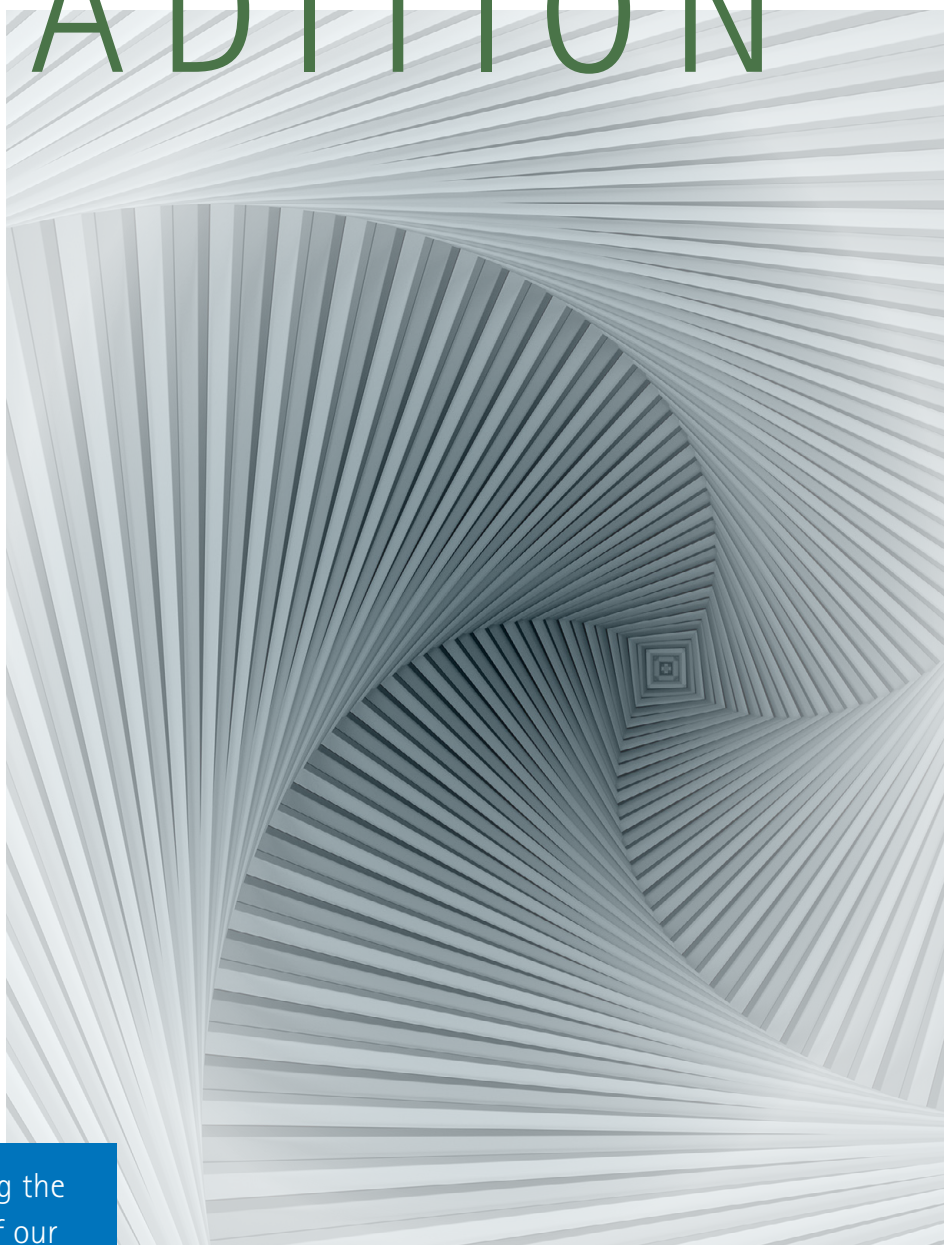




Rely on it.

RENOLIT Sustainability Report 2019

TRADITION



We are facing the challenges of our time by reinventing ourselves.

reimagined

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Foreword

Dear Readers,

Against a backdrop of urgent social challenges such as globalisation, climate change and digitalisation, sustainability in all its forms is now more important than ever. As a leading company in the plastics industry, RENOLIT has a duty to leverage its over 70 years of experience and expertise so as to shape viable and sustainable business and product solutions.

