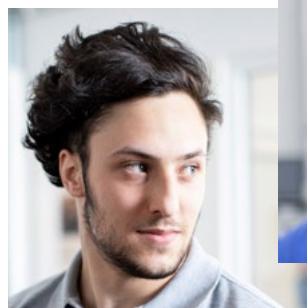
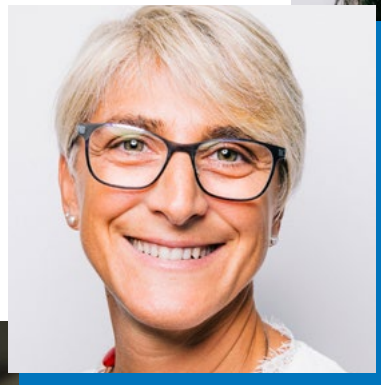
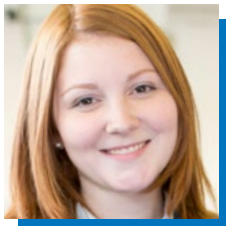
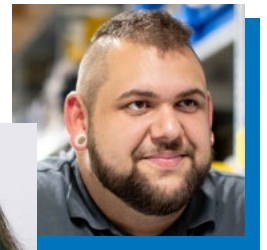
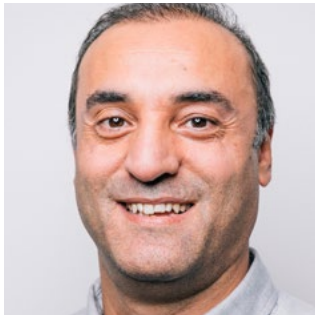


# RENOLIT Sustainability Report 2018

Together for tomorrow



A longer future through strong values, community, innovation and protection of resources.

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# Foreword

Dear Readers,

*Together for tomorrow* – because we know that we can only reach our goals by liaising closely with our stakeholders.

Against a backdrop of urgent social challenges such as globalisation, climate change and digitalisation, sustainability is now more important than ever, and there is much more to it than the protection of the environment and resources. That is why RENOLIT's understanding of sustainability is fully based on ecological as well as economic and social factors.

We at RENOLIT want to generate added value – as an internationally active company, as a specialist for high-value products, as an employer and as a member of society. We believe that through comprehensive, responsible action, we can contribute to a liveable future while also laying the foundations for long-term economic success.

As a family company, we particularly value working together in a spirit of partnership. Together, we take every day as an opportunity to work towards a better future. *Together for tomorrow* – we also actively live this guiding principle beyond the bounds of our own company and are already involved in an array of sector-wide sustainability initiatives.

As RENOLIT Group, we strive towards sustainable development in all areas of the company. In doing so, we concentrate on challenges that are a natural fit with our company's activities, such as occupational health and safety, actively counteracting demographic change in the region, and continuing to position ourselves as an attractive employer. We see resource conservation as a task for the future that we can act on today through our "RENOLIT goes circular" initiative.

This sustainability report offers insights into these and other activities, as well as outlining our progress in economic, ecological and social terms. Our sustainability magazine, which is being published for the first time this year and will appear in tandem with this report, shows how we are dedicating ourselves to *working together for tomorrow*. We invite you to view this RENOLIT Group sustainability report as a starting point for further dialogue and hope that you enjoy reading it!

Your RENOLIT Board



Michael Kundel



Dr Axel Bruder



Karsten Jänicke

# RENOLIT at a glance

The RENOLIT Group is one of the world's leading manufacturers of high-quality plastic films and related products for technical applications. As an independent family-owned company, we have been setting standards in quality and innovation for over 70 years and stand for technical competence, modern product design and cooperative service around the world. Today we employ 4,806 members of staff at a total of 22 production plants and 14 sales offices worldwide, and distribute our products in more than 50 countries.

-  Production plants
-  Sales offices

**42<sup>nd</sup> place**

in the "Welt" media platform's ranking of the top 100 German SMEs (2017: 44th place)

**65 %**

is our internal recycling target, with a 2020 deadline  
(Status in 2018: 62.15 %)

**3.5 million**

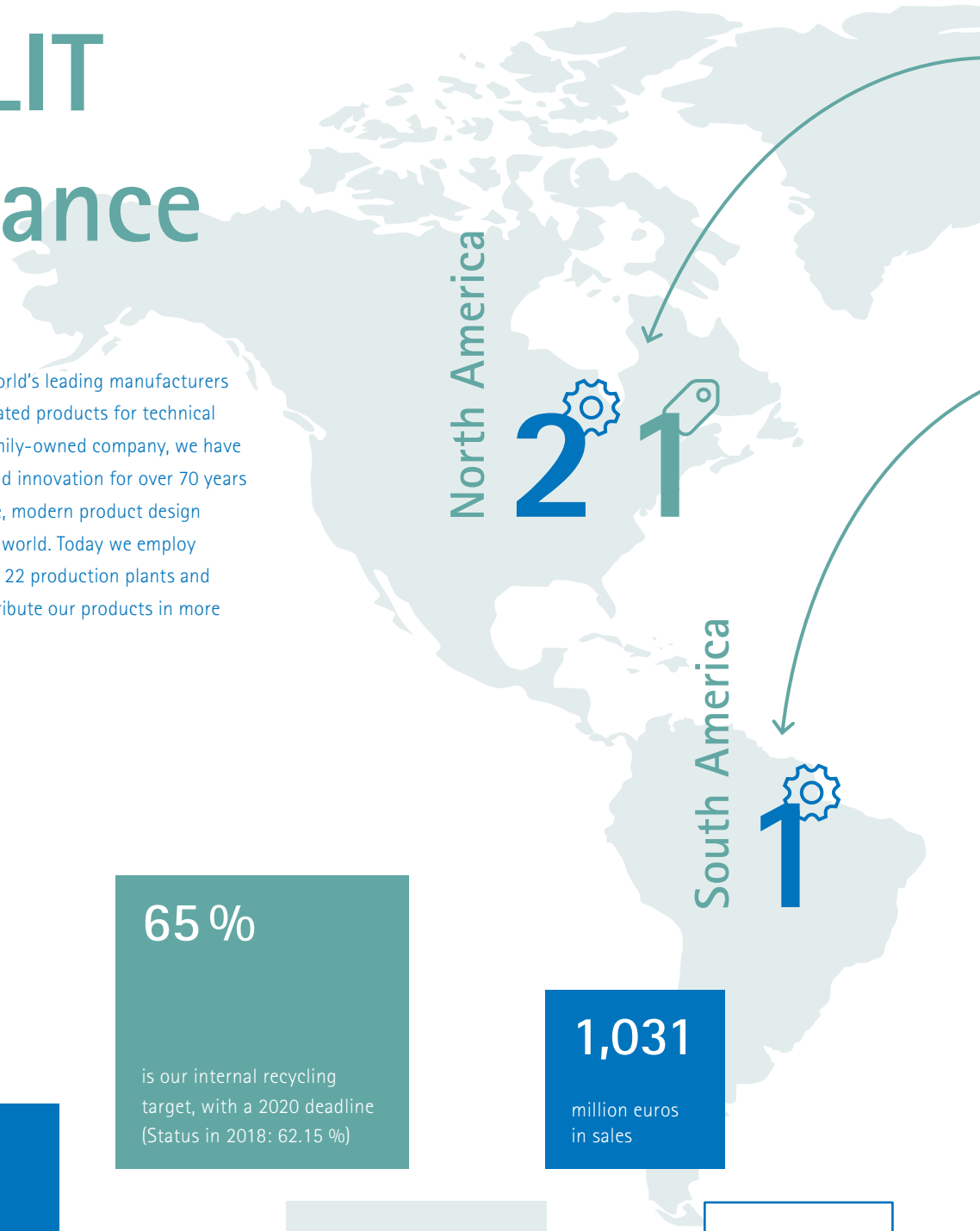
euros in investments in 33 energy savings projects

**1,031**

million euros in sales

**123**

trainees and students





**4,806**  
employees

**22**  
production plants

**594**  
product groups in the entire product portfolio

**72**  
years of expertise as a plastics processing company

**14**  
sales offices



*Rely on it.*

---

COMPANY MANAGEMENT

# Together for responsible business practices

Our company values have a defining impact on our company culture. For both of these elements, our clear focus is on reliability: our employees, customers and suppliers know they always have a reliable partner at their side in RENOLIT. We also act responsibly where the environment and society are concerned, setting the highest standards for our plastic products which we know touch the lives of countless individuals.



## Our company

Our parent company RENOLIT SE, with its headquarters in Worms, is the largest single company in operation and holds all of the shares in the companies that belong to the group either directly or indirectly. JM Holding GmbH & Co. KGaA in Worms holds a 100 per cent share in RENOLIT SE. All shareholders in the holding company are members and descendants of the founding Müller family.

The company is divided into eight Business Units, which are organized by different fields of application (you will find more information about the Business Units in the "Products" chapter on page 39). Since 2017, RENOLIT has been officially represented in Chile with one location. By building a plant in Curauma, west of Santiago de Chile, RENOLIT is strengthening its presence in the Latin American market. The RENOLIT *MEDICAL* Business Unit will produce PP blown film for medical applications.

## Economic developments

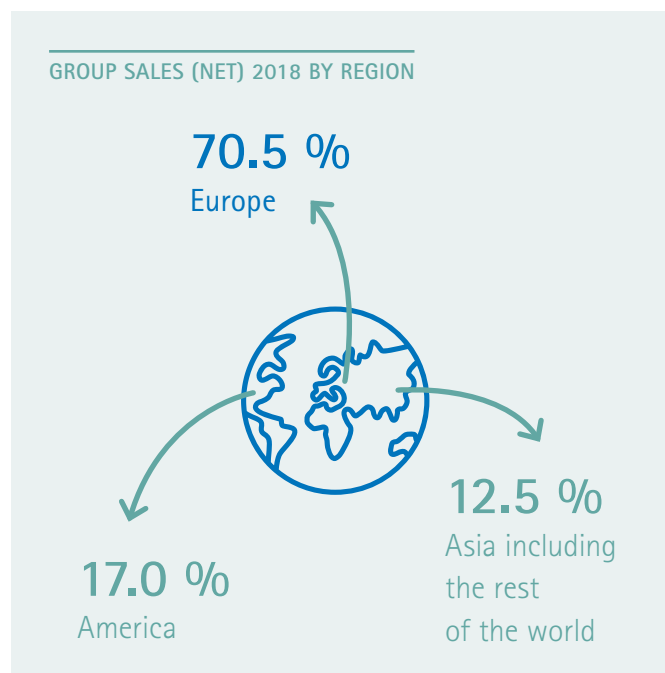
In 2018, the RENOLIT Group achieved worldwide group sales of EUR 1,031 million (2017: EUR 1,016 million), exceeding the billion-euro threshold in spite of unfavourable currency developments. High levels of private consumption and low interest rates worldwide have continued to support the construction sector, which is a significant part of our business. Group earnings including financial income and after taxes amount to EUR 70.1 million. The cost of materials, which rose once again, along with unusually low productivity in the fourth quarter were major contributing factors to the decline. The equity ratio as of the balance sheet date rose to 54.1 per cent (previous year: 51.9 per cent) of the balance sheet total, and profit distribution fell year on year. In 2018, we invested EUR 80.7 million in long-term assets group-wide – a record level of investment. These investments are primarily made to introduce new products, achieve our growth targets and directly increase efficiency, particularly raw material yield. At 252,637 tonnes, production volumes were down slightly compared to the previous year.

|   | 2016       | 2017         | 2018         |
|---|------------|--------------|--------------|
| <b>Group sales (net) in Euro millions<sup>1</sup></b>         | <b>966</b> | <b>1,016</b> | <b>1,031</b> |
| Europe  | 679.33     | 711.9        | 726.4        |
| America   | 156.68     | 160.2        | 175.4        |
| Asia including the rest of the world                          | 129.58     | 144.2        | 129.2        |
| Net group sales in Euro millions                              | 91.8       | 76.5         | 70.1         |
| Equity ratio  | 48.1 %     | 51.9 %       | 54.1 %       |
| Investments in long-term assets in Euro millions <sup>2</sup> | 41.7       | 55.6         | 80.7         |
| Annual production in tonnes <sup>3</sup>                      | 250,295    | 258,587      | 252,637      |

<sup>1</sup> Group sales (net) includes all income over the fiscal year resulting from the company's standard operating activities, less sales deductions (price reductions such as discounts and bonuses). All data relating to economic developments refer to the companies included in the Consolidated Annual Report. This does not include joint ventures.

<sup>2</sup> Including tangible and intangible assets and financial assets

<sup>3</sup> Including joint ventures

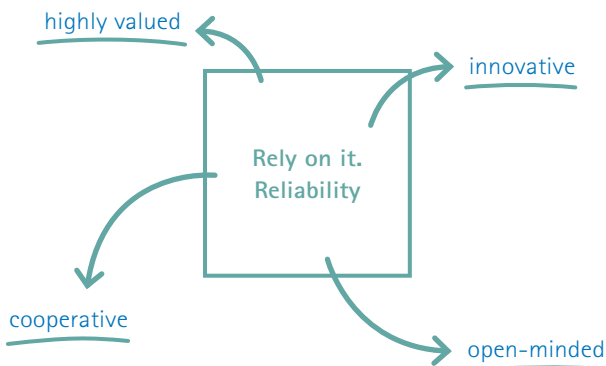




### Values that guide our actions

The company guidelines, which have been in effect in a revised version since early 2016, form the basis of our activities, and this is the foundation on which we would like to continue our successful company development. They will also help us to innovatively embrace new topics in the future and to set ourselves realistic targets for the year 2020. In particular, the topics of our company brand, human resources policy and culture of innovation are now more intensely in focus. The company guidelines also show what RENOLIT stands for and describe the vision that unifies the company. They illustrate the values that guide RENOLIT's activities – within the company and with its partners – and what the company has committed to undertake. At the same time, they provide an outlook on the way that we would like to develop in the future. Ultimately, only those who are familiar with the company's objectives will be able to contribute to its success. This is why we would like to communicate the meaning of our company guidelines even more clearly to all employees going forward.

Reliability remains the central component of our company philosophy. Together with the brand values "highly valued", "innovative", "cooperative" and "open-minded", it forms the basis of our activities and our vision.



Our brand RENOLIT and our slogan "Rely on it." constitute a commitment to our employees, customers and suppliers. They can rely on us as a partner – both in terms of the quality of our products and the responsible way that we behave towards the environment and society.



Our mission: we improve quality of life for many people with our innovative, highly valued and sustainable plastic products as essential components of our customers' products.

### Our understanding of sustainability

As one of the world's leading manufacturers of high-quality plastic products, we feel a special commitment to the topic of sustainability and are aware of our responsibility to both human beings and the environment. Our understanding of sustainability extends holistically to three dimensions – the environment, the economy and society – which we have firmly enshrined within our corporate culture as part of our internal company initiative RESPONSIBILITY<sup>3</sup>. There are many facets to acting responsibly, which is why we want to make a major contribution in all three dimensions.

### Our credo:

- Economic responsibility sustains our company.
- Environmental responsibility sustains our future.
- Social responsibility sustains our community.

The core aspects of RENOLIT

**Economic factors**

**Company growth**  
Growing sustainably and profitably

**Company management**  
Responsible and based on our values

**Innovation**  
Creating a culture of innovation, strengthening innovative momentum and increasing competitiveness



**Social factors**

**Health and occupational safety**  
Creating awareness, promoting personal responsibility and shaping the working environment

**Social commitment**  
Promoting education and culture, local community involvement

**Employee development**  
Developing potential and securing qualified junior employees

**Appeal as an employer**  
Ensuring employee satisfaction and promoting diversity



**Ecological factors**

**Environmental impact**  
Securing internal standards and avoiding negative impacts

**Plastics recycling**  
Expanding internal recycling and investing in technologies

**Product responsibility**  
Safety, reliability and high quality

**Resource-conserving production processes**  
Treating water, raw materials, energy and waste carefully



We embrace our responsibility in generations, not quarters.

As an independent, family-owned company, sustainable profitable company growth is crucial. We see our well trained, committed employees as the key to this success. With our targeted human resources policy, we want to retain our employees for RENOLIT in the long term, foster their talents and also increase our appeal as an employer. This is how we would like to make our contribution to preserving the livelihoods of generations now and in the future.

Another focal point is continuously improving resource-friendly production processes. In particular, we focus on consuming energy consciously and carefully, practicing the highest possible degree of material efficiency and increasing our use of recyclates.

RENOLIT makes an equally important contribution to protecting the environment by developing sustainable products and systems, such as green roofing systems for the improvement of air quality. We also step up and respond to other global challenges with innovative product developments: with films for water reservoirs and seepage protection films, RENOLIT helps to make clean water available for people worldwide. You will find an overview of our diverse product range on page 39.

**Responsible leadership**

As a European company, RENOLIT SE is managed according to a dualistic principle. This means that the Board of Management manages all of our business and is held to account by the Supervisory Board. The latter comprises six members, two of whom are elected by employees and four by the owning family. The Chairman of the Supervisory Board is Dieter Dengl. The owning family is not involved in operational business, but is kept up to date about the business and strategic developments by the Board of Management. The shareholder structure will be reorganised in 2019. The Fischer and Lang families will acquire 100 per cent of the shares in JM Holding and thus in RENOLIT SE, while the Müller and de Alvear families will assume 100 per cent of the shares in RKW SE, a company affiliated with RENOLIT SE. Prior to the restructuring, both companies (RENOLIT SE and RKW SE) were owned in equal parts by the four founding families through JM Holding GmbH & Co. KG.

Since 2017, the members of the Supervisory Board have been Dieter Dengl, Hilmi Akkurt (employee representative), Ullrich Backhaus, Anja Fischer, Peter Steiner and Reinhard Westhäuser (employee representative). Andreas Lang, who had been a member of the RENOLIT SE Supervisory Board, switched to the Supervisory Board of RKW SE, a company affiliated with RENOLIT SE, as per a previous agreement

reached by the managing partners. Peter Steiner brings his experience to the company, which includes the work he has done on the board of directors of a Swiss company group in the field of speciality chemicals. He represents the Müller family on the RENOLIT SE Supervisory Board.

