

SUSTAINABILITY REPORT 2023



FOREWORD.

Dear readers,

Sustainable economic management, maximum flexibility and close partnerships have always been the basis of our actions. Company founder Wilhelm Mack has been guided by these values since the early beginnings of the company.

The company values provide our employees with the orientation they need in all business processes. Our greatest ambition is to take effective measures in order to be able to give equal consideration to environmental, social and economic aspects.

We do not see our value system as rigid – it's a dynamic and changeable construct, with mutually dependent factors that drive each other.

This report covers the year 2023 and documents our entrepreneurial concept, the company values as well as the results and achievements. You will also receive a comprehensive insight into our developments, innovations and objectives.



Martin Bruttel
Managing Director



Mike Günther
Managing Director



AT A GLANCE.

The heart of colordruck Baidersbronn has been beating in the middle of Baden-Württemberg's largest tourism and forest community for 70 years.

Founded by Wilhelm Mack in 1954, the family-owned company is characterised by continuous growth and has developed into an established name in the fibre-based packaging market.

Very much in the tradition of the company founder Wilhelm Mack, the company is now already in the hands of the third-generation shareholders who guarantee continued positive and dynamic

corporate development.

Efficient processes, digitisation and a high degree of automation are the leitmotiv in the development of the company, which today is one of the technology leaders in Europe.

In addition to the production of high-quality folding boxes, our range of services also includes the setting up of packaging for the food, confectionery, pharmaceutical, healthcare, personal care, cosmetics and non-food sectors. In doing so, we serve three areas of business:



Packaging production

Analogue printing and further processing

We plan, produce, print and finish high-quality folding boxes made of solid cardboard in weights of 200 – 700 g/m² for punchy packaging.



Packaging digital

Digital printing and further processing

We produce short runs, mock-ups or personalised packaging from edition 1 to mass customisation. On request, we can take care of packaging, filling and direct shipping to the end customer, all from a single source. For larger print runs, we routinely work with dialogue mail. All this with the highest degree of uniqueness.



Packaging service

Packaging and fulfilment

We take over the entire fulfilment process for our partners and accompany you through everything from planning and production to logistics. We provide the highest level of flexibility.

With competence, commitment and passion as well as with a responsible approach to our employees, our resources and our environment, we place ourselves at the service of our customers.



KEY FIGURES.



Founded: 1954



Sales: 69 million euros



Usable area: 33,000 m²



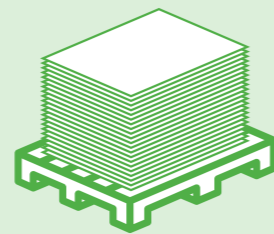
Employees: 300



Training rate: 5.7 %



Packaging production:
around 1 billion p.a.



Cardboard raw material:
22,770 tonnes p.a.



Location: Baiersbronn

CORPORATE VALUES.

Sustainable, flexible, collaborative. Not only are these values our number-one priority, we also live them and nurture them every single day. Our greatest ambition is to take effective measures in order to be able to give equal consideration to environmental, social and economic aspects. We do not see our value system as rigid, but as a dynamic

and changeable construct, with mutually dependent factors that drive each other. It is fundamental in determining our identity and embodies what defines us and clearly distinguishes us from other companies. Especially in times of rapid change in our markets and technologies, we are able to build on a strong foundation and make the most of additional potential.



Sustainable

Our company founder Wilhelm Mack already relied on a sustainable and profitable development of the company. Success factors including customer orientation, innovation and commitment have had a decisive impact on colordruck Baiersbronn. Whether employees, customers, business partners, shareholders or members of the Board of Directors – we are increasingly focusing on positive, trusting, mutually successful and, above all, long-term relationships in our business activities.



Flexible

We know from our partners that flexibility as a value has become more important than ever. Today, the possibilities in the packaging industry are practically limitless. Only if we question what's familiar and have the courage to venture upon new paths can we fully meet customers' individual requirements. We pave new paths and involve our customers and business partners in our ideas with mind and a sure sense of what is possible. Always open to new challenges, we master them with confidence without losing sight of the harmonious balance of our value system's three pillars.



Collaborative

Mutually positive relationships with customers, suppliers, employees and business partners form the essential basis for successful economic management in the long term. In doing so, not only business cooperation with full commitment, trust, respect, appreciation and gratitude play a crucial role. An individual approach is just as much a part of professional business conduct as serious and absolutely binding commitments.



SUSTAINABILITY MANAGEMENT.

As a responsible company that describes its value proposition as ‚sustainability‘, and processes cardboard as a natural raw material, we have a special commitment to nature. We see this as our duty to protect it and achieve this by imple-

menting all three aspects of sustainability (social, economic and environmental) on an equal footing. This allows us to combine environmentally friendly economic management with sustainable production.

Our sustainability management is commissioned by Management and reports directly to them. Sustainability management is carried out by the sustainability team, which is implemented in the company. The tasks and goals of the sustainability team are based on the 17 SDGs (Sustainable Development Goals) of the United Nations. In doing so, particular attention is paid to the following SDGs:



The remaining Sustainable Development Goals (SDGs) are also taken into account and, depending on their materiality, will become increasingly important for our company and our stakeholders in the foreseeable future.

In order to ensure a transparent way of working, current topics are also communicated internally and externally through various channels. Various key areas are taken into account in our sustainability management, including energy management, climate protection and social, economic and environmental factors. Our dedicated sustainability manager regularly conducts training courses for all team members in order to

sensitise and upskill them on the multi-faceted aspects of sustainable action.

We have been part of the KLIMAWIN of the state of Baden-Württemberg since December 2022. By signing these, we are committed to complying with the 12 guiding principles of the WIN Charter and to continuously expanding and improving our sustainability management. By joining, we want

to set further standards for our commitment to sustainability and making our contribution to a sustainable economic sector in Baden-Württemberg. In addition, with the help of annual reports on our progress, we would like to communicate even more transparently where our current sustainability priorities are and on the basis of which measures we approach them.

With regard to management, we not only adhere to the 12 guiding principles of the WIN Charter, but have also committed ourselves to fulfilling the ISO14001 requirements and thus to report on our progress via the Sedex, EcoVadis and CDP platforms. This is how our sustainability management system was awarded the EcoVadis silver medal in

2023. In 2023 we focused on the following guiding principles in particular:

Guiding principle 3: Stakeholder groups „For processes, we consider and observe all stakeholder groups and their interests.“

Guiding principle 5: Energy and emissions „We use renewable energies, increase energy efficiency and reduce greenhouse gas emissions in a target-compliant manner or offset them in a climate-neutral way.“

Guiding principle 11: Regional added value „We generate added value for the region in which we do business.“





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01 ECONOMIC RESPONSIBILITY

COMPANY SUCCESS AND JOBS.

For us, responsibility also means integrating social concerns equally into business decisions. colordruck Baiersbronn, with nearly 300 employees, stands for an important industrial employer in the region. The essence of our company's success lies in qualified and committed people who do their best every day to continuously develop the company. At colordruck Baiersbronn, employees are the most precious asset we cherish and care for. As a family business, we create an atmosphere of shared identity and cooperation in which every voice is heard and every person makes a valuable contribution.

