



THE PACKAGING. THE SOLUTION.

SUSTAINABILITY REPORT



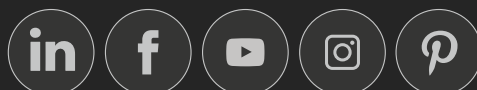
2023
www.de-pack.de



„You will be impressed by
our quality and know-how..“

ONLINE AT SOCIAL MEDIA

You can find DE-PACK and our packaging know-how
on the following popular social media platforms.



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DE-PACK
THE PACKAGING. THE SOLUTION.

Company Profile

DE-PACK is a German company located in Villingen-Schwenningen on the edge of the Black Forest. We are a dynamic and passionate company with a clear vision. Vision, strategy and clearly defined goals ensure that the company is prepared for the future.

That is why we have defined, binding sustainability goals for DE-PACK GmbH & Co. KG, which are describe in detail in this voluntary sustainability report (according to GRI). Our aim is to emphasize the positive aspects of our actions and to enhance the company's reputation in our business relations, in our community and with respect to ecological, social and ethical aspects..

A large photograph of a modern building's glass and metal facade, viewed from a low angle looking up. A white rectangular box with a drop shadow is overlaid on the right side of the image, containing a quote. A solid green horizontal bar is at the bottom right of the image area.

„For over 40 years, we have distinguished ourselves through our relentless pursuit of progress and innovation.“

Since its foundation in 1978, the name DE-PACK has stood for responsibility. We continue to honor and live the legacy of our company founder Bernd Denner, who years ago laid the groundwork for the company's current success. Thanks to him and thanks to a persistent focus on today's market developments and customer requirements, we are now one of the leading packaging companies..

We are known and valued in Germany and the German-speaking European region and beyond. Our core competencies: market-oriented developments, state-of-the-art packaging technology and optimally thought-out customer solutions form the basis of our company's success.



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DE-PACK's goal is to provide companies from the logistics, warehousing and transport sectors as well as manufacturing companies from industry and trade with customized, high-quality packaging solutions that are as sustainable, environmentally friendly and economical as possible.

We work diligently to develop transport-safe, volume-optimized, environmentally friendly, and cost-effective packaging solutions for our customers and interested parties, regardless of the industry. To this end, our customers benefit from our dedication, years of experience, and know-how.

We not only offer standards, but also develop project-specific optimized packaging for you, bringing your products to their destination safely and securely.


In order to maintain our standards and continuous high level of quality, we always strive for excellence and satisfaction in responding specifically to the requests and needs of our customers.

Due to our broad product portfolio and material selection as well as different manufacturing processes, we are able to ensure the best possible packaging adapted to your logistical process. Regardless of whether you are planning the market launch of a new product or replacing existing packaging, we will work out the best solution together with you!



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Company Profile

A blurred photograph of a modern office hallway with people walking. A green horizontal bar is positioned above the image.

**„Something must spark inside,
so that something can shine
outside.“**

We believe that sustainable business is a source of shared value. It creates value for the company as well as for the environment and society. By making more conscious use of our limited resources such as energy, water, and materials, we are able to considerably save costs. Customer demands for our „sustainable“ labeled products reinforce those values.

We at DE-PACK want to do business as sustainably as possible and to demonstrate that it is possible to act responsibly and to be economically successful. We want to contribute to the further development of our economy in a sound, community-oriented, value-based direction. This enables us to promote our own innovative strength and the future viability of the company.

We like to raise public awareness of these issues, advocate for sustainable solutions and take a stand. We also use our social media communication channels and press relations to communicate our stance.



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Continuous Development

Our company history is characterized by stability and growth. We are always eager to expand our extensive product portfolio and adapt it to customer needs.

- 2022 **ripplex packaging**
NEW to the product portfolio: ripple packaging
- 2021 **FSC® Certification**
Receipt of the FSC® Certification. An essential part of our corporate philosophy is the protection of our environment.
- 2019 **The ECO product line**
NEW to the product portfolio: Environmentally Friendly Packaging
- 2018 **reinpapier® packaging**
NEW to the product portfolio: rein*papier*® – paper injection molded packaging
- 2016 **Plastic pallets**
NEW in the product portfolio: Disposable and reusable plastic pallets
- 2016 **Large Load Carriers**
Large Load Carriers expand the product range once again
- 2014 **VCI packaging**
NEW in the product portfolio: VCI packaging
- 2013 **HKP packaging**
NEW in the product portfolio: HKP packaging
- 2012 **ESD packaging**
NEW in the product portfolio: ESD packaging
- 2011 **DE-PACK OHG becomes DE-PACK GmbH & Co. KG**
- 2011 **Small Load Carriers (KLT)/Plastic Containers**
NEW in the product portfolio: Small Load Carriers/Plastic Containers
- 2010 **DE-PACK OHG change of company name**
Move to the new company building
- 2004 **Retention/Membrane Packaging**
NEW in the product portfolio: Retention/Membrane Packaging
- 1992 **Thermoformed Packaging**
NEW in the product portfolio: Thermoformed Packaging
- 1986 **Foam Packaging**
NEW in the product portfolio: Foam Packaging
- 1978 **Corrugated Cardboard and Solid Cardboard Packaging**
NEW in the product portfolio: Corrugated Cardboard/Solid Cardboard Packaging
- 1978 **Foundation of the Company**
by Bernd Denner



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Denis Beljakovic
Managing Director



Özder Omar
Managing Director

Foreword

„Sustainably-oriented corporate management is the strategic implementation of concepts and objectives to improve performance. At DE-PACK, ecological, social and ethical aspects play a decisive role. DE-PACK always strives to incorporate these aspects sustainably in close cooperation with internal and external stakeholders. Sustainable management also generates a common added value! In other words, it provides our company as well as the environment and society with the so important shared value.

Systematic sustainability management requires convincing arguments such as cost savings and a more conscious use of resources such as energy, water, and raw materials. Results are reflected in sales and customer loyalty. We therefore remain continuously innovative and fit for the future.

DE-PACK is making a long-term commitment to being an attractive employer in the labor market. We are taking appropriate measures to help employees balance their private and professional lives and increase their motivation and willingness to work for the company. For our employees, we create a working environment that promotes performance and motivation - including, for example, flexible working hours, development opportunities and appreciation for their individual diversity. With automated processes and agile working methods, we want to encourage them to embrace digital transformation. Together, we lay the foundations for sustainable business success.

You can read about how we fulfill our corporate and social responsibility towards customers, employees, the environment and our community on the following pages.“

Stay tuned to us!



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“A sound strategy requires challenging goals and clear communication.”



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THE VISION. **THE GOAL.**

„Having vision means questioning in order to readjust our focus.“





Das Zeichen für
Verantwortung in der
Waldbirtschaft.



Vision & Goals

In this report, we convey our corporate mission statement to you. An important value is the long-term success and stability of the company in the market. We interpret this to mean economic sustainability not only for us but also for our partners. Therefore, the successful relationship with our customers, suppliers and other partners is a large component of our entrepreneurial responsibility. As a supplier to many different industries, e.g. the automotive and electrical industries, automation and medical technology, and mechanical engineering, we see it as our duty to constantly expand and develop our packaging technologies.

Our goal is not to imitate something, our goal is to make something better. To this end, we have defined clear strategies and objectives for many of our products.

Natural biodegradable materials are the basis for our strategy. We also focus on intelligent packaging designs with minimal use of materials and guaranteed product protection. The choice of materials along with the use of our reusable packaging protects the environment and is part of an ecological approach to the use of our resources. By consistently using recyclable material and organic raw materials from FSC®-certified forestry, for example in the *reinpapier*® brand, we make a significant contribution to the environment. Raw materials are recycled without sacrificing the ever important packaging protection.

A sustainable, visionary approach to our environment means acting responsibly. We embrace this responsibility with conviction and fully support it with our entire company.



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Corporate Management

Our basis is responsible corporate management. The management at DE-PACK is made up of a dual leadership. Two intelligent minds with varying levels of experience and totally committed to the company. Our company benefits from double the know-how, from perfectly complementary partners. Together they act in an agile manner and are responsible for the entire corporate structure, control of communication as well as sustainability management. The company's success to date is based on *respected, established values - daring, ambition, performance, responsibility, respect, integrity and transparency.*

Sustainability Management

Today, „corporate sustainability“ is an indispensable topic on the agenda of every progressive company; economically viable developments, combined with social responsibility and the mindful use of environmental resources. For our company, corporate sustainability means creating lasting economic, ecological and social added value. And we do this holistically, for everyone: customers, employees, business partners and, of course, for our entire community.