With this aim in mind, we plan to reimagine tradition. For RENOLIT, a sustainable approach to doing business means combining our values as an established family-owned company with our ambition of being a driver of innovation based on ecological, economic and social factors in their entirety.

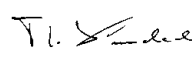
Reimagining tradition is something we started doing in 2019 by redefining the company's strategy and by developing target horizons and measures that are to guide RENOLIT in the next five years. The result – the ONE RENOLIT 2025 strategy – will be presented in 2020. We at RENOLIT believe that sustainable production works in closed substance cycles. Through our RENOLIT goes Circular initiative, we are therefore systematically continuing down the path already successfully chosen.

Our aim as a family-owned company is to work with our employees to rethink our production processes and our overall business model. Only with them is this vision attainable. For us, innovation therefore entails maintaining and enhancing our long-term relationships with employees and business partners. To this end, we are continuously improving our occupational health and safety measures and supporting professional development in all phases of life.

Guided by our mission of reimagine tradition, this sustainability report looks at the aspects of sustainability to which we are taking an active approach, as well as our achievements so far and the challenges that lie ahead of us in the future. Once again, we are publishing a sustainability magazine in tandem with this report to provide additional information and insights.

We invite you to view this RENOLIT Group sustainability report as a starting point for further dialogue and hope that you enjoy reading it!