Our employees represent the diversity and energy that drive our company. Their individual skills and experiences form a vibrant community in which creativity and innovation can flourish. As part of our close-knit corporate family, they contribute to creating a work culture based on trust, respect and appreciation.

Success as a guarantee of occupational safety

Last year, our turnover reached an impressive **69 million** euros – an achievement that not only underlines our economic strength, but also enables us to secure jobs for our employees.

This success is the result of the sum of many correct decisions, market know-how, our awareness of quality and the close cooperation of all company divisions.

Fair compensation

For us, fair compensation is not only an obligation, but also a conviction that shapes our working culture and motivates our workforce. Through careful and sustainable investments in our employees, we ensure that they benefit from state-of-the-art machines and ergonomic workplaces. In addition, we offer a wide range of social benefits, profit-sharing as well as various grants and benefits. For us, partnership-based cooperation, trust and the satisfaction of our employees are our top priorities.

Service anniversaries

The commitment to our employees is invaluable. Shared successes are built on a stable foundation of trust and cooperation. For this reason, we perceive the celebration of service anniversaries as a special opportunity to express our appreciation for our employees' years of loyalty and dedicated service. The celebration of service anniversaries takes place at our company for those with more than 10 years of service – it represents the spirit of partnership that forms the basis of our corporate culture.

Future-oriented training

Our trainees are not only part of our team, but also our future. For many years, colordruck Baiersbronn has enabled young people to start their careers through professionally sound vocational training, whereby we offer training for four different apprenticeships. A total of seven trainees started at colordruck Baiersbronn in 2023.

Our commitment to sustainability not only lies in our ecological and economic aspirations, but also in the heart of our training philosophy, as our IHK award as a 1A training company shows. We firmly believe that nurturing young talent is the key to a successful and sustainable future. For this reason, we place a special focus on high-quality training that not only imparts professional skills, but also promotes personal growth.

Our training programmes are designed to provide young people with a solid foundation for their professional careers. We see ourselves as a pioneer that contributes to our trainees being able to discover and develop their individual strengths. Through practical learning content and the use of state-of-the-art technologies, we create an environment in which learning is fun and lifts are guaranteed.

Focus on digital learning

Education for tomorrow requires digital change. We would therefore like to prepare our trainees for the demands of the modern workplace. As an expression of this commitment, we provide each of our trainees with their own laptop to allow them to access digital learning content. In order to keep up with current developments, we have also expanded our training concept with innovative digital elements. Our trainees benefit from a digital report booklet that not only offers them the opportunity to document their progress in real time, but also facilitates exchange with their trainers. This online platform allows trainees to learn in an interactive way while keeping an eye on their individual learning progress.



66 %
male*



34 %
female*

employees



300 employees

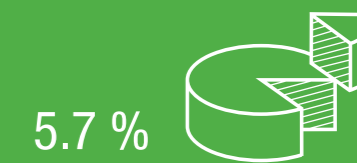


2.8% fluctuation rate

*Unfortunately, we do not currently have any figures on the proportion of „non-binary“ employees in our company.



17 trainees



5.7 %
Training

SUSTAINABLE INNOVATION.

Our aim is to have a positive impact on the environment and society through continuous innovation and, at the same time, to set the highest quality standards in our industry. The awards received highlight our commitment to sustainable development and pioneering changes in the packaging industry.

Production technology

With an impressive degree of automation in production and logistics, we set standards in order to offer our customers first-class products and seamless service processes. Our automated approach is based on state-of-the-art technologies that are used at our business premises. Vertical conveyors, cross-sliding carriages, self-driving transport vehicles and palletising robots are just a few examples of our pioneering automation technology, which ensures safe and precise transport of high-quality packaging by the company.

Our e-commerce platform is at the heart of our customer-oriented innovation. Here, the customer has the option of scaling packaging to the millimetre and designing it individually. Thanks to this platform, the online ordering process can be triggered by the customer independently and effortlessly, which optimises the customer experience and simplifies personalised solutions. Another cornerstone of our digital transformation is the fully digital workflow. From data processing and sheet layout to generating production data and data export to the machines, all steps are 100% digital. This not only ensures the highest accuracy, but also an accelerated and efficient handling of our processes.

Research

In our effort to find more environmentally friendly alternatives to conventional packaging materials, we have tested the Silphie plant as a potential energy plant and thus as a sustainable cardboard alternative. The long plant fibres can be dissolved out and used as a fresh fibre alternative in the production of paper products. Due to its advantages, this plant is attracting more and more attention in agriculture and the environmental industry. Our test results were very promising, which is why the idea of purchasing this alternative is still being pursued.

Prizes and awards

The past few years have been marked by extraordinary challenges. The COVID-19 pandemic made us all aware of the dynamic environment in which we live. Our times are characterised by constant, fast-paced change. The packaging industry in particular is characterised by its extremely dynamic development. Consumers quickly change their demands and habits. In addition, there is advancing globalisation, which opens up borders and continuously shifts.



As a future-oriented, sustainable and innovative family business, we are excellently equipped for change processes. With a responsible approach to people and the environment, we always face the challenges of tomorrow with an open mind and a broad perspective. Our packaging makes forward-thinking visions a reality. We are constantly working on our capacity for innovation in order to be able to act successfully and sustainably in the future.

In 2023, we were awarded the Print&Media Award 2023 as 'Packaging Printer of the Year' for this innovativeness. Since 2005, print and media service providers have been contending for the Print&Media Award every year in various competition categories.

The additional award ceremony of the Print&Media

Awards for outstanding achievements has been an annual highlight in the industry for many years now. In October 2023, the best of the best were honoured in a total of 25 categories. colordruck Baiersbronn was able to convince the jury and was awarded first prize in the category 'Packaging Printer of the Year'. Back in 2021, we had the honour of winning the title of 'Most Innovative Company of the Year' at the same prestigious event. This award underscores our continued commitment to innovation and excellence in the print and media industry.

In the summer of 2021, we also received the TOP 100 seal for outstanding innovation.

„This award is our incentive to shape further growth with innovative approaches,“ says Martin Bruttel, Managing Director.

FINANCIAL DECISIONS.

Our financial decisions at colordruck Baiersbronn are characterised by a clear focus on long-term success and sustainable growth. We understand that our entrepreneurial actions must not only include short-term profit maximisation, but also responsible planning that takes into account economic as well as ecological and social aspects.

Our investments are carefully geared towards securing our success in the long term. We attach great importance to independence and rely on the financial strength of our own company to realise our projects.

This approach allows us to act independently and pursue our long-term goals without the pressure of short-term return expectations.

As a family business, we have the advantage that our decisions are not influenced by external financial investors. This gives us the freedom to steer our resources and capacities in accordance

with our company values and long-term vision. We see ourselves as bearing responsibility to act sustainably not only for ourselves, but also for future generations.

At colordruck Baiersbronn, we invest not only in our corporate future, but also in the sustainable development of our employees, our community and our environment.

Ongoing investments

In September 2023, an additional gluing machine and an automatic packaging machine were installed. At the beginning of November, another packaging robot was put into operation. In December, a new printing platesetter was installed. At the same time, we switched to processless printing plates. Also in December, the foundation was laid for a new multicolour printing press, which was put into operation in February 2024.