We design our current packaging solutions as essential elements of future climate-neutral and sustainable packaging requirements. Together with our partners and customers, we are creating added value for society and establishing the basis for future corporate success. This holistic strategic approach applies not only to our entire product portfolio; it also encompasses the upstream and downstream value chain and supply chain management.

An aerial, top-down view of a dense forest with vibrant green trees, creating a textured, mosaic-like pattern.

THE COMPANY. **DE-PACK.**



„Identify focus areas and create added value.“

How we frame sustainability

Changing customer needs, broader customer demands, the digitalization of all areas of life and work, and new risks - these are complex challenges that are rapidly changing our environment. At the same time, technological developments in the packaging market segment are opening up interesting new opportunities for us to reach customers and serve them in a customized way. That is why another central concern of our corporate strategy is to drive forward the digital transformation of our company. We consistently act on the basis of shared values (see above). Naturally, with respect for the rights of others and a high degree of care in handling the data entrusted to us.

We orient our actions to the needs of our customers and business partners - we want to offer them the best possible solutions. This is achieved through our knowledge, our innovative strength and a future cooperation based on trust.

How we implement sustainability

An important part of our corporate philosophy is the care and preservation of our environment. Natural biodegrada-

ble materials are the basis for this. We also pay attention to intelligent packaging designs with minimal use of materials while guaranteeing product protection. The choice of materials and the design of our packaging as a reusable system not only protect our environment, but are also part of our ecological approach to resource management.

By using recyclable material, for example reinpapier®, we make a tangible contribution to the environment. Raw materials are recycled in a circuit without penalizing packaging protection.

How we make sustainability visible

With our current FSC® certification, we are committed to preserving forests, flora and fauna for future generations. FSC® is a recognized trademark which makes our values and environment-related market activities visible to the outside world. The certification attests that the wood used in the manufacturing process comes from responsibly managed forest areas.



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„Identify focus areas and create added value.“

Strategic Networking

In times of financial challenges, a well thought-out sustainability strategy can generate significant added value for your business. For our strategic path, we have focused on three basic areas:

1. Strategically looking ahead

Analyzing future risks and opportunities based on sustainability! In order to succeed, the focus must be on the future, so that long-term potentials are developed and achieved.

Future-oriented activities must be explored, for example, in the materials and raw materials sector where increasing supply pressure is driving more and more companies to exponentially raise prices. It is therefore advantageous to identify and seize sustainable opportunities as early as possible. Using a strategic planning or scenario method, a very long-term view is taken (e.g., 10 years) to then work ourselves back to the present and calculate the implications of future long-term trends for the here and now (e.g., 6 months).

THE STRATEGY. **THE VALUE.**

2. Strategically changing

A thorough introspective process is the prerequisite for making systematic progress along the way by adapting the business model and other restructuring measures. Including, for example, the establishment and advancement of sustainable transformation through restructuring of business operations. We have so far and will in the future adjust our sales team, through internal restructuring, to the respective market conditions and business models.

3. Strategically networking

Strategically networking means, we are leveraging the existing business ecosystem for our transformation. Finally, with a focus on the environment - networking - is another way in which we can drive our own transformation forward.

This starts with the realization that it is not necessary to build all the currently missing capacities and structures for new sustainable business models. Instead, this can also be developed in close exchange with other members from a business ecosystem.

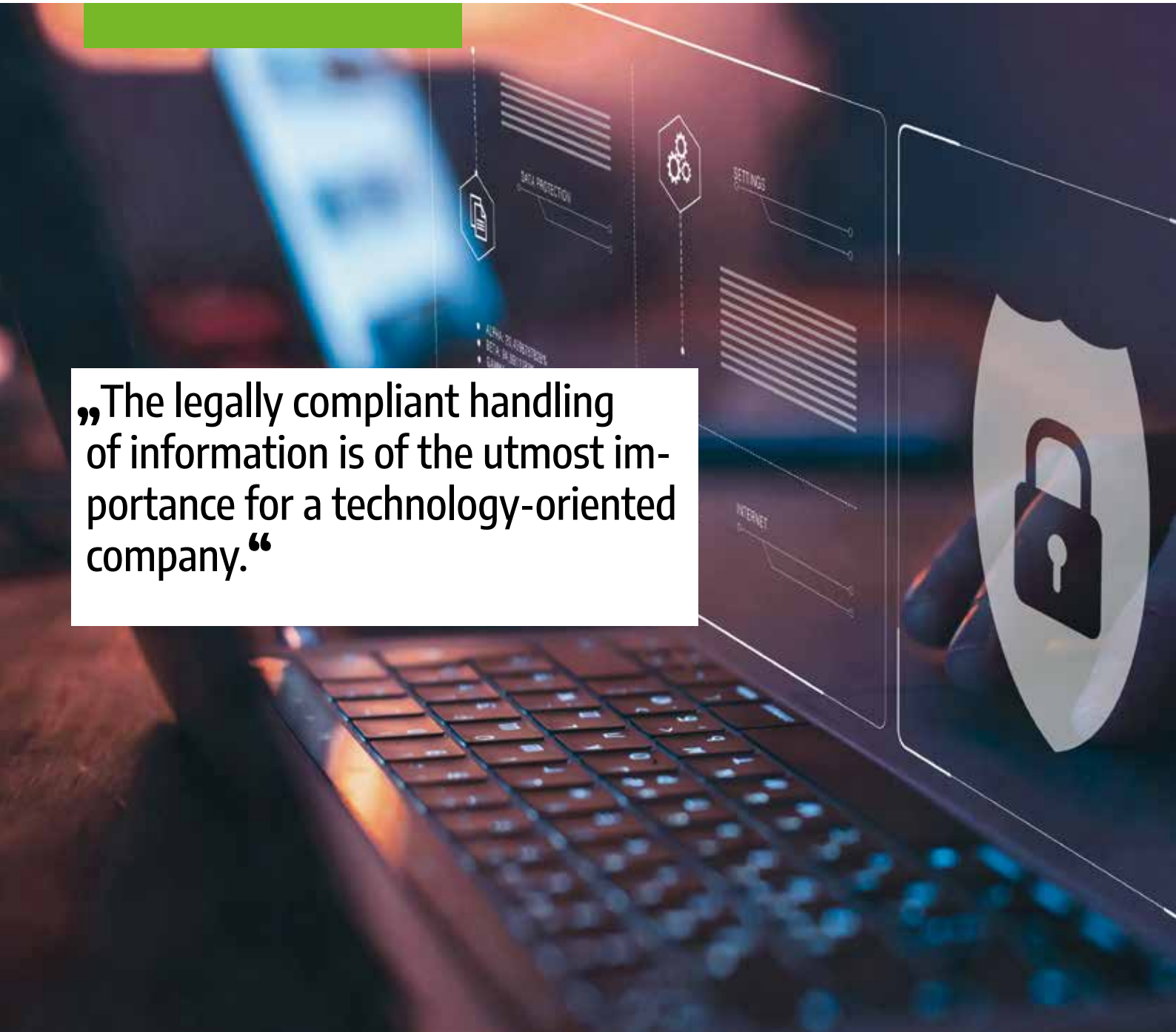
Two different approaches are possible: accessing capabilities from the ecosystem that are missing in one's own company - and increasing one's own potential through collaborative action with the aim of improving the environment for the sustainable business models.





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„The legally compliant handling of information is of the utmost importance for a technology-oriented company.“



THE DATA. THE PROTECTION.

Data protection

What we commit ourselves to

Many of our customers entrust us with the collection of personal data during the consultation and beginning phases of a project. The protection of this data has a high priority at DE-PACK! We transparently collect only necessary, project specific data. The enforcement of legal requirements is supported by our company's directive -- Article 4 Paragraph 7 of the General Data Protection Regulation (hereinafter: DS-GVO) -- which is under the control of a data protection officer. The task and goal is to reduce risks and create a comprehensive framework for data protection, compliant business activities and to process data correctly and responsibly. This is how we achieve a high level of data protection.