Your RENOLIT Board



Michael Kundel



Dr. Axel Bruder



Karsten Jänicke

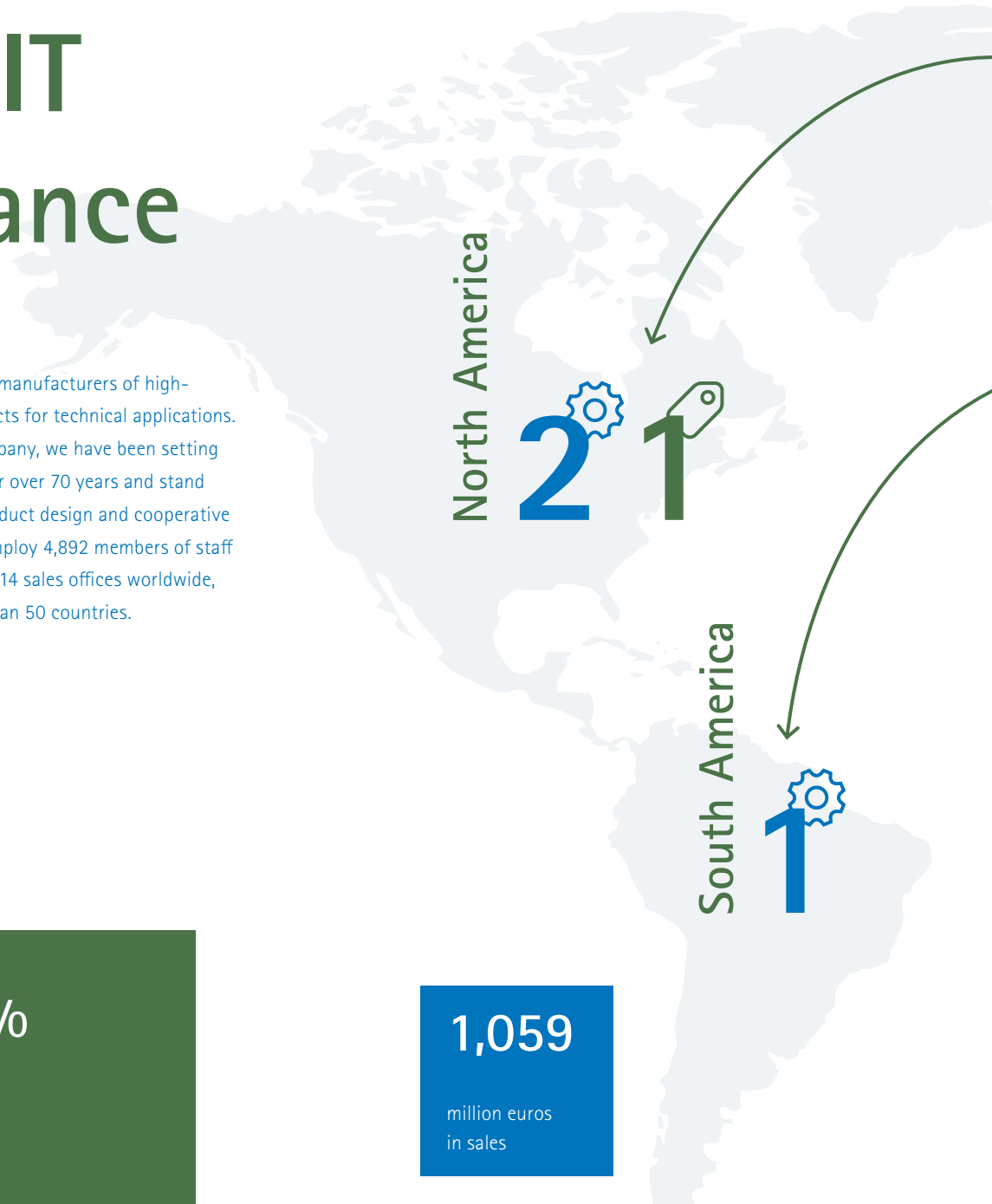


Sven Behrendt

RENOLIT at a glance

RENOLIT is one of the world's leading manufacturers of high-quality plastic films and related products for technical applications. As an independent family-owned company, we have been setting standards in quality and innovation for over 70 years and stand for technical competence, modern product design and cooperative service around the world. Today we employ 4,892 members of staff at a total of 20 production plants and 14 sales offices worldwide, and distribute our products in more than 50 countries.

-  Production plants
-  Sales offices



65 %

is our recycling target, with a 2020 deadline (Status in 2019: 54.3 %)

1,059

million euros in sales

0,9 mio.

euros in investments in 22 energysaving projects

128

trainees and students



4,892
employees

20
production plants

73
years of expertise as a plastics processing company

14
sales offices



COMPANY MANAGEMENT

Our framework for responsible action

The company values of RENOLIT shape our culture and our day-to-day business, with a focus on reliability – today and tomorrow. As a family-owned company, RENOLIT is able to build on a decades-old tradition, yet is still constantly evolving. 2019 was characterised by structural changes and new projects to prepare our leadership, guidelines and business activities for the future.

Our company

Our parent company RENOLIT SE, with its headquarters in Worms, is the largest single company in operation and holds all of the shares in the companies that belong to the group either directly or indirectly. JM Holding GmbH, which belongs to JM Industriebeteiligungen, holds a 100 per cent share in RENOLIT SE. The shareholders of JM Industriebeteiligungen are members and descendants of the Lang/Helms and Fischer branches of the founding family.

The company is divided into eight Business Units, which are organised by different fields of application. As part of the development of a new company strategy, RENOLIT will operate from 2020 in 13 Market Units that report directly to the Board of Management. You will find more information in the chapter "Products" starting on page 40.

Since 2017, RENOLIT has been officially represented in Chile with one location. By building a plant in Curauma, west of Santiago de Chile, RENOLIT is strengthening its presence in the Latin American market. The RENOLIT *MEDICAL* Business Unit will produce PP blown film for medical applications. The joint venture RENOLIT Citiking New Materials Co., Ltd. was founded in 2019. Established in cooperation with Citiking, the joint venture in Guangdong, China, employs a staff of approximately 80 and produces 2D and 3D films for decorative surface design.

Economic developments

In 2019, the RENOLIT Group achieved worldwide group sales of EUR 1,059 million (2018: EUR 1,031 million), continuing its growth trajectory. However, the anticipated positive development of the global economy materialised only to a limited extent. Although global economic growth slowed, particularly in the second half of the year, RENOLIT still benefited in its main region of Europe from the improvement in construction activity and a further rise in demand in the healthcare sector. Group earnings including financial income and after taxes amount to EUR 74.7 million, up 6.7 per cent year on year, thanks to a significant extent to the lower cost of materials. The equity ratio as of the balance sheet date rose to 55.4 per cent (previous year: 54.1 per cent) of the balance sheet total. Investments in tangible and intangible assets stood at EUR 57.3 million group-wide in 2019.