Since April 2019, the Management Board of RENOLIT SE has consisted of three members: Michael Kundel (Chairman), Dr Axel Bruder and Karsten Jänicke. Pierre Winant, who has been a member of the Board of Management since 2006, will retire at his own request when he reaches retirement age. Another change will occur on 1 July 2019, and will be outlined in more detail in the next report. It is the duty of the members of the Board of Management to run the company group in compliance with legal provisions, the group's Articles of Association and the company's Rules of Procedure.

It must take economic, social and ecological factors equally into account. Responsibility for managing the company falls to all three members of the Board of Management, but each of the members is responsible for a different area assigned to him. However, any interests associated with these areas are subordinate to the well-being of the company as a whole. It is also the duty of Board of Management members to stay informed about essential processes in their business areas and to keep up to date with all of the information relevant to business developments.

At the beginning of 2013, one central area of responsibility was set up for Sustainability Reporting. Since then, the Corporate Innovation department has been pushing ahead with the expansion of a solid data basis together with the specialist divisions and has been reporting directly to Board of Management member Dr Axel Bruder. Central responsibility for sustainability management and formally approving the Sustainability Report falls to the Board of Management.

### Clear guidelines for business practices with integrity

As a multinational company, the RENOLIT Group is subject to a wide range of laws and directives. Complying with these legal provisions is of the highest priority and forms the basis of RENOLIT's business success. Illegal or irregular conduct can lead to a loss of reputation for the whole company, as well as personal liability for individual employees in the form of indemnity claims and criminal consequences. Non-compliant conduct is not tolerated and violations are punished consistently. If they fail to comply with laws and internal guidelines, our employees must expect disciplinary action, which, in extreme cases, could result in the termination of the employment relationship or, for our suppliers, in the termination or non-resumption of the business relationship.

The Board of Management (from left to right): Karsten Jänicke, Dr Axel Bruder, Michael Kundel



Our group-wide Code of Conduct is a set of mandatory behavioural guidelines that all employees must abide by during their day-to-day activities. It is the standard that RENOLIT has set for the conduct of both its employees and its business partners. It emphasises our corporate culture, which is shaped by fairness and honesty. Among other things, it also requires employees and business partners to uphold confidentiality in relation to trade secrets. It also clearly states that no employee may directly or indirectly offer, grant or approve any unauthorised benefits to any other parties in connection with his or her business activities, neither in the form of gifts of money nor in the form of any other services.

#### The code comprises the following essential areas:

- compliance with laws, regulations and company policy
- ethical business conduct, company reputation and fair activities
- interacting with business partners and third parties
- interacting with employees and colleagues
- sustainability and environmental protection
- dealing with company property

Our compliance activities help us to swiftly identify misconduct and react to it quickly, effectively and consistently. The Internal Revision department is responsible for enforcing these standards. It regularly reports to the Board of Management and to selected specialist divisions about current developments. In order to manage compliance activities and internal controlling measures, we have implemented Administrative Internal Control Procedures – or AICPs for short – as internal standards. Key issues are – alongside operational finance cycles – the areas of data and environmental protection, health and occupational safety, antitrust, patent and licensing law, and anti-corruption regulations.

The Internal Revision department reviews compliance with the AICPs in regular audits. If any abnormalities are uncovered, they are included and analysed in the audit reports. They are then corrected, and the implementation of those corrections is monitored. Any weaknesses or potentials for optimisation that are identified are categorised by severity. The Internal Revision department then compiles any objections in a plan for follow-up measures, defines activities to remedy them and sets out responsibilities and time frames. The AICPs are subject to constant updates, which are made available to location managers and those in charge of administration worldwide. In 2017, most of these updates pertained to technical investments and construction measures. They are suitable for improving liquidity management and reducing the potential risks of losses. Further updates are planned concerning the procurement of fixed assets; these will be published in 2019.

All of the location audits carried out in 2018 were repeat audits. In particular, they were checking to see whether the optimisation potentials ascertained during the initial audits had been implemented and complied with. These audits also review antitrust factors, and the employees concerned are informed of any potentially imminent risks.

The RENOLIT group strategy of reviewing the reasonableness and functionality of the internal control systems of all group companies is being continued unabated. For example, all RENOLIT locations around the world are inspected every four years. Moreover, risk-based inspections are carried out on the reasonableness, functionality and compliance of selected departments at RENOLIT SE plants in Germany.

Based on the checklist developed to explicitly review the functionality of internal controls in procurement, checks are carried out on the buying and procurement activities of all RENOLIT production locations, taking into account aspects such as corruption and bribery. This audit aims to uncover potential corruption risks and to prevent future risks. Overall, ten locations worldwide were inspected for corruption risks in the reporting year. The reviews conducted in 2018 did not identify any significant corruption risks. Using our "IT network security and privacy" checklist, we have been successively inspecting the condition and security of data networks at all RENOLIT locations worldwide, a process that started in 2016. In 2018, the RENOLIT Hungary LLC, American RENOLIT Corporation Swedesboro, American RENOLIT Corporation LA, OOO RENOLIT-Rus, RENOLIT Polska Sp.z.o.o., RENOLIT Hansen, RENOLIT Brightwood, RENOLIT Plastic and RENOLIT Senxing locations were inspected. These inspections determined that data protection was ensured in all cases and that a high level of data security had been achieved through intensive protection measures.



If our employees suspect any legal violations or violations of internal company guidelines, they can contact either an internal or an external ombudsman. The internal ombudsman is the group head of Human Resources. If a RENOLIT employee would like to remain anonymous within the company, the complainant can contact an external ombudsman, represented by a law firm. The internal and external ombudspersons were contacted seven times in 2018 (six contacts were made to the internal and one to the external ombudspersons) to report misconduct by employees or executives. All cases and accusations were carefully reviewed. However, as the ombudsmen's offices were unable to substantiate the initial suspicions of alleged misconduct, no disciplinary action was taken.

In order to raise awareness amongst Sales employees – but also amongst employees from departments in related fields – training sessions were carried out at 12 locations worldwide in 2016 on the topic of antitrust law in each location's respective national language. There are plans to repeat these training sessions every four years.

The issue of data protection also plays a major role at RENOLIT. This is why we consistently abide by our Data Protection Guidelines, which are applicable worldwide. They are based on statutory requirements and globally recognised data protection principles, and ensure that personal data is handled carefully. This is the foundation of the trusting collaboration we have with our employees, customers and business partners worldwide. The mandatory General Data Protection Regulation taking effect in May 2018 is creating a consistent framework for data protection in Europe. RENOLIT has also given this topic intensive attention and has adapted the existing data management system to the Europe-wide standardised data protection legislation. The data protection officer carries out regular monitoring of the implementation of the European regulation. In order to support all employees and executives where data protection is concerned, a broad-based internal

data protection campaign that featured numerous information events was conducted in 2018 and will be continued in 2019. In carrying out this campaign, RENOLIT is implementing the requirement stipulated in the GDPR that relevant employees be familiarised with the provisions of the regulation. It includes additional chapters for special target groups such as managers, HR employees and employees who work directly with customers. All employees, particularly those who work with personal data, are obliged to complete mandatory training.

As in previous years, no cases of corruption were ascertained anywhere in the group in 2018. Moreover, there were no known cases anywhere within the group of fines being issued due to noncompliance with laws or regulations, nor was there any suspicion of or proceedings resulting from anti-competitive conduct, cartelisation or monopolisation.

#### Careful handling of opportunities and risks

Business activities are always subject to risk. In order to identify both risks and opportunities early on, we observe strict risk management processes. These are based on the international risk management standard "COSO II Enterprise Risk Management"<sup>4</sup>. The Supervisory Board receives an annual report. The Internal Revision department is in charge of monitoring, maintaining and developing the risk management system; central responsibility falls to the Board of Management.

The risk areas identified for the company group are monitored at each location using risk registers. The risk register's centrally developed, consistent format contains predetermined categories and standards and is updated at least once a year. Alongside the usual economic criteria such as fluctuations in sales and commodity prices, the risk categories also include ecological factors such as potential environmental hazards at each location, processes that have been introduced for environmental management and training on all kinds of environmental aspects for relevant employees. Audits conducted by the Internal Revision department regularly monitor whether the decentralised information maintained by each of the companies is complete. The monthly risk reporting system carried out as part of the company's financial reporting provides RENOLIT's legal, financial and insurance departments with all of the relevant information early on so that they can manage potentially imminent court proceedings and minimise the resulting risks.

<sup>4</sup> Committee of Sponsoring Organizations of the Treadway Commission; more information at: [www.coso.org](http://www.coso.org)

### Entering into dialogue with stakeholders

We also keep an eye on opportunities and risks by communicating with our stakeholders. Our business activities affect them either directly or indirectly, making them particularly important to RENOLIT. The stakeholder groups that are relevant to us are the groups that have a significant impact on RENOLIT and the groups that are decisively influenced by RENOLIT.

We aim to take into account the sustainability interests of all of RENOLIT's important stakeholders. We are involved in active dialogue with local communities and their citizens at a range of different locations in order to minimise any negative impact our business activities might have on them. In order to understand what motivates our employees, we carried out an employee survey in 2017. The results reveal where there is room for improvement and will help us to keep developing our appeal as an employer, amongst other things. The worldwide employee survey will be carried out again in 2020. Thereby, RENOLIT monitors the initiated developments from 2017 and checks whether these have had a positive effect on employee satisfaction. You will find more on the topic of the employee survey in the chapter "People" on page 23.

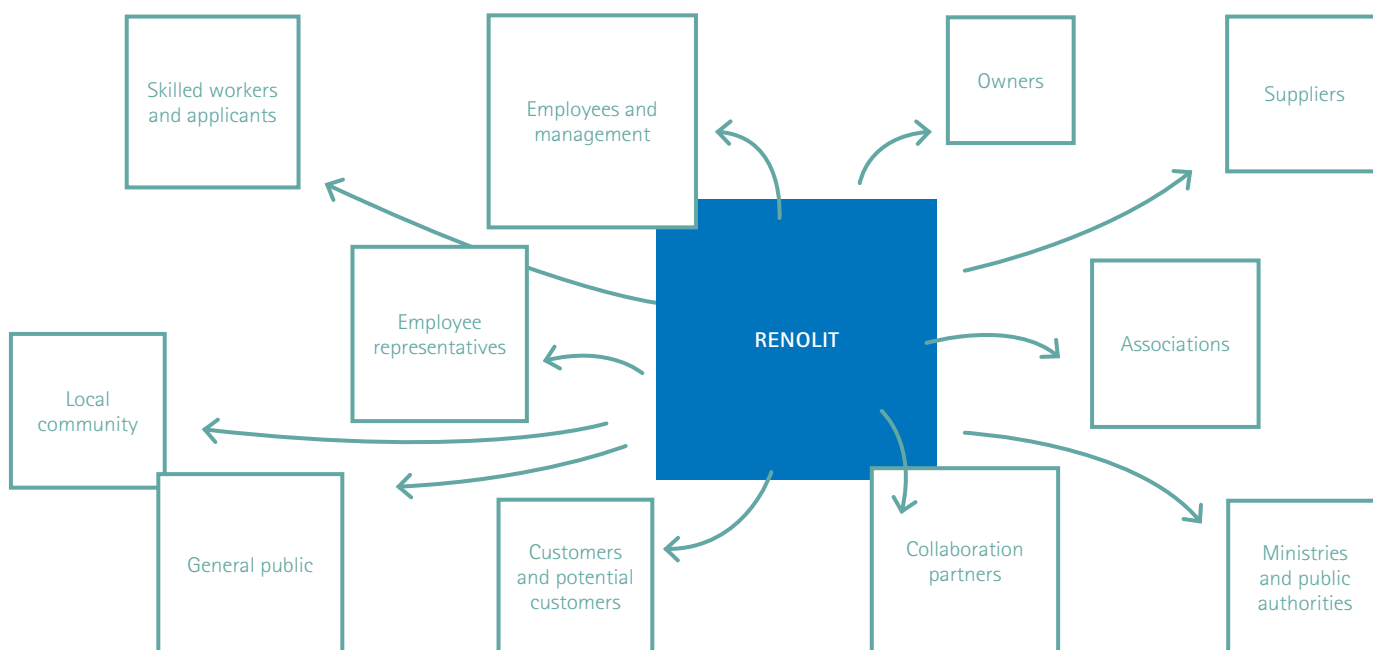
As part of our lobbying activities, we exchange information with different groups of people and make a contribution to advancing issues that are of crucial importance to our sector, actively helping to shape the future of our industry.

GRI 102-40  
GRI 102-42  
GRI 102-43

RENOLIT is involved in numerous industry associations and interest groups worldwide, including the AGPU (Working Group for PVC and the Environment). The Chairman of its Board of Management is from RENOLIT. As a member of AGPU, RENOLIT campaigns for the future sustainability of PVC together with 60 companies from the PVC value chain – from the salt industry to the production of raw materials, from processing to recycling.

As a founding member of the Vinyl Foundation, RENOLIT has made a voluntary commitment to the VinylPlus sustainability programme. This initiative of the European PVC industry campaigns to increase the sustainability of PVC manufacturing and PVC applications. RENOLIT is involved with the Board of Management of VinylPlus and the Board of Management of the Vinyl Foundation and also heads the Communication Committee. For more information on RENOLIT's involvement with the VinylPlus industry initiative, see pages 12 and 13 of the 2018 sustainability magazine.

### Our stakeholder groups





From 2014 to 2018, RENOLIT maintained the presidency of European Plastics Converters (EuPC), an association that represents the interests of European plastics processing companies. Since May 2018, this office has been held by Renato Zelcher, CEO of Crocco S.p.A. A total of 46 national associations and industry associations are pooled together under EuPC, which represents 50,000 companies with more than 1.6 million employees and an annual production volume of 50 million tonnes of plastics.

RENOLIT has also been involved in the Industrieverband Kunststoffbahnen e. V. (IVK Europe) industry association for over 30 years now. The association represents the joint interests of companies producing sheets made of plastic and caoutchouc for a multitude of applications. The focus of the organization's work is on pursuing the interests for the material PVC and its substitutes.



### Focus on key issues

In order to determine the key issues for the Sustainability Report, we carried out a materiality analysis and re-prioritised some of our key issues in early 2016. The starting point for identifying these key issues were the United Nations' Sustainable Development Goals (SDGs)<sup>5</sup>. An external survey of experts identified 11 development objectives – out of a total of 17 – that RENOLIT could make a special contribution to achieving as part of its business activities. Their relevance for RENOLIT was then prioritised. Afterwards, the Board of Management and representatives from different specialist divisions met in a workshop and assessed the potential contribution that RENOLIT could make to implementing all 11 SDGs.

The resulting materiality analysis is the foundation of the reporting that will be carried out in the years to come and also applies to the Sustainability Report 2018.

<sup>5</sup> More information at:  
[www.un.org/sustainabledevelopment/sustainable-development-goals](http://www.un.org/sustainabledevelopment/sustainable-development-goals)

The results of the materiality analysis have shown us which topics are of particular importance to RENOLIT and its stakeholders. The SDG Responsible Consumption and Production was deemed both internally and externally to be the most relevant. As a manufacturing company, we can make a crucial contribution to reducing the world's ecological footprint with resource-friendly production processes and by continuously expanding our internal recycling activities.

The same applies to the SDG Climate Action, to which RENOLIT can make a significant contribution by increasing its energy efficiency and investing in energy-saving measures. The issue of Decent Work and Economic Growth is of primary relevance for our locations abroad and in the supply chain. We see great potential in the development of new solutions and innovations that will be able to meet global challenges.