Personal data must be processed in a way that safeguards the rights of all individuals. We strive to protect the rights of all persons whose data we process. This includes in particular our employees, customers, specialists, suppliers, visitors and other business partners.

At www.de.pack.de we publish comprehensive information about the company - including our history, broad product portfolio and societal commitment, as well as service areas such as press, job offers and detailed blog descriptions of all project activities.

Security

In order to ensure compliance with data protection requirements at all times, employees receive ongoing training and are updated on data protection issues. Our requirements include mandatory online training for all employees on data privacy, compliant processing of personal data and the secure handling of information and technology.

In the area of IT security, DE-PACK also conducts regular training on a wide range of IT threats so that employees can recognize and avoid them. It is essential for our business operations that we protect our information systems and their data as well as our communication channels against criminal activities such as e-crime and cyber-attacks.

With the onset of the Corona pandemic, the possibility of mobile working at home with private hardware presented an additional challenge for IT security.

In a matter of days, employees switched to home offices and successfully maintained operations for our customers. External access to server-based systems and data is subject to high security standards as a matter of principle, so that our corporate infrastructure is always protected - even in the event that privately used software should be infected by viruses.



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Human rights

Respect and protect human rights

It is our duty to ensure that universal human rights are implemented and upheld. Not only in our thoughts, but also in established principles in our working lives. Respect for and protection of human rights is an indispensable component of corporate responsibility and testimony to strong, value-oriented corporate management.

DE-PACK is committed to respecting human rights as set out in the UN Guiding Principles on Business and Human Rights. This states that all companies fulfill their human rights due diligence obligations by establishing processes that identify, prevent and mitigate adverse impacts of their business activities.

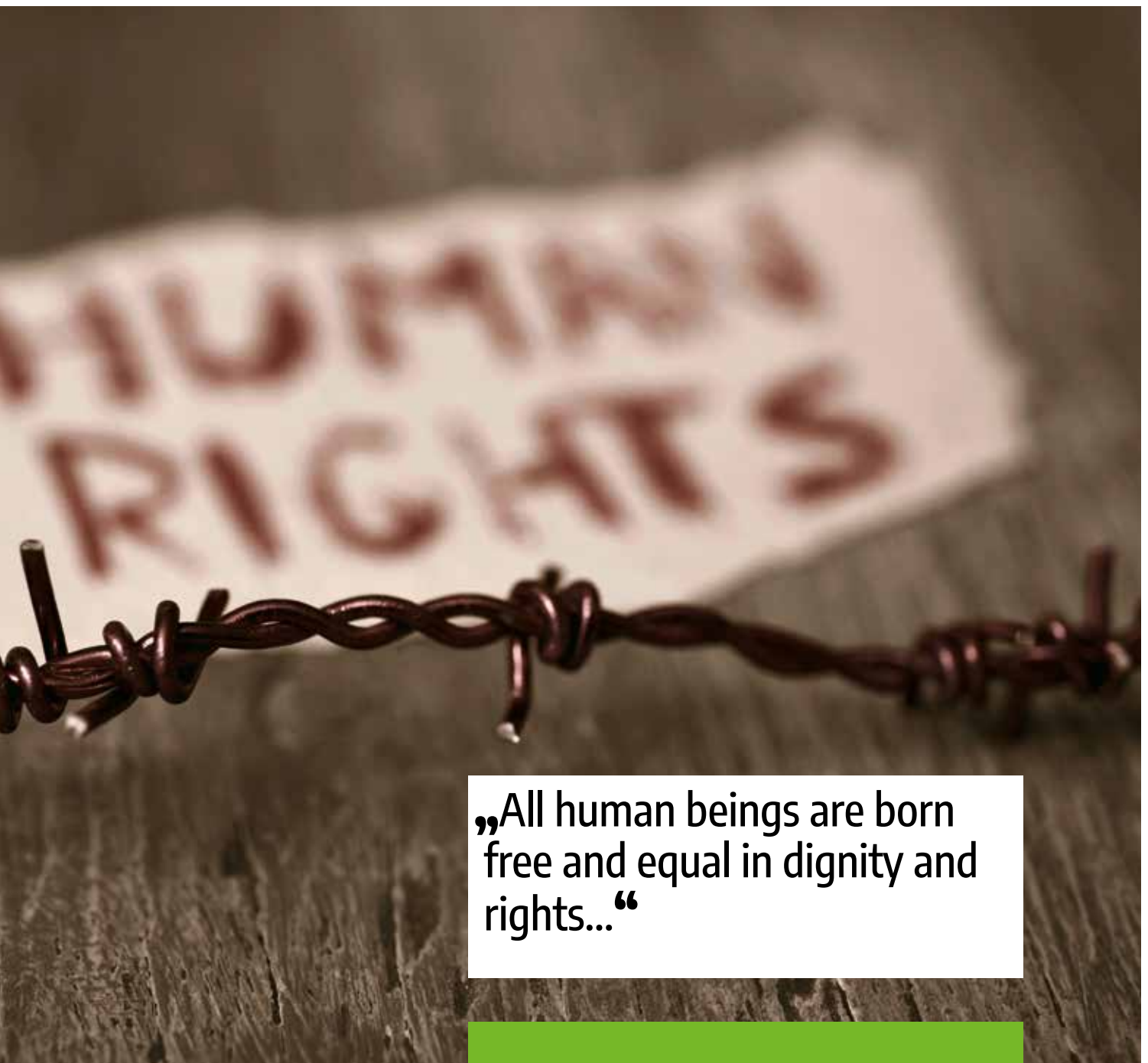
Safeguarding human rights in the company

Human rights are universal values that guide our conduct in all aspects of our business. The company's responsibility to protect human rights applies equally to our employees and to our external partners, such as our suppliers, etc., and to the community as a whole.

Our human rights responsibilities include, in particular, equality and non-discrimination, decent wages, fair working hours, worker representation, safety, primary health care, worker rights in the supply chain, education, poverty reduction, and equity in the laws of the land. We focus in particular on the impact of our operations on the human rights of vulnerable groups, such as indigenous peoples, women and children.



THE LAW . **UNIVERSAL RIGHTS.**





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Suppliers & Supply Chains

Requirements placed on supplier management have to not only accommodate a globally networked world but also have to be fair and equitable. Modern technologies require raw materials that often come from critical regions of the world. Impacts on supply chains also emerge as a result of climate change.

DE-PACK sees sustainable procurement as a core issue of integrity in corporate management. This applies to the responsible handling of critical materials as well as to human rights or ecological and social standards. The example of resource-saving material procurement for the packaging brand **reinpapier®** shows how modern raw material use can be both efficient and sustainable. Industrial starch, for example, is obtained from potatoes grown on specially designed farmland. These account for more than two-thirds of the packaging composition. In addition, paper fibers are sourced from FSC® certified forest areas.

Internationally recognized standards and principles, reflected in our code of conduct, form the value basis for requirements in the supply chain. To reinforce these values, we rely from the outset on active communication with all business contacts and suppliers, including appropriate monitoring, and audits.

Our sales team maintains intensive personal contact with suppliers in order to exchange information and to promote and implement product developments and material improvements. Together we have been working with many suppliers sustainably and successfully for many years. When problems or complaints arise, we work with our suppliers to find suitable solutions. This type of cooperation has proven to be worthwhile and has helped to solidify our position in the market, especially in difficult economic times.

A photograph showing a close-up of several people's hands and arms around a table. One person is holding a pen and writing on a document. There are laptops and papers on the table. The scene is brightly lit, suggesting an office or meeting environment.

THE COMPANY. **DE-PACK.**



„Shaping social aspects responsibly.“

Code of Conduct as our Foundation

We pursue the goal of designing supply chains responsibly with regard to social and ecological aspects. For DE-PACK, this means taking responsibility by considering the consequences of our business decisions and actions in economic, technological, as well as social and ecological terms, and achieving an appropriate balance of interests. Therefore, our downloadable Code of Conduct contains minimum requirements for direct suppliers that go beyond national laws and internationally recognized guidelines.

DE-PACK voluntarily contributes to the well-being and sustainable development of the global community at the locations where we operate, within the scope of our respective abilities and scope of action. In doing so, we are guided by universally valid ethical values and principles, in particular integrity and fairness and respect for human dignity. Human rights violations in the form of child and forced labor or discrimination based on origin, skin color or gender must be prevented in all business contacts.