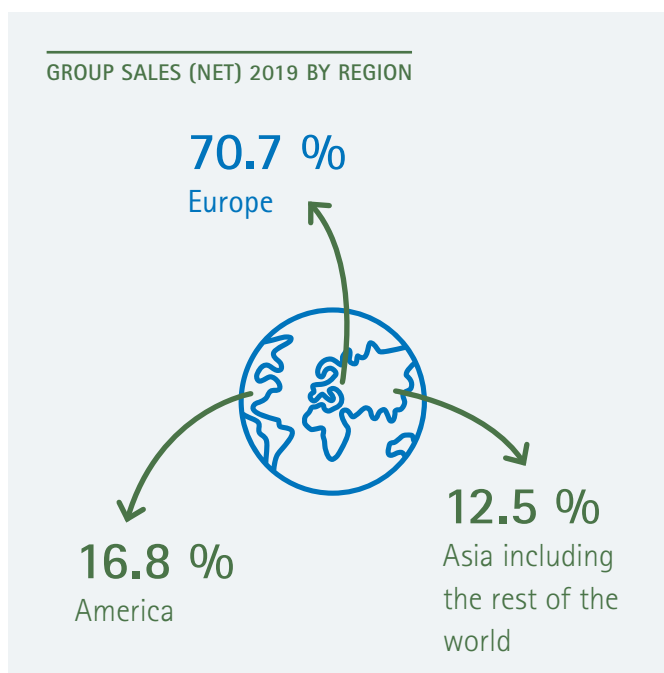
These investments were primarily made for capacity expansion, raw material yield, capital improvements and environmental protection. At 242,723 tonnes, production volumes were down slightly compared to the previous year.

	2017	2018	2019
Group sales (net) in Euro millions¹	1,016	1,031	1,059
Europe	711.9	726.4	748.8
America	160.2	175.4	178.2
Asia and the rest of the world	144.2	129.2	132.0
Net group sales in Euro millions	76.5	70.1	74.7
Equity ratio	51.9 %	54.1 %	55.4 %
Investments in long-term assets in Euro millions ²	55.6	80.7	57.3
Annual production in tonnes ³	258,587	252,637	242,723

¹ The data relating to economic developments refer to the companies included in the Consolidated Annual Report. This does not include non-controlled joint ventures.

² Including tangible and intangible assets and financial assets

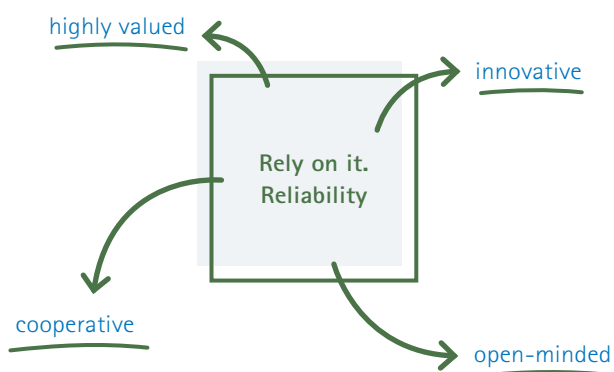
³ Including joint ventures



Values and integrity

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

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



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



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

Strategic development

A strategy development process culminating in the rewording of the company strategy took place in 2019. Based on internal and external analyses, the process involved all Business Units in the development of target horizons and measures that are to guide **RENOLIT** in the next five years. The result – the **ONE RENOLIT 2025** strategy – will be presented in 2020 and described in greater depth here next year. You can find an interview with Board of Management member Sven Behrendt on the new strategy and how it relates to sustainability on page 5 of the latest sustainability magazine.

Leading responsibly

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

The reorganisation of the shareholder structure resulted in numerous changes to the Supervisory Board over the course of 2019. Ms Fischer and Mr Steiner left the Supervisory Board and were replaced by Mr Schädler and Mr Lang. As a result, the members of the Supervisory Board are now Dieter Dengl, Hilmi Akkurt (employee representative), Ullrich Backhaus, Andreas Lang (Chairman), Helmut Schädler and Reinhard Westhäuser (employee representative).

The RENOLIT SE Board of Management was expanded to four persons in July 2019. Since 1 July, it has consisted of Sven Behrendt, Karsten Jänicke, Dr Axel Bruder and Michael Kundel (Chairman).

It is the duty of the members of the Board of Management to run the company group in compliance with legal provisions, the group's Articles of Association and the company's Rules of Procedure. They must take economic, social and environmental factors equally into account. Responsibility for managing the company falls to all four members of the Board of Management, but each of the members is responsible for a different area assigned to him. However, any interests associated with these areas are subordinate to the well-being of the company as a whole. It is also the duty of Board of Management members to stay informed about essential processes in their business areas and to keep up to date with all of the information relevant to business developments.