Sales of 69 million euros



28.8% Investment rate



7.3 million euros in investments



34.8% Equity rate



90.8% shares of existing customers (> 5 years) in sales

INCENTIVES TO RETHINK.

At colordruck Baiersbronn, we understand the incentives to rethink not only as a challenge, but rather as an obligation to continuously look for new ways and opportunities to make our actions more sustainable. In addition to recognition through prizes and awards, as described in Guiding Principle 8, a central component of our incentive structure is our suggestion-for-improvement scheme.

Our employees are a permanent source for innovative ideas and solutions that can help make our business more sustainable and efficient. The suggestion-for-improvement scheme allows employees to bring in ideas for process optimisation, resource conservation and sustainability. The proposals submitted are carefully reviewed and processed by our dedicated Suggestions

Scheme team. We value the contributions of our team and would like to acknowledge their efforts accordingly. In recognition of their creative and sustainable proposals, we reward them with premiums.

In addition, we want to inspire employees to act independently in a sustainable manner and give them impetus by offering and carrying out various hands-on activities ourselves. Last year, as described in Guiding Principle 11, we were able to implement some successful activities.

By creating incentives to influence our employees' mindsets and encourage them to actively participate in our sustainable transformation, we are taking a decisive step towards a future of responsibility, innovation and shared success.





02 ENVIRONMENTAL RESPONSIBILITY.

RESOURCES.

There's no dispute that packaging-free products are the most sustainable solution. However, many products require packaging – be it to protect the goods, to transport them better, or even for longer shelf life. To make companies' products as environmentally friendly as possible, they should choose sustainable packaging. Folding boxes made of solid cardboard offer the optimal basis for the sustainable packaging of products.

Sustainable product packaging consists of recyclable or renewable raw materials. Climate-neutral packaging has the smallest CO₂ footprint possible and is characterised by lean production processes and short supply chains. This makes solid-cardboard packaging an excellent choice. Cardboard can be recycled up to 25 times and is biodegradable.

The raw materials used for the production of folding boxes in Europe come exclusively from sustainable forestry and to a large extent also from FSC-certified forestry.



Number of corrugated boxes: 1,710,389 pieces



Consumption of paints: 266 tonnes



Consumption of colours: 58 tonnes

50% of our main cardboard suppliers are based in Germany



Sustainable supply chains

The procurement of raw and auxiliary materials as well as equipment and external services is a crucial process to ensure that our products not only meet the highest quality standards, but are also produced in an environmentally friendly and sustainable manner. We pass on the quality and environmental requirements, including the criteria of FSC/PEFC, to our suppliers. In doing so, we commit ourselves to complying with the core standards of the Code of Conduct of the BME (German Association of Materials Management, Purchasing and Logistics) and the FSC/PEFC seals.

To this end, we have drawn up our own Code of Conduct for our suppliers. This ensures that the products and services we purchase are manufactured and provided in an ethical, sustainable and responsible way that meets our requirements. The Code of Conduct defines the basic requirements that our suppliers must meet in order to be able to work with colordruck Baidersbronn. The requirements include, among other things, compliance with labour rights, environmental and safety standards as well as the obligation to fight corruption and towards ethical business practices.

By ensuring that our suppliers meet our requirements, we can ensure that we provide our customers with products and services of the highest quality and integrity. Overall, the Code of Conduct represents an important step in our ongoing efforts to promote sustainable and ethical business practices and to generate active stakeholder management.

We are also a proud member of Sedex, an organisation committed to ethical supply chains and socially responsible business practices. Sedex allows us to monitor and continuously improve our efforts in terms of labour standards, health and safety and environmental impact. This not only contributes to creating transparent supply chains, but also promotes a culture of responsibility and sustainability.

Waste management and waste paper press

Efficient waste management is of vital importance. It refers to the targeted planning, organisation, control and monitoring of the disposal of waste in order to minimise environmental impact and at the same time maximise the benefits from valuable materials.

One of our key initiatives in the area of waste management relates to punching waste generated in our production processes. Punching waste is residual material that forms when items are produced and are normally regarded as waste.

For us, however, we take a different approach. Already in advance, we keep cardboard waste as low as possible through millimetre-precise sheet layouts and thus avoid unnecessary punching waste. We use modern technologies to press this punching waste and feed it into the resources cycle. Here we distinguish between pure recycled bales and fresh fibre bales. By pressing the punching waste, not only do we significantly reduce the volume of punching waste, we also enable efficient storage and transport. The same happens with the waste produced in the printing process. Even here, we differentiate between

recycled and fresh fibre cardboard. More importantly, however, we recycle and reuse this compressed waste in a targeted manner. In this way, we prevent valuable materials from being wasted and help reduce the consumption of natural resources.

Our waste management concept goes beyond mere disposal. It stands for a circular approach in which waste is regarded as valuable raw materials that can be reused in other production processes. They all flow into paper manufacturing and therefore remain in the materials cycle. The fibrous material yielded is only reduced by the proportion of non-paper product components such as plastics from barrier coatings or window gluing.

Studies by the University of Graz confirm that cardboard can be recycled up to 25 times. Through our effective waste management, we actively contribute to reducing waste, promoting recycling and closing the materials cycle. Even at home, each of us can actively assist here by putting folding boxes in waste paper bins for recycling after unboxing. The recirculation of recycled waste paper fibre – also from folding boxes – is practised sustainability.

Cardboard alternatives

Our pursuit of sustainability goes beyond certifications. We are continuously looking for innovative solutions to develop environmentally friendly cardboard alternatives. As already mentioned in Guiding Principle 8, we carry out extensive tests of applications, including alternative cardboard qualities such as those that are largely produced from the Silphie plant. Our goal is to continuously minimise our environmental impact.

Practised circular economy

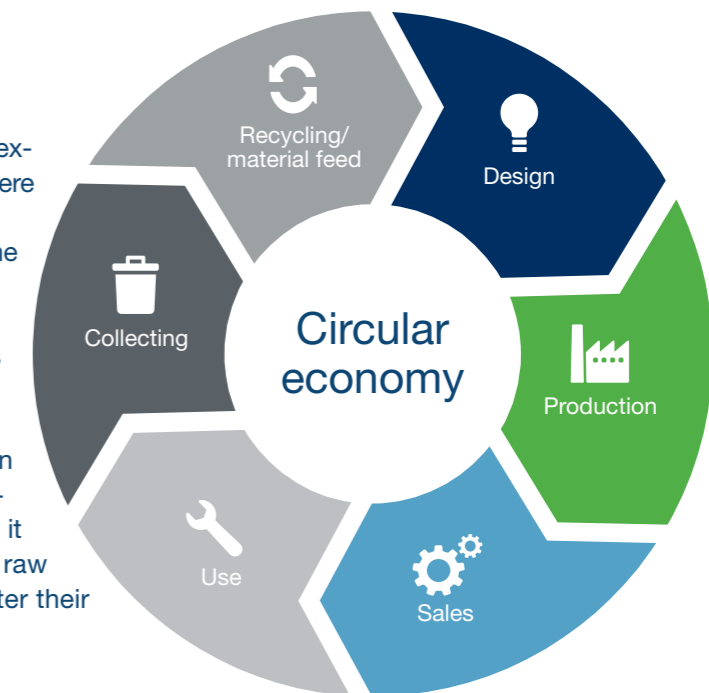
Folding boxes made of solid cardboard are a prime example of a successful circular economy. The cardboard fibres used in Europe for producing folding boxes are made from 100 percent

renewable, non-fossil raw materials (wood fibres and cellulose or recycled paper) and come exclusively from sustainable and mostly certified forestry (FSC, PEFC). In addition, folding boxes, including coated boxes, can be fully recycled. Studies carried out by the Graz University of Technology in Austria in 2021 show that fibre-based packaging can be recycled over 25 times on average. In addition, during recycling, the CO₂ present in the wood or waste paper fibres remains bound over the repeated cycles. With potential composting, on the other hand, the CO₂ previously bound in the fibres would be released, ultimately having a negative impact on the greenhouse effect. With the recycling process, paper fibres make a significant contribution to climate protection.