Implementation & Enforcement

DE-PACK makes all appropriate and reasonable efforts to consistently implement and apply the principles and values described in our CoC.

Contractual partners shall be informed of our Code of Conduct and requested to work in a reciprocal manner so that it is clear how our compliance with the Code is ensured. There is no entitlement to the disclosure of trade and business secrets, information relating to competition, or other information that merits protection.

All existing direct production material suppliers who have neither introduced a certified environmental nor occupational safety management system nor recognize the CoC are downgraded in the supplier rating. This reduces the chances of being considered for new projects or for larger procurement volumes.



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„Operational processes
drive future viability.“

MANAGEMENT . SUCCESS .

Since sustainable action must permeate a company holistically in order to achieve the greatest possible benefit, implementation must take place via an integrated management system. For companies in Europe, this is currently being put into concrete terms by means of corresponding specifications and standards including: increasing CO₂ emissions and taxes, climate taxonomy, reorganization of sustainability reporting requirements, and numerous other measures, especially for companies.

We monitor our operating processes using an integrated management system (IMS) to ensure long-term success, while focusing on sustainable future viability. Our IMS outlines processes and responsibilities and defines uniform standards throughout the company regarding quality, environmental protection, energy, occupational health and safety, and plant safety. It also combines the existing individual management and control mechanisms with the systematically implemented requirements of specific international norms, industry standards or other recognized guidelines to form a uniform management system which nevertheless retains the unique characteristics of the company. It is based on the requirements of our customers, statutory regulations, our own principles of sustainable management, and national and international standards.

Management Systems Implementation

Our management system certified by a third-party certification company in compliance with the proven standards ISO 9001 (quality), ISO 14001 (environmental protection). The certification we carry out ensures that legal and customer-related requirements as well as our standards are implemented. The foundation of these standards is a model that strives for continuous improvement of the company's performance.

Establishment of a management system contributes to a large extent to actively controlling quality, energy and environmental performance as well as safety issues, thereby increasing the efficiency of corporate processes and achieving continuous development and performance improvement.

The following topics are integral components of our IMS:

- *Context*
- *Strategy*
- *Opportunities and Risk Management*
- *Organization and Structure*
- *Employees*
- *Process Management*
- *Stakeholder Dialog*
- *Methods & Tools*
- *Documentation*
- *Key Figures & Indicators*
- *Compliance*
- *Regulations, Standards & Norms*





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Innovation & Technology

Applications and Functions of Packaging

Our modern distribution of goods would not be possible without packaging. Many of our daily consumer goods would not be suitable for storage and distribution without modern protective packaging, and therefore could not be produced in any practical manner. Packaging supports global trade and promotes their marketing and consumption of products. The more attractive and sustainable the packaging is, at a reasonable cost, the more efficiently the marketing and sales function is fulfilled. The packaging must therefore help sell the product at the point of sale (PoS).

A close-up photograph of white plastic packaging. The image shows a textured surface, possibly a lid or a container, with a yellow handle or latch visible in the bottom right corner. A green horizontal bar is positioned above the text box.

**„The application defines
the packaging.“**



THE PACKAGING. THE SOLUTION.

The protective function, the material, the texture, the intended use and the sustainable striving for comfort, influence the design of packaging, but also the branding of the packaged products. Appealing packaging not only protects, it also promotes the contents, promotes and stages the product or brand decisively, and thereby packaging effectively contributes to selling. On the one hand, packaging is an essential or even indispensable part of the product; on the other hand, its value may lie entirely in its aesthetics or artistic style.

The application defines the packaging. For example, the lower the application cost when packaging products, the more cost-effective the manufacturing process. The right technology, combined with the right packaging applications, can minimize costs, reduce waste - in other words, be more ecological and achieve the best immediate result for the customer. It is also right to keep in mind manufacturing processes, transport routes, trade requirements and the tangible satisfaction of the target groups (industry, trade, end consumer). Simultaneously, these should also conserve resources and provide a favorable relationship between price, performance and quality.

Packing functions

Prefabricated practical storage, transportation and sales packaging is available for many products. Where this is not the case, for example with expensive unique items or innovative products, custom designed packaging must be developed so that keep the products safe, user-friendly and appealing to the end user. The most important functions of a packaging are to protect the products themselves from:

- *Material Damage*
- *Contamination*
- *Impact Damage*
- *Material Loss*
- *Injury to the User*

Furthermore, other functions naturally play a role here, such as: storage, loading and transport, design and advertising (the actual wrapping is regarded as a component of the product), information function, dispensing and removal functions play a significant role. The protective function, a basic task of packaging, can be subdivided into product protection and product safety.

As far as protection is concerned, the product must be safeguarded by its packaging against damage such as breakage, deformation, loss of volume - during transport, storage, presentation at the point of sale (PoS) and later in the user's household.



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Paper Injection Molded Packaging

The considerable burden on our ecosystem caused by plastic is drastically reduced with rein**papier**® packaging. rein**papier**® is ideal for use as disposable packaging because it is completely biodegradable.



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THE most environmentally friendly packaging solution!

rein*papier*® was created to meet the high demand for environmentally conscious packaging. An ingenious idea and an innovative raw material mixture of purely natural ingredients have resulted in one of the most sustainable packaging products of the recent years.

The considerable impact of plastic on our environment is reduced considerably with this original and innovative packaging. rein*papier*® is a 100% sustainable packaging material that can be used in a wide range of industries.

Quality and Versatility

Using a specially developed injection molding process, the paper compound is injected into an aluminum mold. The internal mold contours are refined by anodizing. A hard aluminum layer is used for this purpose. The paper mixture is „baked“ in the mold, at a target temperature, yielding the final packaging. The molded part is then removed from the mold.

Sustainably Recyclable and Biodegradable

rein*papier*® is 100% recyclable, so the end user can dispose of unneeded packaging parts at home together with the waste paper and thereby return the material to the cycle of recyclability.

Furthermore, rein*papier*® is 100% biodegradable! The high starch content and nature itself helps the material to decompose efficiently within a few weeks - pollution free and without hazardous substances.



„From nature.
Back to nature.“





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Cardboard Packaging

DE-PACK offers environmentally friendly corrugated and solid board packaging in all conventional types and designs. Constructs made of corrugated or solid board are robust, stable and durable, but above all economically advantageous and environmentally conscious.



**„Exceptionally strong
and durable.“**



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New solutions, High Customer Acceptance

Responsible and sustainable use of resources guides our thinking, so we have expanded the ecological potential and advantages of environmentally friendly corrugated and solid board in our product portfolio to include grassboard or grass paper. The product consists of natural fibers that are mechanically processed without the use of chemical additives.

Quality and Versatility

We develop individually engineered transport, die-cut, sales and design packaging from cardboard to accommodate complex protection requirements and serve numerous industries with both small and large series.

Packaging sleeves made of corrugated or solid cardboard are the most widely used packaging materials, and are extremely tear-resistant and stable due to their structural design, despite their low weight. The packaging presents products and represents your company's CI with correspondingly elegant printing.

Individual and special

We also offer special designs, e.g. with anti-static protection and ESD/VCI protection. Ideal conditions for many technical industries and their fields of application. The special design structure for single, double or triple corrugated board allows a wide variety of applications, typically in the transport or logistics industry.





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ripplex packaging

Ecological molded parts made of laminated corrugated board sheets.
We can produce complex and dimensionally accurate shapes that are
load-bearing and resilient.



„Recyclable, shock absorbing
and very sturdy.“



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Packaging without tooling costs!

Another product that shows we are committed to sustainability is our sturdy cushioning packaging - ripplex.

ripplex is produced by combining several layers of corrugated board and then cutting them to the desired shape. The unique stability of the vertical and horizontal shafts in the corrugated cardboard make for a highly reliable and stable packaging form with excellent cushioning properties for the packaging industry. After all, fragile packaged goods require reliable transportation protection.

The Manufacturing

The mechanical cutting process is tailor made to the specific shape and scale of your product, including desired cutouts or nesting.

The cutting process yields a high contour accuracy for your product. It is also possible to create variable cutting depths for storage pockets, or perforations and indentations as required. The bolstering effect of this packaging is determined by using different ripplex types, grades and wave heights. Customized for maximum safety of your product. We create high-quality and very efficient packaging insets from paper that has been recycled several times over, and we do this without any tooling costs.

ripplex[®]
by DE-PACK





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A photograph of several people's hands stacked on top of each other in a circle, symbolizing teamwork and collaboration. The background is a blurred office setting.