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

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



Clear guidelines for business practices with integrity

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

Our group-wide Code of Conduct is a set of mandatory behavioural guidelines that all employees must abide by during their day-to-day activities. It is the standard that RENOLIT has set for the conduct of both its employees and its business partners. It emphasises our corporate culture, which is shaped by fairness and honesty. Among other things, it also requires employees and business partners to uphold confidentiality in relation to trade secrets. It also clearly states that no employee may directly or indirectly offer, grant or approve any unauthorised benefits to any other parties in connection with his or her business activities, neither in the form of gifts of money nor in the form of any other services. The Code of Conduct has been undergoing comprehensive updating since 2019. Information about the amended Code, its content and the implications will be provided in the next reporting year.

The code comprises the following essential areas:

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

Our compliance activities help us to swiftly identify misconduct and react to it quickly, effectively and consistently. The Internal Revision department is responsible for enforcing these standards. It regularly reports to the Board of Management and to selected specialist divisions about current developments. In order to manage compliance activities and internal controlling measures, we have implemented Administrative Internal Control Procedures – or AICPs for short – as internal standards. Alongside operational finance cycles, key issues are the areas of data and environmental protection, health and occupational safety, antitrust, patent and licensing law, and anti-corruption regulations. The Internal Revision department reviews compliance with the AICPs in regular audits. If any abnormalities are uncovered, they are included and analysed in the audit reports. They are then corrected, and the implemen-

tation of those corrections is monitored. Any weaknesses or potentials for optimisation that are identified are categorised by severity. The Internal Revision department then compiles any objections in a plan for follow-up measures, defines activities to remedy them and sets out responsibilities and time frames.

The AICPs are subject to constant updates, which are made available to location managers and those in charge of administration worldwide. In 2019, most of the updates pertained to technical investments and construction measures. They are suitable for improving liquidity management and reducing the potential risks of losses. Further updates are planned concerning the liquidity management of our working capital; these will be published in 2020.

All of the location audits carried out in 2019 were repeat audits. In particular, they checked to see whether the optimisation potentials ascertained during the initial audits had been implemented and complied with. These audits also reviewed antitrust factors, and the employees concerned were informed of any potentially imminent risks. The RENOLIT group strategy of reviewing the reasonableness and functionality of the internal control systems of all group companies is being continued unabated. For example, all RENOLIT locations around the world are inspected every four years. Moreover, risk-based verifications are carried out on the reasonableness, functionality and compliance of selected departments at RENOLIT SE plants in Germany.

Based on the checklist developed in 2016 to explicitly review the functionality of internal controls in procurement, checks are carried out on the buying and procurement activities of all RENOLIT production locations, taking into account aspects such as corruption and bribery. This audit aims to uncover potential corruption risks and to prevent future risks. Overall, six locations worldwide were inspected for corruption risks in the reporting year. The reviews conducted in 2019 did not identify any significant corruption risks. Using our "IT network security and privacy" checklist, we have been successively inspecting the condition and security of data networks at all RENOLIT locations worldwide, a process that started in 2016. Six locations around the world were inspected in 2019. These inspections determined that data protection was ensured in all cases and that a high level of data security had been achieved through intensive protection measures.

6



Six locations around the world were reviewed for corruption risks.

If our employees suspect any legal violations or violations of internal company guidelines, they can contact either an internal or an external ombudsman. The internal ombudsman is the group head of Human Resources. If a RENOLIT employee would like to remain anonymous within the company, the complainant can contact an external ombudsman, represented by a law firm. The internal and external ombudspersons were contacted five times in 2019 (four contacts were made to the internal and one to the external ombudspersons) to report misconduct by employees or executives. All cases and accusations were carefully reviewed. However, as the ombudsmen's offices were unable to substantiate the initial suspicions of alleged misconduct, no disciplinary action was taken.

