



2020

# COMMUNICATION ON PROGRESS

## Management Statement

elm-plastic GmbH is member of the UN Global Compact since November 2012. We support the 10 principles of the Global Compact in accordance with our own value statements.

The best possible health as well as the safety of our employees, optimal environmental protection, the highest quality of work and a fair interaction with our business partners are our management's express responsibility and constant endeavour. We have further adjusted our corporate policy hereto and communicated this to all levels of our company.

In 2019 we have celebrated our 50th anniversary. Therefore, we implemented a company pension scheme which is graded according to length of service of our employees.

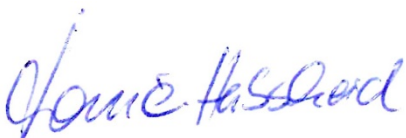


As a family-run company, we take our social responsibility very seriously. This is why we have our performance evaluated annually by the ECOVADIS evaluation platform ([www.ecovadis.com](http://www.ecovadis.com)). This evaluation system focuses on the topics of the environment, labour practices / industrial safety, fair business practice, and the supply chain.

In the 2020 assessment we could achieve clear improvements in the field of fair business practices and an overall score of 69 points could be reached. elm-plastic is in the top 1% of all companies assessed by EcoVadis and achieved Gold status!



Dudeldorf, 12 February 2021



B. Lonien-Habscheid (Managing Director)



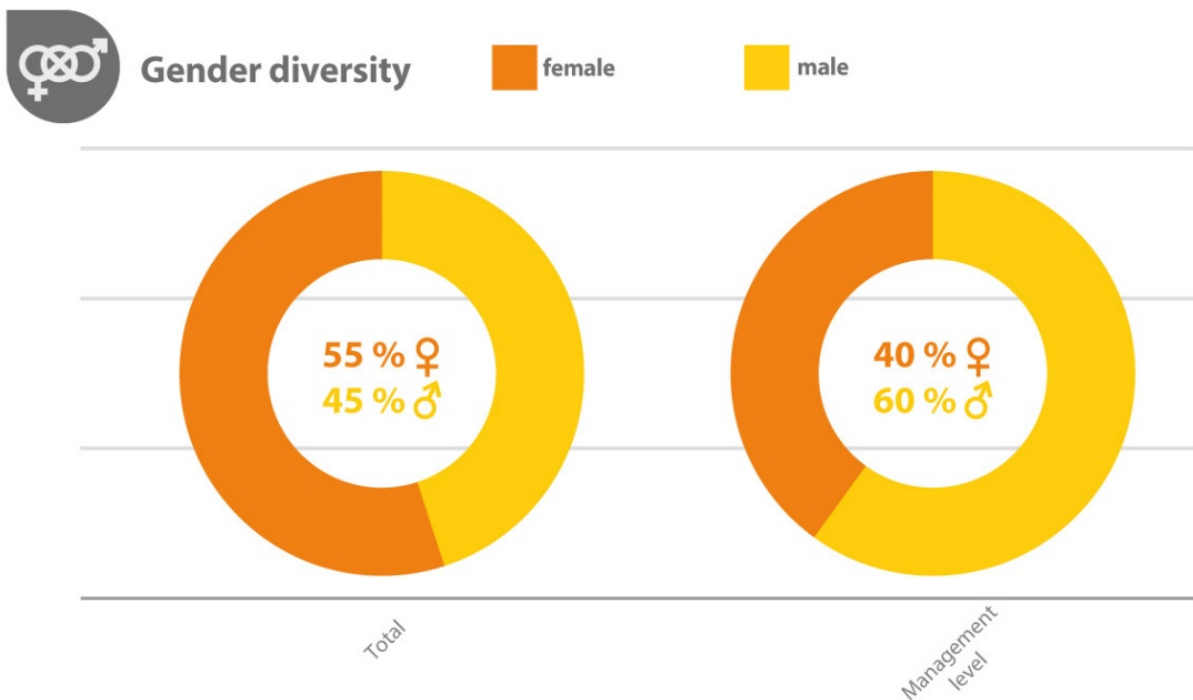
S. Möhs (Managing Director)

## Human Rights

We observe human rights protection within our scope of influence. elm-plastic GmbH is subject to the laws regarding equality and anti-discrimination which are valid in Germany.

