

Declaration of conformity 2022

Pütz GmbH + Co. Folien KG

Indicator set

GRI SRS

Contact

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Indicator set

The declaration was drawn up in accordance with the following reporting standards:

GRI SRS

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Date: 2022, source: company data.
The reporting company is responsible
for the information provided.

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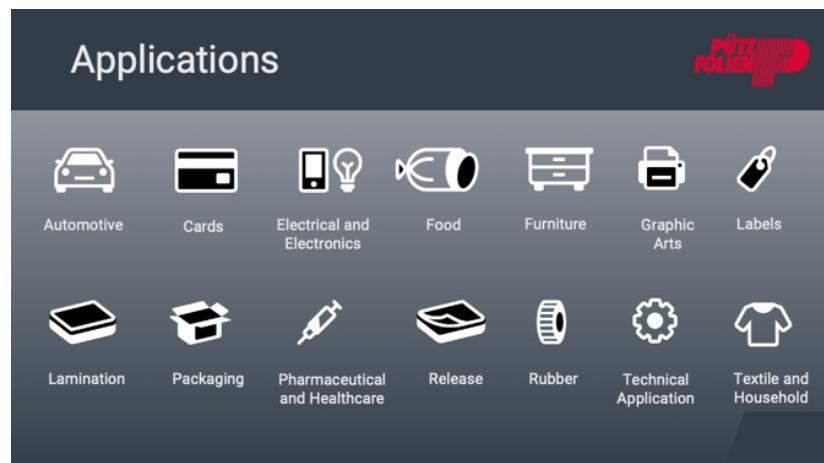
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General

General Information

Describe your business model (including type of company, products / services)

We process foils.



Our services include production of rolls, sheet cutting and custom packaging for customers. We offer standardised and customised formats. Using innovations and a modern processing plant, we cut foils from leading manufacturers to the specifications of our customers with a focus on exceptional and sophisticated products. Our products are used in many sectors, such as pharmaceutical and health care, electrical and electronics industry, furniture and graphics industry.

We combine tradition with progress.

For over 60 years, our company, Pütz GmbH + Co. Folien KG, has stood for unique quality and service in foil processing. Through experience and long-standing partnerships, we have developed into one of the leading foil processors in Europe.

We deliver worldwide.

We are a family business and understand the importance of long-term relationships with our employees, customers and suppliers. Equal opportunities, respect, flexibility and reliability are the cornerstones of our

business. Mutual support paired with pro-active and a cooperative management style ensure our success. We navigate safely through times of crisis. Our name „Pütz foils“ stands for partnership and high-quality. We do precision work. We are reliable.

Additional remarks:

Our company is ISO 9001:2015 certified.

We have signed the CHARTA, the initiative for a responsible, sustainable



“The charter utilises the three dimensions of sustainability, the 17 sustainability goals of the United Nations (SDG) and the principles of the Hessian Sustainability Strategy for businesses in the county (Hessen). The charter is intended to act as a basis for sustainable economic activities and provides guidance for companies on implementing sustainable measures.”

In 2023 we plan to be certified as an ÖKOPROFIT company. "ÖKOPROFIT is a programme for operational environmental and climate protection, in which measures are developed and implemented to improve environmental, climate and sustainability performance and to create an initial climate balance record." As a participating company, we receive legal support relating to environmental issues, and cost effective access to established environmental, climate and sustainability management expertise available within the network.

In September 2022, for the first time in the company's history, we are able to offer apprenticeship positions for industrial clerks, and machine and plant operators. We are also planning to expand the range of training opportunities in 2023 in order to actively counteract our shortage of skilled workers.

With this DNK declaration, we are reporting on our sustainability performance for the first time. During the creation we were supported by the „Transformation der Nachhaltigkeit GmbH“ from Wiesbaden. We report voluntarily. An independent external audit will not be conducted.

For simplicity, we refrain from gender-specific formulations in our declaration. Personal designations expressly refer to all genders.

CRITERIA 1–10: SUSTAINABILITY POLICY

Criteria 1–4 concerning STRATEGY

1. Strategic Analysis and Action

The company declares whether or not it pursues a sustainability strategy. It explains what concrete measures it is undertaking to operate in compliance with key recognised sector-specific, national and international standards.

Six decades and three generations are an incentive for us to ensure our company is ready to take on any already anticipated challenges. It is clear to us that sustainability issues are primarily about risk management and not only about operational ecology. The Sustainability Code (DNK) therefore provides our basis to develop a sustainability strategy with ecological, economic, social and ethical aspects. For the reporting year 2022, we are preparing a declaration in accordance with the DNK for the first time. We focus on the following topics of action:

- Training and advanced education
- Communication
- Circular economy
- Quality Assurance
- Resource and climate change management
- Strategy: Development of objectives, orientation and implementation steps

In order to effectively and efficiently structure the entry into the topic, the structure and further development of our sustainability strategy for the reporting year was set out as follows:

- Collection of information that provides an overview of the requirements and consolidation of legal regulations for our sector, e.g. 'Corporate Sustainability Reporting Directive' and 'Supply Chain Due Diligence Act' and their impact on our company.
- Exploring formats and consulting with external experts to establish a suitable approach to manage challenges as well as resource availability.
- Obtaining a mandate from management to include the topic operationally with internal resources and external support.
- Creating a diverse sustainability strategy team. Deriving from the overall

picture, we have identified the action topics as listed above, created objectives for each topic (see section 3) and assigned success measures (see below).

- Developing a schedule to be able to plan the effort and development steps and align them with core business tasks.

Topic	Measure	Result
Training and further education	Decision to expand training capacity; also to counteract demographic developments	Hiring of an apprentice for the commercial area (09/2022) Hiring of an apprentice for the business area (11/2022)
Communication & Strategy	Involvement of employees. This means, conducting internal workshops with a crosssection of the workforce to document challenges and develop solutions.	Statements (examples): <ul style="list-style-type: none"> • Continuous improvement & reflection are our strengths (strategy) • We are contemporary and one step ahead of the norm / Optimal use of resources, use of rc and bio foils / Sustainability is a topic that we continue to optimise (environmental awareness) • As part of our team, you can develop yourself professionally and personally (role & career) • Everyone is given a chance (personnel management) • Proven and new communication channels (communication) • We are aware of our responsibility (social and political issues)
Communication & Strategy	Define Code of Conduct	Serves both as a model that describes the basic principles of our company actions and as a public declaration of commitment to voluntary standards
Strategy & Training and further education	Integration of external expertise. Introductory advice on sustainable management	An overview of the results of "where are we positioned well, where is there a need for action" and our next steps (examples): <ul style="list-style-type: none"> • Define the target objective "The big picture" • Communication of corporate values • Expansion of internal communication • Expansion of training capacities • Develop and offer advanced training options • Establish immediate energy savings potential • Assess the age structure and sick leave (dependency) • Development of basic and specialist knowledge of sustainability in the company

Circular economy	This topic requires fundamental and cross-departmental upskilling.	The requirements are embedded in our ongoing discussions (see section 6).
Quality Assurance	This topic requires continuous review and maintenance.	The requirements are integrated into our ongoing discussions and processes (see criterion 6). Employee training is being created Updated manual (target date: 03/2023) for ISO implementation
Resource and climate protection management	Registration for ÖKOPROFIT certification, started 10/2022	Objective: Establish our contribution to the EU Green Deal through operational environmental and climate protection as well as immediate and medium-term savings potential, e.g. CO ₂ emissions, energy, water, waste (concerns DNK criteria 11 to 13). ÖKOPROFIT supports us in preparing for EMAS, ISO 14001 or EcoVadis.
Resource and climate protection management	Careful waste separation according to clear instructions	
Strategy	Introducing non-financial reporting with an internal DNK project, start in 10/2022	Identify requirements by collecting information, exploring suitable formats, obtaining MD mandate, forming a Sustainability Team, conducting employee workshops, programme plan Objective: Establish current status, including identification of open issues, use as a corporate and cross-divisional format (strategy, processes, society) to create a clear link between sustainability issues and our core business.