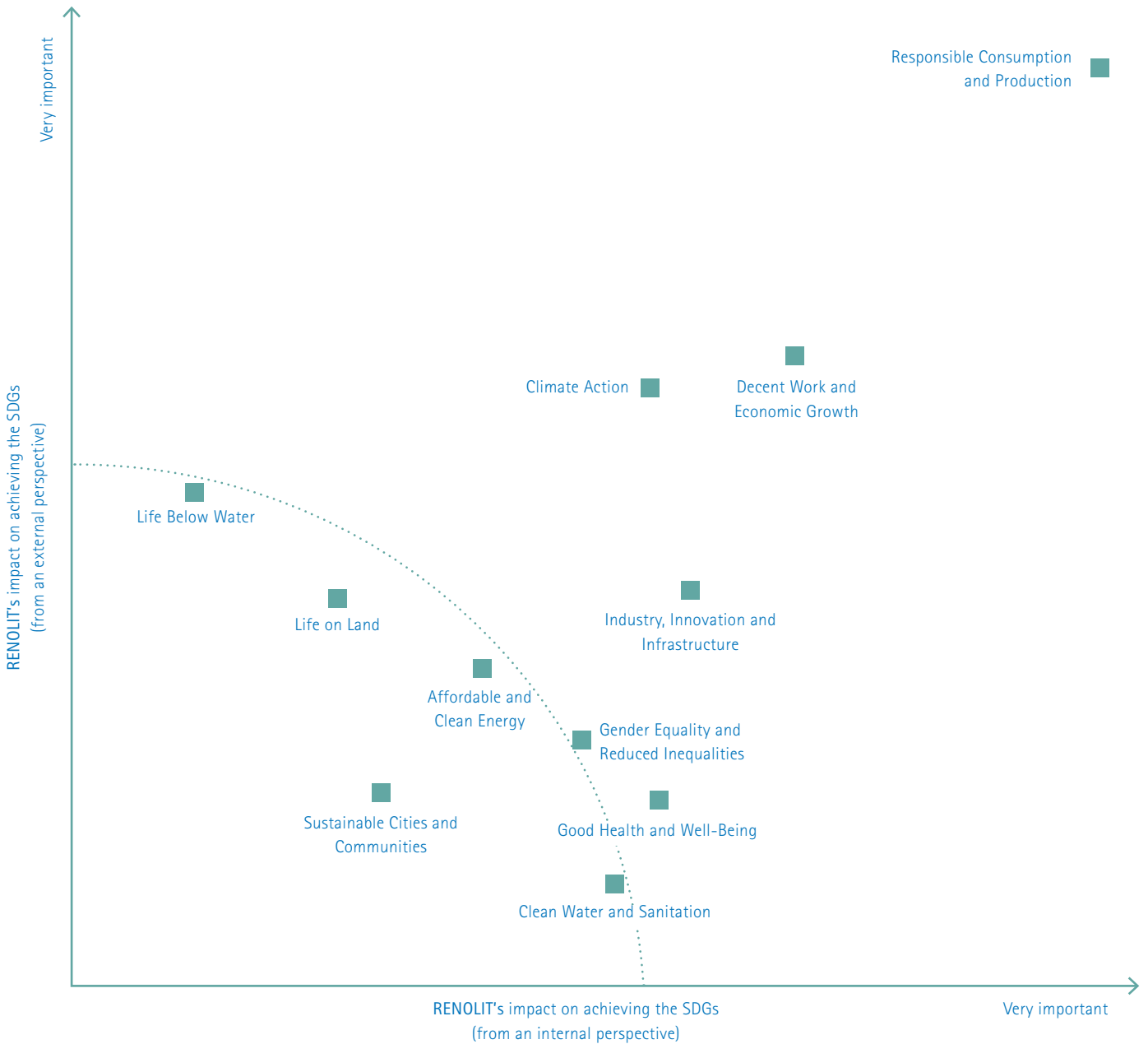
The biggest discrepancy between internal and external perspectives was in regard to the SDGs Life Below Water and Life on Land. Their high relevance from an external perspective was probably due to a perceived connection between our products and the pollution of the rivers and oceans by plastics waste. Our products are used in technically sophisticated fields of application, and we are intensively committed to closed-loop material cycles. Alongside fundamentally minimizing waste, we are also continuously working on reusing all of the plastics waste that is generated during production in our own processes. In addition to this, we also campaign for recycling processes and returns systems in collaboration with our customers. Another contribution that we make to the circular economy is by actively taking part in systems that recycle products at the end of their life cycles – for roof sheeting, for example – and in innovative pilot projects in the medical industry (you will find out more about our objectives and activities in the field of recycling in the "Production" chapter on pages 48 to 50). From an internal perspective, these activities enable us to contribute to achieving the SDG Responsible Consumption and Production.

GRI 102-43  
 GRI 102-44  
 GRI 102-46



# RENOLIT materiality matrix

GRI 102-46



# Key issues for RENOLIT

GRI 102-47  
GRI 102-49

|   |  |   |
|---|--|---|
|    | <p><b>SDG 3</b> Good Health and Well-Being</p>                             | <ul style="list-style-type: none"> <li>Occupational Health and Safety</li> </ul>  |
|    | <p><b>SDG 9</b> Industry, Innovation and Infrastructure</p>                | <ul style="list-style-type: none"> <li>Emissions</li> </ul>   |
|   | <p><b>SDG 5</b> Gender Equality<br/><b>SDG 10</b> Reduced Inequalities</p> | <ul style="list-style-type: none"> <li>Diversity and Equal Opportunity</li> <li>Non-discrimination</li> </ul>   |
|  | <p><b>SDG 12</b> Responsible Consumption and Production</p>                | <ul style="list-style-type: none"> <li>Procurement Practices</li> <li>Materials</li> <li>Effluents and Waste</li> <li>Environmental Compliance</li> <li>Marketing and Labelling</li> <li>Customer Health and Safety</li> </ul>  |
|  | <p><b>SDG 8</b> Decent Work and Economic Growth</p>                        | <ul style="list-style-type: none"> <li>Economic Performance</li> <li>Anti-corruption</li> <li>Anti-competitive Behaviour</li> <li>Socioeconomic Compliance</li> <li>Public Policy</li> <li>Employment</li> <li>Labour/Management Relations</li> <li>Training and Education</li> <li>Freedom of Association and Collective Bargaining</li> <li>Child Labour</li> <li>Forced or Compulsory Labour</li> <li>Human Rights Assessment</li> <li>Supplier Social Assessment</li> </ul> |
|  | <p><b>SDG 13</b> Climate Action</p>  | <ul style="list-style-type: none"> <li>Energy</li> <li>Water</li> <li>Emissions</li> <li>Environmental Compliance</li> <li>Supplier Environmental Assessment</li> </ul>   |
|  |  |   |



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PEOPLE

# Shaping the future together

Our 4,800 employees form the foundation for our long-term economic success. That is why we place a lot of emphasis on respectful interaction that enables every individual to optimally develop their potential. Together, we shape the world of tomorrow and secure our leading position as an international manufacturer of high-quality plastic films and related products.

### Promoting fairness at the workplace

As a family-owned company, we feel a special commitment to our employees. In our Code of Conduct, we make a clear vow to provide all employees with equal opportunities and to treat them equally. We clearly speak out against all discrimination on the basis of factors such as ethnicity, skin colour, language, gender, religion and sexual orientation. We make human resources decisions based on the qualifications, performance records and capabilities that are necessary for the duties and the business framework involved. Moreover, we are committed to complying with the occupational standards of the International Labour Organization<sup>6</sup> and expressly prohibit every form of forced labour and child labour, both at our own company and at our business partners' companies. There is no danger of us breaching any internationally recognised human rights at any of our locations. As a matter of course, we comply with provisions that safeguard freedom of association and respect the rights of every employee to join a union or to be represented by an employee representative committee.

In China and India, RENOLIT has locations that the Business Social Compliance Initiative (BSCI) has classified as risk countries in relation to the upholding of human rights. We are aware of this special responsibility and embrace it with our global Code of Conduct.

At the time of publication, RENOLIT was not aware of any verified breaches of human rights, of core labour standards, of the right to equal treatment, or of the freedom of association and collective bargaining. You will find more information about the way that we deal with compliance issues in the "Company Management" chapter (on pages 12 to 20).

### An overview of our employees

At the end of 2018 RENOLIT employed 4,806 employees at 36 locations worldwide (2017: 4,700 employees at 36 locations). Worldwide, collective agreements provide 70.8 per cent of our employees with representation. The majority of them are employed in Europe, where the share of employees represented by a collective agreement is 91.9 per cent, followed by America at 47.8 per cent. In the region Asia including the rest of the world, this proportion is 2.5 per cent. This is because unions conclude collective agreements with the company on behalf of employees; however, for political reasons, unions do not play the same key role in China that they do in Western countries. This is why the majority of the companies that operate there, including RENOLIT, are yet to sign any collective agreements.

The total number of employees includes both active employees and trainees. "Active employees" means all full-time and part-time employees with either fixed-term or permanent contracts. Overall employment rose by 2.3 per cent year on year. At our American locations in particular, it grew significantly by 6.6 per cent. The main reasons for this employment development were the general expansion of business and capacity, successful succession planning and the recruitment of permanent employees instead of temporary workers.



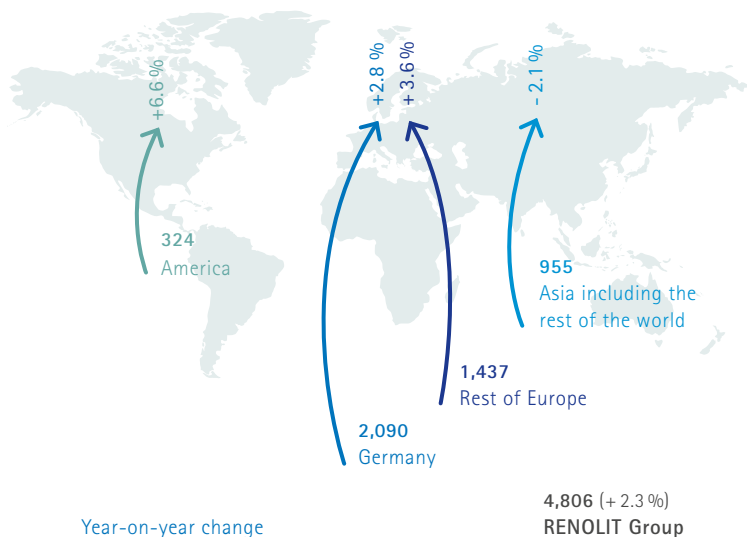
<sup>6</sup> International Labour Organization; more information at: [www.ilo.org](http://www.ilo.org)

PEOPLE

These are the SDGs that we have defined as material for our company in the areas of employees and society.



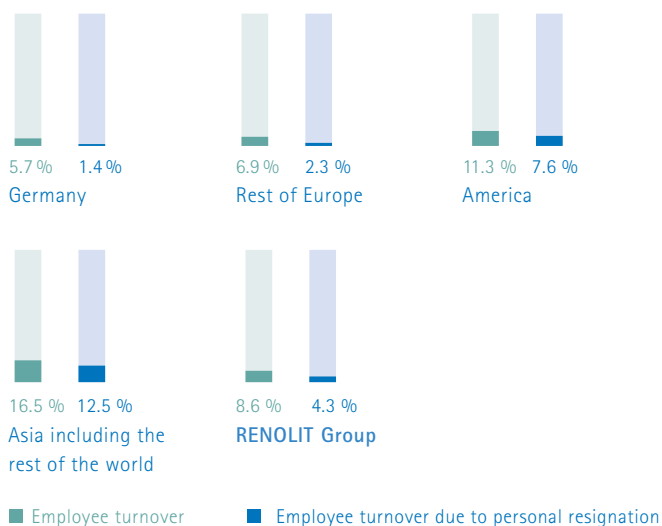
## Employees by region 2018



Year-on-year change

The group-wide employee turnover rate – i.e., the ratio of employees leaving the company compared with the average number of employees – dropped to 8.6 per cent in 2018, representing a year-on-year decrease. In Asia, the employee turnover rate again decreased year on year and came to 16.5 per cent in 2018 (2017: 20.5 per cent). This means that it is still higher than the group average, but that the positive trend is continuing. The employee turnover rate also decreased by 2 percentage points in America year on year, resulting in a rate of 11.3 per cent in 2018.

## Employee turnover by region 2018



Changes in the employee turnover rate due to personal resignations are one means of measuring employee satisfaction. This rate decreased to 4.3 per cent (2017: 5.3 per cent) year on year. The employee turnover rate has fallen almost everywhere with the exception of the “Rest of Europe” region, where it remained constant. Overall, we record low levels of employee turnover in the RENOLIT Group. This suggests high levels of satisfaction amongst our employees.

Employee turnover levels in Asia, which are higher than the group average, are normal for the region and mainly due to one of our Chinese locations, where the work involves a large proportion of manual activities and where there are high demands due to clean room technology. In 2015, we started a programme to reduce employee turnover, focussing on the issues of process optimisation, and training and further education. The affected location in China successfully established a new system of incentives over the last three years, which has considerably improved work-life balance. In addition, we are continuing to work on automating our processes so as to reduce the intensity of labour. The programme was rounded out by the establishment of career support and personal development measures. The measures we took have proven their worth, enabling us to lower the employee turnover rate in Asia by four percentage points compared to the previous year.

We have been collecting information about our employees' length of employment since 2015. This figure has shown no significant change compared to the previous year. Around 34 per cent of employees have been with the company for less than five years, 29 per cent between six and 15 years, and around 37 per cent longer than 16 years. By comparing the different regions, it becomes clear that the length of employment in both America and Asia is significantly lower than in Europe. Above all, this can be explained by the high employee turnover rate in Asia and extremely short lengths of employment in the USA and in Asian countries, which are normal in those regions. However, the measures introduced to reduce employee turnover are already having positive effects (for periods of employment by region see page 32).

There was a slight change in the employment structure at Group level compared with 2017. The proportion of permanent employees rose slightly to a Group-wide level of 89 per cent. The proportion of fixed-term employees has fallen by two percentage points to its current level of eleven per cent. The biggest change was recorded in the “Asia including the rest of the world” region, where 40 per cent of employees had a fixed-term contract in 2018, which corresponds to a drop of three percentage points compared to 2017. In spite of this

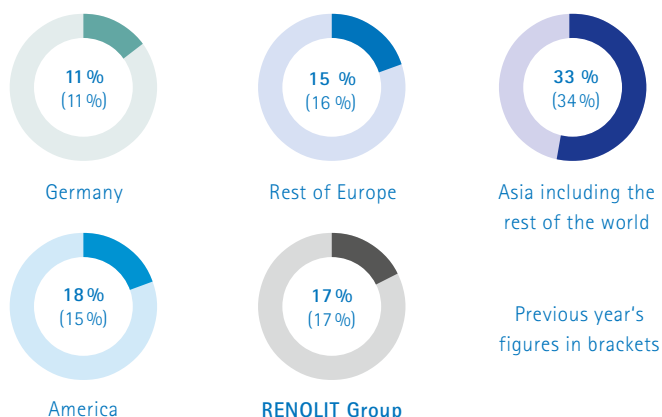


decrease, the proportion of employees with fixed-term contracts in this region is still high, which can be explained by conditions that are normal for the region. Firstly, Chinese labour laws allow for lengthy fixed-term contracts; secondly, it is standard practice for a first contract to be a fixed-term contract, even over a period of several years. We did not observe any significant changes in the distribution of full-time or part-time employees in the reporting year. 96 per cent of all employees still work for RENOLIT full time.

In the previous years we continued expanding the data basis regarding our employment structure, and since 2017 have been reporting on the full-time and part-time employees as well as our fixed-term and permanent employees by gender (see page 31). If we look at the gender-specific distribution of full-time and part-time employees in Germany, it is striking that, at 38 per cent, female employees account for a relatively high percentage of part-time employees. There is no significant gender-specific difference in the type of employment in Germany, where 96 per cent of male and 97 per cent of female employees have permanent contracts.

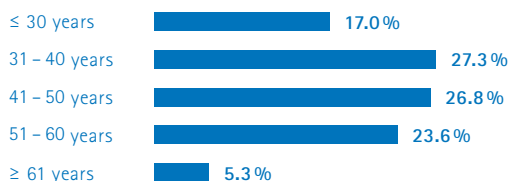
As in the previous year, around 17 per cent of our employees are female. At 33 per cent, the disproportionately high percentage of female employees in Asia can be attributed to conditions that are normal for the region and to production processes that are in part less physically strenuous. We achieved our goal of achieving a twelve per cent to 15 per cent proportion of female employees at management level one and a 15 per cent to 20 per cent proportion at management level two by mid-2017 at our German locations. In 2018, the proportion of female managers at level one and level two was around 16 per cent in each case. As of 31 December 2018, our Board of Management comprises three men; in our six-member Supervisory Board there is one woman.

### Proportion of female employees by region 2018



The age structure of RENOLIT employees remained nearly constant in the reporting year. It corresponds to the age structure of the population as a whole in each of the countries in which RENOLIT is active. The workforce in Asia is much younger than in other regions (for information about the age structure of employees by region see page 34).

### Age structure of employees 2018



Around two per cent of RENOLIT's employees worldwide are severely disabled; this figure is at its highest in Germany at four per cent. This puts us on a par with the German average, which is 2.9 per cent for SMEs and 6.2 per cent for large companies.<sup>7</sup>

<sup>7</sup> Source: Inclusion barometer work 2017



### Achieving work-life balance

One of the main credos of RENOLIT's human resources policy is being aware of family commitments and promoting family-friendly measures. In order to provide men and women with similar opportunities within the company, we have a range of different models for working hours and flexitime systems on offer. They let us respond to our employees' individual needs and help them to find a balance between their work lives and their private lives. Factors like this play a significant role when it comes to choosing an employer, especially for young, qualified professionals. We have introduced a carers' fund at our German locations, which provides employees who have to reduce their working hours in order to take care of a family member at home with financial compensation.

### Satisfied employees as a basis for our success

In 2017, the RENOLIT Group once again carried out an employee survey, which 76.6 per cent of employees took part in. One result that emerged from the employee survey was, for example, the need to convey the company's corporate strategy more clearly to employees. In 2019, RENOLIT worked out a new corporate strategy that will come into effect from 2021 to 2025. As part of this, all employees will be comprehensively informed about the process of strategy formation.

Team workshops were held in which employees also got the opportunity to work on the issues that they had identified as fields of action in their direct working environment where there was room for improvement. Following the survey, 308 interactive workshops were held on issues such as personal development and an innovation culture at the workplace. The teams worked on measures that are now being implemented.



The workshops are geared towards all employees of the RENOLIT Group, who enthusiastically took part: a total of 2,883 participants worldwide generated 1,326 measures. Afterwards, all of the measures were gathered and handed over to the management team and Board of Management to track the processes that had been launched.

The next employee survey will take place in 2020. This process enables RENOLIT to track the processes and developments that resulted from the 2017 survey and check whether the measures were implemented and whether this is having a positive effect on employee satisfaction.

### Enhancing our attractiveness as an employer – together

We are demonstrating our characteristics and values as an employer as part of our employer branding campaign, allowing us to create a unique company identity. The RENOLIT company brand is already rated very positively by our customers. We want to present RENOLIT as an employer brand separately, thereby strengthening the bond between employer and employees. One of the most important target groups in the campaign is the current RENOLIT workforce. In order to get the workforce actively involved in the design of the campaign, one essential component of the campaign's launch were workshops held with employees, human resource officers and management. Employees from different plants and areas of responsibility worked together to find a way to realistically and authentically communicate the values and characteristics of RENOLIT as an employer. The campaign started in 2017 with the value "reliability", and turned its focus inwards in 2018.

On the microsite [focus.renolit.com](http://focus.renolit.com), the Board of Management made a promise to continue improving RENOLIT as an employer with the slogan "WE FOCUS ON: RELIABILITY". The products from the RENOLIT *MEDICAL* Business Unit, which help to save lives, are one expression of this reliability, which is why this Business Unit was used as an example in the campaign. Other themes in 2018 included INNOVATION, DEVELOPMENT, STRATEGY and APPRECIATION. Our 2019 communication campaign addresses the public and potential job applicants as well as our existing employees and has a long-term focus. Our goal is that this campaign will raise awareness of RENOLIT among external target groups and enhance the company's attractiveness as an employer.