**„Team Building and
Building for the Future.“**

The packaging specialists at DE-PACK!

I want to work there with a secure future - I want to stay there for the long run!

An appreciative environment and enjoyment of one's own work are important prerequisites for long-term successful collaboration. The employee's participation and curiosity can achieve great things! We are convinced that this is true for the individual and for the entire team. That's why we want to create a trusting environment that offers our employees creative freedom and awakens their desire for something new every day.

Recently, the demands of employees on their employer have changed drastically. In addition to job security and fair pay, decisive criteria in the choice of a job are above all meaningful work, the promotion of personal development and the ability to reconcile private and professional goals. We want to be one of the top addresses in the packaging industry for motivated and highly qualified specialists. Another milestone in our defined sustainability goals.

THE WORK. THE PEOPLE.

Compensation

In every company, individual employees have a broad, creative spectrum of ideas, insights and knowledge that need to be recognized and put into practice. This is often not easy to identify, but it goes without saying that we want to be able to compete for qualified specialists, so we reward the performance of our employees. Our remuneration is based on defined criteria, on the one hand according to the requirements of the respective position and on the other hand according to the performance of the individual team member.

Future Prospects

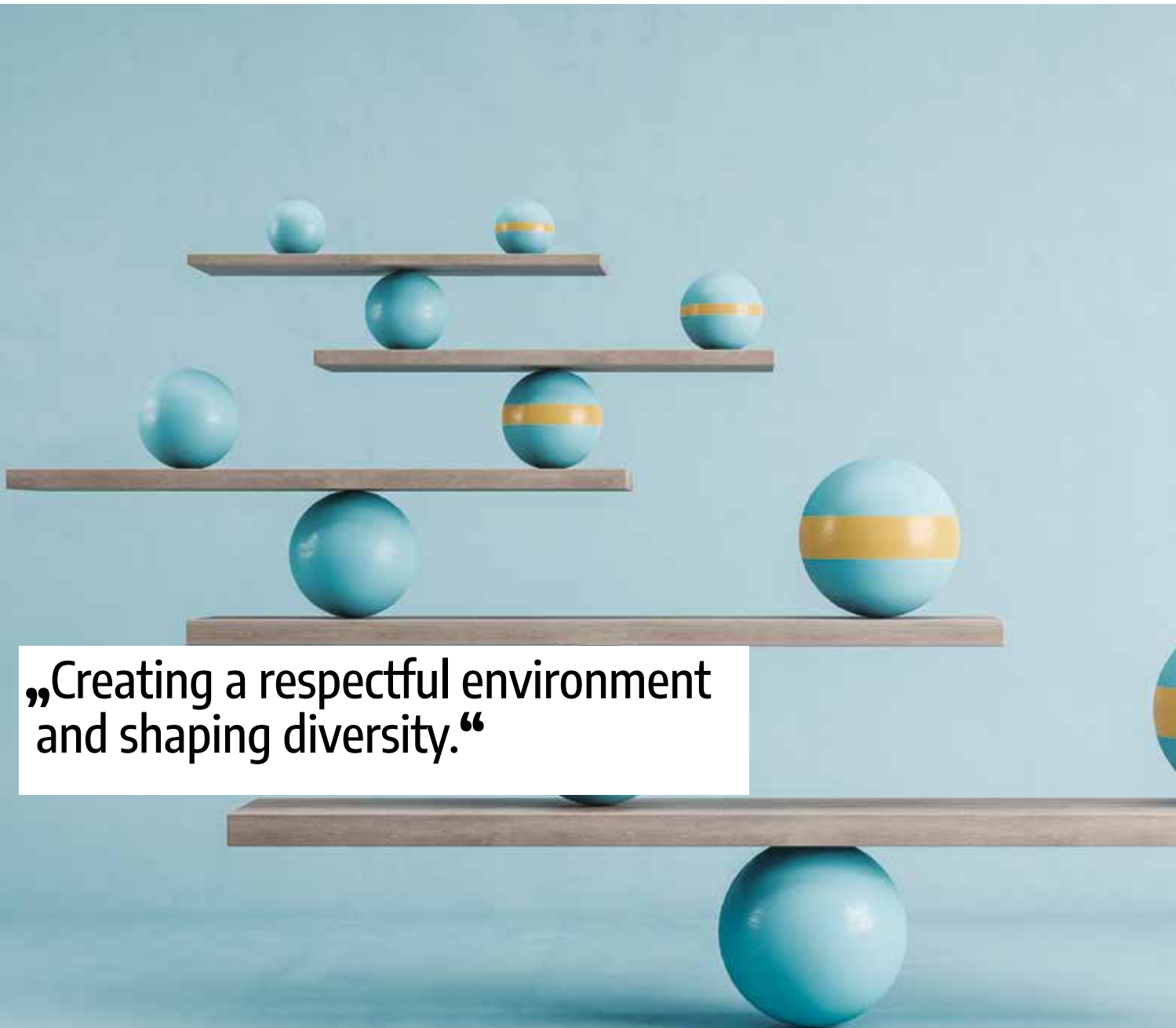
Our employees' long years of service to the company are an expression of their high level of commitment and satisfaction. The success of DE-PACK stands and falls with the people who work for us. The continuing development and satisfaction of all employees is a high priority - because they should enjoy coming to work and be able to rely on their employer. Influenced by the experience that we also owe our successes to date to the knowledge and skills of our employees, we see this as the key to a sustainable future.





DE-PACK
THE PACKAGING. THE SOLUTION.

THE CODE OF CONDUCT. **DIVERSITY.**



„Creating a respectful environment
and shaping diversity.“



Equal opportunities at DE-PACK

The diversity and uniqueness of our employees make a significant contribution to the company's future viability and innovative strength. Each person is therefore respected as an individual. Accordingly, our interactions with each other are characterized by respect, mutual understanding, openness and fairness.

Our company benefits from the different experiences, ways of thinking and qualifications of our employees - a necessary diversity that we value and nurture. To this end, we continuously promote the individual strengths of our employees.

We are guided by the life phases of our employees and focus primarily on three goals: „creating respectful environments,“ „promoting developments,“ and „maintaining health.“ In this way, we shape a corporate culture of diversity and equal opportunity that strengthens our reputation as an attractive and fair employer.

Principles for respectful cooperation

DE-PACK is committed to the ten principles of the United Nations Global Compact and to respecting international human and labor rights. Our goal is to create a working environment that is free of prejudice and exclusion. Our employees should be valued regardless of gender, nationality, religion, disability, age, social origin, sexual orientation or identity.

The company's own Code of Conduct sets out the rules to which all employees are expected to adhere. This means that all employees at all levels are expected to treat each other with respect and without discrimination, harassment or insult. Employees who feel discriminated against can turn to an external, independent ombudsman.





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Promotion & Development

Because demographic trends (rapidly changing age structure) in society are exacerbating the shortage of skilled workers and the demands of the working world are becoming increasingly complex and multi-layered, it is becoming more and more important to attract and retain qualified employees for the long term.

Our ambition is to be one of the pioneers in shaping the digital transformation in the industry and to continuously develop the digital skills of our employees. After all, these are an important pillar for success. In order to secure the innovation and competitiveness of our company in the long term, we promote employees in a targeted and needs-based manner and place great value on the development of the personal qualification potential of each individual





„The driver of success is the employee.“

THE MOTIVATION . THE FUNDAMENT .

Securing the Future through Professional Development

Attracting, developing and retaining the best employees are the core elements of our HR work. In this way, we create attractive working conditions for our stable core of employees. We offer personal development opportunities, support the reconciliation of work and family life, and encourage sporting involvement to promote long-term health. We attach particular importance to treating each other with respect.



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Work-Life-Balance



„Maintaining the balance.“

Work-life balance has the overall objective of achieving a work-life balance from the employee's point of view. The measures required for this are intended to express a company's appreciation of its employees. This should help to motivate employees. WLB measures aim to alleviate stressful situations for employees. The characteristics of the workplace should be largely oriented to employee needs in order to simplify work and increase job satisfaction. In this way, a positive attitude can be generated among employees, which increases productivity.