2. Materiality

The company discloses the aspects of its business operations that have a significant impact on sustainability issues and what material impact sustainability issues have on its operations. It analyses the positive and negative effects and provides information as to how these insights are integrated into the company's processes.

The economic importance of foils has grown significantly over the past 70 years.

Foils are often a logical solution to technical challenges and packaging material. They offer protection against contamination and damage and promote the shelf life of perishable goods. Plastics are rarely associated with environmental awareness in general.

Nevertheless: foil packaging is environmentally friendly and often provides a better ecological impact than other packaging materials. A prerequisite for this is the targeted and tailor-made application. Additionally, not all foil is the same. There are numerous variants and significant differences. Our main service, the packaging of foils, is directly related to the energy-intensive production of the base material, the foil in its various qualities.

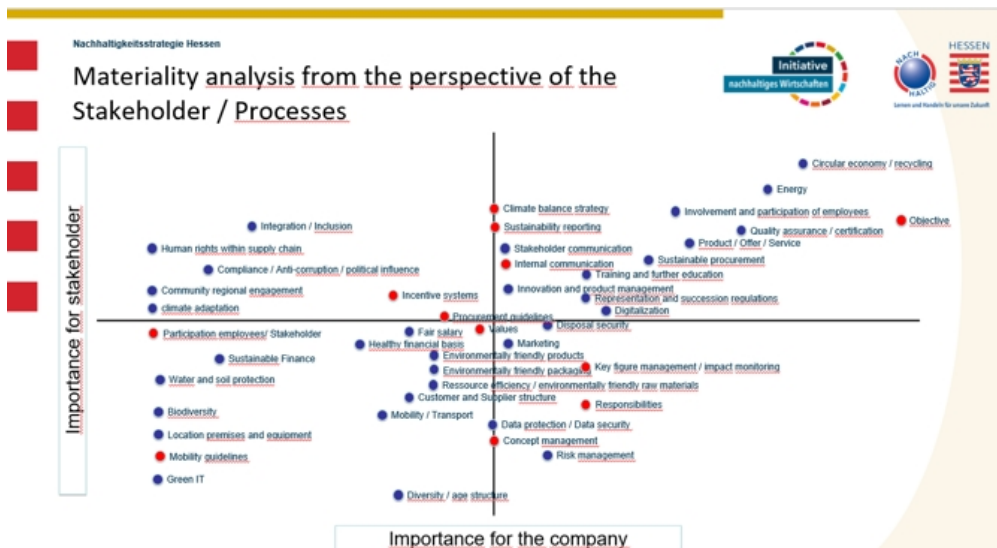
The digital transformation is the economic, social and technological driver of the future, which also shapes our business and environment. With advancing digitisation, the protection of identities in a digital, mobile and globally networked world is particularly important.

Climate change is a challenge for society as a whole and concerns us equally as a family business. We can save resources by digitising processes. At the same time, however, these are energy-intensive and leave a noticeable CO₂ footprint. Our focus is on stopping the dependency on fossil fuels.

The demographic development and the resulting shortage of skilled workers is a risk for our company. We depend on qualified employees. We respond to this challenge by taking steps to attract new employees, expand and transfer knowledge. We promote health, employee satisfaction and loyalty to our family business. This also enhances our attractiveness as an employer.

We determined the key sustainability aspects of our business activities for the first time in 2022 as part of the introductory consultation on sustainable management. Also in 2022, we held workshops on the Employer Value Proposition with the participation of employees who represent a cross-section of our company's workforce. Conversations with external stakeholders (e.g. research institutes, suppliers and customers) to evaluate our key issues are to follow.

We have identified 15 topics as essential and assigned them to a fields of action.



External (Outside-in) perspective: How sustainability issues affect our business

activities We have prioritised those topics as material that we consider to be relevant to our business both from an internal perspective and from the point of view of our external stakeholders. The topics with the highest priority relate to our core business of foil packaging, e.g. energy, recycling and circular economy. This is also reflected in our objectives (see section 3).

Internal (Inside-out) perspective: The impact of our business activities

Dealing with sustainability and related aspects means a big risk for us, because:

- We have to invest in people who will address these complex issues with us and for us.
- We have to invest time that is then no longer available for our customers and our core business.
- We need to collect a large set of data.
- This is a costs for which we cannot predict a return.

In 2023 we will prepare an extended business analysis to establish the impact of our business activities on the market, people and the environment (inside-out perspective).

3. Objectives

The company discloses what qualitative and/or quantitative as well as temporally defined sustainability goals have been set and operationalised and how their level of achievement is monitored.

Our primary – company - goal is to offer our customers the best possible solutions for their individual applications. To achieve this, we have defined the following goals; we focused on (see section 1.):

- Training and further education
- Communication
- Circular economy
- Quality Assurance
- Resource and climate change management
- Strategy: Development of objectives, orientation and implementation steps

Topic	Goal	Measure	Timeline
Training and further education SDG 4 SDG 8 short term Priority 1	Embed basic and specialist knowledge of sustainability in the company, building digitisation competency	Defining competence level for advanced training, developing and offering further training, holding information sessions, providing training materials, imparting or transferring job-related knowledge	When: Starting in quarter 2 2023 Who: Corporate Development
Training and further education SDG 4 SDG 8 mid term Priority 2	Expanding apprenticeships and training capacity	Improve support by in-house trainers, creation of a process manual	When: Starting 09/2023 Who: Corporate Development
Training and further education SDG 4 short term Priority 2	Create person-specific training requirements and development plans	Language courses for new employees	As required

Topic	Goal	Measure	Timeline
Communication, internal SDG 4 (training) short term Priority 1	Motivating employees by sharing information and promoting participation Specifically: - Update of the digital bulletin boards - Employee survey - Townhall meeting, every two months	Regular exchange, training and involvement in relevant business processes leading to taking responsibility for specific areas is designed to help the entire company to implement and achieve the long-term sustainability goals.	When: Started in 12/2021, regular status check Who: Managing Directors Sustainability Team Corporate Development Topics: Sustainability goals and measures, order status, strategy overview
Communication, external SDG 8 short term Priority 1	Information about our activities, enhancing our perception as an attractive employer, addressing interested parties, recruiting new employees However, we also see it as our task to take part in public discussions on plastics to provide our expertise. Without plastics, life now is neither possible nor sensible.	Use of social media channels: LinkedIn, Instagram and Facebook Founding a Pütz Academy.	When: Started 12/2022, ongoing Who: Corporate Development

Topic	Goal	Measure	Timeline
Circular economy SDG 9 SDG 12 mid term Priority 1	Transformation to a Zero-Waste-Concept	Develop supplier/customer communication standards, customer and supplier integration	When: Started in 2022 Who: Managing Director Quality Assurance Corporate Development Sales Purchasing
Quality Assurance SDG 8 short term Priority 1	New hand book, ISO-implementation, machine interfaces	Revision and digitisation	When: Started in 03/2023 Who: Managing Director Quality Assurance

Topic	Goal	Measures	Timeline
Resource utilisation SDG 13 long term Priority 2	Minimisation of emissions Specifically: Establish the current status in line with the Ökoprofit programme	Based on the findings of Ökoprofit, we will create specific measures in 2023.	When: Started in 2022, quarterly status update Who: Managing Director Corporate Development Sales
Resource utilisation SDG 12 mid to long term Priority 1	Optimising the reuse of production-relevant materials Specifically: Establish the current status in line with the Ökoprofit programme	In cooperation with our customers and suppliers, as part of our global supply chain, we will develop solutions to support the transformation to a zero-waste concept.	When: Started in 2022, quarterly status update Who: Managing Director Corporate Development Sales
Resource utilisation SDG 12 SDG 15 short term Priority 1	Minimising waste and waste residues Specifically: Establish the current status in line with the Ökoprofit programme	Careful waste separation according to clear instructions	When: Started in 2022, quarterly status update Who: Corporate Development Sales
Biodiversity SDG 15 Priority 3	Habitats of animals and plants are being expanded to contribute to the longterm protection and preservation of biodiversity. Specifically: area of 900 square meters	Introduction of carbon offsetting, local/regional tree planting	When: Start in 2023 Who: Entire company
Procurement SDG 12 short to mid term Priority 2	Developing procurement guideline Specifically: Further training on the subject of sustainable procurement	When procuring all products and materials, we assess ecological criteria and consider the entire lifecycle.	When: in progress Who: Procurement Corporate Development Sales
Environmental and climate protection SDG 13 mid to long term Priority 1	Energy consumption is reduced to a minimum by investing in more energy-efficient equipment and reduce consumption. Specifically: gradual conversion to LED	Assess immediate saving potential. The use of fossil fuels for heat generation is gradually reduced and, where possible, switched to alternatives, e.g photovoltaic solutions	When: Started in 2022, quarterly status update Who: Managing Director Corporate Development

