

2021

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 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. Therefore we have our performance evaluated annually by the ECOVADIS evaluation platform (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 2021 assessment we were able to improve further in the area 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, 28 January 2022

A handwritten signature in blue ink, appearing to read "B. Lonien-Habscheid".

B. Lonien-Habscheid
Managing Director

A handwritten signature in blue ink, appearing to read "S. Möhs".

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.

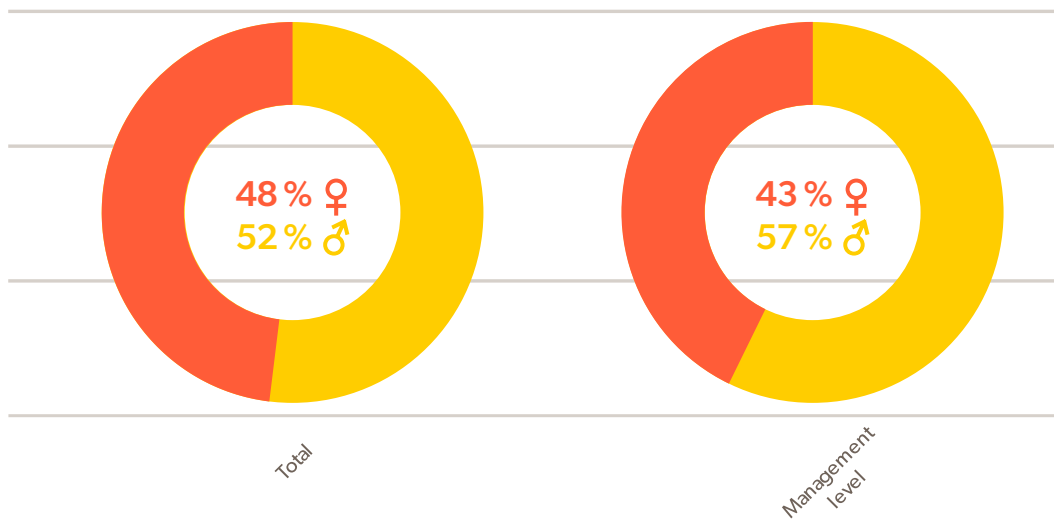
Until this date there has been no case of any human-rights violation at elm-plastic. Should a human-rights violation complaint ever be made then the direct supervisor and management are points of contact for the employee.



Gender diversity

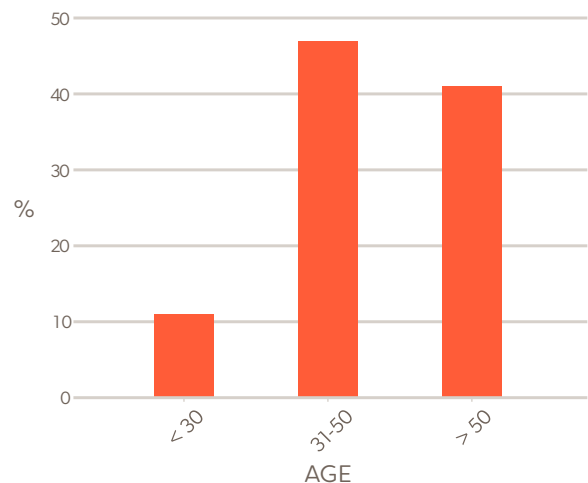
female

male



Employee distribution by age

The age distribution of our employees shows that older people can also find a place to stay with us.



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 corrective and 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.

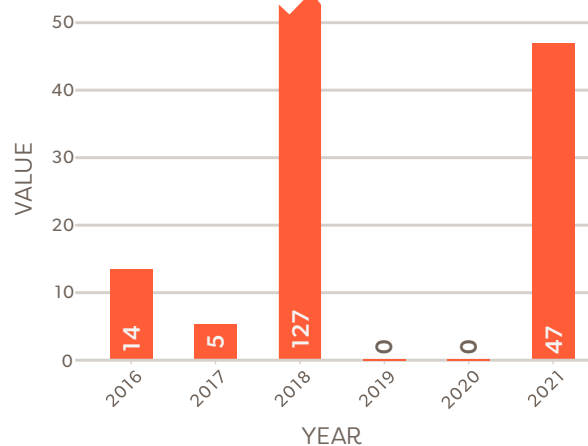
elm-plastic has appointed its own representative for work safety. In 2021 we have appointed two more persons as safety specialists, bringing our total to four. An occupational health physician performs preventive work medical examinations on a regular basis and takes care of the health interests of our employees.



Within the framework of our work-safety management system we record all accidents and carefully analyse the data for improvement. In 2021 we had one accident - a motivation to further improve and make progress.