Until this date there has been no case of any human-rights violation at elm-plastic. Should a human-rights violation complaint ever be made then the direct supervisor and management are points of contact for the employee.

Equal opportunities are a matter of course at elm-plastic. Women and men achieve full equality of rights and opportunities. We do not tolerate any form of gender violence. It is also essential to achieve equal opportunities in access to employment and to positions of leadership and decision-making at all levels. The pie chart below shows a 40% quota of women even at management level.



## Industrial Safety

We strictly observe adherence to work-safety regulations in order to avoid any damages to our employees. In 2020 we have upgraded our health and safety management system from BS OHSAS 18001 to ISO 45001 which is more focused on employee involvement.

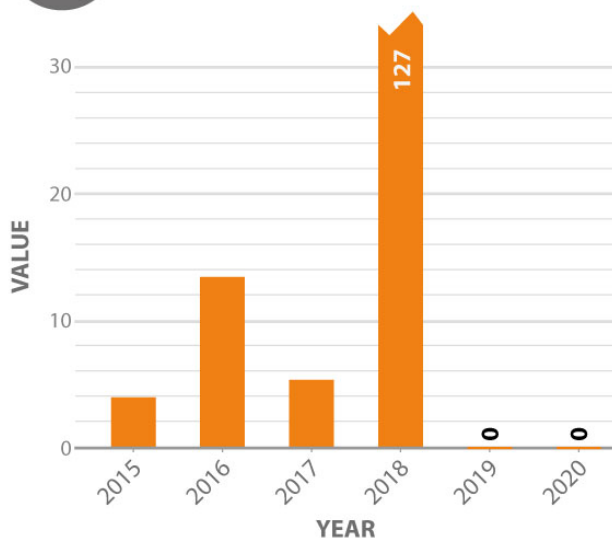
An industrial safety and environment committee has been appointed which convenes four times a year. Here all potential risks are assessed and any stoppage / preventive measures are taken. Employee work-safety training is implemented. Work clothing, safety clothing and gear (safety boots, gloves, protective glasses, hearing protection) are provided to the employees.

The plant location is inspected on a regular basis regarding work safety by outside panels, such as safety specialists, occupational health physician, the liability insurance association, as well as the trade supervision.

Since year 2013 elm-plastic has appointed its own representative for work safety. Three persons have been appointed as safety specialists. An occupational health physician performs preventive work medical examinations on a regular basis.



### Lost Day Rate (LDR)



Within the framework of our work-safety management system we record all accidents and carefully analyse the data for improvement. In 2020 we had no serious accidents - a clear evidence that our prevention programme is working.

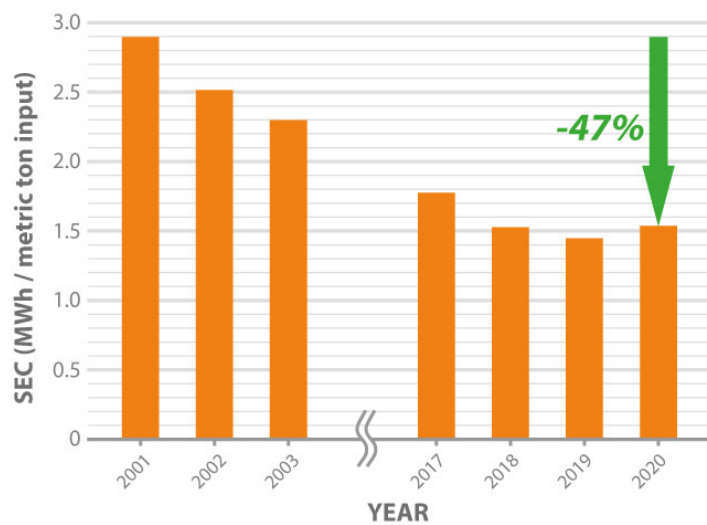
## The Environment

Since 2002 we are operating a certified environmental management system pursuant to ISO 14001 and EMAS. In the past 18 years of experience, we can show a lasting success in our strife for environmental protection.