Circular economy

The circular economy is an extremely reliable solution, where recyclable products play a key role. This means that the materials used for products are already taken into account in the design process and are always taken into consideration until the very end of a product's life. When we aim for a circular economy, even before production, it is clear what will happen to raw materials and resources after their normal life cycle.



ENERGY AND EMISSIONS.

We at colordruck Bayersbronn attach great importance to the responsible handling of energy and emissions. In order to achieve our goals in terms of sustainability, we have been successfully carrying out energy audits in accordance with DIN 16247-1 for years and are proud to be certified for this.

This energy audit is a significant step on our path to reducing our environmental footprint. It allows us to gain detailed insights into our energy consumption and emissions. Based on these findings, we can develop targeted measures to optimise our energy consumption and reduce our emissions.

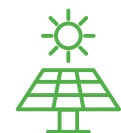
Our sustainability engines

In a world where the impact of climate change is

becoming more and more apparent and resources are slowly becoming scarce, it is essential that companies take a more active role in promoting a sustainable future.

Reducing our ecological footprint and the efficient use of energy are not only ethical obligations, but also economic opportunities that offer long-term advantages for companies and societies.

At colordruck Bayersbronn, we have realised that our actions have an impact – not only on our business, but also on the environment in which we live and work. That is why we are committed to using energy responsibly and taking measures that lead to the sustainable use of energy.

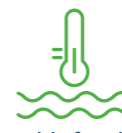


Photovoltaic systems

Since February 2019, we at colordruck Bayersbronn have been relying on a pioneering method of energy generation: photovoltaics.

We are proud to have installed a photovoltaic system with a total of 320 solar modules on our roof. Each of these 60-cell monocrystalline high-performance current modules has a single power of 300 watts peak (Wp). In total, we achieve an impressive total output of 96 kilowatts peak (kWp). This plant uses the inexhaustible energy of the sun to generate clean and sustainable electricity.

The solar panels convert sunlight directly into electrical energy that we can use in our plant. By using this renewable energy source, we not only reduce our dependence on fossil fuels, but also significantly reduce our CO₂ emissions.



Cooling by river water

Our sustainable cooling strategy starts with feeding our sprinkler pool with water from the River Murg. In this way, around 700 m³ of water accumulates, which we use as an efficient cold-storage tank. We use this natural cold source to cool our production halls via heat exchangers. This innovative approach not only allows us to reduce energy costs, but also save a considerable amount of ca. 70 tonnes of CO₂ per year.



Biomass heating plant

The recycling of disposable wooden pallets allows us to operate an extremely efficient wood chipping plant. This plant not only generates an impressive 1,375,545 kWh of waste heat energy per year, but also reduces emissions by a remarkable 85% compared to fossil fuels.



Climate-neutral production machines

We not only rely on renewable energy sources, but also take ecological aspects into account when selecting and installing our production machines. All of our facilities installed since 2010 are climate-neutral and certified by independent climate protection organisations.



Waste heat recovery

In our production process, waste heat and thermal energy are generated when compressors are used. Instead of letting this energy vanish unused, we have implemented an innovative heat recovery system. We collect all the waste heat from the compressors and direct it specifically to heat the service water for our sinks and showers. This intelligent method of waste heat recovery offers several advantages. On the one hand, we use an existing energy source to heat service water in an environmentally friendly way. This not only saves energy costs, but also reduces the need for additional heat generation.



Green electricity

Since 2011, we have consciously decided to source 100% of our electricity from renewable energy sources. By moving away from conventional, fossil fuelled energy sources, we prevent enormous amounts of CO₂ from being released into the atmosphere. Thanks to this measure, we relieve the environment every year by an impressive 2,300 tonnes of CO₂ – a significant contribution to reducing greenhouse gas emissions and to fight climate change. We also rely on sustainable solutions in the area of mobility. With our electric vehicles, we do not produce any harmful exhaust gases and contribute to improving air quality in our community and beyond.



CO₂ - footprint

We are actively committed to knowing and reducing our ecological footprint. For us, the CO₂ footprint is not only a key figure, but also a central tool for accurately measuring our environmental impact in order to take targeted measures to reduce emissions. Our commitment to transparency and responsibility is reflected in our approach to the CO₂ footprint. We meticulously determine CO₂ emissions per million printed sheets – a method that allows us to take the entire production process from material procurement to delivery into account.

This approach ensures that we get an accurate picture of the emissions associated with each print job. For us, the results of these measurements are a guide to targeted improvements. By determining and analysing the CO₂ footprint, we identify areas in which we can optimise our practices. Whether it's the choice of more sustainable materials, more efficient production processes or innovative logistics solutions – we do everything we can to minimise our environmental impact.



Climate-neutral folding boxes

Since every order we accept has an impact on the environment, we have decided to have CO₂ emissions carefully calculated for each order. This process takes into account all aspects of production. In doing so, we take one step further and of our valued customers the opportunity to

neutralise CO₂ emissions by purchasing certificates. These certificates support sustainable projects such as reforestation initiatives, renewable energies or environmental protection programmes that help compensate for the same amount of CO₂ released during the production of the order. By offering our customers the opportunity to make up for their CO₂ emissions, we enable them to make their own contribution to environmental protection and become part of our joint efforts for a sustainable future.

Energy team

In order to identify possible new energy-saving measures, we have had an energy team at color-druck Bayersbronn for many years. This team is an important driver for our continuous efforts to identify and implement energy savings. For example, the team also conducts energy tours after work in order to analyse the condition of the work areas and find potential approaches to saving energy. This goes beyond the purely technical level. The tours also serve to sensitise our employees to conscious energy consumption. They help us to

create awareness for how small actions at the end of the working day can have a major impact on our energy consumption. A key aspect of these efforts is to engage our staff. The energy team is trying to raise awareness of sustainable action. We want to ensure that every employee is able to play a role in our energy saving measures. These could range from the simple habit of turning off devices when leaving the workplace to optimising workflows to promote energy efficiency.