We want to achieve a multiple win-win situation with our WLB measures. Not only are personnel-oriented and company-oriented goals to be achieved, but we also want to „strengthen overall economic growth through the more efficient utilization of the workforce and the increased competitiveness of DE-PACK“.

Together Across the Finish Line

We see our employees as allies and therefore want to guarantee a secure and stable future for all of them. We take this seriously. Our corporate culture is characterized by mutual trust, respect and sharing in our economic success.

We are also aware of how important the balance between work, family and leisure time is for an employee's performance and motivation. That's why we want to create individually tailored working conditions for each individual. This includes company benefits for retirement, health, as well as flexible working time models/ accounts, parental leave and home office, etc. Furthermore, we ensure that workplaces are ergonomic, healthy and can be individually designed, because we spend a large part of our lives at work.



THE WORK. **LIVE.**





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Environmental Aspects

Environmental friendliness as an economic factor

The environmental properties of packaging are increasingly becoming the focus of public interest. The legacy and the enormous burdens on our ecosystem caused by packaging, primarily by plastic waste, are alarming. Environmental protection and sustainability are therefore currently the fundamental issues that industry and commerce, as well as politics and consumers, must increasingly address. Suitable solutions, some of which are already available, could significantly reduce packaging waste. However, the basic prerequisites for environmentally friendly packaging are a wide variety of factors that have an effect on suitable packaging and can be classified as follows.

A young girl with long brown hair, wearing a light grey sweater, is smiling and hugging a tree trunk. The background is a lush green forest. A white text box is overlaid on the tree trunk.

„Environmentally friendly packaging increases your profit.“

THE ENVIRONMENT . THE CLIMATE .

Components. Life cycle assessment. Recycling.

In the case of packaging, the material used plays a fundamental role in the classification. Are the materials used made of plastic or renewable raw materials? Is mindful use of natural resources applied during material sourcing? What factors lead to proper environmentally friendly packaging disposal? Are the water and energy consumption levels during production negligible enough and do they display low CO₂ emission levels throughout the production process? This, of course, would also result in excellent global warming potential (GWP) values. A good eco-balance therefore results from the factors mentioned above and from the best possible recyclability, because the proper disposal of packaging is always a visible metric for the end user..

Everything for the Environment

Of course, this sounds grandiose and you may think just an empty promise, but we already use environmentally friendly packaging materials that really deserve the title of sustainable packaging. We think sustainably and environmentally conscious and would like to meet the packaging requirements of the market and the solution requests of the consumers. Meanwhile, everyone agrees that unnecessary plastic packaging waste must be massively curbed in the coming years.

Our extensive product portfolio already includes environmentally friendly packaging solutions. Our „ECO“ product line already meets the demand for more sustainability. ECO is led by a special packaging innovation - the rein-**papier**[®] brand. Here we guarantee our cus-

tomers 100% environmentally friendly packaging, from raw material source through the manufacturing chain to the final end product. From the first time you hold rein-**papier**[®], you can literally see and feel sustainability

Ecological stability

Packaging made of paper or cardboard is much more environmentally friendly than the petroleum-based plastic packaging. Both materials can be recycled several times, but a completely different picture emerges when the respective materials are exposed to nature. While paper/cardboard decays after a certain period of time and decomposes into non-toxic cell dust, plastic released into nature remains a major problem at this time. Decomposition takes many years. In the process, plastic decomposes into smaller and smaller particles, down to plastic particles that are no longer visible to our eyes. For just one plastic bottle, decomposition takes 450 years, which means that when our great-great-great-grandchildren go swimming in the ocean, the consequences will still be invisibly present.

To maintain long-term ecological stability, it is imperative that more and more plastic packaging be replaced with more sustainable solutions. Of course, this is not feasible for all applications in current industrial processes, mainly in the automotive sector, but if you look at the immense plastic waste that comes from consumer packaging, there is a lot of potential for savings. Many products are covered with foils, plastic trays and styrofoam, but there are already plastic-free solutions that are 100% environmentally friendly. For example, packaging made of injection-molded paper – rein-**papier**[®].



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Climate Neutrality

Climate neutrality means achieving a balance between carbon emissions and the absorption of carbon from the atmosphere. To achieve net zero emissions, all greenhouse gas emissions worldwide must be offset by carbon sequestration.

For us, the term „climate neutral“ means first of all that we do not want to unnecessarily increase the amount of climate-damaging CO₂ gases in the atmosphere by using our products and services. In other words, our goal is to minimize the climate-damaging effects of emissions in production processes. This is an important step towards the all-important holistic climate protection.

The greenhouse gas concentration is almost the same everywhere on earth, since greenhouse gases such as CO₂ are distributed evenly in the atmosphere. Consequently, it is irrelevant where on earth polluting emissions are caused or avoided. However, actions and processes can still be made climate neutral through so-called climate compensation if greenhouse gas releases were unavoidable during their implementation. This means that they can be offset by climate protection measures and climate projects elsewhere.





„Contributing to a natural balance.“

THE CLIMATE. THE PROTECTION.

Criteria compliance?

All climate protection measures that reduce the CO₂ footprint of consumed goods or services to zero are suitable for achieving climate neutrality.

How is climate-neutral packaging created?

Climate-neutral packaging is created in three steps:

1. determining the CO₂ emissions of the packaging product
2. offsetting CO₂ emissions by supporting international climate protection projects
3. transparent process representation

Anyone wishing to conduct a project in a climate-neutral manner should first fully exploit existing savings potential. Only then does it make sense to offset the unavoidable CO₂ emissions through climate protection projects:

Analyze / Reduce / Offset

Help make your environmental contribution to global climate protection by using climate-neutral packaging and support proven climate protection projects, most of which are implemented in emerging and developing countries.



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Climate Strategy

We are improving our carbon footprint with innovative packaging

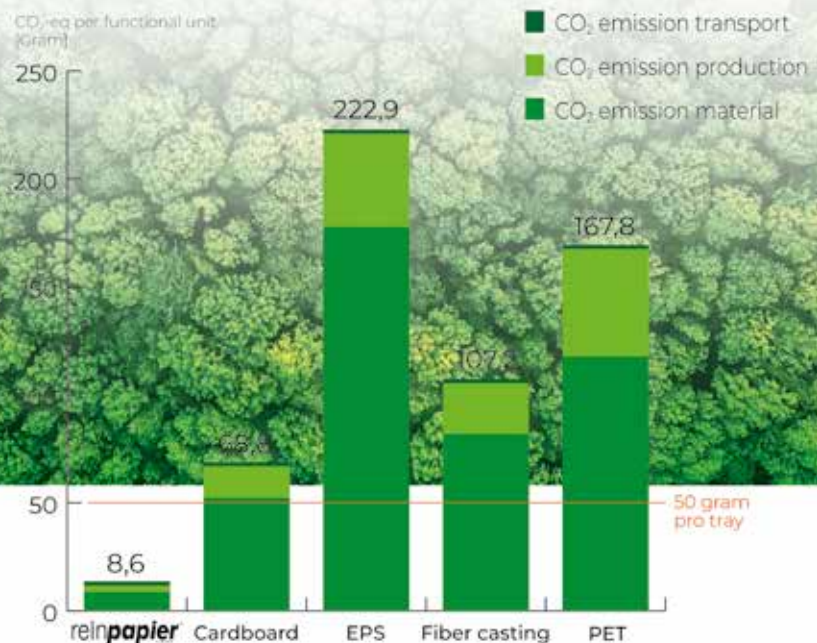
The key indicator for ecological packaging is the measurable CO₂ footprint. This includes the consumption of resources and energy in the production of raw materials and packaging materials.

Using for example the packaging brand rein*papier*®, a natural packaging made of injection-molded paper, we can show you what an ideal CO₂ balance looks like now. Compared to other forms of packaging such as plastic, corrugated cardboard, fiber castings or EPS packaging, the CO₂ emission values for rein*papier*® are 85% lower per packaging tray due to the special production process.

A measure to be proud of!

The diagram below shows a comparison of emissions from transport, production and materials, showing how well the CO₂ values for rein*papier*® compare with common packaging materials such as corrugated cardboard or fiber castings.