Topic	Goal	Measure	Timeline
Strategy SDG 8 SDG 17 short to mid term Priority 1	Development of objectives and orientation, implementation steps, sustainability strategy Specifically: Grow specialist knowledge through ÖKOPROFIT and DNK (target: by 06/2023)	Overview of requirements by collecting information, exploring suitable formats, obtaining leadership approval, forming a sustainability team, conducting employee workshops, create programme plan	When: Started in 07/2022 Who: Managing Director Corporate Development Sustainability Team
Strategy SDG 8 SDG 17 mid term Priority 2	Ownership and succession policy for a seamless handover and continuation of our business success and human interaction inside and outside the company	Communication with experienced contacts from SMEs, define a clear communication programme	When: Started in 2023 Who: Managing Director Corporate Development

*) Time factor:

The target times are individual:

Continuous, i.e. without a fixed end

Short-term, i.e. up to a year

Medium-term, i.e. up to three years

Long-term, i.e. up to five years

We prioritized according to urgency (see section 2) Increase awareness:

Win customers and orders

Securing liquidity through cost reduction

Recruit employees & increase qualifications

Further development of the production processes in cooperation with suppliers and customers

Outlook:

This first DNK declaration in 2022 is the start of our transformation, including the development of a future strategy and the necessary sustainability management. We see the DNK as an overarching, holistic format and will incorporate the findings from it into our processes or define and set up further procedures as required. Our goal is strategic sustainability management to ensure the future viability of our company.

Doing nothing - or "business as usual" is not an option for us. Sustainability is not a situation, rather than a process.

In 2022 we specified our transformation steps and structured them with a minimum baseline approach. Our level of ambition is high. We want to take all of our stakeholder groups with us on this challenging journey, get them enthusiastic about our ideas and convince them to join us. This takes time and effort, requires skills and knowledge as well as implementation know-how. We take this step by step. Transformation can be demanding or is rather a great effort, but for us there is no alternative.

4. Depth of the Value Chain

The company states what significance aspects of sustainability have for added value and how deep in the value chain the sustainability criteria are verified.

In foil technology, a distinction is made between foil production and foil processing. In our industry, work is predominantly based on the division of labour. Integrated production and further processing is rare.

The requirements for the application cannot be achieved directly in the manufacturing process. Various technical processes are used in order to achieve the desired functionality for a specific application.

Our range of services consists of the packaging of foils. We obtain our foils from market leaders worldwide. Our suppliers are mainly located in Europe. But we also order goods from Japan, Korea, China, USA, Canada as well as from the Middle East and the Arab countries. At the beginning of the value chain is the gathering of the raw materials or the development of the materials required for the production of the foils.

The base materials include acetate, cellulose, polyethylene (PE), polypropylene (PP), polyvinyl chloride (PVC), polystyrene (PS), polyester (PET), polyethylene naphthalate (PEN), or polycarbonate (PC). Renewable raw materials are used for bio-based plastics. In foil production, raw materials, primarily thermoplastics, are formed. Foil production is a resource-intensive process. In most production processes, the foils obtained are processed in large-scale technical plants and wound up on paper or plastic cores.

From our location in Taunusstein (Germany) we support and supply our customers worldwide. Our services include roll production and sheet cutting, i.e.: We process/cut foils according to the specific requirements of our customers. If the required foil is not available, we will try to work out a solution with our partners. We also offer contract cutting, where our customers supply the material and we process it according to their individual

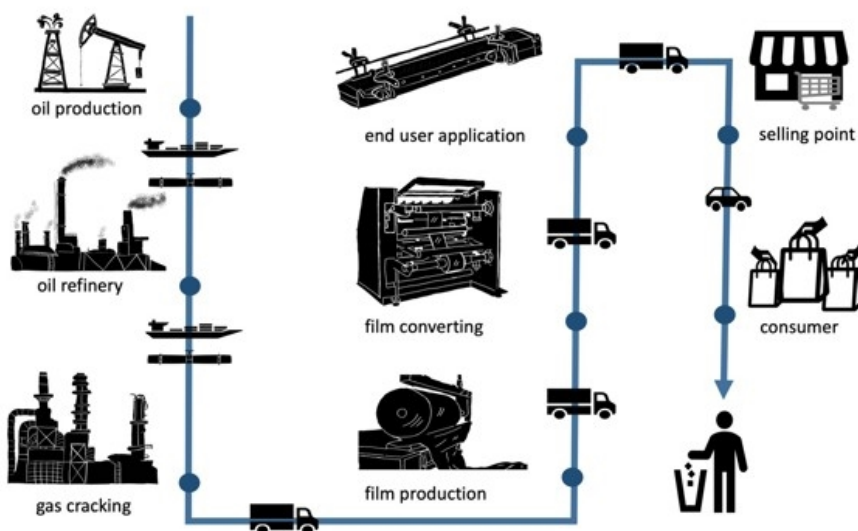
specifications.

Specialised partner printers print foils using flexo, screen, gravure or digital printing – according to customer requirements. We cut according to the respective customer specifications. We also offer foils with different surface coatings, pre-treatments and heat stabilised polyester foils. Because of our extensive experience with these materials, we are able to manufacture custom-made products under cleanroom conditions. Our Code of Conduct always forms the basis for our cooperation with suppliers, customers and service providers.

Sustainability aspects of our operations are occupational health and safety (see section 14) and the careful use of resources (see sections 11, 12 and 13).

The definition of sustainability aspects for the value-added stages and their importance is pending for the following reporting period. The review of sustainability criteria is planned and should be implemented in the medium to long term where possible. Overall, sustainability issues are on every agenda for discussions with our suppliers and customers, as well as in annual discussions with our banks.

The following illustration provides a visual representation of the current supply and value chain (take-make-waste):



We strive for the zero waste concept or circular economy (see section 3).

Sector Supplements

- none -

- none -

- none -

- none -

Criteria 5–10 concerning PROCESS MANAGEMENT

5. Responsibility

Accountability within the company's management with regard to sustainability is disclosed.

The responsibility for sustainability issues (development of strategy, control, analysis) lies with the "Corporate Development" department.

This area is supported by the Sustainability Team.
The Sustainability Team is a cross functional team, meets regularly and documents results, developments and progress.

Corporate development reports status and results directly to the Managing Director.

The company leadership bears overall accountability for environmental protection and resource conservation.

Corporate Development and the Sustainability Team prepare results and strategic decision points and report them to the Management for decision making.

6. Rules and Processes

The company discloses how the sustainability strategy is implemented in the operational business by way of rules and processes.

In the review period, we started the process of developing our sustainability strategy.

On the topic of resource and climate protection management (sections 11 to 13), we are familiarising ourselves with the requirements of the ÖKOPROFIT programme, which started in October 2022 and will run until June 2023.

In order to comprehensively record our options to contribute to achieving sustainability objectives through operational transformation, we also deal with the social, ethical and economic requirements for non-financial reporting -

using the DNK declaration.