CO₂ emissions
in tonnes/million printed sheets
(CO₂ ootprint of product)
363



Power consumption
in kWh/million printed sheets
39.054



KLIMAFit

Together with four other companies, we have been part of the KLIMAFit workshop in Ludwigsburg since 2023. The Ludwigsburg District Office supports companies in developing concrete measures for effective climate protection and thereby saving costs. The project takes place under the sponsorship of the district of Ludwigsburg; partner is the city of Ludwigsburg.

Arqum GmbH has designed KLIMAFit together with the Ministry of the Environment, Climate and Energy Baden-Württemberg and is carrying out the project as a consulting company. The aim of participating is to create your own climate strategy.

PRODUCT RESPONSIBILITY.

Companies that are certified not only show their willingness to meet the highest standards, but also their determination to make a positive impact on the environment, society and the economy. Certifications serve as an independent confirmation that a company complies with certain standards, policies or procedures. This can range from environmental certificates to quality and safety standards. Certifications not only contribute to the credibility and transparency of a company, but also significantly influence its competitiveness and business opportunities.

Our certifications

Transparent systems form the foundation for successful action and efficient results. Our certifications confirm our high standards in the areas of quality, environmental protection, food safety and sustainability as well as social responsibility. With all our certifications, we build trust among our customers and partners. In our continuous process monitoring across all levels, we demonstrate the constant improvement in value and further development of our company.



BRC (Global Standards for Packaging and Packaging Materials)

Our hygiene management attains the highest standards both in packaging production and PACKAGING SERVICE. Personal hygiene, hygiene stations and microbiological checks by external laboratories guarantee the highest level of safety for your products.



DIN EN ISO 9001 and 14001

ISO 9001 provides the foundation for the continuous improvement process in our company's internal quality management system at colordruck Baiersbronn. Our focus is on optimising processes. The operational structures and

Consumers and stakeholders are becoming increasingly selective and are looking for sustainable and ethically responsible companies. Certifications offer them the assurance that a company keeps its promises.

In the area of product responsibility, certifications such as DIN EN ISO 9001, BRC (Global Standards for Packaging and Packaging Materials), 5S-Kaizen and the process standard in offset printing according to ISO 12647-2 also play a decisive role.

processes are made more transparent, bringing down both the error rate and costs. Our environmental management system, implemented in accordance with ISO 14001, is a key contribution to our company's environmental responsibility and certifies both resource-efficient and environmentally conscious behaviour.



FSC- and PEFC-certified packaging

Our two certifications – FSC® (Forest Stewardship Councils) and PEFC (Programme for the Endorsement of Forest Certification Schemes) – authorise us to put the FSC® and PEFC seal on products for our customers. As a result, customers can see at the point of sale that they are

purchasing a product that promotes growth in forests used in a demonstrable environmentally and socially responsible way. Both certification systems represent sustainable forest management. They pursue the goal of conservation as well as resourceful and reasonable use of forests. FSC® works at a global level, while PEFC checks and documents the use of forests at a regional level.



Process-standard offset printing in accordance with ISO 12647-2

Our proven quality and expertise in colour management, print simulations, print-form production, and edition printing in the sheet-offset process are all certified. This gives you peace of mind with regard to the printing process and underlines our printing expertise.



Re-auditing according to the 5S method

The 5S workplace organisation methodology incorporates the fundamental foundations of lean management to guarantee quality, efficiency, effectiveness, safety, cleanliness and general organisation. 5S stands for sorting, systematic orderliness, cleanliness, standardisation, self-discipline and continuous improvement. With the 5S method, we create optimised jobs that produce high added value. Searches and long transport distances and waiting times can all be avoided with 5S. As a future-oriented company, we think and act leanly. With the firm belief that 'certified quality creates trust', we have been internalising a structured way of working as part of the 5S method since 2011 in order to strengthen success factors that go beyond basic quality management. To guarantee and continuously improve our high standards, we undergo several internal audits and an external audit every year.



BME Code of Conduct

The BME and its members recognise their social responsibility. In particular, all those involved in the procurement process carry responsibility as intermediaries between their

company and the suppliers on the corresponding procurement markets. This responsibility extends to our own company, as well as to customers and suppliers, as well as to the environment and society. Companies' and their employees' actions are grounded in the values of integrity and fairness in particular. The BME Code of Conduct is a voluntary code that aims to emphasise how concerned the German Association of Materials Management, Purchasing and Logistics (Bundesverband Materialwirtschaft, Einkauf und Logistik e. V.) and its members are about fair, sustainable, responsible and ethical business principles.



Green electricity certificate

Our green electricity certificate guarantees that we have been using 100% renewable energy sources since 1 January 2011.



Energy management in accordance with DIN 16247-1

We record and analyse all our energy sources, and are constantly optimising our energy consumption.



IFS Logistics

We take storing and transporting primary and secondary packaging in the form of film and cardboard boxes for the food industry to the next level.



Organic certificate in accordance with DE-ÖKO-007

Our kit-packing process line certified in accordance with Article 35 (1) of Regulation (EU) 2018/848 on organic production and labelling of organic products, making colordruck Baiersbronn demonstrably part of the complete supply chain of organic products, permits us to kit-pack organic products too. We demonstrably take the 'precautionary measure to avoid the presence of non-authorised products and substances' or, to put it simply, it can be guaranteed that non-organic products and organic products are not mixed and/or exchanged in our kit packing.

Steindruckerei



03 SOCIAL RESPONSIBILITY.

HUMAN RIGHTS AND WORKERS' RIGHTS.

colordruck Baidersbronn attaches great importance to respecting and promoting human rights and the rights of employees – they are fundamental to our corporate values and principles. These topics are paramount, as they not only reflect ethical responsibility, but also form the foundation of a fair and sustainable workplace culture.

Our commitment to these values is reflected in our Code of Conduct, which we consider to be not just a document, but a binding commitment that we impose on both ourselves and our business partners. This code of practice serves as a guide to ensure we adhere to the highest standards of human rights and labour rights. By adhering to the „Code of Conduct“ in our daily work, we set a strong signal for our conviction of equality, dignity and fairness. You can read more about this in Guiding Principle 4 of this report. Our BME certification confirms our commitment to meeting the highest standards in all areas of our company.

Works council

Our cross-departmental works council is an important pillar of our company. It is committed to the rights and wishes of our employees. With its continuous efforts to create a working environment based on fairness, equality and prosperity, our works council is committed to protecting the interests of the staff.

The works council meets regularly, at least once a month, to discuss the diverse concerns and concerns of the staff. This regular exchange provides a platform on which questions, suggestions and proposals can be discussed in an open and constructive manner.

In order to ensure that the voices of our employees are heard up to the highest management level, meetings with the management take place every three months. These discussions offer the opportunity to discuss current requirements

and jointly develop measures that meet the needs of our employees.

In 2023, our works council was able to successfully implement a number of agenda points and thus made decisions together with the management that clearly reflect the interests of our employees and improve their working conditions. An excellent example of this is the successful initiative to increase annual leave days to 30. This allows our employees to receive more recuperation and maintain a healthy work-life balance. Furthermore, we have reduced the number of working hours per week from 40.0 hours to 37.5 hours from 1 January 2024. This measure underlines our commitment to more flexible working hours and a healthy working environment.