### Training qualified professionals

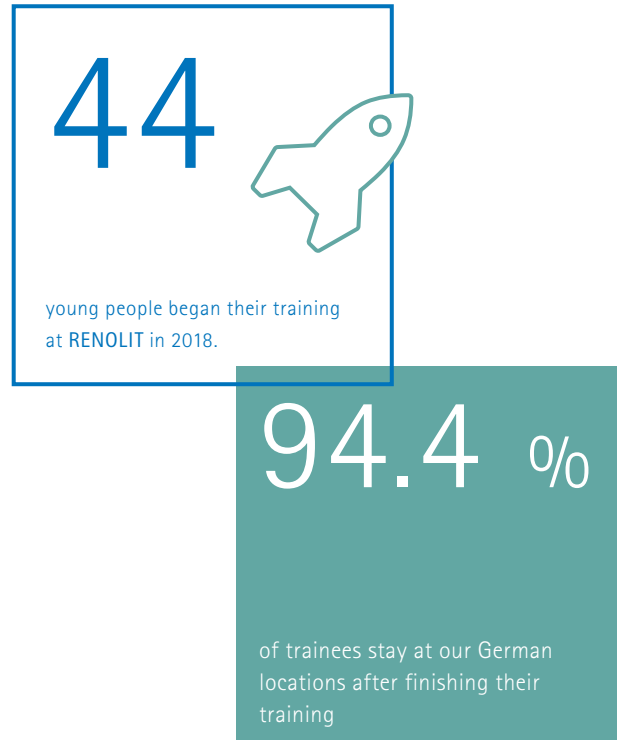
We will secure the future of our company with qualified junior employees. Demographic change and the ensuing skills shortages in some countries in particular are confronting us with special challenges. We are facing up to these challenges with a diverse range of training and further education options for all of our employees.

In 2018, we once again gave 44 young people group-wide the opportunity to begin professional apprenticeships at RENOLIT. This means that we employ 123 trainees and cooperative students worldwide, 76 per cent of whom complete an apprenticeship in a technical field (as process mechanics, electricians, industrial engineers, media technology specialists, or machine and equipment operators). The proportion of trainees in our overall workforce in Germany is around three per cent, which marks a slight decrease compared to 2017.

Alongside apprenticeships in technical fields, RENOLIT also offers a commercial apprenticeship for industrial clerks. In 2019, another new apprenticeship profession will be created at Worms with the apprenticeship for media technology specialists. In addition to the traditional professions, RENOLIT offers cooperative study programmes in the subjects of business administration, plastics technology and information systems.

We are delighted that we were able to offer all of the trainees at our German locations in 2017 a secure job once they had completed their apprenticeships, with a retention rate of 94.4 per cent. Aside from Germany, we have also had apprenticeship programmes on offer in France and the United Kingdom since 2007 and 2006 respectively. At the end of 2018, we had four trainees at our Cramlington location in the United Kingdom. There were no trainees in the sales office in Paris during the 2018 reporting year.

In order to hold the quality of our training programmes to the highest standards, we held another training course for our training officers in Worms in 2018. The purpose of this internal education programme was to ensure that all training officers had the same information available to them and to inform them of new developments.



This year's event focussed on how to hold feedback, critique and development meetings. As a follow-up to the 2017 seminar, the training officers also got the opportunity to share their experiences to date and to discuss current cases. They took a closer look at the life experiences of young people and how this impacts their learning behaviour and day-to-day training. The course also touched on motivating and supportive learning methods for trainees. The aim is to continue organising training like this for training officers once a year. In addition, 2018 also saw meetings that facilitated an exchange of ideas between trainers and training officers.

### Enabling refugees to join the job market

In 2016, RENOLIT used Europe's intake of refugees as an opportunity to collaborate with "Christliches Jugenddorfwerk Deutschlands e. V." and give refugees the chance to get to know our two-part apprenticeship system. In 2018, eleven refugees completed internships at RENOLIT (2017: eight), which gave them their first experience of the German working world.



The interns worked everywhere from the training facility to logistics and from maintenance to production. In addition to this, each intern received a mentor who helped them during their day-to-day activities.

After successfully completing the six-month entry qualification in May 2018, a young man from Eritrea began training to become a process mechanic in September. There are currently four refugees undergoing apprenticeships. Two of them will complete their training in summer 2019. We intend to enable more refugees to take part in internships at RENOLIT in the future as well.

# 36

refugees have already completed an internship at RENOLIT.

### Supporting young people's ideas

In 2013, we launched the Juniorfirma project, where we teach our trainees and students at the Worms location about first approaches to company management and help them to engage with strategic issues such as product development, production, sales and materials procurement while they are still in training. Since its inception, participants have founded six companies. In 2018, the trainees and cooperative students supported a number of social projects with the proceeds by donating home-made wooden furniture to kindergartens in the local region and to Worms zoo.

With its StartPlus initiative, RENOLIT is also committed to helping school leavers who have not found an apprenticeship. With StartPlus, RENOLIT gives young people the opportunity to catch up on the qualifications they are missing during a one-year internship and, ultimately, begin a technical apprenticeship. In 2018, the programme gave a total of two interns the opportunity to begin an apprenticeship at RENOLIT.

### Continuously developing skills and strengths

We provide our employees with the opportunity to personally develop themselves through numerous further education offers based on their strengths and capabilities in order to maximise their potential and help them to take on new challenges. In light of demographic change, it is our objective to recruit as many specialist and management employees from our own ranks as we can.

With the help of a range of different staff development tools, we regularly assess our employees' performance in order to determine their individual needs for further education. Depending on the location, this takes place with the help of development questionnaires and by setting appropriate goals. Group-wide, 95 per cent of our locations use staff development tools to ensure continuous further development. In 2018, a new development questionnaire was introduced for managers as well as technical and commercial employees with the aim of applying it across all locations.

In 2016, we developed a concept for succession planning in consultation with the High Potential Management programme. With this concept, we aim to encourage objectivity, transparency and efficiency in succession planning. As announced in the previous year's report, the High Potential Management programme was launched at Group level in 2017. The objective is to identify, foster and retain employees

in the long term who play an important role in the development of our company. For further information on the High Potential Management programme, see the sustainability magazine (page 8).

### Shaping the future with innovation

The RENOLIT Innovation Contest is a global initiative that was launched by the Board of Management. The Contest invites all employees worldwide to contribute and develop their ideas about issues that will be strategically important in the future. The contest takes place at regular intervals, and each contest addresses a new topic.

At the start of 2018, the second Innovation Contest took place, this time addressing "digital possibilities". Once again, more than 1,000 ideas were submitted for the contest, and the most promising concepts were further developed by interdisciplinary teams in the Future Factory. The winner of the 2018 Innovation Contest is a medical technology project idea that feeds into an expansion of RENOLIT MEDICAL's business model: the project team's basic idea is to offer customer-specific medicinal solutions based on 3D printing. This is intended to facilitate the production, filling and sealing of medical containers right on site. The idea was developed by a cross-location team as part of the Future Factory. Alongside the winning idea, three further teams made it to the Future Factory with their ideas.



873 active users at  
26 locations



1,039 ideas  
submitted



696 comments  
and 5,485 likes for  
submitted ideas

The Future Factory was launched back in 2017 as an incubator for validating and developing particularly promising business ideas. It offers space and financial resources to ideas that go beyond the company's core business, so that they can be further developed in a market-oriented, entrepreneurial and creative spirit. Those responsible for the project are supported by external experts and institutes so as to rapidly identify market and business potential. There are currently seven projects in development at the Future Factory, and they report on their progress at regular intervals.

### Safe working conditions

As a manufacturing company, the topic of occupational safety plays a central role for us. This is why, in our group-wide Code of Conduct, we have committed ourselves to creating safe, healthy and professional working conditions for our employees. Of course, we also comply with local statutory regulations regarding occupational safety and health alongside our internal standards.

RENOLIT has launched occupational safety committees to internally develop and improve occupational safety. Group-wide, 435 (2017: 390) employees are involved in these committees. Their main task is to drive the development and implementation of our philosophy of Behaviour-Based Safety (BBS). "Accident Teams" form part of these committees at the German locations. These teams – comprising accident victims, safety officers, employee representative council members, department heads and, if necessary, other employees – identify the causes of accidents, suggest correctional measures and observe their implementation, continuously improving safety conditions at the location.

With the help of the key components of the BBS method – safety inspections, safety meetings and safety optimisation – they aim to identify and openly communicate any room for improvement, with the goal of developing and embracing a modern culture of safety in the long term together with all employees. In 2017, the Sant Celoni and Oudenaarde locations joined the BBS programme. This means that 16 of our 22 production plants are now practising BBS. All 16 locations that are part of the BBS programme have implemented the first component, safety inspections. The second component, safety meetings, is now also being practised in England, France, Italy, Spain, Belgium and the Netherlands together with the German locations, taking this to a total of 13 locations. The third component, safety optimisation, is currently being implemented at eight of our locations.

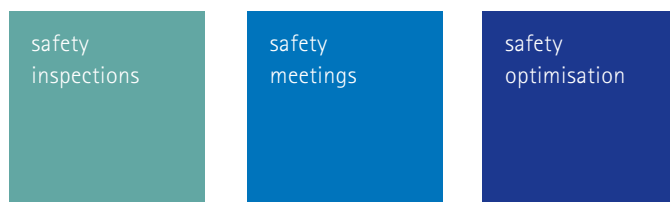
435

employees are involved in  
occupational safety committees

With the global roll-out of BBS as a methodological approach towards reducing occupational accidents, we are trying to combat accidents caused by human error. In the coming years, we will be working on its expansion. It remains our goal to have launched BBS at all RENOLIT production locations (excluding holding companies) by 2020. However, not all locations will have been able to achieve the last phase of expansion by then.

Since 2004, we have also been successively implementing the 5S programme group-wide, which is intended to create a safe, clean and manageable working environment. Its aim is to ensure that work-flows are disruption-free in order to reduce the risk of occupational accidents. As of 31 December 2018, the 5S programme had been introduced group-wide at 14 locations.

### Key components of the BSS method



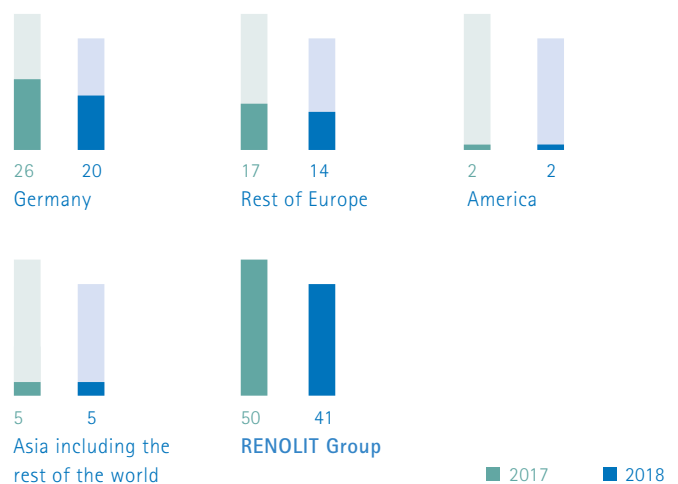
In the reporting year, we recorded a decrease in the thousand-man ratio<sup>8</sup> from 14.6 to 11.8. The thousand-man ratio is the number of occupational accidents per year subject to reporting requirements where an employee misses at least one day of work per every 1,000 production employees. We are on the right track, to achieve the group goal of a thousand-man-ratio under ten. The year 2018 ended, with a total of 41 accidents that are subject to reporting requirements, a significant improvement on the previous year (2017: 50). German locations reported the highest number of occupational accidents at 20, followed by other European locations at 14. In 2018, the key figures for occupational safety exclude the locations American RENOLIT Corporation LA and Changzhou Wood-Stock Co., Ltd.

These locations are to be reported again in 2019. With an average of 26 sick days per accident (2017: 23 sick days), we have almost returned to the levels of severity of accidents last seen in 2011. That is largely due to six serious occupational accidents (2017: four serious occupational accidents). We are continuously looking for ways to implement effective measures to decrease our rate of accidents. These include a modified cleaning procedure for the calender rolls and the development of a technical solution for automated cleaning equipment in order to make working in the calender department safer.

GRI 102-48

In order to prevent this number of serious accidents in future, we are currently working on expanding Behaviour Based Safety (BBS). A broad-based information campaign called "BBS Plus" aims to enhance employees' perception of dangers and their ability to assess risk. Starting in 2019, we will introduce BBS Plus at the German locations and roll out proven tools to other plants on a step-by-step basis.

### Accidents by region



American RENOLIT Corporation LA and Changzhou Wood-Stock Co., Ltd. are not included in the key figures for 2018.

<sup>8</sup> The thousand-man ratio for 2016 was retroactively adjusted due to a calculation error.

We will also be examining in detail the reasons for the above-average incidence of accidents at all locations that have reported increased accident rates, and we will be implementing targeted measures to improve occupational safety going forward.

### Accident-free locations<sup>9</sup>

More than six years



**APPL GOR Plastics India Private Ltd.**

More than five years



**RENOLIT SE, Thansau**

More than two years



**RENOLIT Ondex S.A.S.**

More than one year



**RENOLIT Nederland B.V.**  
**American RENOLIT Corporation LA**  
**RENOLIT SE, Waldkraiburg**  
**RENOLIT Belgium N.V.**  
**RENOLIT Iberica S.A.**

<sup>9</sup> Periods in which there has been no incidence of accidents that are subject to reporting requirements.

In 2018, no occupational accidents resulted in death. At 31 per cent, cuts are the most common type of accident. A drop in the number of accidents causing bruising is to be welcomed, though these still represent a large proportion of accidents at 26 per cent. Bone fractures have regrettably become a new focal point, with nine incidents occurring. As in 2017, more than 70 per cent of accidents were caused by behaviour-related factors, followed by technical (20 per cent) and organisational causes (nine per cent). In 2018, we developed a training program to increase our employees' awareness of their own behaviours. This will be implemented as a pilot project in 2019.

Since 2014, we have been working with an e-learning programme called "sam" in Worms to educate our employees about a number of select occupational health and safety issues. The system is also being used to record and evaluate occupational accidents. Key figures are

automatically communicated to a circle of designated responsible individuals, and implemented measures can be tracked. We have now successfully launched the programme at our German locations and in Cramlington. Our locations abroad have expressed considerable interest in using the e-learning programme. However, it is up to those responsible at each location to decide whether and at what time to introduce "sam" at their location.

In order to reduce the risk of occupational disease as far as possible, RENOLIT has formulated appropriate internal operating instructions, ensuring that the necessary frameworks are in place. Overall, hearing impairment poses the biggest risk in terms of occupational diseases at RENOLIT. In order to prevent occupational diseases, testing is carried out at all production locations in addition to inspections and regular health meetings. It is usually carried out for a specific reason; for example, acoustic testing is carried out at locations that use loud machinery. In 2018, two cases were reported to the Berufsgenossenschaft (employers' liability insurance association) in Germany. It related to an employee in the early stages of hearing impairment.

In addition, hazardous substance testing is carried out at the locations that use chemicals with hazard potential. In order to ensure that legal provisions are being complied with – in mixing plants in particular, where a lot of powder is used – dust testing was carried out at eight "dust-critical" locations. This testing has been completed successfully in the meantime. The goal was to comply at all sites with the strictest regulations for fine dust, which currently only apply in Germany. After having finished testing we can now assume compliance.

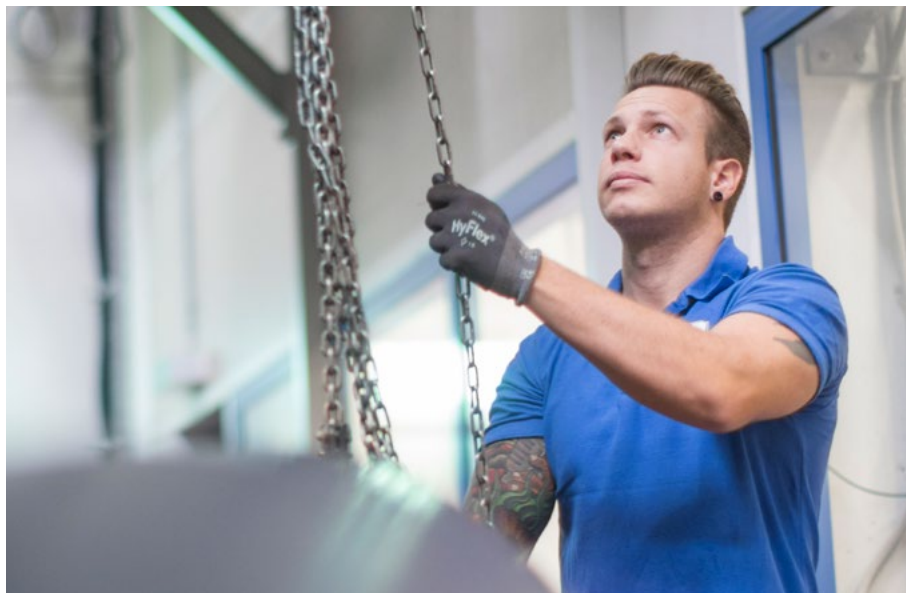
### Promoting employee health

Healthy, motivated, high-performing employees are a deciding factor in RENOLIT's success. After setting up an office for occupational health management at our Worms location in 2015, in March 2016, we decided to take part in an intensive collaboration with the health insurance provider AOK. The benefits of this collaboration include the expansion of our advisory and preventative services, but above all specialist support for the project "Gesundheitsförderung in der Arbeitswelt" (promoting health in the work environment), which ran until the end of 2017. This project aimed to investigate health hazards and the typical areas of strain in order to develop and implement targeted measures. For example, in recent years, there has been increased investment in closed facilities and improvements in extraction technology. This has led to a significant reduction in dust pollution

and therefore to improved health at workplaces in Frankenthal, Munich, Milan, Sant Celoni, Cramlington, Guangzhou, Waldkraiburg, Worms and Buriasco.