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

RENOLIT devotes tremendous attention to traditional compliance issues and data protection alike. We consistently abide by our Data Protection Guidelines, which are applicable worldwide. They are based on statutory requirements and globally recognised data protection principles, and ensure that personal data is handled carefully. This is the foundation of the trusting collaboration we have with our employees, customers and business partners worldwide. The mandatory General Data Protection Regulation (GDPR), which took effect in May 2018, has created a consistent framework for data protection in Europe. RENOLIT has reacted by adapting the existing data management system to the Europe-wide standardised data protection legislation. The data protection officer carries out regular monitoring of the implementation of the European regulation. In order to support all employees and executives where data protection is concerned, a broad-based internal data protection campaign that featured numerous informa-

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

As in previous years, no cases of corruption were ascertained anywhere in the group in 2019 in the data used to compile this Sustainability Report. Moreover, there were no reported cases anywhere within the group of fines being issued due to non-compliance with laws or regulations, nor was there any suspicion of or proceedings resulting from anti-competitive conduct, data protection violations, cartelisation or monopolisation.

Careful handling of opportunities and risks

Business activities are always subject to risk. In order to identify both risks and opportunities early on, we observe strict risk management processes. These are based on the international risk management standard "COSO II Enterprise Risk Management"¹. The Supervisory Board receives an annual report. The Internal Revision department is in charge of monitoring, maintaining and developing the risk management system; overall responsibility falls to the Board of Management.

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

¹ Committee of Sponsoring Organizations of the Treadway Commission; more information at: www.coso.org

Entering into dialogue with stakeholders

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

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

We aim to take into account the sustainability interests of all of RENOLIT's important stakeholders. We are involved in active dialogue with local communities and their citizens at a range of different locations in order to minimise any negative impact our business activities might have on them. In order to understand what motivates our employees, we carried out an employee survey in 2017. The results reveal where there is room for improvement and will help us to keep developing our appeal as an employer, among other things. The world-wide employee survey is scheduled to be carried out again in 2021. By doing so, RENOLIT intends to monitor the initiated developments from 2017 and checks whether these have had a positive effect on employee satisfaction. You will find more on the topic of the employee survey in the chapter "People" on page 24.

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

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

As a founding member of the Vinyl Foundation, RENOLIT has made a voluntary commitment to the VinylPlus sustainability programme. This initiative of the European PVC industry campaigns to increase the sustainability of PVC manufacturing and PVC applications. RENOLIT is involved with the Board of Management of VinylPlus and the Board of Management of the Vinyl Foundation and also heads the Communication Committee.

In 2019, RENOLIT joined the European Commission's Circular Plastics Alliance. The goal of the initiative is to further develop the market for recycled plastic.¹

Our stakeholder groups



RENOLIT is on the steering committee of the European Plastics Converters (EuPC), an organisation that represents the interests of European plastics processing companies. RENOLIT has also been involved in the Industrieverband Kunststoffbahnen e.V. (IVK Europe) industry association for over 30 years now by providing board members and expertise. The association represents the joint interests of companies producing sheets made of plastic and caoutchouc for a multitude of applications. The focus of the organisation's work is on pursuing the interests for the material PVC and its substitutes.



¹ More information is available at: www.ec.europa.eu/growth/industry/policy/circular-plastics-alliance_en

Sustainability management

As one of the world's leading manufacturers of high-quality plastic products, we feel a special commitment to the topic of sustainability and are aware of our responsibility to both human beings and the environment.



Our understanding of sustainability

Our understanding of sustainability extends holistically to three dimensions – the environment, the economy and society – which we have firmly enshrined within our corporate culture as part of our internal company initiative RESPONSIBILITY³. There are many facets to acting responsibly, which is why we want to make a major contribution in all three dimensions.

Our credo:

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

RESPONSIBILITY³

The core aspects of RENOLIT

We embrace our responsibility in generations, not quarters.

Economic factors

Company growth
Growing sustainably and profitably

Company management
Responsible and based on our values

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

Social factors

Health and occupational safety
Creating awareness, promoting personal responsibility and shaping a working environment that is inclusive for older individuals and people with disabilities

Social commitment
Promoting education and culture, local community involvement

Employee development
Developing potential and securing qualified junior employees

Appeal as an employer
Ensuring employee satisfaction and promoting diversity

Ecological factors

Environmental impact
Securing internal standards and avoiding negative impacts

Plastics recycling
Expanding internal recycling and investing in technologies

Product responsibility
Safety, reliability and high quality

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

As an independent, family-owned company, sustainable profitable company growth is crucial. We see our well trained, committed employees as the key to this success. With our targeted human resources policy, we want to retain our employees for RENOLIT in the long term, foster their talents and also increase our appeal as an employer. This is how we would like to make our contribution to preserving the livelihoods of generations now and in the future. Another focal point is continuously improving resource-friendly production processes. In particular, we focus on consuming energy consciously and carefully, practising the highest possible degree of material efficiency and increasing our use of recyclates. RENOLIT makes an equally important contribution to protecting the environment by developing sustainable products and systems, such as green roofing systems for the improvement of air quality. We also step up and respond to other global challenges with innovative product developments: with films for water reservoirs and seepage protection films, RENOLIT helps to make clean water available for people worldwide. You will find an overview of our diverse product range and their fields of application on page 40.