To ensure that the salaries of our employees are in accordance with economic developments,

inflation compensation premiums were paid out. Furthermore, wages and salaries were raised in line with Ver.di. This shows our commitment to fair remuneration and appreciation of the work of our staff and should also contribute to job motivation.

Our works council remains an important bridge between employees and the management,

which continuously supports the interests of our employees. In addition, our whistleblowing management is a central element in ensuring human and labour rights in our company. Through such measures and decisions, we show that we do not just use words, but actively act to promote the well-being of our employees and support their career path.



Supplier evaluations

We rely on a thorough supplier evaluation to evaluate performance and compliance with quality and sustainability standards. Our ratings are based on various criteria, including the quality of the products, on-time delivery and quality.

In order to carry out a comprehensive vulnerability and risk analysis, we regularly request information from our suppliers. This information from suppliers enables us to understand their activities in connection with social standards, environmental and quality aspects, food safety and sustainability standards.

When carrying out the risk analysis, we carefully consider the applicable regulations with regard to environmental and quality aspects, food safety and sustainability standards. These regulations serve as the basis for our audit and enable us to carry out objective measurements and assessments.

Overall, we strive to build a partnership relationship with our suppliers while ensuring that our supply chain meets ethical, environmental and quality requirements.

EMPLOYEE WELLBEING.

We are committed to creating a working environment that promotes employees' health, satisfaction and work-life balance. We offer a variety of initiatives and resources to ensure that our team members feel supported in the best possible way, both physically and mentally.

Health is at the heart of our commitment. Our company doctor carries out individual health consultations and regular health checks. Ergonomic workplaces ensure that our employees can work comfortably and productively without compromising their health. In addition, as a regional family business, we work closely with our regional businesses and offer discounts for, e.g. gyms, perfumeries, sports shops, etc. – in this way we promote an active lifestyle. In addition, we provide free fruit in the winter months – water dispensers also support daily nutrition.

In addition, we are also aware of the importance of mental health and organise regular webinars to sensitise our employees, for example, to mindfulness in everyday life and to offer them tools for coping with stress. As part of the European Week for Sustainable Development, our employees were for the first time able to

participate in various actions. Within the week, various SDGs were taken up and brought to the attention of employees through practical stations and events. We also allow our employees to participate free of charge in the "Denkanstöße (Food for Thought)" lecture series in Rottweil every year. A balanced range of food options in our staff canteen helps employees maintain their energy during their routine working day.

In order to take into account the individual needs of our employees, we offer flexible working hours that make it possible to optimally balance work and private life. The Job Bike programme promotes environmentally friendly movement and physical activity. Joint sports and leisure events promote team spirit and offer opportunities for relaxation outside of the working environment.



Percentage of disabled employees
4.7 %



Job bikes purchased by employees
164



Health rate
95.9 %

Health and promotion

Our corporate values form the basis for our actions. In this context, in addition to securing modern jobs, we are strongly committed to comprehensive employee promotion, efficient occupational health and safety and up-to-date health management.

Our efforts for sustainable employee motivation include special health days, which we implement in cooperation with the health insurance company AOK. The provision of company bikes, diverse events for body, mind and soul as well as joint leisure activities and enjoyable sports events are also part of this. The well-being of all employees is also checked regularly, every three years, by our company doctor.

The intensive and contemporary promotion of young talents is also particularly important to us. We offer young people as well as career changers career prospects and attach great importance to individual training opportunities for personal and professional development. In an idyllic natural landscape, we offer apprentices and skilled workers alike an attractive and innovative working environment.

As a family business, we are proud to create an environment in which every employee feels valued – not only as an employee, but as an integral part of our success story. Together we build bridges, overcome obstacles and shape a sustainable future.

Financial security

Another component of our holistic approach to well-being is financial provision for our employees. That is why we are actively committed to

offering not only an attractive remuneration package, but also creating opportunities to participate in the company's success. Because we are aware that the success of our company depends largely on the motivation, expertise and commitment of our employees. For this reason, we have implemented profit-sharing mechanisms that ensure that our employees can participate directly in the company's success.

But our support goes beyond monetary incentives. Comprehensive social benefits aim to ensure the well-being of our employees in the long term. In this context, the occupational pension scheme plays an important role, in which financial provisions for the future are offered.

Occupational safety

In order to guarantee occupational safety, we create a working environment that meets the highest standards. Our commitment to continuous improvement and innovation is reflected in our 5S-Kaizen certification, which is aimed at designing workplaces free of sources of danger, thus increasing safety. By consistently implementing this method, we ensure that work areas are organised, tidy and free of tripping hazards. This measure not only contributes to safety, but also increases the efficiency and productivity of our employees.

Another key element in our safety strategy is regular instructions on safety. These are not only given to new employees, but also when new machines or equipment are introduced. These training courses provide the necessary knowledge and awareness for the safe use of equipment and machines as well as for compliance with safety guidelines.

STAKEHOLDER GROUPS.

In our pursuit of sustainable growth and continuous improvement, our goal is to actively involve our stakeholders in the process. In 2024, we plan to involve key external stakeholders in the development of our sustainability strategy as part of the CSRD reporting requirements. We would like to take your proposals and suggestions for improvement into account.

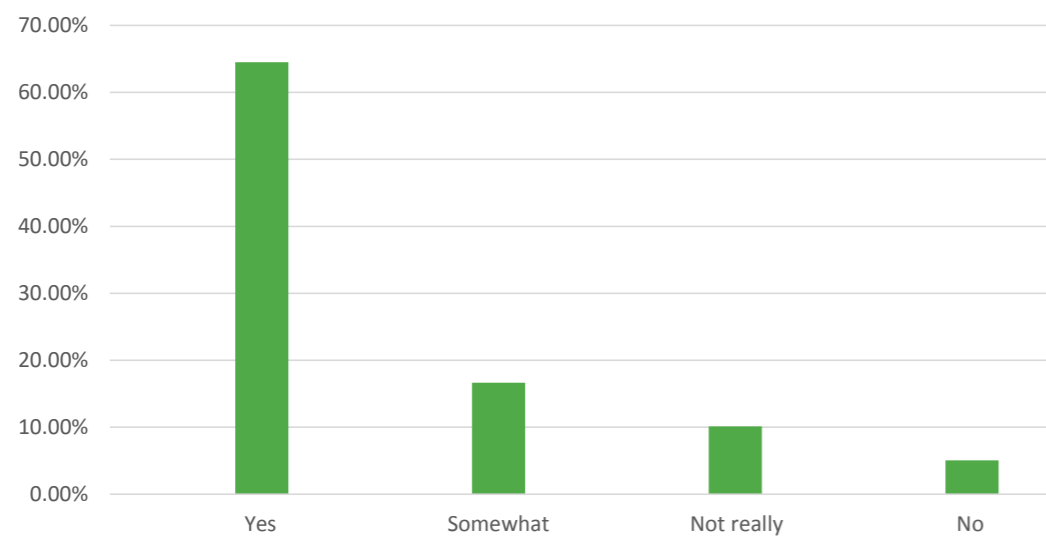
Our goal is to promote open and transparent communication in order to better understand which topics and challenges are of particular importance to our stakeholders. We would like to know their point of view on our role in the industry, understand their expectations and find solutions for future challenges together.