In 2016, we expanded social benefits in Germany by adding a disability insurance module. This means that we are actively helping our employees to protect themselves against this threat to their livelihoods. Each employee receives basic coverage financed by RENOLIT and the opportunity to supplement this coverage with their own contributions and RENOLIT subsidies. A group contract provides employees with interesting, affordable preferential conditions. Receiving coverage without health checks and the elimination of risk subsidies are just some of the benefits that the group contract provides.

Furthermore, as part of occupational health management at our Worms location, we have developed first approaches toward health-friendly management. This places the focus on health factors, fostering a safe, healthy working environment. Employees who usually carry out their activities in a sitting position, for example, receive ergonomics training. In manufacturing, we record heavy lifting and carrying activities with the goal of reducing the physical strain on affected employees by implementing appropriate measures.



In April 2017, the work bike concept was incorporated into occupational health management for the first time. Since then, employees and their relatives have been able to purchase their own bikes through RENOLIT, which also gives rise to tax benefits. Employees pay for their bikes conveniently through their monthly salary. In 2018, a total of 255 employees were taking part in the scheme, with 383 bicycles leased.

Our company doctor at our German locations is responsible for helping employees who have had occupational accidents and for identifying and minimising job-related health impairments early on. This includes regular workplace assessments, which let us identify room for improvement and carry out workplace adjustments.





## Helping shape society

RENOLIT sees itself as part of society. We want to get involved where we operate and make a contribution to the sustainable development of our local communities. We focus our social efforts on the areas of education and culture. In Worms in particular, we help to arrange cultural events as part of educational partnerships and sponsoring activities. Moreover, we also support a range of different charity projects outside of these areas. However, it is generally not permitted anywhere in the world to make donations to political organisations, NGOs or unions. The local management decides on the allocation of donations in coordination with the board of directors.

In 2018, we donated around EUR 42,000 to social projects, spent EUR 21,500 on sponsoring cultural events and made EUR 7,000 available for a total of four scholarships. Where financial support for projects is

concerned, each production location can decide itself which projects it would like to support. It has now become an annual tradition for RENOLIT locations all over the world to make donations to charitable organisations of their choice at Christmas time, allowing for many Christmas wishes to be fulfilled. Furthermore, there are various corporate volunteering projects at the individual locations.

RENOLIT has been sponsoring the Nibelungen Run in Worms since 2010. In the reporting year, the race was held for the fifteenth time, with more than 1,700 runners at the starting line. We are particularly pleased that a RENOLIT team has participated in the race for several years. This year, 162 participants from 16 different RENOLIT locations took part, marking a new record.

Employees from RENOLIT at the Nibelungen Run in 2018



## Other employee figures

Here you will find other relevant figures based on detailed data that we have collected from our human resources departments.

### Full-time and part-time employees by region

|                                      | 2016                |                     | 2017  |                     | 2018  |                     |
|--------------------------------------|---------------------|---------------------|---|---------------------|---|---------------------|
|                                      | Full-time employees | Part-time employees | Full-time employees                         | Part-time employees | Full-time employees                         | Part-time employees |
| Germany                              | 94 %                | 6 %                 | 94 %<br>of which 6.9 % women                | 6 %                 | 94 %<br>of which 7.1 % women                | 6 %                 |
| Rest of Europe                       | 96 %                | 4 %                 | 96 %<br>of which 13.6 % women               | 4 %                 | 96 %<br>of which 13.4 % women               | 4 %                 |
| America                              | 100 %               | 0 %                 | 100 %<br>of which 15.5 % women              | 0 %                 | 100 %<br>of which 17.6 % women              | 0 %                 |
| Asia including the rest of the world | 100 %               | 0 %                 | 100 %<br>of which 33.2 % women              | 0 %                 | 100 %<br>of which 33.7 % women              | 0 %                 |
| <b>RENOLIT Group</b>                 | <b>96 %</b>         | <b>4 %</b>          | <b>96 %</b><br><b>of which 15.3 % women</b> | <b>4 %</b>          | <b>96 %</b><br><b>of which 15.2 % women</b> | <b>4 %</b>          |

Only active employees (all full-time and part-time employees that have fixed-term or permanent contracts).  
The proportion of women among the full-time employees was first recorded in 2017.

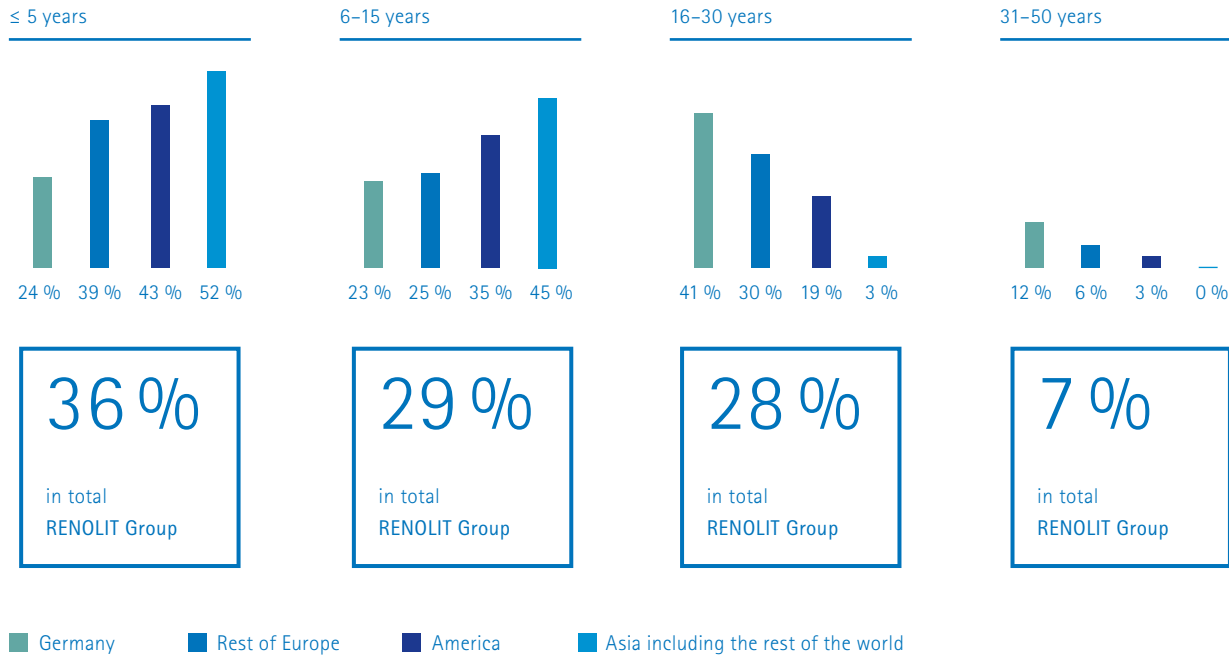
### RENOLIT employee structure by region and gender

|                                      | 2016                |                     | 2017  |                     | 2018  |                     |
|--------------------------------------|---------------------|---------------------|---|---------------------|---|---------------------|
|                                      | Full-time employees | Part-time employees | Full-time employees                         | Part-time employees | Full-time employees                         | Part-time employees |
| Germany                              | 96 %                | 4 %                 | 95 %<br>of which 10.4 % women               | 5 %                 | 96 %<br>of which 9.2 % women                | 4 %                 |
| Rest of Europe                       | 96 %                | 4 %                 | 95 %<br>of which 16.0 % women               | 5 %                 | 97 %<br>of which 9.8 % women                | 3 %                 |
| America                              | 100 %               | 0 %                 | 100 %<br>of which 15.5 % women              | 0 %                 | 99 %<br>of which 25.0 % women               | 1 %                 |
| Asia including the rest of the world | 51 %                | 49 %                | 57 %<br>of which 31.2 % women               | 43 %                | 60 %<br>of which 36.4 % women               | 40 %                |
| <b>RENOLIT Group</b>                 | <b>87 %</b>         | <b>13 %</b>         | <b>87 %</b><br><b>of which 15.5 % women</b> | <b>13 %</b>         | <b>89 %</b><br><b>of which 30.0 % women</b> | <b>11 %</b>         |

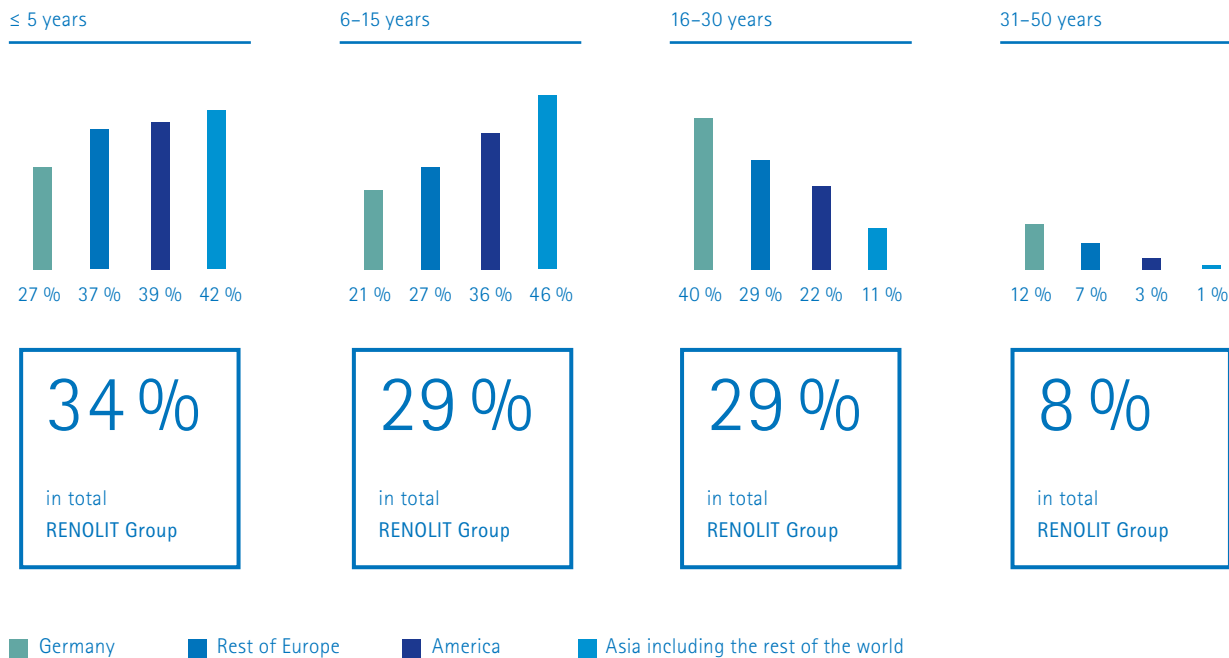
Only active employees (all full-time and part-time employees that have fixed-term or permanent contracts).  
The proportion of women among the permanent employees was first recorded in 2017.

## Period of employment in years by region

2017



2018



The period of employment in years by region was first recorded in 2017.

## New hires by age, gender and region

### 2017

|              | Germany                            | Rest of Europe                            | America                            | Asia including the rest of the world | Total                               |
|--------------|------------------------------------|---|------------------------------------|--------------------------------------|-------------------------------------|
| < 30 years   | 117<br>of which 4.3 % women        | 46<br>of which 15.2 % women               | 19<br>of which 0 % women           | 110<br>of which 36.4 % women         | 292<br>of which 17.8 % women        |
| 30–50 years  | 36<br>of which 16.7 % women        | 97<br>of which 16.5 % women               | 19<br>of which 26.3 % women        | 89<br>of which 39.3 % women          | 241<br>of which 25.7 % women        |
| > 50 years   | 3<br>of which 0 % women            | 25 <sup>10</sup><br>of which 16.0 % women | 4<br>of which 0 % women            | 0                                    | 32<br>of which 12.5 % women         |
| <b>Total</b> | <b>156</b><br>of which 7.1 % women | <b>168</b><br>of which 16.1 % women       | <b>42</b><br>of which 11.9 % women | <b>199</b><br>of which 37.7 % women  | <b>565</b><br>of which 20.8 % women |

<sup>10</sup> The value was corrected in comparison to the previous year due to adjusted calculations.

### 2018

|               | Germany                             | Rest of Europe                      | America                            | Asia including the rest of the world | Total                               |
|---------------|-------------------------------------|-------------------------------------|------------------------------------|--------------------------------------|-------------------------------------|
| < 30 years    | 117<br>of which 7.7 % women         | 38<br>of which 13.2 % women         | 27<br>of which 18.5 % women        | 58<br>of which 25.9 % women          | 240<br>of which 14.2 % women        |
| 30 – 50 years | 58<br>of which 19.0 % women         | 105<br>of which 18.1 % women        | 22<br>of which 4.5 % women         | 76<br>of which 32.9 % women          | 261<br>of which 21.5 % women        |
| > 50 years    | 9<br>of which 0 % women             | 11<br>of which 27.3 % women         | 4<br>of which 50 % women           | 3<br>of which 33.3 % women           | 27<br>of which 22.2 % women         |
| <b>Total</b>  | <b>184</b><br>of which 10.9 % women | <b>154</b><br>of which 17.5 % women | <b>53</b><br>of which 15.1 % women | <b>137</b><br>of which 29.9 % women  | <b>528</b><br>of which 18.2 % women |

The number of new hires was first recorded in 2017.

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## Departures by age, gender and region

### 2017

|              | Germany                             | Rest of Europe                     | America                            | Asia including the rest of the world | Total                               |
|--------------|-------------------------------------|------------------------------------|------------------------------------|--------------------------------------|-------------------------------------|
| < 30 years   | 54<br>of which 9.3 % women          | 21<br>of which 14.3 % women        | 15<br>of which 6.7 % women         | 102<br>of which 29.4 % women         | 192<br>of which 20.3 % women        |
| 30–50 years  | 22<br>of which 18.2 % women         | 42<br>of which 14.3 % women        | 19<br>of which 47.4 % women        | 78<br>of which 33.3 % women          | 161<br>of which 28.0 % women        |
| > 50 years   | 41<br>of which 7.3 % women          | 35<br>of which 8.6 % women         | 6<br>of which 33.3 % women         | 0                                    | 82<br>of which 9.8 % women          |
| <b>Total</b> | <b>117</b><br>of which 10.3 % women | <b>98</b><br>of which 12.2 % women | <b>40</b><br>of which 30.0 % women | <b>180</b><br>of which 31.1 % women  | <b>435</b><br>of which 21.2 % women |

### 2018

|              | Germany                            | Rest of Europe                      | America                         | Asia including the rest of the world | Total                             |
|--------------|------------------------------------|-------------------------------------|---------------------------------|--------------------------------------|-----------------------------------|
| < 30 years   | 52<br>of which 1.9 % women         | 8<br>of which 50.0 % women          | 13<br>of which 0 % women        | 80<br>of which 33.8 % women          | 153<br>of which 20.9 % women      |
| 30–50 years  | 32<br>of which 6.3 % women         | 57<br>of which 24.6 % women         | 12<br>of which 0 % women        | 76<br>of which 40.8 % women          | 177<br>of which 26.6 % women      |
| > 50 years   | 40<br>of which 12.5 % women        | 35<br>of which 34.3 % women         | 10<br>of which 0 % women        | 2<br>of which 0 % women              | 87<br>of which 19.5 % women       |
| <b>Total</b> | <b>124</b><br>of which 6.5 % women | <b>100</b><br>of which 30.0 % women | <b>35</b><br>of which 0 % women | <b>158</b><br>of which 36.7 % women  | <b>417</b><br>of which 23 % women |

## Age structure of employees by region (by age group)

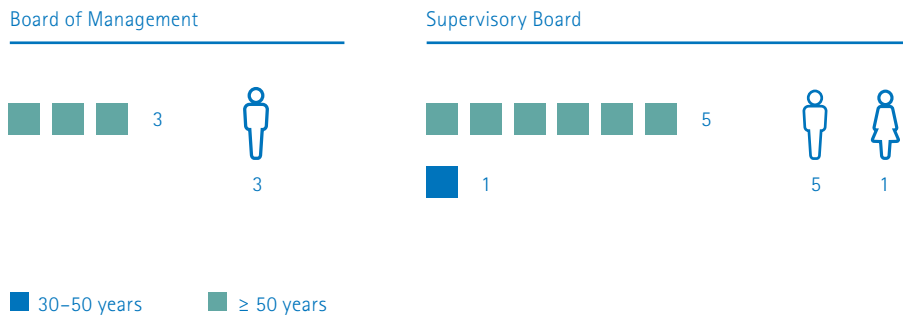
| By age group                         | 2016        |             |             |             |            | 2017        |             |             |             |            | 2018        |             |             |             |            |
|--------------------------------------|-------------|-------------|-------------|-------------|------------|-------------|-------------|-------------|-------------|------------|-------------|-------------|-------------|-------------|------------|
|                                      | ≤ 30        | 31–40       | 41–50       | 51–60       | ≥ 61       | ≤ 30        | 31–40       | 41–50       | 51–60       | ≥ 61       | ≤ 30        | 31–40       | 41–50       | 51–60       | ≥ 61       |
| Germany                              | 20 %        | 17 %        | 28 %        | 30 %        | 5 %        | 21 %        | 18 %        | 26 %        | 31 %        | 5 %        | 20 %        | 18 %        | 22 %        | 32 %        | 8 %        |
| Rest of Europe                       | 12 %        | 24 %        | 35 %        | 24 %        | 5 %        | 11 %        | 24 %        | 36 %        | 24 %        | 5 %        | 11 %        | 23 %        | 36 %        | 25 %        | 5 %        |
| America                              | 14 %        | 30 %        | 22 %        | 25 %        | 9 %        | 15 %        | 29 %        | 22 %        | 27 %        | 7 %        | 19 %        | 28 %        | 22 %        | 24 %        | 7 %        |
| Asia including the rest of the world | 29 %        | 46 %        | 22 %        | 3 %         | 0 %        | 23 %        | 50 %        | 23 %        | 3 %         | 0 %        | 18 %        | 47 %        | 24 %        | 9 %         | 2 %        |
| <b>RENOLIT Group</b>                 | <b>19 %</b> | <b>27 %</b> | <b>28 %</b> | <b>22 %</b> | <b>4 %</b> | <b>18 %</b> | <b>27 %</b> | <b>28 %</b> | <b>23 %</b> | <b>4 %</b> | <b>17 %</b> | <b>27 %</b> | <b>27 %</b> | <b>24 %</b> | <b>5 %</b> |