To record the current status, we collect data and put our processes to the test in order to successively adapt them in accordance with the Quality Assurance led actions. Integration into day-to-day operations is successful, due to;

- Reporting on the output of workshops and the ÖKOPROFIT programme
- Regular management strategy meetings
- Our Sustainability Team, which meets regularly and keeps minutes
- Keeping our employees informed on progress
- Our Code of Conduct, which is the foundation of our work
- Workshops with employees (cross-section of the workforce)

7. Control

The company states how and what performance indicators related to sustainability are used in its regular internal planning and control processes. It discloses how suitable processes ensure reliability, comparability and consistency of the data used for internal management and external communication.

The process of developing a sustainability strategy launched in the review year, provides us with the necessary baseline for identifying action topics, defining objectives and performance indicators and deriving measures.

Operational performance indicators enable us to measure the current status and future development. By following the German Sustainability Code and the data to be determined in the ÖKOPROFIT programme, we will have a reliable baseline, be able to compare data points over time and quantity as well as consistency.

By documenting progress comprehensively and consistently, and gradual expansion of the digital data sets, we will be able to measure our achievements of the sustainability programme moving forward.

Our performance indicators are listed at the corresponding section (see below). See also section 3.

Key Performance Indicators to criteria 5 to 7

Key Performance Indicator GRI SRS-102-16: Values

The reporting organization shall report the following information:

a. A description of the organization's values, principles, standards, and norms of behavior.

Our performance indicators are qualitative and quantitative.

These include:

Compliance with or, if applicable, violations of our Code of Conduct including.

- compliance with laws and general equality, observance of working hours, respect for dignity and human rights and compliance with laws and company policies in disciplinary measures, care in terms of health and safety at work (see section 14),
- rejection of child labour, rejection of forced labour (see section 17),
- guarantee of the right to organise and collective bargaining,
- avoidance of conflicts of interest,
- data protection,
- zero tolerance for bribery and corruption (see section 19).

Also listed in section 3, e.g. saving energy and resources, minimising waste and residual waste.

Sector Supplements

- none -

- none -

- none -

- none -

8. Incentive Systems

The company discloses how target agreements and remuneration schemes for executives and employees are also geared towards the achievement of sustainability goals and how they are aligned with long-term value creation. It discloses the extent to which the achievement of these goals forms part of the evaluation of the top managerial level (board/managing directors) conducted by the monitoring body (supervisory board/advisory board).

We have no monetary or non-monetary incentive schemes relating to the achievement of sustainability goals.

We are in the early stages of this process, therefore, the introduction of this topic is currently not a top priority.

For the management, the sustainability objectives are not part of the evaluation. However, since each of our projects contributes to the transformation to sustainable corporate management, the goals we set are indirect sustainability objectives.

We have an open door policy and discuss many topics ad hoc.

Our goal is to hold appraisal interviews with our employees at least once a year, in which individual developments are discussed. The further development of the respective area of responsibility is an essential part.

Key Performance Indicators to criteria 8

Key Performance Indicator GRI SRS-102-35: Remuneration policies

The reporting organization shall report the following information:

a. Remuneration policies for the highest governance body and senior executives for the following types of remuneration:

- i.** Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares;
- ii.** Sign-on bonuses or recruitment incentive payments;
- iii.** Termination payments;
- iv.** Clawbacks;
- v.** Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees.

b. How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental, and social topics.

a: This is sensitive confidential data which will not be published.

b: It is not yet possible to specify this in terms of the indicator. The compensation policy does not provide any relevant aspects, yet.

For information:

We pay a bonus of 250 euros for employees who have successfully referred new employees.

Key Performance Indicator GRI SRS-102-38: Annual total compensation ratio

The reporting organization shall report the following information:

a. Ratio of the annual total compensation for the organization's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.

This is sensitive, confidential data that we will not publish.

Sector Supplements

- none -

- none -

- none -

- none -

9. Stakeholder Engagement

The company discloses how the socially and economically relevant stakeholders are identified and integrated into the sustainability process. It states whether and how an ongoing dialogue takes place with them and how the results are integrated into the sustainability process.

As part of our introductory consultation on sustainable management*, the Corporate Development department and the Sustainability Team identified the socially and economically relevant stakeholder groups:

Authorities
Company owner/director
Credit institutions
Customers
Employees
Environment
General public
Insurers
Legislatures
Logistics
Media
Neighbours or residents (use of infrastructure, buildings, commuter traffic)
Service providers
Suppliers

We are in constant contact with authorities and legislators, as our business follows delivery specifications and customs regulations as well as occupational safety and protection specifications.

Ferdinand Pütz, Managing Director, is a member of the Global Economy Committee of the IHK Wiesbaden (Chamber of Commerce). These and other functions support regular communication on current topics: "A trusting cooperation, sincerity and mutual respect towards our business partners are

our guidelines for a successful cooperation."

We are in constant communication with our customers and suppliers, also in order to work with them to implement common solutions for the transformation to a zero waste concept. Christiane Pütz, Managing Partner, is a member of the Board of Trustees of the Taunusstein community foundation: "We want to offer our customers first-class service with the goal to become the market leader in the field of foil processing." We understand, that we can only achieve market leadership through constructive cooperation with the aim of ensuring that everyone involved is ready for the future.

*) The initial consultation on sustainable management was carried out by the RWK Hessen and LabL gGmbH on behalf of the Hesse Sustainability Strategy (NHS). We belong to the pilot group of 40 companies from Hesse (county).

Key Performance Indicators to criteria 9

Key Performance Indicator GRI SRS-102-44: Key topics and concerns

The reporting organization shall report the following information:

- a.** Key topics and concerns that have been raised through stakeholder engagement, including:
- i.** how the organization has responded to those key topics and concerns, including through its reporting;
 - ii.** the stakeholder groups that raised each of the key topics and concerns.

A survey of the identified stakeholder groups has not yet been carried out. We plan to design and implement a survey from 2024 on.

Sector Supplements

- none -

- none -

- none -

- none -

10. Innovation and Product Management

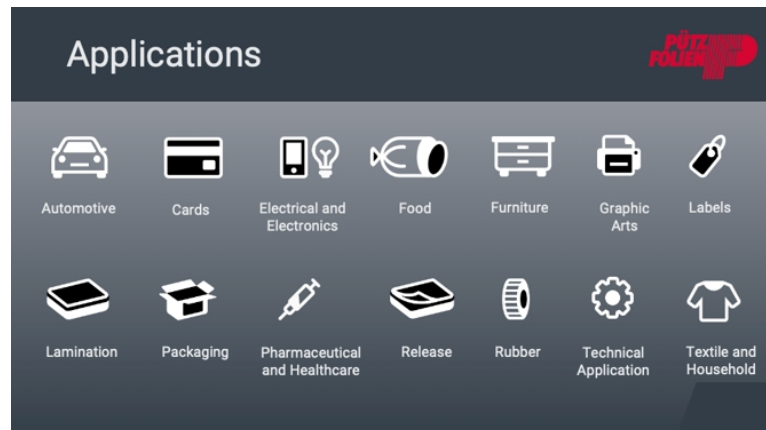
The company discloses how innovations in products and services are enhanced through suitable processes which improve sustainability with respect to the company's utilisation of resources and with regard to users. Likewise, a further statement is made with regard to if and how the current and future impact of the key products and services in the value chain and in the product life cycle are assessed.

The transformation of our core business and our cooperation with upstream and downstream value-added stages is an interdisciplinary and cross-divisional process. We have embedded the development of a sustainable economy as a corporate objective in our strategy. We review our objectives at our annual strategy meeting. We determine the degree of target attainment on an ongoing basis.

Gradual integration into corporate management is planned and will also be incorporated into the (innovation) processes via Quality Assurance as a means of continuous improvement.

We do not have a defined area of sustainability in our company. Rather, we see all sustainability issues as relevant to the future of the company, as an innovation engine and competitive advantage, and thus as a task for Corporate Development. We have been continuously developing this area since October 2021. As a signatory to the CHARTA of the initiative for responsible, sustainable business, we invest in sustainable business models and innovative solutions. At the same time, we invest in fundamental and application-oriented process and product innovations for sustainable development and are guided by sustainable financing solutions. We identify risks relevant to us that result from global changes and invest in the resilience of our company.