Based on the feedback from our stakeholders, we will develop a strategy that embraces clear objectives and specific actions. This strategy will

reflect our commitment to social responsibility, sustainability and business excellence and serve as a guide on how we can integrate the identified issues and concerns into our business activities.

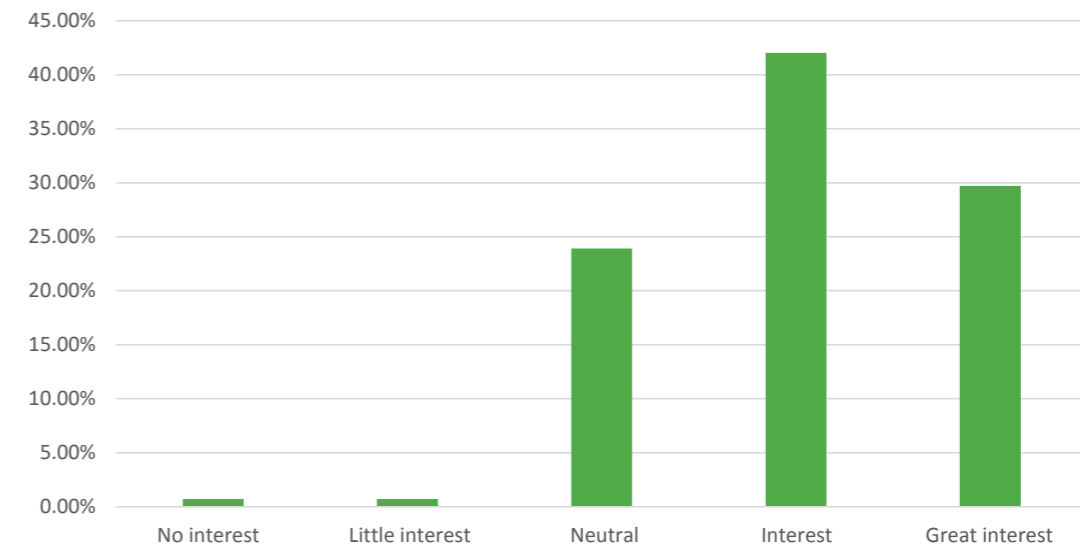
In February 2023, we conducted a comprehensive employee survey on the topic of sustainability in order to gain valuable insights and findings from the perspective of our employees. By actively including their opinions and insights, we create an inclusive and participatory environment that further anchors our sustainability efforts. The survey has enabled us to experience first-hand how our employees understand sustainability, which areas are particularly important to them and how they perceive our existing initiatives. Your feedback will help us take a holistic look at our sustainability efforts and ensure that we adequately address their concerns and priorities. Significant findings of this survey were:

Does the term ,sustainability‘ ring any bells?



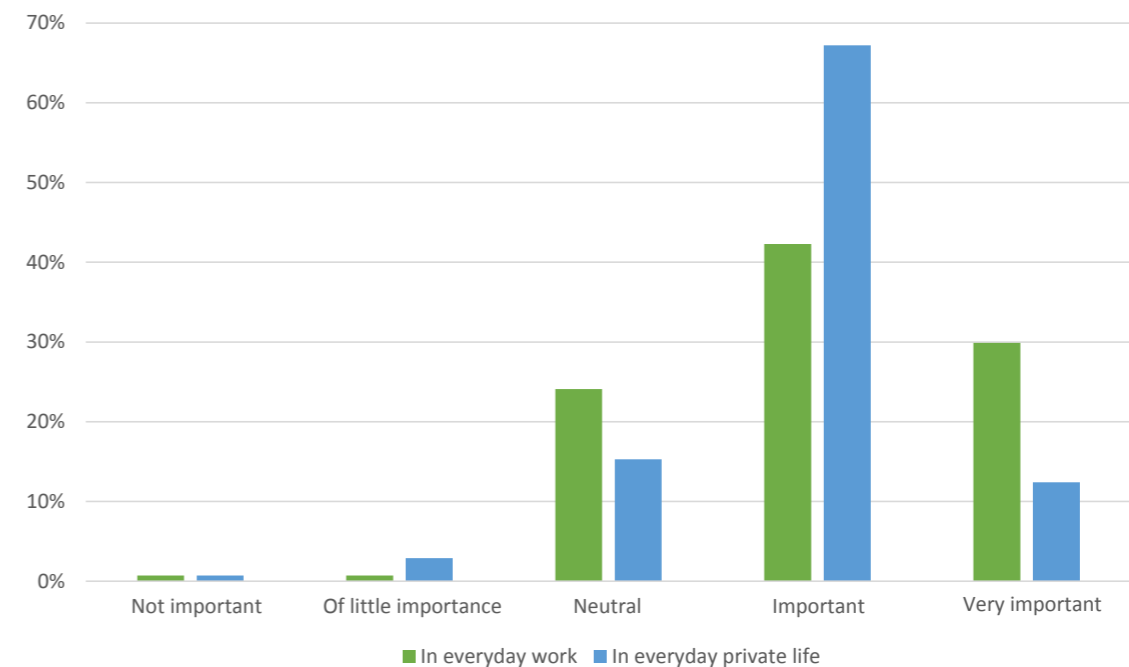
The term „sustainability“ rings a bell for over 90% of employees. A number to be proud of.

How interested are you in making colordruck Baidersbronn more sustainable as your employer?



A very motivating result. The majority of employees are interested in colordruck Baidersbronn implementing and developing further sustainability measures.

How important do you consider sustainability in general or in your everyday life?



Sustainability is also important for colordruck Baidersbronn employees in their private lives. However, it also becomes clear here that the interest in implementing sustainability at home is not quite as great as the interest in having colordruck Baidersbronn take up the topic.

Suggestion scheme

An integral part of our philosophy is our suggestion scheme, which enables our employees to bring in their creative ideas and solutions in a variety of areas, whether in terms of process optimisation, sustainability or social initiatives. Our suggestion scheme provides a platform on which our employees can share their perspectives in order to identify problems, propose innovative solutions and jointly contribute to realising our vision. The submitted proposals go through a careful evaluation process in which a specially assembled team examines the relevance and implementation options.

In order to underline the importance of these contributions, we evaluate, if possible, the financial impact of the proposals submitted. We measure the potential benefits in terms of savings in time, resources or costs and determine bonuses accordingly. We make a point that even minor improvements are appreciated and often reward them with vouchers or other acknowledgements.

Transparent communication

It is important to us not only to implement our sustainability measures, but also to talk about them. In addition, we want to act as a driving force for companies and private individuals, enter into dialogue with them, exchange ideas, learn from each other and thus grow together.

For this purpose, we have begun playing our „Green Friday“ theme day on our social media channels as early as August 2022. For example, sustainable facts about colordruck Baidersbronn are shared on our business networks LinkedIn and XING, and also event-related sustainability tips. But we also want to communicate transparently internally. Thus, we thought that an internal newsletter on sustainability would be a great idea to inform our employees about topics on sustainability. In doing so, we wish to contribute to raising awareness of the importance of sustainability in the organisation and encourage employees to make their contributions to achieving sustainability goals.