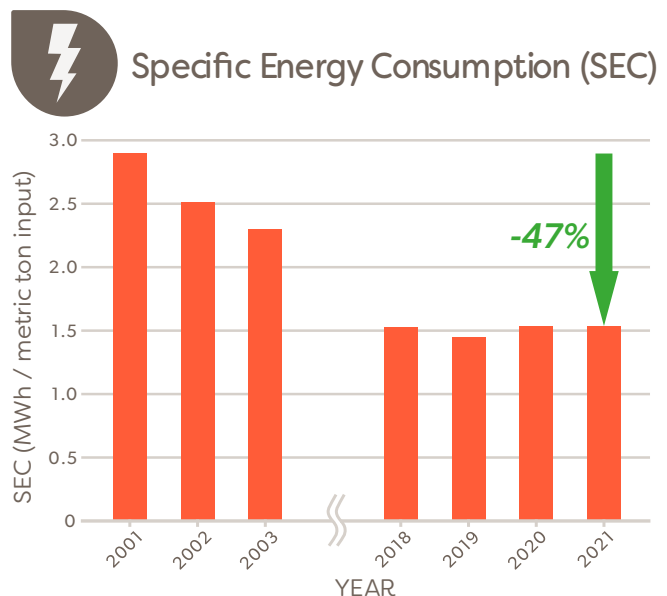
Lost Day Rate (LDR)



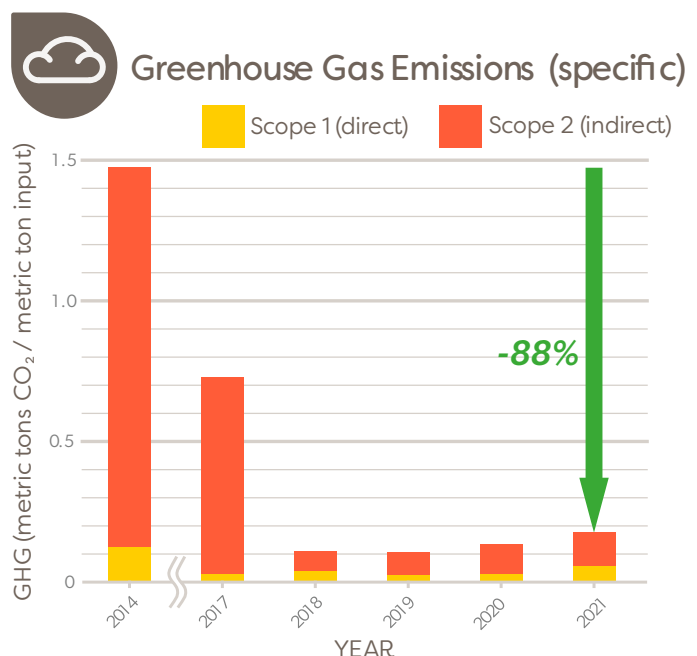
The Environment

Since 2002 we are operating a certified environmental management system pursuant to ISO 14001 and EMAS. In the past 20 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 2021 we have managed to keep our specific energy consumption at a very low level of 1.53 kWh/kg (from 2.9 kWh/kg in year 2001). This means a reduction by almost 50%!



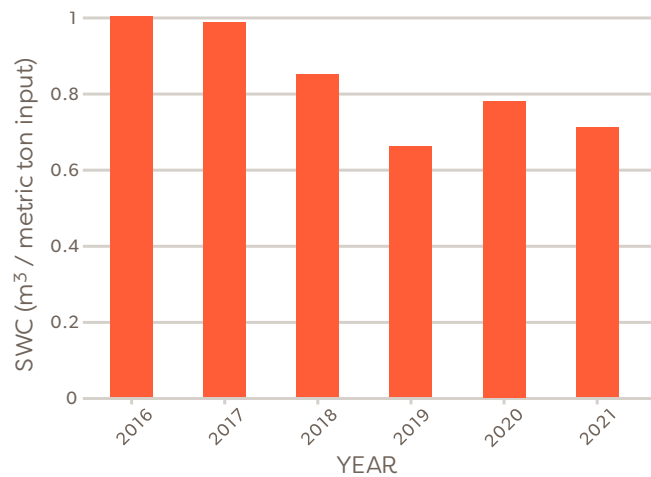
Since the beginning of 2018 we were able to switch our electricity supply to 100% renewable sources which leads to a significant reduction of emitted greenhouse gases. The graph on the right shows the emissions of CO₂ per metric ton of input plastic material.



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.



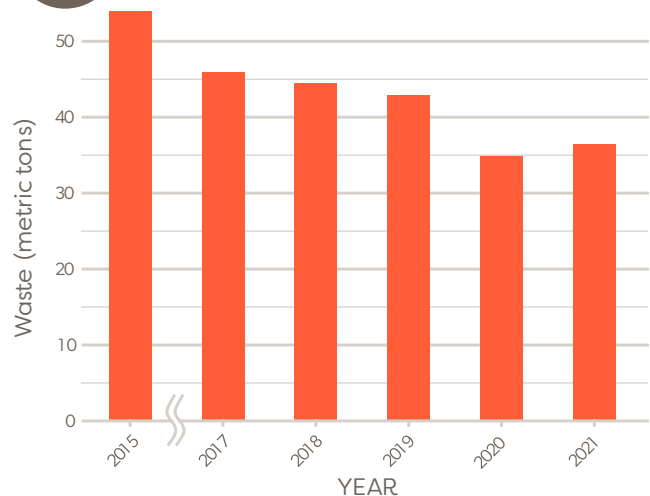
Specific Water Consumption (SWC)



As a plastic processing company we are aware of our responsibility in regards of waste. Due to our active waste management system we were able to reduce our total amount of waste at a significant amount.



Waste



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.