Our services or products have an ecological impact in the provision or creation and in their use. In many applications, foils are an essential part of our customers' end products and important for our daily lives. Foils offer protection for applications in the production process, during transport and storage. Foils protect against dust, moisture, dirt and contamination. They extend the shelf life of food and enable hygienic transport and storage. Foils are also important components for many medical applications.



In cooperation with our customers and suppliers, as part of our global supply and value chain, we develop solutions to implement the transformation into a zero-waste concept.

We conduct external discussions (product solutions) and develop internal processes (implementation in production).

We are convinced that significant competitive advantages and innovations arise in well-coordinated, networked and jointly developed supply and value chains.

We cannot yet present a quantification at the time of reporting. For this we need, among other things, further insights from the ongoing activities and projects such as ÖKOPROFIT (ends in 06/2023).

Key Performance Indicators to criteria 10

Key Performance Indicator G4-FS11
(report also in accordance with GRI SRS): Percentage of assets subject to positive and negative environmental or social screening.
(Note: the indicator should also be reported when reporting to GRI SRS)

No financial assets are held, nor is an investment planned.

Sector Supplements

- none -

- none -

- none -

- none -

Criteria 11–20: Sustainability Aspects

Criteria 11–13 concerning ENVIRONMENTAL MATTERS

11. Usage of Natural Resources

The company discloses the extent to which natural resources are used for the company's business activities. Possible options here are materials, the input and output of water, soil, waste, energy, land and biodiversity as well as emissions for the life cycles of products and services.

Our business activities in office and production use comparatively few natural resources. The main resources used include electricity, gas and oil. When visiting suppliers and customers, fuels such as petrol and diesel are a relevant factor for business trips in the reporting period. The company building is located in a designated commercial area. No gases are used in production and no water is used in the production process.

In addition, we are aware that our own business activities have an impact on the environment. For example, the upstream and downstream logistics for importing and exporting the products are very resource-intensive due to the use of container ships. Air freight only plays an insignificant role in our procurement of products. Our customers decide on the type of transport they want.

We are not yet able to determine emissions for the lifecycle of products and services in the reporting year. We depend on our suppliers to provide this data. We plan to gradually prepare this survey for our products from 2024. This also includes intensive discussions with the producers of our delivery products. As a first step, we will address our own share of CO₂ emissions by product in 2024 as soon as the ÖKOPROFIT project is completed (plan: 06/2023). Target: Start in the third quarter of 2023.

We are aware of our responsibility towards society and the environment. Environmental and climate protection has an equal weighting compared with other company goals and is viewed holistically along the value chain. Within the framework of economically sensible and justifiable measures, our environmental guidelines are constantly being improved beyond the legally binding regulations in order to reduce environmental pollution in any form and to avoid it in the long term. We have created objectives for our environmental

goals (see section 3).

For the year 2023 we are aiming to be a certified ÖKOPROFIT company. As part of our participation in the ÖKOPROFIT programme 2022/2023, we are developing measures in operational environmental and climate protection in order to improve environmental, climate and sustainability performance and can use the knowledge we have acquired to create an initial carbon footprint.

In the review year, we began viewing and collecting data on the use of natural resources.

12. Resource Management

The company discloses what qualitative and quantitative goals it has set itself with regard to its resource efficiency, in particular its use of renewables, the increase in raw material productivity and the reduction in the usage of ecosystem services, which measures and strategies it is pursuing to this end, how these are or will be achieved, and where it sees there to be risks.

Within the framework of economic and technical possibilities, initiated by our participation in the ÖKOPROFIT programme, we started the following measures in the reporting period:

- Collection of location-related environmental key measures in order to identify future savings potential and to achieve comparability.
- The lighting in production and storage is switched to LED lighting.

Resource management is based on the following ongoing processes (see section 3):

- Economical use of electricity, gas, water and production materials.
- Waste is avoided as far as possible or separated even more carefully.
- Any waste should be recycled or disposed of in an environmentally friendly manner.
- Opportunities to save on packaging are discussed with suppliers and customers. However, the protection of customer products must not be risked here!

Significant risks from business activities with regard to resources and the environment arise in particular in the upstream supply chain due to foil production based on fossil fuels and the associated, and also expected, negative environmental impact. However, we also see it as our task to contribute and share our expertise in public discussions on plastics. Without plastics, life in our time is neither possible nor meaningful.

To improve resource management, we have the following goals (see section 3):

- Collection of product-related environmental indicators
- Carbon offsetting options for customers
- Promoting biodiversity on site
- Quantification of relevant key metrics (packaging, weight, materials used) through digitisation

We have listed our goals in section 3 and stated a time line. A quantification is currently partially possible (check section 3). We need more information to go into detail from ongoing activities and projects, e.g. ÖKOPROFIT.

Key Performance Indicators to criteria 11 to 12

Key Performance Indicator GRI SRS-301-1: Materials used

The reporting organization shall report the following information:

- a.** Total weight or volume of materials that are used to produce and package the organization's primary products and services during the reporting period, by:
- i.** non-renewable materials used;
 - ii.** renewable materials used.

We understand that the objective of the DNK is, among other things, to create transparency which includes disclosing certain numbers. We however, would like to explain why we decided to not to publish the materials we use. By keeping our numbers internal, we protect sensitive information about our business activities and prevent business partners drawing conclusions about our main business areas. This procedure has been essential since the establishment of our company, part of our corporate philosophy and has proven itself to strengthen our competitive position.

However, we are aware that there may be situations in which there is a legitimate interest in into our figures. In principle, we do not want to close our eyes to these cases.

We are constantly in contact with our suppliers to explore opportunities an discuss optimizations on our processes and products.

We initially focus on the reduction and recycling of our waste to document short-term progress. Currently, we see the greatest lever here (performance indicator GRI SRS 306-3).

Key Performance Indicator GRI SRS-302-1: Energy consumption
The reporting organization shall report the following information:

a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.

b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.

c. In joules, watt-hours or multiples, the total:

i. electricity consumption

ii. heating consumption

iii. cooling consumption

iv. steam consumption

d. In joules, watt-hours or multiples, the total:

i. electricity sold

ii. heating sold

iii. cooling sold

iv. steam sold

e. Total energy consumption within the organization, in joules or multiples.

f. Standards, methodologies, assumptions, and/or calculation tools used.

g. Source of the conversion factors used.

To a.:

Conventional electricity purchased from the grid: 322,287.0 kWh

Oil: 175,000.0 kWh

Gas: 299,730.0 kWh

Diesel: 6,574.0 kWh

Petrol: 1,350.0 kWh

From b. to g.:

These values cannot be determined at this time.

Key Performance Indicator GRI SRS-302-4: Reduction of energy consumption

The reporting organization shall report the following information:

- a.** Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.
- b.** Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.
- c.** Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.
- d.** Standards, methodologies, assumptions, and/or calculation tools used.

In 2022, we implemented a number of different smaller measures, e.g.:

- Installation of a visitor door to the existing production hall
- Stand-by mode (screens etc.)
- Drinking water system for all employees for refills

A newly built warehouse is equipped with underfloor heating and a heat pump. Our goal is to operate our heat pump using a PV system (see section 3). According to several specialist companies, our existing buildings cannot be converted to this type of heat.

At the moment, the extent of the reduction in energy consumption can not be shown, yet. For this we need further information and results from the ÖKOPROFIT program that was still running at the time of reporting.

Key Performance Indicator GRI SRS-303-3: Water withdrawal
The reporting organization shall report the following information:

- a.** Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:
- i.** Surface water;
 - ii.** Groundwater;
 - iii.** Seawater;
 - iv.** Produced water;
 - v.** Third-party water.
- b.** Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable:
- i.** Surface water;
 - ii.** Groundwater;
 - iii.** Seawater;
 - iv.** Produced water;
 - v.** Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv.
- c.** A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories:
- i.** Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids);
 - ii.** Other water ($> 1,000$ mg/L Total Dissolved Solids).
- d.** Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.