CO₂ emission pro tray



„Climate protection
is a collective task.“

CO ₂ emission	reinpapier	Corrugated cardboard	EPS	Fibre cast	PET
Gram per tray	50	50	50	50	50
by material	5,1	52,4	177,8	81,9	117,9
by manufacture	1,7	14,6	43,3	23,6	49,7
by transport	1,8	1,8	1,8	1,8	1,8
total	8,6	68,8	222,9	107,2	167,8

THINK STRATEGICALLY. IMPROVE BALANCE.

CO₂ emissions per tray

The values in the diagram show that a suitable packaging material such as rein**papier**®, is an immense ecological step or CO₂ footprint towards a low-emission future.

Let's look at another comparative example: Bioplastic (polylactide - PLA), which is very often touted as environmentally friendly, is much more expensive to produce than a rein**papier**® and has an approximately 97% higher CO₂ emission value during the production cycle.

In fact, the short-lived PLA can only be recycled or composted industrially, i.e. in special plants, and not at home. If packaging made of bioplastics ends up in urban areas or oceans, the decomposition process takes more than 100 years. rein**papier**®, however,

dissolves completely within a few days in a moist environment. No harmful substances remain in the oceanic or other environmental ecosystems.

Paper - Another excellent packaging material, consists of renewable raw materials (sustainably farmable). Here, too, the recycling rate is much higher compared to plastic packaging. On average, 68% of a paper package is made from recycled paper. Although the environmental impact of paper production is rather low compared to other types of packaging, around 676 kilograms of CO₂ are nevertheless emitted per ton of paper and cardboard packaging.

Finally, something you should take into consideration! For the sake of the environment and the climate, you should avoid plastic packaging as far as possible, as it does not have a good carbon footprint.



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„Leading by example.“

WASTE. RECYCLING.

Not only product quality, but also packaging is becoming increasingly important for product success. Nowadays consumers are so sensitized that poor or environmentally harmful packaging may lead to the rejection of the product. Therefore, product marketing and the recycling concept of the packaging play more and more important roles.

We are conscientiously concerned with how packaging materials can be recovered in order to reintegrate the valuable raw materials back into the industrial production processes. In this respect, product development and design play a very decisive role from the very beginning of the production process. This is where we lay the technical foundation for determining whether a product can be recycled or reprocessed.



Resource Efficiency

We at DE-Pack make a significant contribution to our environment by using recyclable packaging material. Many raw materials that we use, for example paper, are recycled through a controlled process without negatively affecting the quality and protection of the packaging.

We act responsibly by taking an economical and sustainable approach to our environment. At DE-PACK, we take on this responsibility with total commitment.





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Commitment & Motivation



„We focus on quality.“

THE WORK. THE LIVE.

Motivated to Remain on the Cutting Edge

Our mission statement is packaging sustainability. We are committed to acting socially, ecologically and economically with our products, i.e. to act with generational responsibility out of an innate, highly committed attitude in order to make a clean future and an environmentally friendly life possible in the long term. For this reason, we have defined guidelines and sustainability goals for ourselves and our customers.

We want to gradually replace plastic packaging with more ecological packaging solutions. We are always working to minimize the consumption of resources and to recycle valuable raw materials in an economic circuit, without sacrificing the important protection of packaging. Furthermore, we focus on new product innovations in order to continuously drive them forward, because we always want to be prepared for the future requirements of the market for environmental packaging. Currently, we can proudly offer our own 100% ecological packaging brand from our product portfolio – we call it *reinpapier*®.

Analysis. Planning. Implementation.

In order to meet the ever-increasing market demands, structured and efficient quality management is essential. From the start of a project, all processes and all decision-makers involved must be taken into account in order to ultimately guarantee the high-quality and protective function of a packaging solution. Depending on the design and use of a packaging, the emphasis can be on a wide variety of approaches in terms of technology and materials. That is why the first step focuses on packaging analysis and planning. Here, problematic issues must be quickly identified in order to be able to react in time at the start of the project. Furthermore, the customer's wishes and specifications must be taken into consideration.

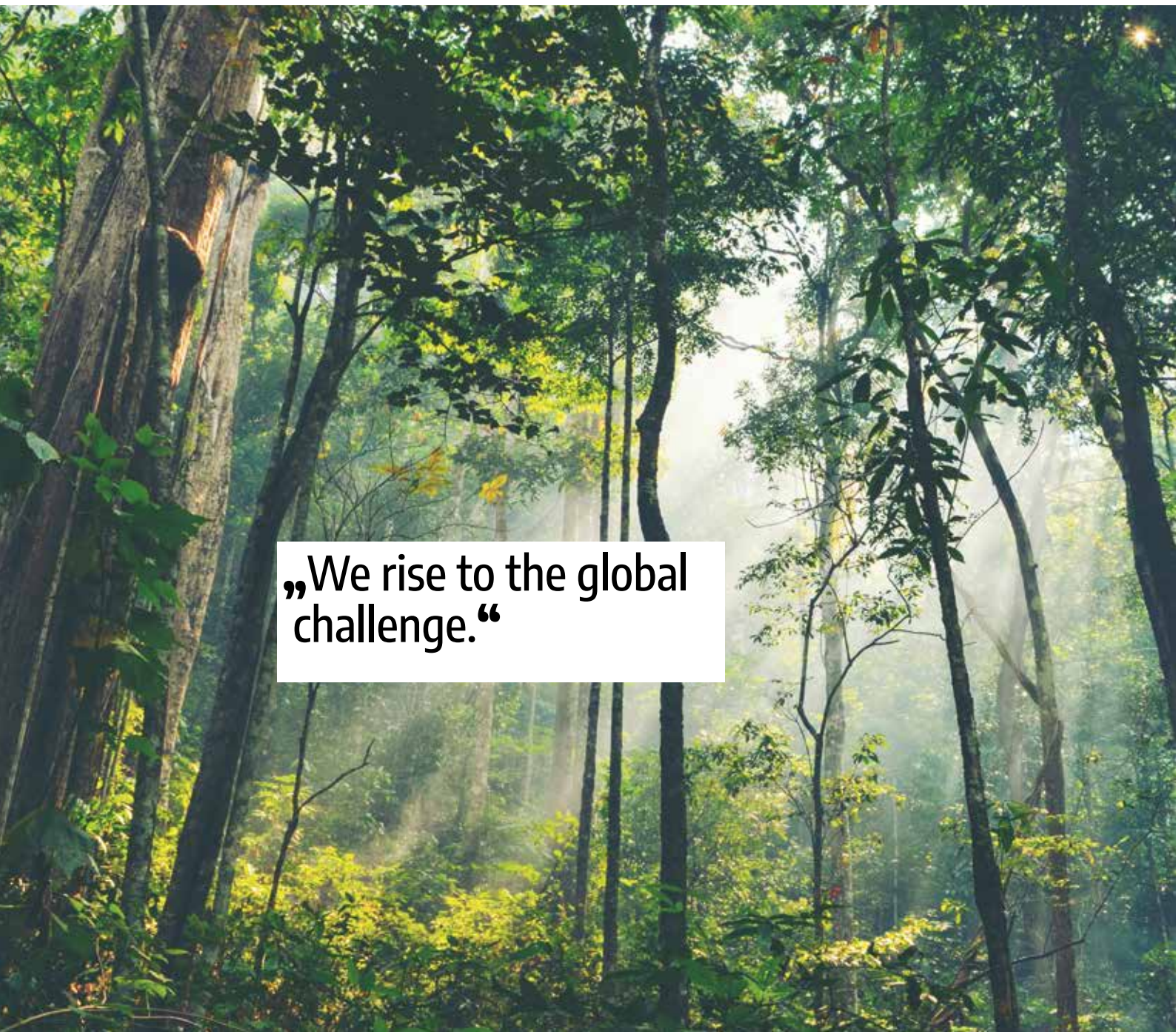
Subsequently, a detailed documentation guideline is created, as the basis for project implementation - from the design drawing to the prototyping of the first customer samples. We use development documentation to control feasibility and manufacturing options and monitor the individual project steps. Production takes place after approval of the samples





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THE THOUGHT PROCESS. **THE GLOBALITY.**

A photograph of a dense, lush green forest. Sunlight filters through the tall trees, creating a misty and ethereal atmosphere. The trees are tall and thin, with thick canopies of green leaves.

