycled granulate with our re-granulation plant. That is why we also purchase larger quantities of so-called PCR granulate (post-consumer recycle). The PCR material is made from plastic waste from private, commercial and industrial facilities. When purchasing, we pay attention to certified product quality and purity in order to be able to guarantee our customers high quality with our products using PCR material.



At Wentus, everything from the raw materials warehouse to the finished goods warehouse is located under one roof. There is no freight transport between outsourced production plants or warehouses.

Our internal logistics transport all raw materials, semi-finished and finished goods using the latest electric forklift trucks and industrial trucks. The fleet of forklift trucks and the associated battery charging systems are constantly renewed and thus always kept up to date. All industrial trucks are charged using high-frequency (HF) chargers. The use of HF chargers enables energy savings of 20% compared to low-frequency chargers.

The individual trips are controlled by a wireless forklift control system connected to our ERP system. This serves in particular to avoid empty runs and contributes to the ever-advancing digitalisation of the company.

In order to record, document and process the energy costs of the entire company, we use an energy management system according to ISO 50001 from the manufacturer "Frako". By using this management system, we are able to display an overview of the energy distribution in the company, to measure the real time energy consumption of individual machines or to adjust the load of our transformers so that they work at the highest efficiency level. Safety-relevant topics such as monitoring the load on supply lines and connections are also integrated into the energy management system we use.

Based on the data collected in the energy management system, measures to reduce energy consumption are defined and implemented annually. For example, existing cooling units in our production facilities are upgraded to include free cooling. Free cooling makes it possible to switch off the compressor of the cooling unit, especially in the winter months, when the outside temperature does not exceed 16°C. This system can save a considerable amount of energy. Furthermore, old lighting systems are gradually being replaced with modern LED technology.

A brief review explains the effect of this advance: In 2019, the complete replacement of our lighting in the print shop took place. The savings of approx. 123,498 kWh/a calculated in advance were even exceeded in 2020 by 131,578 kWh based on continuous measurement. This corresponds to a CO2 saving of approx. 65 t.

The replacement of the lighting in the assembly hall area and on chill-roll systems 6 and 7 with LEDs planned for 2022 is expected to save 200,000 to 300,000 kWh/a. The CO2 savings after the implementation of this measure are estimated at approx. 100 to 150 tonnes per year.

Easy implementation with a big effect: The outdoor lighting (car park lighting) is gradually being replaced with LED lighting.

## SUPPLY CHAIN MANAGEMENT.

The procurement of our raw materials is the first step in our manufacturing process. It is particularly important to us that we can offer our customers security in the delivery of our products. We can guarantee this because we safeguard the use and processing of our raw materials in advance. With over 1,400 suppliers worldwide, it is important for us to know that they comply with international hygiene and quality standards. This large number is also a potential source of environmental, labour and human rights risks. For this reason, we look for appropriate certifications when selecting new suppliers. As part of a team, we conduct a risk assessment to prevent food fraud. We regularly monitor the certificates of our suppliers so that we can continue to guarantee our customers, and thus ourselves, a feeling of satisfaction in the production and delivery of our products.

We attach particular importance to the sustainability of our suppliers and our business relationship. Therefore, we rely more on European sources in order to keep the transport routes and the associated CO2 emissions as low as possible.

# OUTLOOK

## Where our sustainability journey takes us....

The most obvious sometimes recedes into the distance....

We quickly had an initial, essential "aha" moment during our first rounds of exchange in the sustainability team meetings. What do we understand by sustainability is one question, but also what do we actually stand for and, above all, what do we want to live and how do we want to do it?

And we quickly agreed to redefine our code of conduct. Of course, we are aware of which principles Wentus stands for and which consequently do not. Of course we act according to a Code of Conduct, and yet we believe it is time to jointly develop a Wentus Code.

Because here, too - in analogy to the common definition of sustainability - a common understanding of what is important to us in our daily conduct with each other is developed simply by including different views. We build on this and define our sustainability policy. Because if it is to be filled with lived content, a policy is not about quick implementation, but about thoughtful and sustainable creation, which therefore requires one or the other iteration loop.

Our other goals are employee retention, environmentally friendly product development and waste and energy reduction. We hope that the pandemic situation will allow us to achieve our goals, because our list of ideas is long.

But above all, we would like to thank all our employees for preparing our first sustainability report. We are proud of what we have achieved in a short time through teamwork and look forward to further perfecting and expanding this process. Our commitment and our understanding of sustainable management have been sharpened and we are practising to follow the path to sustainability without reservation or compromise.



# APPENDIX

## Appendix

### Pictures

Seite 17

<https://www.pexels.com/photo/person-holding-a-green-plant-1072824/>  
(Hand hält grünes Blatt)  
retrieved 07.12.21, 16:55 Uhr

Seite 26

<https://unsplash.com/photos/DNkoNXQt3c>  
(Hands on the tree trunk)  
retrieved 03.12.21, 22:31 Uhr

Seite 32

<http://staffingstream.wpengine.netdna-cdn.com/wp-content/uploads/2013/04/workers-team.jpg>  
(Business hands)  
retrieved 03.12.21, 16:21 Uhr

Seite 36

<https://unsplash.com/photos/AMFWArSckYM>  
(Family Dune)  
retrieved 03.21.21, 21:24 Uhr

<https://www.pexels.com/photo/woman-and-elderly-man-sitting-on-bed-7551671/>  
(Woman and elderly man sitting on bed)  
retrieved 06.12.21, 17:59 Uhr

Seite 41

<https://unsplash.com/photos/WYGhTLym344>  
(Wind turbines)  
retrieved 07.12.21, 16:49 Uhr

Seite 47 & 60

[https://www.flaticon.com/de/premium-icon/fabrik\\_442561?term=fabrik&page=1&position=12&page=1&position=12&related\\_id=442561&origin=search](https://www.flaticon.com/de/premium-icon/fabrik_442561?term=fabrik&page=1&position=12&page=1&position=12&related_id=442561&origin=search)  
(Factory-Icon)  
retrieved 08.12.21, 13:00 Uhr

Seite 47 & 60

[https://www.flaticon.com/de/kostenloses-icon/planet-erde\\_921439?term=erde&page=1&position=2&page=1&position=2&related\\_id=921439&origin=search](https://www.flaticon.com/de/kostenloses-icon/planet-erde_921439?term=erde&page=1&position=2&page=1&position=2&related_id=921439&origin=search)  
(Earth Icon)  
retrieved 08.12.21, 13:03 Uhr

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2 - Umweltbundesamt, URL: <https://www.umweltbundesamt.de/daten/ressourcen-abfall/verwertung-entsorgung-ausgewaehlter-abfallarten/verpackungsabfaelle#verpackungen-uberall>, retrieved 30.11.2021

3 - Grafik der Industrievereinigung Kunststoffe e. V. aus Daten der GVM 2015 und des Umweltbundesamtes 2017, URL: [https://newsroom.kunststoffverpackungen.de/presse-ik-downloadbereich/#iLightbox\[image\\_carousel\\_1\]/11](https://newsroom.kunststoffverpackungen.de/presse-ik-downloadbereich/#iLightbox[image_carousel_1]/11), retrieved 01.11.2021

# IMPRESSUM

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