Origin of water / Type of waste water	Unit	Quantity			Costs (Euro p.a.)		
		2020	2021	2022	2020	2021	2022
Drinking water	m ³	547	503	489	1.641	1.509	1.500
Fountain water	m ³	-	-	-	-	-	-
Rain (estimated as per invoice)	m ³	11.125	8.404	8.404			
Waste water	m ³	547	416	400	1.114	732	719
Fee for sealed area (rainwater)		11.125	8.404	8.404	5.750	4.370	4.370
SUM		11.672	8.820	8.804	6.864	5.102	5.089

Key Performance Indicator GRI SRS-306-3: Waste generated
The reporting organization shall report the following information:

- a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.
- b. Contextual information necessary to understand the data and how the data has been compiled.

Our waste consists of PET, acetate, cellophane, PS, PA, PEN, PVC and OPP foil trimmings, each with and without a core. There are also cardboard boxes, packaging, cardboard and plastic cores. We measure the quantities in kg or pallets. Wooden pallets are either reused, partially repaired, or used by our supplier for other purposes.

We have the greatest leverage in the following positions:
Paper, cardboard and cardboard boxes: 37.04 t
Residual waste (mixed municipal waste for disposal): 50.15 t
At time of report not recycled foil rests 38.49 t
Foil tubes and stretch foils: 3.85 t

The recording and detailing of these figures will be carried out on an ongoing basis as part of the ÖKOPROFIT-programme and will be available with the next DNK reporting.

Sector Supplements

- none -

- none -

13. Climate-Relevant Emissions

The company discloses the GHG emissions in accordance with the Greenhouse Gas (GHG) Protocol or standards based on it and states the goals it has set itself to reduce emissions, as well as its results thus far.

In the reporting period, emissions data for 2021 was determined for the first time.

A comprehensive accounting of all emission data has not yet been achieved for the reporting period.

As a participant in the ÖKOPROFIT 2022/2023 programme, we will only be able to create a GHG log or deliver the relevant data next year after successful completion of the programme.

We have defined a corresponding objective (see section 3). Strategies, measures and reductions of climate relevant emissions and plans of using renewable energies are reported in our objectives.

Key Performance Indicators to criteria 13

Key Performance Indicator GRI SRS-305-1: Direct (Scope 1) GHG emissions

The reporting organization shall report the following information:

- a.** Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent.
- b.** Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃ or all.
- c.** Biogenic CO₂ emissions in metric tons of CO₂ equivalent.
- d.** Base year for the calculation, if applicable, including:
 - i.** the rationale for choosing it;
 - ii.** emissions in the base year;
 - iii.** the context for any significant changes in emissions that triggered recalculations of base year emissions.
- e.** Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- f.** Consolidation approach for emissions; whether equity share, financial control, or operational control.
- g.** Standards, methodologies, assumptions, and/or calculation tools used.

From a. to g.:

The data is determined in the current ÖKOPROFIT programme which ends in June 2023.

Key Performance Indicator GRI SRS-305-2: Energy indirect
(Scope 2) GHG emissions

The reporting organization shall report the following information:

- a.** Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent.
- b.** If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent.
- c.** If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.
- d.** Base year for the calculation, if applicable, including:
 - i.** the rationale for choosing it;
 - ii.** emissions in the base year;
 - iii.** the context for any significant changes in emissions that triggered recalculations of base year emissions.
- e.** Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.
- f.** Consolidation approach for emissions; whether equity share, financial control, or operational control.
- g.** Standards, methodologies, assumptions, and/or calculation tools used.

From a. to g.:

The data, information and baseline metrics will be determined in the current ÖKOPROFIT programme.

Key Performance Indicator GRI SRS-305-3: Other indirect (Scope 3) GHG emissions

The reporting organization shall report the following information:

a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO₂ equivalent.

b. If available, the gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.

c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent.

d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.

e. Base year for the calculation, if applicable, including:

i. the rationale for choosing it;

ii. emissions in the base year;

iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.

f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.

g. Standards, methodologies, assumptions, and/or calculation tools used.

From a. to g.:

The data, information and baseline metrics will be determined in the current ÖKOPROFIT programme.

Key Performance Indicator GRI SRS-305-5: Reduction of GHG emissions

The reporting organization shall report the following information:

- a.** GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO₂ equivalent.
- b.** Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.
- c.** Base year or baseline, including the rationale for choosing it.
- d.** Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).
- e.** Standards, methodologies, assumptions, and/or calculation tools used.

From a. to e.:

The data, information and baseline metrics will be determined in the current ÖKOPROFIT programme and ends in June 2023.

Sector Supplements

- none -

- none -

- none -

- none -

Criteria 14–20 concerning SOCIETY

Criteria 14–16 concerning EMPLOYEE-RELATED MATTERS

14. Employment Rights

The company reports on how it complies with nationally and internationally recognised standards relating to employee rights as well as on how it fosters staff involvement in the company and in sustainability management, what goals it has set itself in this regard, what results it has achieved thus far and where it sees risks.

In our family business, treating one another with respect and appreciation is an important part of the corporate culture, which we are shaping collaboratively. We have therefore defined and integrated the motivation of our employees as a objective (see section 3). We hope that this will dynamise our innovation processes (see section 1, action topic circular economy). We think we are doing a lot of things right. As an indicator for this we use the length of service of our employees, which in our company is 13 years (national average: 8 years).

Compliance with national standards on employee rights, occupational health and safety protection is a matter of course for us. In our Code of Conduct this is stated as follows:

„Pütz observes national and international laws, social rules and standards. In doing so, we adhere to the principles and conventions of the International Labour Organisation and the United Nations. Our Code of Conduct is not circumvented by employment agreements.“

„The working hours are based on the applicable law. The weekly working hours are 40 which corresponds with the legal obligations. All overtime is remunerated or compensated.“

„Pütz respects the dignity and human rights of its employees. Disciplinary measures may only be taken in accordance with the law and company policies.“

„The safety, health and integrity of our employees is our highest goal. Pütz

ensures a safe and healthy working environment and takes the necessary measures to prevent accidents and damage to health that can arise in connection with operational activities. Risk assessments are carried out and safe working methods are developed. We regularly train and inform our employees about applicable health and safety regulations and safety measures.”

We are convinced that demanding work promotes personal growth. Our family environment offers a lot of creative freedom for the development of individual skills. The appreciation of an employee's individual performance is reflected in the variety of benefits. This means for example: attractive salary and social benefits, a very pleasant working environment, bonuses and additional benefits (e.g. travel allowance), parking spaces on the company premises including an e-charging station, measures to promote and maintain health, internal and external training courses, free supply of drinks, Sodexo (catering services) card.

New colleagues can expect an extensive onboarding period in order to get to know us and our company and to become part of the team. We keep our employees informed: on corporate change processes, on our commitment to sustainability, on job advertisements and new hires. This is done both via 'white boards' (information) and our townhall meetings (communication and feedback), in which the management actively participates. We are open to ideas and to creating a positive work environment. Through regular dialogues, we also involve our employees in corporate sustainability management. We inform about our corresponding activities. Our goal is that our employees identify themselves with our commitment to sustainability and encourage active involvement (see section 3 - goal "Communication").

We are based solely in Germany, the company headquarter is in Taunusstein (Hessen). However, international standards are also relevant in our supply and value chain. As part of our role with foil buyers, we influence our suppliers with regard to compliance with employee rights to information as well as work and health standards, but we cannot control implementation.

We have not identified any significant risks that arise from our business activities, from our business relationships and from our products and services as a foil processor that may have negative effects on employee rights. We control in between continuously whether and to what extent there are significant risks to employee rights could arise from our business activities. No significant risks have been shown until now. A more systematic risk analysis is not taking place, at the moment.

15. Equal Opportunities

The company discloses in what way it has implemented national and international processes and what goals it has for the promotion of equal opportunities and diversity, occupational health and safety, participation rights, the integration of migrants and people with disabilities, fair pay as well as a work-life balance and how it will achieve these.