„We rise to the global challenge.“



Climate protection projects with ClimatePartner

ClimatePartner develops and promotes climate protection projects worldwide. CP offers customers a diverse portfolio of carefully selected certified climate protection projects using various technologies. For example:

Nature Based Solutions

Reforestation, forest protection, blue carbon (CO₂ storage in the ocean and coastal ecosystems), regenerative agriculture, forest management

Social Impact

Clean cooking stoves, drinking water, small bio-gas plants

Renewable Energy

Wind power, solar energy, hydropower, bio-gas, biomass, geothermal energy

The marking and assignment is implemented using the following protocols:



All climate protection projects are certified according to international standards such as Verified Carbon Standard (VCS) or Gold Standard (GS) and are regularly audited by independent third parties. This ensures and regularly confirms the climate protection impact of the projects. One of the most important requirements is that the projects are actually supplementary climate protection measures and that the contribution to CO₂ reduction in the atmosphere is clearly measurable.

Global Climate Equity

The impact of climate protection projects goes beyond emissions savings. Climate protection projects in the free market are also an instrument for more climate equity. This is because companies and even private individuals from industrialized countries - which are responsible for most emissions and are less affected by the impacts of climate change than the global South - participate in them.

They also promote sustainable development in the countries of the global South. This can be measured by the contribution the projects are making to the 17 UN Sustainable Development Goals. Many projects are designed to create local jobs and contribute to the No Poverty and Decent Work and Economic Growth Goals. Clean cooking stove projects reduce respiratory illnesses in the project area. Forest conservation projects help preserve biodiversity.





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THE DESIGN. THE PACKAGING.

Packaging is an integral part of your marketing strategy

Using well-known marketing instruments to build a brand image is based on four stable pillars -- product policy, pricing policy, distribution policy and communication policy.

DE-PACK successfully showcases your product with excellent premium packaging. Textured materials, shapely design, functional; all details targeted to give the customer the AHA or WOW effect.

Draw attention to your packaging. Create your own brand. (Example: The brand rein*papier*[®]). Unbeatable USPs and a high quality design symbolize the product quality and simultaneously improve the brand image.

Functionality plays a central role in marketing

No matter how unconventional and sophisticated the design of a package is, one factor is always foremost: functionality. Because even the most beautiful packaging is of no use if the packaged goods are not protected. Special attention should therefore be paid to stability: are sufficient wall thicknesses provided, is the product properly secured during transport, has the packaging been subjected to a drop test, etc.? In addition, for reasons of cost, it is beneficial if the packaging is as light as possible.





Awards

Furthermore, the functionality of a package should be designed in such a way that certain features predominantly appeal to the pre-defined target group. For example, related to a specific industry sector or a social lifestyle. That goal is achieved when you create a bond with the prospective customer right away. Your packaging simply cannot get lost in the mass of competing offers.

Appealing to the Senses

A stimulus that appeals to several senses is processed all the more intensively. That is why it is not only important to pay attention to the design, color and shape of packaging. Important factors such as environmental aspects, the feel, surface texture or weight also play a role here. When developing packaging, it is therefore particularly important to select a material that makes the best possible impression from all these points of view.

Paper injection molding (rein) or cardboard, for example, are very well suited for this purpose. These materials also stand for ecological sustainability and robustness. Packaging that leaves a WOW effect remains in people's memories for a long time.



Design Awards

With great attention to detail, we come up with premium packaging that successfully showcases products and not only consists of an appealing design, but also convinces with haptic materials and ergonomic handling.

For this outstanding design quality we have already been awarded the:

IF DESIGN AWARD, the *GERMAN DESIGN AWARD*, and also the *WORLDSTAR FOR PACKAGING*



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**„Meaningfully engaging
with stakeholders.“**

Stakeholder

We see sustainability as a responsible task for society as a whole. After all, sustainable development can only be efficiently advanced and achieved through the effective cooperation of business, politics and associations, as well as the targeted assistance of each individual. Our stakeholders - the people or groups who have a legitimate interest in us and our packaging products - come from a wide variety of backgrounds. Regardless of whether they operate within a company or in an external context: we exchange ideas with them effectively and are open to suggestions, information and, of course, we also have an open ear for critical concerns.

We want to learn with and from our stakeholders, make things happen together and achieve something meaningful together. As a company, we support projects and initiatives on the topic of sustainability within the scope of our possibilities. Particularly close to our hearts are projects that bring young people closer to the topic and raise their awareness of the importance of environmental and climate protection in the spirit of education for sustainable development.

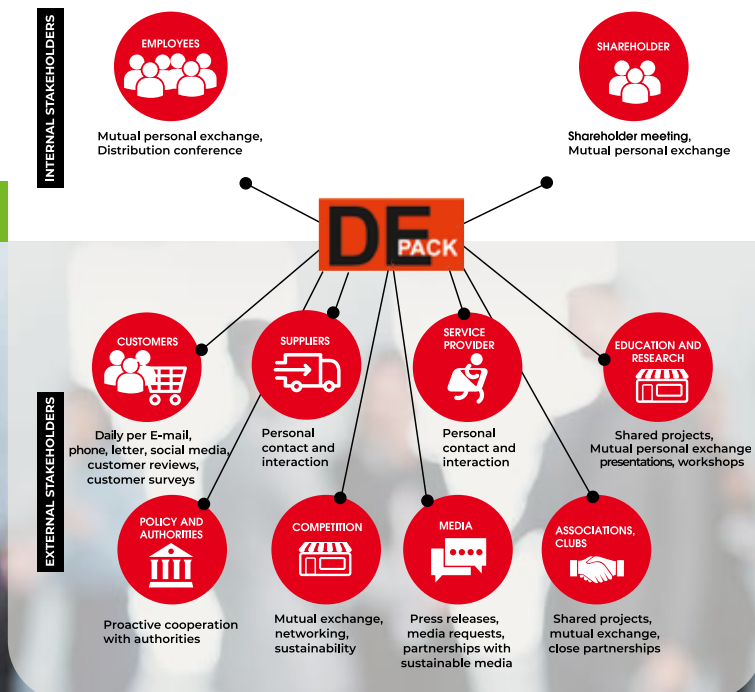
YOUR INTERESTS. YOUR PARTNER.

We make sure that our activities fit in with our philosophy and our core business. On the one hand, the aim is to win more customers for DE-PACK and our sustainable packaging range. On the other hand, we also promote awareness and commitment to environmental and climate protection in society in general.

Especially a company like ours, which lives sustainability holistically, could not exist without its stakeholders.

We want to maintain an ongoing dialog and integrate its results into our sustainability process. Together with our stakeholders, we are part of a larger whole and naturally see the connection not only as a mutually necessary exchange, but as a valuable partnership.

DE-PACK GmbH & Co. KG Stakeholders and their involvement





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CERTIFICATIONS QUALITY. **CUSTOMER LOYALTY.**



„Quality can be measured.“

Certification

ISO certified

Good quality management stands for long-term customer loyalty, securing long-term market share, and acting efficiently and economically. In QM, we also deal with all organizational measures that serve to improve process quality, our services and our high-quality packaging products. For this reason, we view quality management as a core management task.

The core contents of our quality management are the continuous refinement and optimization of our communication structures within the company, our professional solution strategies, the maintenance or increase of customer satisfaction and, of course, our demands on environmental protection and the environmental management that this requires.

We are certified in accordance to:
[DIN EN ISO 9001:2015](#) and
[DIN EN ISO 14001:2015](#)

Certificate in accordance to ISO 9001:2015

We are committed to the future, because „sustainability“ is in the very own interest of our company. Since 2015, our company has held a certificate for the DIN EN ISO 9001 standard. This means that we have introduced and applied an environmental management system in the competence „distribution of packaging“.

Certificate in accordance to ISO 14001:2015

We want to structurally follow a systematic approach to environmental management. In doing so, our goal is: to implement an environmental management system through which we contribute to the ecological pillar of sustainability. Since 2015, our company has held a certificate for the DIN EN ISO 14001 standard. This means that we have introduced and applied an environmental management system in the competence „distribution of packaging“.



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„A commitment that
pays off.“

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For more information on sustainability at DE-PACK, please visit:
<https://de-pack.de/unternehmen/ueber-uns/nachhaltigkeit>

We cordially invite you to form your own opinion about our diverse commitments.

Your opinion is important to us!

We want to become a bit better and more sustainable every day. Do you have any questions, suggestions or criticism?

We look forward to hearing from you!
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