### Accidents by type of injury

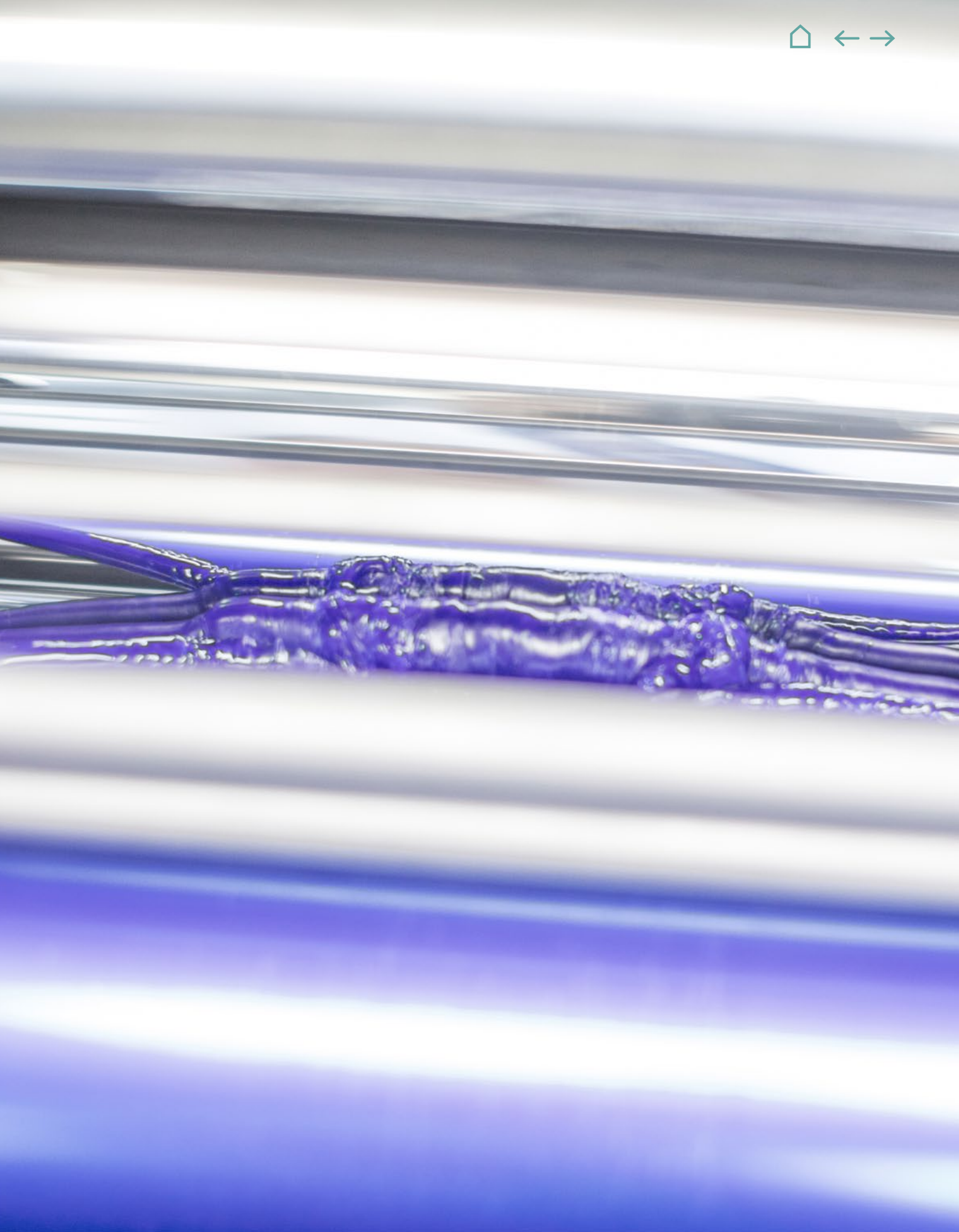
|   | 2016 | 2017 | 2018 |
|---|------|------|------|
| Laceration / cuts / punctures / abrasions | 12   | 9    | 13   |
| Burns                                     | 3    | 3    | 2    |
| Bruises / contusions / sprains            | 20   | 19   | 14   |
| Bone fractures                            | 5    | 7    | 9    |
| Eye injuries                              | 0    | 2    | 1    |
| Amputations                               | 3    | 2    | 0    |
| Death                                     | 0    | 0    | 0    |
| Other                                     | 1    | 3    | 3    |

Accidents are not recorded by gender at the RENOLIT Group, as this does not contribute to accident prevention during follow-up work. As accident notifications are often distributed to a wide range of people, personal data is kept to a minimum. As a result, factors such as the age or name of the injured party are also not reported. American RENOLIT Corporation LA and Changzhou Wood-Stock Co., Ltd. are not included in the key figures for 2018.

### Members of the Board of Management and Supervisory Board by age and gender 2018



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## PRODUCTS

# Together for more innovation

Multi-faceted products created added value for our customers. The variety of our products is the result of our innovative momentum, which is always accompanied by high quality and safety standards. We work together on further developing forward-looking ideas to ensure that we can continue to position ourselves as a market and innovation leader in our industry in future.



**Specialist for high-quality films, panels and other plastic products**

RENOLIT is one of the world's leading manufacturers of high-quality plastic films and related products for technical applications. We serve as a driver of innovation for high-quality films, panels and other plastic products in a number of sectors. As a customer-oriented company, the development of forward-looking solutions is a central focal point of our activities. The market's needs are always at the heart of what we do, as they are the deciding factor for our latest products.

We have a total of eight Business Units which cooperate closely to enable a focused communication and exchange of ideas and experiences. This enables us to tap into major innovative potential, identify market changes at an early stage and offer customised products and solutions. We also face up to global challenges and contribute to achieving many of the UN's Sustainable Development Goals with a range of our products.

**PRODUCTS**

These are the SDGs that we have defined as material in the area of products.



# An overview of our Business Units



... combines innovative special films with panels for the solar energy and construction industries.



... produces composite materials that can be used to make products such as interior fittings for the automotive industry and other customised solutions where lightweight construction, malleability, mechanical load-bearing capacity and recyclability play an important role.



... specialises in films for manufacturing adhesive products that are used in advertising, lettering and product labelling as well as in a diverse range of technical applications, for example in facade renovations and in maritime applications.



... produces decorative high-performance films that are used for protection and for designing the surfaces of window profiles, door panels, facade elements, garage doors and other outdoor construction components.



... produces malleable thermo-laminates for decorating a wide range of surfaces – for kitchens, furniture, doors and flooring, walls and ceilings, and the interior finishing of caravans and mobile homes.



... specialises in medical-grade films, tubing, granulates and caps, stoppers and valves for the manufacture of pharmaceutical packaging materials and medical equipment such as blood bags, bags for dialysis applications and infusion and transfusion sets.



... combines flexible synthetic membranes for lining roofing and underground construction projects, garden ponds and swimming pools.



... focusses on PVC films for manufacturing office supplies and for numerous technical and decorative applications such as stretched ceilings, tent windows, lampshades and bottle caps as well as medical products.

### Our products and their relationship to sustainability

Plastics are synthetically produced materials made from organic raw materials such as crude oil, natural gas and coal or renewable raw materials such as soy, corn and cane sugar. All plastics have one thing in common: they consist of long chains of molecules called polymers. The diverse range of properties that plastics possess, such as whether they are malleable or rigid, depend on the additives that are admixed into them during production. RENOLIT's multi-faceted product portfolio results from a wide range of formulas.

The diverse range of applications shows that products made of plastic are an integral part of our lives. In many areas, plastics help to save energy, reduce the use of greenhouse gases and conserve natural resources. However, their intensive use brings about certain challenges. In particular, inadequate disposal and recycling structures can result in plastic waste leaking into the environment. Although RENOLIT's products are only used in technically sophisticated industries and do not end up in household waste, we also take responsibility for the issue of waste. Resource efficiency and effective waste management are indispensable in this regard. As part of the plastics industry, we also work intensively on raising recycling and re-use rates (for more information, see the Production chapter on page 49).

### PRODUCT HIGHLIGHT

#### Saving energy through innovative roofing

The future of the industry comes down to efficiency. This also applies to the roofing sector, in which RENOLIT develops innovative industrial roofing solutions. The RENOLIT ALKORSMART roofing membrane is an established product on the market, and is designed to block UV radiation. In doing so, the membranes ensure that less heat accumulates in the building and its surroundings, which saves energy and counteracts the heat island effect. At the same time, the product has a longer guaranteed lifespan than standard membranes. Its durability also, by implication, results in fewer resources being consumed.

For example, the "Mar Bella" sports hall built in Barcelona for the 1992 Olympic Games was fitted with RENOLIT ALKORSMART membranes. Discussions are ongoing about a plan to combine their already more energy efficient roof with RENOLIT photovoltaic elements. This combination would enhance the hall's environmental friendliness even further.



### Responsible manufacturing and procurement

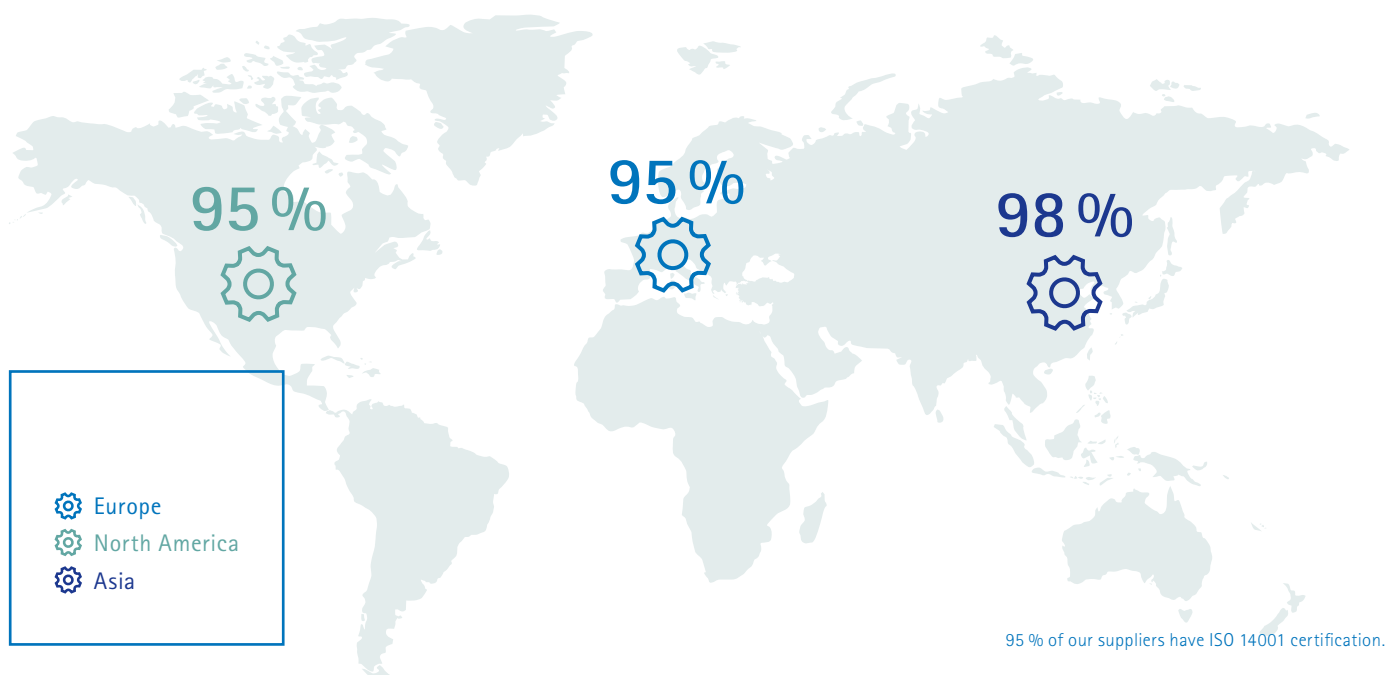
RENOLIT relies on in-house production – both in development and in the manufacture of its products. As in recent years, procurement volumes of bought-in semi-finished products were less than ten per cent. Semi-finished products include rubber and moulded plastic components as well as textiles made from plastic fibres.

We place value on procuring supplies locally. Specifically, this means that we prefer suppliers who have their production plants on the same continent as the RENOLIT plant in question. By pursuing a policy of high volumes of local content – i.e., the share of supply volumes from the same continent in relation to the entire supply volume – we want to support local economies and avoid generating emissions during transport. The proportion of local content has been very high for several years now in all of our regions. For example, in 2018, we once again achieved 98 per cent local content in Asia. In spite of a slight decrease, local content was also high in the US at 90 per cent. In Europe, 93 per cent of the supply volume is produced on the European continent, while approx. two per cent is imported from North America and five per cent from Asia.

We also make sure that we comply with the standards set out in our conditions of purchase when collaborating with business partners. RENOLIT SE's conditions of purchase expressly stipulate that suppliers must comply with statutory provisions regarding working conditions and safety standards. We speak out against all forms of forced labour and child labour and obligate our suppliers to uphold the individual and collective labour rights of employees and to pay the minimum wage in force in their country. We regularly revise our conditions of purchase. As part of our last revision, we added new specifications for dealing with hazardous substances and chemicals (German Ordinance on Hazardous Substances and the REACH<sup>11</sup> regulation) and a requirement to pay social security.

<sup>11</sup> REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) is an EU chemicals regulation (1907/2006) that came into effect in 2007 and is in force in all member states. Going by the "no data, no market" principle, only chemical substances that have been previously registered may be brought into circulation in the jurisdiction.

### Local Content 2018







Alongside suppliers that produce locally, we prefer suppliers who are able to prove that they have a certified environmental or energy management system in place. For our German locations, we have set ourselves the objective of procuring at least 85 per cent of our purchasing volumes from suppliers that have an environmental management system with ISO 14001 certification<sup>12</sup>. As in the previous year, we ordered in 2018 approximately 92 per cent of our raw material purchasing volumes from suppliers that comply with this globally recognised environmental management standard. In 2018, we were also able to exceed our objective of purchasing 60 per cent of our raw materials from suppliers that have ISO 50001 energy management certification by around five percentage points.

### Together for high safety and quality standards

We bear great responsibility for our products, as they flow into processing industries worldwide. It is our aim to manufacture safe, high-quality products. We achieve this by regularly monitoring our products, by replacing substances of concern with alternatives and, of course, by complying with statutory provisions. Product controls apply to 100 per cent of our products. We are familiar with all of the formulas and therefore all of the components of our products. Careful safety checks are carried out in relation to both human beings and the environment. This is why we only use carefully selected raw materials.

Our understanding of product responsibility also involves continuously working on extending the lifetime of our products and conserving resources. It goes without saying that we also comply with statutory regulations that apply to the sales of our products and do not sell any prohibited products.

<sup>12</sup> This includes all raw materials suppliers that supply purchasing volumes of EUR 200,000 per year or more.

In mid-2017, the Committee for Risk Assessment of the European Chemicals Agency (ECHA) recommended that titanium dioxide be classified as "a substance suspected of causing cancer" when inhaled. The legally permitted concentration of titanium dioxide in the air varies from country to country. In Germany, this level is currently a fraction of the value cited in the study that the recommendation is based on. We are sure that we will comply with all of the legally stipulated limits at all locations worldwide going forward. If there are any new legal limits, it goes without saying that we will take appropriate measures to comply with these limits and to inform our employees.

In order to meet our own high quality standards, we have launched an ISO 9001-certified quality management system at 14 production plants. This management system helps us to continuously improve processes and to achieve a consistent level of quality. Because the quality of our products is influenced by the raw materials that we purchase, we expect our suppliers' quality standards to be just as high as ours. By incorporating suppliers into the development and quality planning process early on, we are able to generate a seamless flow of information that is essential for flawless manufacturing and for supplying products with reliable processes. In September 2018, all locations certified under ISO 9001:2008 were audited in line with the revised version, ISO 9001:2015. All **RENOLIT** locations are now certified based on the new quality management standards. The new standard requirements include a risk assessment and more documentation, taking into account interested parties who are either directly or indirectly affected by the processes or activities. There is also a stronger focus on the responsibility of senior management and the issue of knowledge transfer.

In order to keep improving the level of quality at all of the product locations in the **RENOLIT MEDICAL** Business Unit, we have set ourselves the ambitious goal of meeting the Good Manufacturing Practice (GMP) standards. This will allow us to deliver for both customers in the field of medicine and the FDA<sup>13</sup>. For this reason, we carried out an evaluation of the ISO standards 15378, 13485 and 9001 to ensure that we have selected the right quality system for our applications.

As a result, we decided to keep the ISO 13485 standard, which has already been implemented at all **RENOLIT MEDICAL** locations. The ISO 15378 standard, which covers both ISO 9001 and the GMP requirements, will replace ISO 9001 in the medium term and be introduced at all production locations relevant to our medical products. We have so far received confirmation that two of our locations comply with the standard. By 2020, certification of all **RENOLIT MEDICAL** locations should be complete.

It goes without saying that we comply with all of the relevant directives relating to the issue of product safety. Our main focus in this regard is complying with the REACH regulation. **RENOLIT** only uses registered or pre-registered raw materials and is working on successively replacing hazardous substances with alternatives. This is still our goal; however, there are no adequate replacement products available on the market yet. The REACH regulation subjects us to disclosure requirements that give consumers the opportunity to request information about substances of very high concern and their safe handling. In addition to this, we provide our customers with all relevant information about hazardous ingredients. This approach does not just increase transparency and safety when it comes to handling chemicals, but also improves our product safety.