We are actively committed to equality. In our Code of Conduct we state the following:

“Any discrimination during the recruitment process, during and after employment is prohibited. In particular, any discrimination based on race, ethnic origin, gender, religion or belief, disability, age and sexual identity will not be tolerated, in accordance with applicable laws.”

We place great importance on the equal treatment of our employees, the promotion of diversity and inclusion, and of a work/life balance. As a family company, we can be flexible to the needs of our employees. Aspects such as gender, origin, religion, disability, marital status or age have no influence on remuneration.

Based on the General Equal Treatment Act (AGG), we require all employees to refrain from disadvantages and discrimination.

Due to the size of the company, no objectives are planned for this topic. The company is guided by the signed charter of the initiative for responsible, sustainable management.

16. Qualifications

The company discloses what goals it has set and what measures it has taken to promote the employability of all employees, i.e. the ability of all employees to participate in the working and professional world, and in view of adapting to demographic change, and where risks are seen.

We pursue the goal of continuous training and further education of employees. Individual requests for further training are discussed and documented.

We see a continuous need for qualification resulting from digitization and automation. A lack of technical knowledge could lead to skill gaps at our

employees to skills gaps, e.g. in the operation and control of digital processes in the documentation management. This is a major risk. Our training and further educational goals are oriented to this. We have set up the corresponding goals in section 3 and provided with a time factor. A quantitative classification we have undertaken – where possible and currently meaningful – (see section 3).

Average age in the reporting year: 49.5 (national average: 48.5). We are actively working to counter the demographic development. Health management (see section 14) is offered for employees' employability. Training and further education measures (see section 3) are also included.

The goal definition was set up the first time in this DNK report, it has not been reported so far.

Key Performance Indicators to criteria 14 to 16

Key Performance Indicator GRI SRS-403-9: Work-related injuries
The reporting organization shall report the following information:

a. For all employees:

- i.** The number and rate of fatalities as a result of work-related injury;
- ii.** The number and rate of high-consequence work-related injuries (excluding fatalities);
- iii.** The number and rate of recordable work-related injuries;
- iv.** The main types of work-related injury;
- v.** The number of hours worked.

b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:

- i.** The number and rate of fatalities as a result of work-related injury;
- ii.** The number and rate of high-consequence work-related injuries (excluding fatalities);
- iii.** The number and rate of recordable work-related injuries;
- iv.** The main types of work-related injury;
- v.** The number of hours worked.

You will find the remaining numbers c-g of the indicator SRS 403-9 in the GRI standard and may additionally report them here.

Key Performance Indicator GRI SRS-403-10: Work-related ill health

The reporting organization shall report the following information:

a. For all employees:

- i.** The number of fatalities as a result of work-related ill health;
- ii.** The number of cases of recordable work-related ill health;
- iii.** The main types of work-related ill health.

b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:

- i.** The number of fatalities as a result of work-related ill health;
- ii.** The number of cases of recordable work-related ill health;
- iii.** The main types of work-related ill health.

You will find the remaining numbers c-e of the indicator SRS 403-10 in the GRI standard and may additionally report them here.

To a.: There was one (1) accident at work (minor laceration) in the review period. The total number of hours worked by the workforce is within the permissible limits.

To b.: Not applicable

GRI SRS-403-10

To a. and b.: There was one (1) work-related illness and no (0) work-related fatalities in the review period.

Key Performance Indicator GRI SRS-403-4: Worker participation on occupational health and safety

The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:

a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.

b. Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.

To a.: To ensure occupational health and safety protection, regular inspections and employee training is carried out by the DGUV (German Social Accident Insurance), a risk assessment and occupational medical examination. We are supported by an external engineering office. Company first-aiders receive regular refresher training, and others are trained as needed.

To b.: Not applicable

Key Performance Indicator GRI SRS-404-1: Average hours of training

The reporting organization shall report the following information:

a. Average hours of training that the organization's employees have undertaken during the reporting period, by:

i. gender;

ii. employee category.

The employees have a right to personal and professional advanced training, which is stated in the company policies.

In the review year, our employees took part in 11 qualification and training

sessions. Determining the number of hours of these sessions has no relevant significance for the company and is therefore not determined. A breakdown by gender and category is not required due to the size of the company.

Key Performance Indicator GRI SRS-405-1: Diversity

The reporting organization shall report the following information:

a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:

i. Gender;

ii. Age group: under 30 years old, 30-50 years old, over 50 years old;

iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).

b. Percentage of employees per employee category in each of the following diversity categories:

i. Gender;

ii. Age group: under 30 years old, 30-50 years old, over 50 years old;

iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).

To a.: Due to the size of the company, no controlling body is required

To b.:

i: 27 % female, 73 % male

ii: <30: not specified / 30-50: not specified / >50: not specified

iii: other nationality: 14 %, with disability: 2 employees

Key Performance Indicator GRI SRS-406-1: Incidents of discrimination

The reporting organization shall report the following information:

a. Total number of incidents of discrimination during the reporting period.

b. Status of the incidents and actions taken with reference to the following:

i. Incident reviewed by the organization;

ii. Remediation plans being implemented;

iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes;

iv. Incident no longer subject to action.

There were no instances of discrimination in the reporting period.

Total number of discrimination cases: None (0)

Sector Supplements

- none -

- none -

- none -

- none -

Criterion 17 concerning RESPECT FOR HUMAN RIGHTS

17. Human Rights

The company discloses what measures it takes, strategies it pursues and targets it sets for itself and for the supply chain for ensuring that human rights are respected globally and that forced and child labour as well as all forms of exploitation are prevented. Information should also be provided on the results of the measures and on any relevant risks.

In our Code of Conduct, we express clearly our stance against child labour and forced labour: „Pütz does not tolerate child labour or the exploitation of children and young people. Children under 15 years of age are not employed at Pütz. National laws for the protection of children and young employees are observed. Young people, but also all other employees, are not exposed to dangerous, unsafe or unhealthy work and situations.“

„Pütz does not tolerate any form of forced labour or slave labour or conditions similar to slavery. No employee is forced to work through violence or intimidation. Employees are only employed if they choose to work for us.“

Our Code of Conduct is our objective definition, which we comply with 100 percent strive for and also expect from our customers and suppliers. Through different kinds, our suppliers commit to the content of our code. We dont have

an own and comprehensive sustainability and supply chain management systems; this is currently overtaking our capacities. There are no indications of human rights violations within the supply chains.

Our objective was presented for the first time in this detail within the scope of the present DNK declaration (see section 3), i.e. it has not been reported so far.

Key Performance Indicators to criteria 17

Key Performance Indicator GRI SRS-412-3: Investment agreements subject to human rights screenings

The reporting organization shall report the following information:

a. Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening.

b. The definition used for ‘significant investment agreements’.

There are no investment agreements and contracts in place.

Key Performance Indicator GRI SRS-412-1: Operations subject to human rights reviews

The reporting organization shall report the following information:

a. Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.

This performance indicator is not reported due to the company's sole location in Taunusstein.

Key Performance Indicator GRI SRS-414-1: New suppliers subject to social screening

The reporting organization shall report the following information:

a. Percentage of new suppliers that were screened using social criteria.

Social criteria for new suppliers were not evaluated in the reporting period.

Key Performance Indicator GRI SRS-414-2: Social impacts in the supply chain

The reporting organization shall report the following information:

- a.** Number of suppliers assessed for social impacts.
- b.** Number of suppliers identified as having significant actual and potential negative social impacts.
- c.** Significant actual and potential negative social impacts identified in the supply chain.
- d.** Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.
- e.** Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.

Social criteria for new suppliers were not evaluated in the reporting period. The evaluation of all suppliers is currently not possible due to resource constraints and for the time being, the recording of the corresponding data or an evaluation is not planned. Preparation and implementation are complex and currently not affordable.

Sector Supplements

- none -

- none -

- none -

- none -

Criterion 18 concerning SOCIAL MATTERS

18. Corporate Citizenship

The company discloses how it contributes to corporate citizenship in the regions in which it conducts its core business activities.