Our information boards, which are freely accessible to all employees, as well as the weekly information meeting among all managers, in which reporting on the company's success, the current order situation, personnel topics and much more are carried out, are used for gathering general information. In order to guarantee an even better flow of information, we consider the development of an Intranet to be indispensable.



55 submitted suggestions for improvement



43 participants from 14 different departments



15 proposals implemented Savings

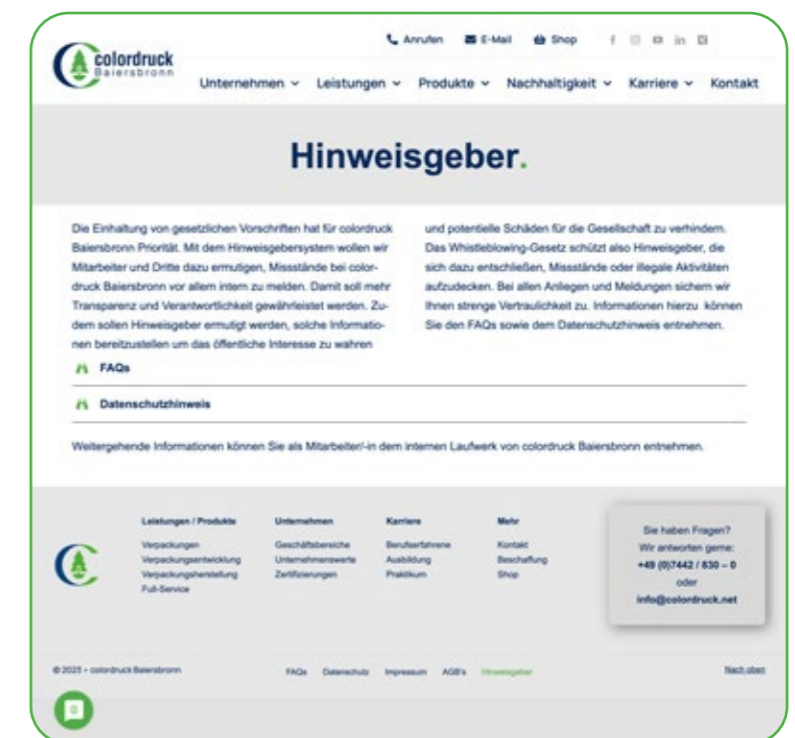


potential of 17.989 €



6.060 € premium payment

In a world where integrity and transparency are becoming increasingly important, colordruck Baidersbronn is firmly 'on the front line' to condemn any form of corruption. Our commitment to ethics and adherence to the highest standards permeates every facet of our corporate culture and business practices. Corruption not only undermines the trust of our customers, partners and employees, but also the foundation of fairness and justice on which our society is built. We firmly believe that sustainable success can only be built on behaving honestly and righteously.



Whistleblowing

The mandatory law on whistleblower protection has been in place since July 2023. This enables employees as well as third parties to be able to report potential incidents of corruption or unethical behaviour. Protecting the identity of the reporters is of great importance to us. In order to ensure the accuracy and relevance of the reported information, each concern is carefully considered. In case of reasonable suspicion, appropriate steps are taken to clarify the matter.

REGIONAL ADDED VALUE.

Being able to support social projects with our donations is particularly important to us. For years, we have been committed to the well-being of everyone who lives in the local region with us. For us, taking on social responsibility is part of modern-day corporate discipline. Donations for a good cause are not just a morally commendable fad – they are absolutely necessary to push social issues forward.

In a world where the environmental impact of

disposable plastic bottles are becoming more and more noticeable, it is crucial that we act together. In 2023, we donated a water dispenser with reusable bottles to Johannes Gaiser School in the region worth € 3,770. Donating in kind is not only an enrichment for the school, but also a significant step towards reducing waste and creating awareness of sustainability among our students. By providing students with access to fresh drinking water, we also encourage healthy habits.



BUND Northern Black Forest Regional Association

We are particularly pleased about the fruitful partnership with the German Federation for Environment and Nature Conservation (BUND) – Northern Black Forest Regional Association. One of our outstanding projects was the restoration of the insect shelter at the Johannes Gaiser School in our

location. Together with the BUND Northern Black Forest Regional Association and the students, we have restored the insect hotel in order to create a safe living space. In addition to the construction of the insect shelter, we gave a lecture to the students about the decline in insects and

outlined ways in which each individual can do something about it. The students gained insights into practical nature conservation work and the importance of sustainability for a company like colordruck Baiersbronn. To reduce disposable bottles, we have also donated a water dispenser to the school. With these actions, we want to convey to young people the importance of sustainability and the crucial role this topic plays in everyday life.

In addition, our junior staff had the opportunity to get to know various aspects of nature conservation together with the BUND Northern Black Forest Regional Association as part of the introduction week. We wish to express our commitment to nature conservation on our company premises

as well, and have therefore launched another initiative together with the BUND Northern Black Forest Regional Association – the construction of our own insect shelter on our company premises. Our goal with this collaboration is to promote natural biodiversity on our premises and enable sustainable environmental education.



Biodiversity

Our 2023 WIN project included the development of a biodiversity concept for the colordruck Baiersbronn company premises. The development of our biodiversity concept included careful planning and analysis, which was carried out in cooperation with a green concept company. After developing a concept, the conversion measures began as early as 2023. Through the targeted planting of different areas, we want to create a variety of habitats that are specifically tailored to the needs of different animal species. Flowering fields, rich in nectar, should serve as a food source for, e.g. wild bees and bumblebees. In doing so, a seed mixture made from local

(mostly perennial) plants, are inoculated into the naturally growing vegetation. This is intended to strengthen the flowering area throughout the year. In addition, butterfly hedges with special plants will be put up to attract butterfly species. These various plants allow us to actively contribute to preserving biodiversity. We are not only creating habitats, but also food sources and sanctuaries for a wide range of animal species. Information boards that are placed in the flowering areas explain why preserving biodiversity is important and make it clear that the areas mowed at most twice a year are not neglected, but intentionally left 'wild'.

OUTLOOK.

Even if we have already set all the wheels in motion towards sustainability in the past and are currently on a goal-oriented course, we do not want to rest on our laurels, but are still motivated to improve in the long term and to become experts in the area of ‚sustainability in the folding carton industry‘.

In this way, we want to be considered as a climate-neutral company until 2025 on the basis of the KLIMAfit programme. We would also like to further expand our regional sustainability network and strengthen current connections, for example with the BUND Northern Black Forest Regional Association. In 2024, we will identify all sustainability aspects relevant to us in the form of a materiality analysis and work on them in a targeted manner. This will allow us to focus more and more specifically on the topics that are important to us in the future.



Legal notice

Issuer

colordruck Baiersbronn
W. Mack GmbH & Co. KG
Saarstraße 2-10 · 72270 Baiersbronn

Tel: +49 (0) 7442 / 830-0
marketing@colordruck.net
www.colordruck.net

Created by Pia Stockburger
(Sustainability Manager) and Sarah
Hagen (Marketing) with the support
of working student Laura Deuringer

Responsible for the content
Martin Bruttel and Mike Günther
Management