Focus on key issues

In order to determine the key issues for sustainability reporting, we carried out a materiality analysis and re-prioritised some of our key issues in early 2016. The starting point for identifying these key issues were the United Nations' Sustainable Development Goals (SDGs)¹. An external survey of experts identified eleven development objectives – out of a total of 17 – to which RENOLIT could make a special contribution to achieving as part of its business activities. Their relevance for RENOLIT was then prioritised. Afterwards, the Board of Management and representatives from different specialist divisions met in a workshop and assessed the potential contribution that RENOLIT could make to implementing all eleven SDGs. The resulting materiality analysis is the foundation of the reporting that will be carried out in the years to come and also applies to the Sustainability Report 2019. The materiality analysis is scheduled to undergo an update for the 2020 reporting year that will validate and adjust the previous results.

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

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

The biggest discrepancy between internal and external perspectives was in regard to the SDGs Life Below Water and Life on Land. Their high relevance from an external perspective was probably due to a perceived connection between our products and the pollution of the rivers and oceans by plastics waste. Our products are used in technically sophisticated fields of application, and we are intensively committed to closed-loop material cycles. Alongside fundamentally minimising waste, we are also continuously working on reusing all of the plastics waste that is generated during production in our own processes. In addition to this, we also campaign for recycling processes and returns systems in collaboration with our customers. Another contribution that we make to the circular economy is by actively taking part in systems that recycle products at the end of their life cycles – for roof sheeting, for example – and in innovative pilot projects in the medical industry (you will find out more about our objectives and activities in the field of recycling in the "Production" chapter on pages 51 to 53). From an internal perspective, these activities enable us to contribute to achieving the SDG Responsible Consumption and Production.

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

¹ More information at:
www.un.org/sustainabledevelopment/sustainable-development-goals

RENOLIT materiality matrix



Key issues for RENOLIT

GRI 102-47
GRI 102-49



SDG 3 Good Health and Well-Being

- Occupational Health and Safety



SDG 9 Industry, Innovation and Infrastructure

- Emissions



SDG 5 Gender Equality
SDG 10 Reduced Inequalities

- Diversity and Equal Opportunity
- Non-discrimination



SDG 12 Responsible Consumption and Production

- Procurement Practices
- Materials
- Effluents and Waste
- Environmental Compliance
- Marketing and Labelling
- Customer Health and Safety



SDG 8 Decent Work and Economic Growth

- Economic Performance
- Anti-corruption
- Anti-competitive Behaviour
- Socioeconomic Compliance
- Public Policy
- Employment
- Labour/Management Relations
- Training and Education
- Freedom of Association and Collective Bargaining
- Child Labour
- Forced or Compulsory Labour
- Human Rights Assessment
- Supplier Social Assessment



SDG 13 Climate Action

- Energy
- Water
- Emissions
- Environmental Compliance
- Supplier Environmental Assessment