Beyond our core business, we are committed to ecological, economic and social issues in the region. These include:

Community Foundation Taunusstein, e.g. as a member of the Board of Trustees Corporate Volunteering (neighbourhood support)

Member of the Global Economy Committee of the IHK (Chamber of Commerce and Industry)

Wiesbaden Regional networking via membership of the Lions Club (social and community support)

Regional reforestation project run by employees Sponsorship of sports events (Pentecost tournament)

and clubs (Wiesbaden tennis and hockey club)

Support of the regional fire brigade with patronage and training exercises

Support local restaurants and retailers by purchasing vouchers for employees

We thank all our business partners for the cooperative partnership and sent our personal message using augmented reality. *Please note: Scan it. Enjoy it. The spoken message is also in English.*



The QR code is valid until 11/2023. It's worth a look and a click.

Key Performance Indicators to criteria 18

Key Performance Indicator GRI SRS-201-1: Direct economic value generated and distributed

The reporting organization shall report the following information:

a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:

- i.** Direct economic value generated: revenues;
- ii.** Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;
- iii.** Economic value retained: 'direct economic value generated' less 'economic value distributed'.

b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.

To a.: This indicator is not reported for competitive reasons.

To b.: Not applicable

Sector Supplements

- none -

- none -

- none -

- none -

Criteria 19–20 concerning ANTI-CORRUPTION AND BRIBERY MATTERS

19. Political Influence

All significant input relating to legislative procedures, all entries in lobby lists, all significant payments of membership fees, all contributions to governments as well as all donations to political parties and politicians should be disclosed by country in a differentiated way.

We do not make any grants or donations to governments, political parties or politicians.

We are a member of the following associations and organisations:

- Wiesbaden Chamber of Industry and Commerce
- Society Citizens and Police e.V.
- Credit reform
- VDMA e.V. (Association of German mechanical and plant engineering)
- OE-A (Organic and Printed Electronics Association)

Legislative procedures that affect us are:

Recycling and re-use, packaging issues, labour law, drug law, food law, official requirements, environmental and building law. No submissions have been made in recent years.

Key Performance Indicators to criteria 19

Key Performance Indicator GRI SRS-415-1: Political contributions
The reporting organization shall report the following information:

a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.

b. If applicable, how the monetary value of in-kind contributions was estimated.

We are politically independent and do not make any donations to any party.

Sector Supplements

- none -

- none -

- none -

- none -

20. Conduct that Complies with the Law and Policy

The company discloses which measures, standards, systems and processes are in place to prevent unlawful conduct and, in particular, corruption, how they are verified, which results have been achieved to date and where it sees there to be risks. The company depicts how corruption and other contraventions in the company are prevented and exposed and what sanctions are imposed.

Pütz GmbH + Co. Folien KG observes national and international laws, social rules and standards. In doing so, we adhere to the principles and conventions of the International Labour Organization (ILO) and the United Nations (Global Compact, Universal Declaration of Human Rights, Guiding Principles for Business and Human Rights).

Our behavioral guidelines have been defined in our **Code of Conduct**:

„We adhere to the following ethical standards, which guide our business activities in every respect and thus justify society's trust in our company. The Code of Conduct is the standard for all Pütz employees. All employees are obliged to behave in accordance with the principles set out in the Pütz Code of Conduct.“

„We refrain from illicit political donations, illegal inducements and bribes to politicians and public officials, and strive at all times to maintain a healthy and transparent relationship with political and governing organisations. Pütz does not offer or accept gifts of unusually high value or business courtesies that could improperly influence a business decision. This does not apply to occasional gifts of low value or invitations to business meals. Invitations to sponsored events to the usual extent are also exempt from this regulation. We believe that such sponsorship is essential for cultural life in the corporate environment.“

Management and the leadership team are responsible for observing and complying with the Code of Conduct. The implementation of strategies, measures, standards, systems and processes are checked in equal measures.

Our Code of Conduct is based on our values and is an integral part of our corporate culture. We inform and speak with our employees to ensure they act accordingly. Through this clear positioning and its embedding in our processes (e.g. four-eyes principle), also through communication with employees and business partners, we can minimise business risks and improve cooperation.

We cannot identify any significant risks that arise from our business activities, from our business relationships and from our products and services as a foil convertor and which may have a negative impact on the fight against corruption and bribery. In addition, the management attaches great importance to risk minimization, e.g. through a corresponding compliance requirement (see performance indicator GRI SRS102-16: Values). Our zero tolerance is also our target definition. So far we have achieved and complied with that goal to 100 percent. We value risks from bribery and corruption as very low. Since the company was founded, we have been in a risk-averse environment business area.

Key Performance Indicators to criteria 20

Key Performance Indicator GRI SRS-205-1: Operations assessed for risks related to corruption

The reporting organization shall report the following information:

- a.** Total number and percentage of operations assessed for risks related to corruption.
- b.** Significant risks related to corruption identified through the risk assessment.

Pütz GmbH + Co. Folien KG is based in Taunusstein. We only work at this location. A review of this site revealed no cases of corruption.

Number of corruption cases: Zero (0)

Due to the points mentioned in section 20, we consider the avoidance of corruption risks to be secured as much as possible. Leistungsindikator GRI SRS-205-

Key Performance Indicator GRI SRS-205-3: Incidents of corruption

The reporting organization shall report the following information:

- a.** Total number and nature of confirmed incidents of corruption.
- b.** Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.
- c.** Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.
- d.** Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.

We have no confirmed cases of corruption or proceedings related to cases of corruption

Key Performance Indicator GRI SRS-419-1: Non-compliance with laws and regulations

The reporting organization shall report the following information:

- a.** Significant fines and non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area in terms of:
 - i.** total monetary value of significant fines;
 - ii.** total number of non-monetary sanctions;
 - iii.** cases brought through dispute resolution mechanisms.
- b.** If the organization has not identified any non-compliance with laws and/or regulations, a brief statement of this fact is sufficient.
- c.** The context against which significant fines and non-monetary sanctions were incurred.

No fines or sanctions have been imposed on us for failure to comply with any law and/or regulation.

Sector Supplements

- none -

- none -

- none -

- none -

Overview of the GRI indicators in the Sustainable Code declaration

In this Sustainable Code declaration, we have reported according to the "comply or explain" principle on the GRI indicators listed below. This document refers to the GRI Standards 2016, unless otherwise noted in the table.

Areas	Sustainable Code criteria	GRI SRS indicators
STRATEGY	1. Strategic Analysis and Action	
	2. Materiality	
	3. Objectives	
	4. Depth of the Value Chain	
PROCESS MANAGEMENT	5. Responsibility	GRI SRS 102-16
	6. Rules and Processes	
	7. Control	
	8. Incentive Systems	GRI SRS 102-35 GRI SRS 102-38
	9. Stakeholder Engagement	GRI SRS 102-44
	10. Innovation and Product Management	G4-FS11
ENVIRONMENT	11. Usage of Natural Resources	GRI SRS 301-1
	12. Resource-Management	GRI SRS 302-1 GRI SRS 302-4 GRI SRS 303-3 (2018) GRI SRS 306-2 (2020)*
	13. Climate-Relevant Emissions	GRI SRS 305-1 GRI SRS 305-2 GRI SRS 305-3 GRI SRS 305-5
SOCIETY	14. Employment Rights	GRI SRS 403-4 (2018)
	15. Equal-Opportunities	GRI SRS 403-9 (2018)
	16. Qualifications	GRI SRS 403-10 (2018) GRI SRS 404-1 GRI SRS 405-1 GRI SRS 406-1
	17. Human Rights	GRI SRS 412-3 GRI SRS 412-1 GRI SRS 414-1 GRI SRS 414-2
	18. Corporate-Citizenship	GRI SRS 201-1
	19. Political Influence	GRI SRS 415-1
	20. Conduct that Complies with the Law and Policy	GRI SRS 205-1 GRI SRS 205-3 GRI SRS 419-1

*GRI has adapted GRI SRS 306 (Waste). The revised version comes into force on 01.01.2022. In the course of this, the numbering for reporting on waste generated has changed from 306-2 to 306-3.