### Catalysts for innovation

As one of our five brand values, "innovative" is at the heart of our business activities. We have committed ourselves to progress and development so that we can keep using our products to improve quality of life for many people in the future as well. We also place great value on our internal culture of innovation. The basis for this is the commitment of all of our employees: every single one contributes to the innovative momentum of our company. We encourage our employees to think and act innovatively and motivate them to contribute their ideas. As a flagship initiative, the **RENOLIT** Innovation Contest is making an intensive contribution to promoting our culture of innovation (for more information, see the chapter "People" on page 26). The global Innovation Contest takes place regularly on a new topic in each case. One important step on our journey towards structuring and harmonising our innovation processes and creating synergies has been the global launch of our innovation management system InnoView. We use this system to provide transparency about our innovation portfolio and to network activities at different locations.

<sup>13</sup> The FDA (Food and Drug Administration) is the food and medicines regulatory body in the United States of America.







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PRODUCTION

# Together for careful resource usage

Nature and its resources form the foundations of our lives. However, they have limits, and are increasingly threatened by developments such as climate change. That makes it all the more important to design our production processes in a responsible manner that protects resources. In order to live up to our ecological responsibility, we are championing the systematic integration of sustainability aspects in our production processes and the careful use of natural resources.

### Corporate environmental protection

In light of climate change and dwindling resources, manufacturing companies are facing the challenge of finding a way to carry out their production activities while conserving resources. In order to meet the complex requirements of our environmental responsibility, our group-wide environmental standards define minimum requirements in the field of environmental management. This applies to all of our plants worldwide.

In addition to this, a total of nine of locations have received certification in line with the recognised standards ISO 14001 and EMAS. During both internal and external annual monitoring carried out by renowned regulatory bodies such as TÜV, Bureau Veritas and Lloyd's, all of our plants demonstrated that their management systems meet the standard requirements and that they are subject to a functioning and ongoing process of improvement.

Fields of accountability for environmental issues have been set out for all production plants. Moreover, external bodies continuously monitor our locations, helping us to implement statutory regulations and update existing permits. None of the national authorities for any of our locations identified any violations during their 2018 audits.

Moreover, each production plant must complete an annual environmental report that identifies potential environmental risks and recommends measures to minimise them. At the beginning of 2016, a standard report was introduced at German plants in order to ensure

data comparability. The environmental reports from the production plants show that the diversity and complexity of environmental issues and regulations are some of the central challenges facing our environmental management systems. For this reason, we have incorporated elements of our internal environmental standards into the review criteria for internal audits in order to improve the flow of information. The results of the audits are the same as those of the previously mentioned governmental inspections – no locations significantly violated any national environmental laws.

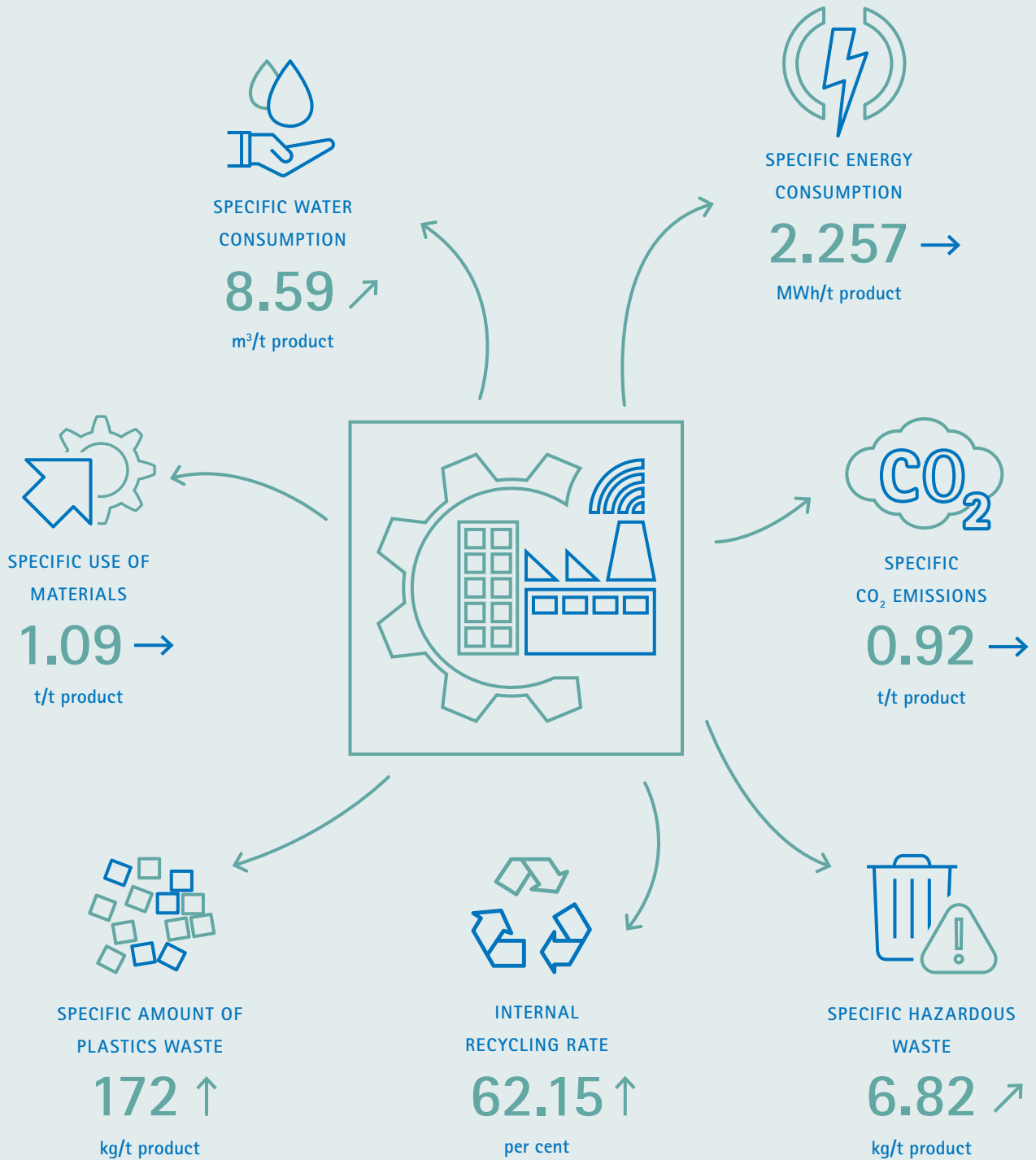
Once all of the reports had been evaluated, there were no significant objections to our environmental conduct or any significant environmentally relevant incidents during the reporting period, apart from a few non-critical complaints from neighbours. These complaints can be solely attributed to noise – which is why, in an ongoing process, measures to minimise noise are being incorporated into the planning phase for projects. It goes without saying that we conscientiously respond to all complaints, identify the causes and, where needed, take appropriate measures to correct them. If any environmental risks are identified, the public authorities are informed immediately and measures are initiated to correct them, which are then implemented successively. One example of this are locations with ground contamination that has accumulated over time. This applies to the plants in La Porte, Milano, Buriasco, Commerce, Thansau, Munich, Enkhuizen and Chevigny. The authorities monitor all of these locations, some of which have already been completely cleaned up, while clean-up measures have been initiated at others.

PRODUCTION

These are the SDGs that we have defined as material in the area of production.



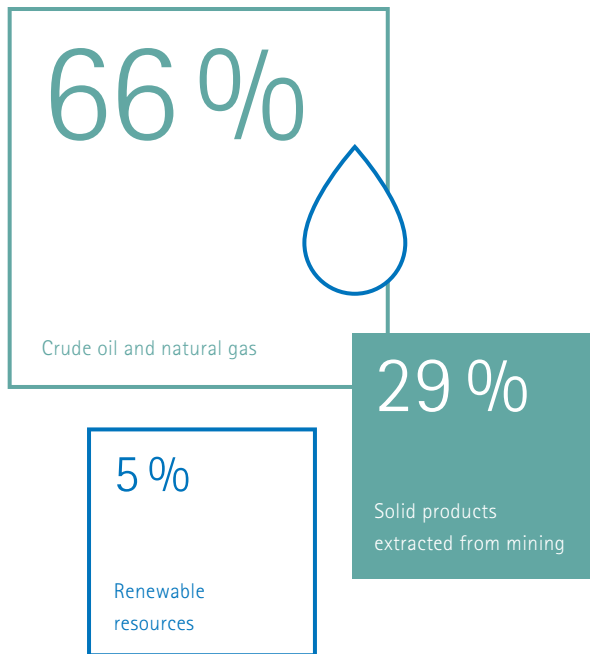
# Key environmental figures at a glance



### Materials used

The main materials that RENOLIT uses are polymers (plastics), esters, additives, coloured pigments, fillers and inks that we purchase from major international chemical companies and their distributors. They are delivered as solid bulk materials or in liquid form for further processing and usually consist of natural gases and crude oil, solid products extracted from mining and, to a lesser extent, renewable resources. RENOLIT does not have any considerable influence on the composition of its raw materials.

### Composition of raw materials



Based on estimates

For competitive reasons, we do not provide a precise breakdown of these materials. We intensively research and test possibilities to increase our use of renewable resources in the production chain. We are in continuous dialogue with our customers and notice time and time again that demand for such products is low at the moment. For this reason, RENOLIT is focussing on increasing materials efficiency, which we aim to achieve in particular by expanding our recycling activities.

In 2018, a total of 277,424 tonnes of materials were used in the production process (based on the additional purchases of raw materials and semi-finished products during the reporting year). The drop of around 1.75 per cent is in line with the slight decrease in the volume of production assets. As in the previous year, materials efficiency – i.e., the ratio of absolute materials input to annual production – remained relatively constant in 2017 at a value of 1.09.

### Specific use of materials in t/t product

| 2016 | 2017 | 2018 |
|------|------|------|
| 1.07 | 1.09 | 1.09 |

### Using raw materials and chemicals safely

We use a range of different raw materials and chemicals during the production process due to the composition of our products. Only by dealing with them responsibly can we ensure that we avoid polluting the air, water and soil, minimise fire risks and prevent injury to our employees' health. For this reason, we carry out regular site inspections at all of our locations and provide training on purchasing and transporting as well as on storing and handling materials. Moreover, instructions for all relevant materials must be prominently displayed at warehouse and processing sites. There is at least one skilled person at each location who is in charge of ensuring that the location complies with all relevant laws and provisions for handling substances, especially dangerous raw materials. As in the previous year, there were no cases in which the aforementioned provisions were not complied with in 2018.

### Handling hazardous substances safely

One challenge facing RENOLIT production plants is the question of how to store hazardous substances. In particular, the old building structures of some plants make it difficult to store substances that are harmful to water in compliance with regulations. In order to ensure that we deal with hazardous substances in an environmentally friendly way, RENOLIT has recorded all of the affected areas at all German locations and taken appropriate measures. For this reason, we have installed sealed surfaces at some locations that prevent liquids from seeping into the soil and into bodies of water. Furthermore, some locations have hazardous substances warehouses. In contrast to decentralized storage, different hazardous substances can be stored there centrally alongside waste awaiting disposal. Although not every location has a separate hazardous materials warehouse, areas to minimise the risk of any negative environmental impact have been created in consultation with the supervisory authorities and in line with regulations.

### Focussing on internal recycling

Due to the nature of our core business, we focus our efforts above all on minimising the generation of plastics waste during the manufacturing phase. Unavoidable waste is primarily recycled internally in order to preserve its value and reduce the need for primary raw materials. To do so, as soon as it is generated in production, we separate our plastics waste by material, colour and rigidity, and then feed it back into the production process as recyclates. We prefer this



waste to be reused directly at the place it was generated. If this is not possible, we check to see whether it can be reused at another location within the group and do so if possible. This waste is transported in line with requirements for legal documentation and transparency regulations. If it is not possible to recycle the waste internally due to its material composition, the plastics waste is fed into recycling processes outside the RENOLIT Group.

90 per cent of our waste volumes group-wide consist of plastics residue, and five per cent are hazardous waste. The other five per cent is watery waste ink and household-type commercial waste such as wood, glass, metal and mixed packaging. An alternative way to look at waste is to differentiate it by the way it is reused (internally and externally) or disposed of. The example of Worms shows that 95 per cent of the overall waste volume is reused and approximately five per cent of it disposed of. Practically zero per cent of our non-hazardous waste is disposed of, while half of our hazardous waste is disposed of and the other half reused. This is an overall way of looking at waste – we intentionally do not present the figures for specific locations, as this is impossible to do with reasonable effort, and statutory regulations outside of Europe differ considerably. However, these rates can certainly be applied within Europe. This viewpoint does not take construction waste into account as it is generated rather intermittently.

In 2018, the absolute volume of plastics waste we generated was 43,473 tonnes, a 2.6 per cent increase over the previous year. The specific amount of plastics waste (in kg/t of product) also increased slightly by five per cent. This is largely due to an increased volume of waste at the Buriasco location, where old inventory was disposed of during cleaning measures in 2018. We are happy to report that we managed to significantly increase our internal recycling quota, which is calculated by comparing internally reused recyclates with the volume of plastics waste generated. This quota was 4.1 per cent higher than in 2017, and therefore at about 62.15 per cent. This means we have taken a major step closer to our ambitious goal of achieving a recycling rate of 65 per cent by 2020. This success is due to the measures taken as part of the "RENOLIT goes Circular" project. The initiative was launched in 2016 with the ambitious goal of reducing the external recycling of plastics waste to zero. With regard to the current voluntary commitment made by the European plastics industry, RENOLIT is already making an active contribution to the circular economy. We are currently examining a wide range of recycling options, such as microgranulating and plasticising waste, as well as exchanging plastic waste between plants. In the coming years, we aim to continue to boost our internal recycling rate.

## Absolute volume of plastics waste in t



RENOLIT Belgium N.V. (Oudenaarde) not included

## Specific volume of plastics waste (kg/t product)



RENOLIT Belgium N.V. (Oudenaarde) not included

Alongside our internal company recycling activities, the RENOLIT Group is also involved in a range of external initiatives. As a founding member of the Vinyl Foundation, RENOLIT has voluntarily committed itself to the VinylPlus sustainability programme. This initiative of the European PVC industry campaigns for improved sustainable PVC production and PVC applications with the objective of achieving a registered recycling volume of 800,000 tonnes of PVC per year by 2020. RENOLIT is on the Board of Management of VinylPlus and the Board of Management of the Vinyl Foundation, and also heads the Communication Committee. Part of the VinylPlus initiative is the recycling programme Recovinyl, which has been set up to create a basis for trust-based collaborations between recycling and processing companies. The recycling quantities registered by Recovinyl have been steadily increased over the past few years and, in 2018, RENOLIT registered a total of 12,748 tonnes via Recovinyl. A total of 10 RENOLIT locations in Germany, the United Kingdom, Italy, France, Spain and the Netherlands adhere to the certification system.

## Dealing responsibly with hazardous waste

It is important to us that we deal with hazardous waste and residual plastics especially consciously. This includes developing high-performing recycling processes that provide both environmental and financial benefits.

We strictly comply with the hazardous waste regulations of each country's waste laws. Waste is sorted in accordance with our waste handbook, whose provisions apply to the entire group. It includes detailed explanations about a range of different ways to separate the different types of waste generated in the company and has been incorporated into the environmental standards that apply to all locations. The waste management officer in charge at each production plant is responsible for complying with these provisions and for recording waste volumes.

## Hazardous waste

|   | 2016  | 2017  | 2018  |
|---|-------|-------|-------|
| Absolute total of hazardous waste (t)   | 1,560 | 1,618 | 1,723 |
| Specific hazardous waste (kg/t product) | 6.23  | 6.26  | 6.82  |

RENOLIT Belgium N.V. (Oudenaarde) not included

During the reporting year, our hazardous waste volumes ran to 1,723 tonnes, a slight year-on-year increase (2017: 1,618 tonnes). This is largely connected to the reclassification of certain types of waste through new statutory regulations. For instance, the waste status of certain elements of the priming process was changed from harmless to dangerous. In relation to annual production, the proportion of hazardous waste in 2018 was approx. 6.82 kilogrammes per tonne of manufactured plastic film ready for sale. This means we have been keeping this value at low levels since 2012.



## Reducing energy consumption

It is our aim to promote the conscious use of energy sources, to avoid losses to the greatest possible extent and to reduce environmentally harmful emissions. With the group's overall energy costs at 3.3 per cent of its total revenue, the issue of energy efficiency is both environmentally and economically relevant. Due to our high level of energy consumption, we react sensitively to any increases in energy costs, regardless of whether these result from higher energy prices or other charges.

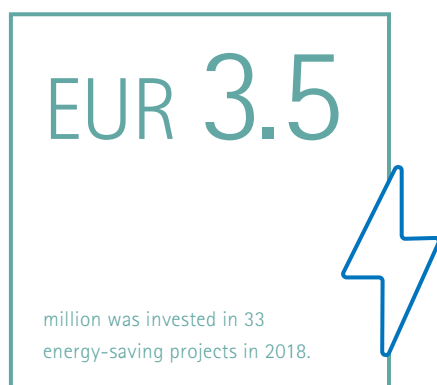
An ISO 50001 energy management system has been integrated at all German locations. Moreover, overseas, our plant in Cramlington, UK, successfully received DIN ISO 50001 certification in 2016. As part of our global energy policy, we aim to implement all energy measures that make environmental and economic sense at our locations as soon as possible. Dealing with energy consciously and carefully is a permanent component of our day-to-day business activities. Plants are in charge of implementing RENOLIT's energy policy, and the central Corporate Engineering department is responsible for its coordination. It is also in charge of rolling out best practice solutions developed by the plants throughout the company. Based on forecast frameworks, we have set ourselves the objective of reducing specific energy consumption within the RENOLIT Group by ten per cent compared with the reference year 2013 by the end of 2020.