As an energy-intensive company we have placed our main focus in the saving of electric energy. In 2020 we had setup a comprehensive energy saving programme and managed to lower our specific energy consumption (reference value is the quantity of input plastic) to 1.52 kWh/kg (from 2.9 kWh/kg in year 2001). This means a reduction by nearly 50%!



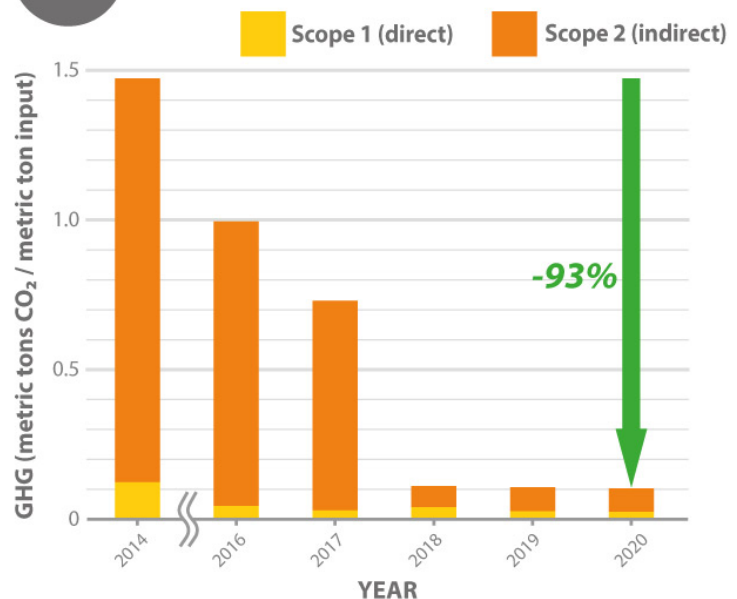
### Specific Energy Consumption (SEC)



Since the beginning of 2018 we were able to switch our electricity supply to 100% renewable sources which leads to a significant reduction of emitted greenhouse gases. The graph on the right shows the emissions of CO<sub>2</sub> per metric ton of input plastic material:



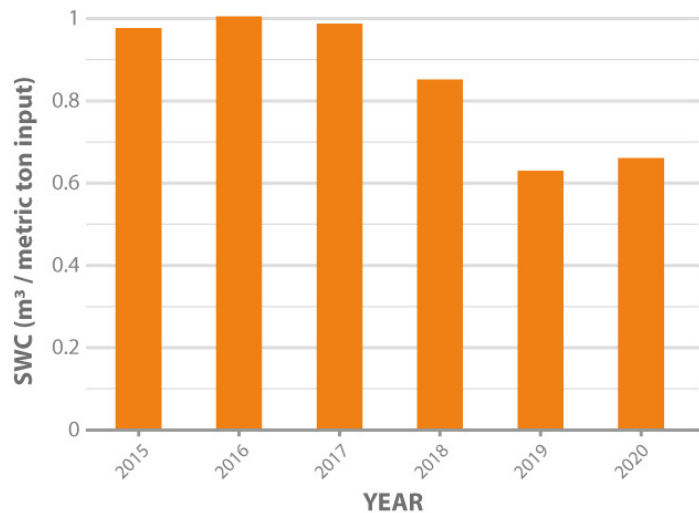
### Greenhouse Gas Emissions (specific)



Due to the ongoing endeavour in the replacement of hydraulic injection moulding machine by full electric injection moulding machines the specific water consumption could be improve significantly over the years.



### Specific Water Consumption (SWC)



## Corruption

elm-plastic GmbH is against any form of corruption. We operate around the world and we pride ourselves on our reputation for acting fairly and ethically wherever we do business. Our reputation is built on our values as a company, the values of our employees and our collective commitment to acting with integrity throughout our organisation.

elm-plastic deprecates any form of corruption and we will not tolerate it in our business or in those we do business with.