As part of the energy-saving initiative launched by RENOLIT, we communicate objectives, coordinate actions and derive results in group-wide collaboration. As part of the energy management system the initiative is implemented group-wide. Regular talks are held with all management officers, whereby best practice solutions and ideas are exchanged and implemented efficiently and across sites. As a basic



principle, up to eight per cent of annual investment sums are made available for energy-saving measures. In 2018, we invested a total of EUR 3.5 million in 33 energy-saving projects. A large proportion of the investments were made in plant technology such as cooling towers and new heating and cooling equipment, as well as more efficient insulation.

We already ensure that we procure energy-friendly components for the maintenance of plants and when investing in replacement parts. The expected energy consumption of new investments is examined during planning and construction. The process itself is subject to continuous scrutiny in order to ensure that we utilise as much improvement potential as possible. Electricity and natural gas are the main resources required for RENOLIT's production processes. Electricity is predominantly used in the machines' drive engineering and for refrigeration for working fluids. Natural gas and, to a lesser extent, fuel oil and biomass fuel are used to generate steam and to heat thermal oil as a heat transfer medium for roller technology. Electrical power and fossil fuels are used in almost equal parts.



GRI 102-48

One particularly significant figure for RENOLIT is specific energy consumption per kilogram of manufactured film ready for sale. This enables us to make a valid comparison over several fiscal years and says more about the company's conscious, sustainable use of energy than absolute

energy consumption does, which is heavily influenced by, for example, structural changes within the company, new production methods and the state of the economy, meaning that significant shifts can sometimes take place.

Taking changes within the company into account, we aim to reduce the specific energy consumption of the RENOLIT Group by ten per cent compared to the base year of 2013. At the end of 2018, we achieved a reduction of 7.5 per cent overall compared to the base year, meaning we are making good progress. Absolute energy consumption for 2018 decreased compared with 2017 by 8,143 kWh, a drop of 0.2 per cent.

### Absolute energy consumption in MWh

| 2016    | 2017    | 2018    |
|---------|---------|---------|
| 544,205 | 559,900 | 551,757 |

RENOLIT Belgium N.V. (Oudenaarde) and joint ventures not included

### Specific energy consumption in MWh/t



Savings compared with reference base year 2013

RENOLIT Belgium N.V. (Oudenaarde) and joint ventures not included. Due to adjustments in the calculations, the absolute and specific energy consumption values was retroactively adjusted for 2016.

### Fewer greenhouse gas emissions

Of all the greenhouse gases, the CO<sub>2</sub> emitted by our use of energy sources both directly and indirectly is the most relevant gas for RENOLIT. Our CO<sub>2</sub> emissions are directly dependent on our energy use. By implementing energy-saving measures, RENOLIT aims to reduce its greenhouse gas emissions in the long term, while also making an active contribution to protecting the environment. For example, since mid-February 2016, our Worms location has been generating energy in house using a new cogeneration system that generates both heat and electricity. First and foremost, the system produces the steam that RENOLIT needs to produce its plastic films. The proportion of in-house generation using gas turbines covers around 30.4 per cent of the location's total energy consumption as of June 2018.

Our main focus is the development of overall CO<sub>2</sub> emissions. The savings we are aiming for comprise the total sum of individual measures. It is not always possible to clearly establish where CO<sub>2</sub> emissions are being generated due to existing process interdependencies, which is why RENOLIT has made the decision to view them as a whole.

In line with the Greenhouse Gas Protocol, the international accounting standard for greenhouse gas emissions, we differentiate between direct and indirect emissions when calculating our CO<sub>2</sub> emissions. By direct CO<sub>2</sub> emissions, we mean emissions that are caused by burning fossil fuels to generate process heat, for example. RENOLIT also considers emissions that are generated by procuring electricity from power plant operators to be indirect CO<sub>2</sub> emissions. Emissions generated by moving goods or people using various means of transport are not taken into account. We ascertain and establish a representative CO<sub>2</sub> factor for power, gas and fuel oil in order to calculate our CO<sub>2</sub> emissions. This is because maintaining data for each of the current CO<sub>2</sub> factors is very time-consuming and cost-intensive for the individual operations, and this expense is not justified at this stage. However, it is still possible to identify the role that energy-saving measures play in the development of CO<sub>2</sub> emissions.

Compared with the previous year, we recorded an increase in direct CO<sub>2</sub> emissions of three per cent. Our indirect CO<sub>2</sub> emissions in 2018 were also 0.6 per cent lower than in 2017. We also managed to reduce specific CO<sub>2</sub> emissions – i.e. CO<sub>2</sub> emissions per tonne of produced film – by 6.4 per cent compared with the base year 2013.

### Direct CO<sub>2</sub> emissions in t



RENOLIT Belgium N.V. (Oudenaarde) and joint ventures not included; Due to adjustments in the calculations, the values for 2016 and 2017 were retroactively altered.

### Indirect CO<sub>2</sub> emissions in t



RENOLIT Belgium N.V. (Oudenaarde) and joint ventures not included; Due to adjustments in the calculations, the values for 2017 were retroactively altered.

### Total CO<sub>2</sub> emissions in t

| 2016    | 2017    | 2018    |
|---------|---------|---------|
| 220,088 | 228,040 | 225,062 |

RENOLIT Belgium N.V. (Oudenaarde) and joint ventures not included; Due to adjustments in the calculations, the values for 2016 were retroactively adjusted.

### Specific CO<sub>2</sub> emissions in t/t product

| 2016 | 2017 | 2018 |
|------|------|------|
| 0.94 | 0.92 | 0.92 |

RENOLIT Belgium N.V. (Oudenaarde) and joint ventures not included

### Other emissions

Alongside carbon dioxide emissions, the use of plasticisers, stabilisers, inks and solvents in production generates other emissions that RENOLIT is working hard to lower. Depending on the production process, it either produces polluted calender and extruder waste air or waste air containing solvents from the pressing area. Different waste air flow rates require different waste air treatments, which means that electrostatic filters are used in calender and extruder systems, sometimes in combination with activated carbon, while the waste air from the pressing area, most of which contains solvents, is cleaned using regenerative thermal oxidisation systems that recover energy. At its production plants in Guangzhou, Enkhuizen, Munich and Worms, RENOLIT has been investing in state-of-the-art technologies to reduce harmful emissions as far as possible.

GRI 102-48

### Using water sparingly

We consume the majority of our water in the manufacturing process during steam production and refrigeration. By comparison, only small amounts are required for hygiene facilities. For this reason, we only report on total water consumption for our production plants. Absolute water consumption in 2018 was 2,169,777 cubic meter (2017: 2,172,170 m<sup>3</sup>). Consumption in relation to production volume has remained relatively constant over the years at 8.6 cubic meter per tonne (2017: 8,4 m<sup>3</sup>).

Using water responsibly means monitoring both water intake and the discharge of waste water. The relevant public authorities monitor both the volume of waste water and its quality at each RENOLIT location and put restrictions in place where required. Because our business activities have never had any negative impact on any bodies of water or animal or plant habitats, RENOLIT is not currently subject to any official restrictions. Some of our RENOLIT locations are bound by law to regularly monitor their waste water as part of in-house controls. This takes place at predefined discharge points in line with chemical parameters set out by the respective public authorities. The results are regularly communicated to the public authorities. In addition to this, there are locations that voluntarily monitor their waste water. In order to ensure that contaminated waste water does not make its way into the soil, we are actively working on renovating our duct systems. The complete renovation of our plant in Munich was completed in 2015; we began renovations at our Worms plant in the first half of 2016. Critical areas were completed by March 2017; the rest will now be repaired successively. This means that we have now completely or partially renovated our German locations, or there are concepts in place resulting from appraisals that have already been carried out that can only be implemented successively due to their technical complexity.

### Water consumption

|  | 2016      | 2017      | 2018      |
|--|-----------|-----------|-----------|
| Total absolute water consumption (m <sup>3</sup> )     | 1,988,082 | 2,172,170 | 2,169,777 |
| Specific water consumption (m <sup>3</sup> /t product) | 7.95      | 8.40      | 8.59      |

RENOLIT Belgium N.V. (Oudenaarde) and joint ventures not included; In the calculations for 2018, an average was used for the RENOLIT Hispania S.A, American RENOLIT Corp. LA, Changzhou Wood-Stock Ltd. and APPL GOR Plastics India Ltd. locations, as there were no absolute figures available.

GRI 102-48

# About this report

## Report contents

We have been preparing annual internal sustainability reports since 2011. In 2017, we made our Sustainability Report available to our external stakeholders for the first time, and we would like to keep publishing it in the future as well. Our last sustainability report for the 2017 fiscal year appeared in June 2018. Just like last year, the Sustainability Report 2018 reflects the GRI Standards (2016). It was prepared in accordance with the GRI Standards: Core option. The Global Reporting Initiative (GRI) was given the Sustainability Report 2018 to carry out its GRI Materiality Disclosure Service. The correct positioning of the materiality disclosures (GRI 102-40 – 102-49) in the report was confirmed by the GRI Services Team.

## Reporting boundaries

We want to view our sustainability performance holistically and have established a comprehensive reporting culture. This is why we generally include all locations and joint ventures in our sustainability reporting. Although we have already made significant progress collecting the required data, not all of the data that needs to be collected is currently available for every location. Please note: all of the data listed in the "Production" chapter relates exclusively to our production plants. We have appropriately flagged any data that deviates from the defined reporting framework. Compared with the predecessor report, there have been no significant changes to the reporting boundaries. Quantitative data was collected on the reporting date 31 December 2018; providing it was available, we have also reported on key figures from the last three years. We received qualitative data up until the editorial deadline in April 2019.

## Delimitation

**RENOLIT Group:** All locations and joint ventures

**RENOLIT SE:** All German locations

The 2018 sustainability report is published in German and English and, for the first time, is an online report as well. In 2019, RENOLIT also published a sustainability magazine for the first time, which is translated into seven languages. The magazine is being published both in printed form and online on our website [www.renolit.com](http://www.renolit.com).

GRI 102-45  
GRI 102-49

# GRI content index



The GRI was provided with this report, the 2018 sustainability report, to carry out the GRI Materiality Disclosures Service. The correct positioning of the materiality disclosures (GRI 102-40 – 102-49) in the report was confirmed by the GRI Services Team.

| Disclosures  | Page / commentary  |
|--|--------------------|
| <b>GRI 101: Foundation 2016</b>  |                    |
| <b>GRI 102: General disclosures 2016</b>                                 |                    |
| <b>Organisational profile</b>  |                    |
| GRI 102-1: Name of organisation  | p. 4               |
| GRI 102-2: Activities, brands, products, and services                    | p. 4, 38–40        |
| GRI 102-3: Location of headquarters                                      | p. 8               |
| GRI 102-4: Location of operations  | p. 4, 5            |
| GRI 102-5: Ownership and legal form                                      | p. 8               |
| GRI 102-6: Markets served  | p. 4, 5, 8         |
| GRI 102-7: Scale of the organization                                     | p. 4, 5, 8         |
| GRI 102-8: Information on employees and other workers                    | p. 20–22, 31–35    |
| GRI 102-9: Supply chain  | p. 4, 5, 40–42, 48 |
| GRI 102-10: Significant changes to the organization and its supply chain | p. 8               |
| GRI 102-11: Precautionary principle or approach                          | p. 13, 46          |
| GRI 102-12: External initiatives   | p. 14, 15          |
| GRI 102-13: Membership of associations                                   | p. 14, 15          |
| <b>Strategy</b>  |                    |
| GRI 102-14: Statement from senior decision-maker                         | p. 3               |
| <b>Ethics and integrity</b>  |                    |
| GRI 102-16: Values, principles, standards, and norms of behaviour        | p. 9, 10, 12       |
| <b>Governance</b>  |                    |
| GRI 102-18: Governance structure   | p. 10, 11          |
| <b>Stakeholder engagement</b>  |                    |
| GRI 102-40: List of stakeholder groups                                   | p. 14              |
| GRI 102-41: Collective bargaining agreements                             | p. 20              |
| GRI 102-42: Identifying and selecting stakeholders                       | p. 14              |
| GRI 102-43: Approach to stakeholder engagement                           | p. 14, 15          |
| GRI 102-44: Key topics and concerns raised                               | p. 15              |

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**Reporting practice**


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|  |                      |
|--|----------------------|
| GRI 102-45: Entities included in the consolidated financial statements | p. 55                |
| GRI 102-46: Defining report content and topic boundaries               | p. 15, 16            |
| GRI 102-47: List of material topics                                    | p. 17                |
| GRI 102-48: Restatements of information                                | p. 27, 33, 35, 52–54 |
| GRI 102-49: Changes in reporting                                       | p. 17, 55            |
| GRI 102-50: Reporting period   | p. 55                |
| GRI 102-51: Date of most recent report                                 | p. 55                |
| GRI 102-52: Reporting cycle  | p. 55                |
| GRI 102-53: Contact point for questions regarding the report           | p. 60                |
| GRI 102-54: Claims of reporting in accordance with the GRI Standards   | p. 55                |
| GRI 102-55: GRI content index  | p. 56–59             |
| GRI 102-56: External assurance   | None                 |

**Material topics**


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**GRI 200: Economic Standards**


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**GRI 201: Economic Performance 2016**


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|   |  |
|---|--|
| GRI 103: Management Approach 2016 (disclosures 103-1, 103-2, 103-3) | p. 9, 10   |
| GRI 201-1: Direct economic value generated and distributed          | p. 8, For reasons of commercial secrecy, we have not provided any information about the exact distribution of value. |

**GRI 204: Procurement Practices 2016**


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|   |       |
|---|-------|
| GRI 103: Management Approach 2016 (disclosures 103-1, 103-2, 103-3) | p. 41 |
| GRI 204-1: Proportion of spending on local suppliers                | p. 41 |

**GRI 205: Anti-corruption 2016**


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|   |          |
|---|----------|
| GRI 103: Management Approach 2016 (disclosures 103-1, 103-2, 103-3) | p. 10–13 |
| GRI 205-1: Operations assessed for risks related to corruption      | p. 12    |
| GRI 205-3: Confirmed incidents of corruption and actions taken      | p. 12    |

**GRI 206: Anti-competitive Behaviour 2016**


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|   |          |
|---|----------|
| GRI 103: Management Approach 2016 (disclosures 103-1, 103-2, 103-3)                         | p. 10–13 |
| GRI 206-1: Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices | p. 13    |

**GRI 300: Environmental Standards**


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**GRI 301: Materials 2016**


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|   |               |
|---|---------------|
| GRI 103: Management Approach 2016 (disclosures 103-1, 103-2, 103-3) | p. 46, 47, 49 |
| GRI 301-1: Materials used by weight or volume                       | p. 47, 48     |

**GRI 302: Energy 2016**


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|   |  |
|---|--|
| GRI 103: Management Approach 2016 (disclosures 103-1, 103-2, 103-3) | p. 46, 47, 51  |
| GRI 302-1: Energy consumption within the organization               | p. 51, 52, We are not currently reporting on absolute energy consumption by breaking it down into renewable or non-renewable energy nor into combustibles, as this information is not available. |
| GRI 302-3: Energy intensity   | p. 52  |



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**GRI 303: Water 2016**


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GRI 103: Management Approach 2016 (disclosures 103-1, 103-2, 103-3) p. 46, 47, 54

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GRI 303-1: Water withdrawal by source p. 54, We are not currently reporting on absolute water consumption by breaking it down by source, as this information is not available.

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**GRI 305: Emissions 2016**


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GRI 103: Management Approach 2016 (disclosures 103-1, 103-2, 103-3) p. 46, 47, 52, 53

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GRI 305-1: Direct (Scope 1) GHG emissions p. 53

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GRI 305-2: Energy indirect (Scope 2) GHG emissions p. 53

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GRI 305-4: GHG emissions intensity p. 53

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**GRI 306: Effluents and Waste 2016**


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GRI 103: Management Approach 2016 (disclosures 103-1, 103-2, 103-3) p. 46, 48–50, 54

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GRI 306-2: Waste by type and disposal method p. 49, 50

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GRI 306-5: Water bodies affected by water discharges and/or run-off p. 54

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**GRI 307: Environmental Compliance 2016**


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GRI 103: Management Approach 2016 (disclosures 103-1, 103-2, 103-3) p. 12, 46, 47

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GRI 307-1: Non-compliance with environmental laws and regulations p. 46

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**GRI 308: Supplier Environmental Assessment 2016**


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GRI 103: Management Approach 2016 (disclosures 103-1, 103-2, 103-3) p. 41, 42

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GRI 308-2: Negative environmental impacts in the supply chain and actions taken p. 41, 42

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**GRI 400: Social factors**


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**GRI 401: Employment 2016**


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GRI 103: Management Approach 2016 (disclosures 103-1, 103-2, 103-3) p. 20

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GRI 401-1: New employee hires and employee turnover p. 20, 21, 33, 34

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**GRI 402: Labour/Management Relations 2016**


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GRI 103: Management Approach 2016 (disclosures 103-1, 103-2, 103-3) p. 20

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GRI 402-1: Minimum notice periods regarding operational changes We base our practices in this area on the law in effect in each country and are committed to informing our employees as early as possible about operational changes (depending on the scope of the change). This takes place at the company's discretion and is determined in consultation with the employee representative council.

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**GRI 403: Occupational Health and Safety 2016**


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GRI 103: Management Approach 2016 (disclosures 103-1, 103-2, 103-3) p. 26–29

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GRI 403-2: Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities p. 27, 28, 35

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GRI 403-3: Workers with high incidence or high risk of diseases related to their occupation p. 28, 29

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**GRI 404: Training and Education 2016**


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GRI 103: Management Approach 2016 (disclosures 103-1, 103-2, 103-3) p. 24–26

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GRI 404-2: Programs for upgrading employee skills and transition assistance programs p. 24–26

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GRI 404-3: Percentage of employees receiving regular performance and career development reviews p. 25, 26, This information is not currently available to us by gender and employee category.

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**GRI 405: Diversity and Equal Opportunity 2016**


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