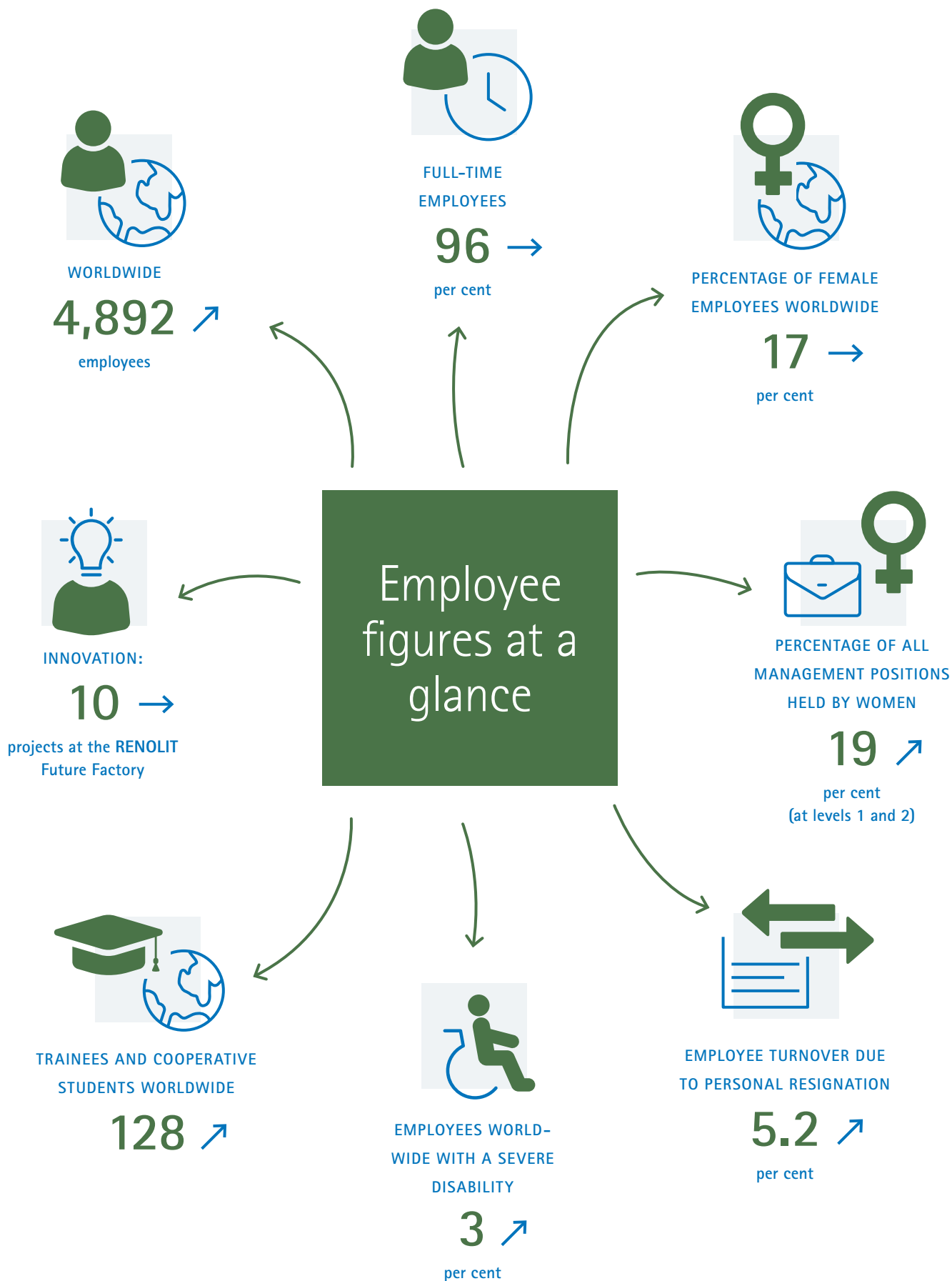



RENDIT
Rely on it.

PEOPLE

A tradition of togetherness

Our company has always been guided by team spirit and a sense of community. These values ring as true today as they did decades ago and are characteristic of the everyday working environment for nearly 4,900 employees. Through training and further education offerings, opportunities for participation and innovation projects, we are also shaping the future of people's individual careers and of the plastics industry as a whole.



Promoting fairness in the workplace

As a family-owned company, we feel a special commitment to our employees. In our Code of Conduct, we make a clear vow to provide all employees with equal opportunities and to treat them equally. We clearly speak out against all discrimination on the basis of factors such as ethnicity, skin colour, language, gender, religion and sexual orientation. We make human resources decisions based on the qualifications, performance records and capabilities that are necessary for the duties and the business framework involved. Moreover, we are committed to complying with the occupational standards of the International Labour Organization¹ and expressly prohibit every form of forced labour and child labour, both at our own company and at our business partners' companies. There is currently no danger of us breaching any internationally recognised human rights at any of our locations. As a matter of course, we comply with provisions that safeguard freedom of association and respect the rights of every employee to join a union or to be represented by an employee representative committee.

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

At the time of publication, RENOLIT was not aware of any verified breaches of human rights, core labour standards, the right to equal treatment, or the freedom of association and collective bargaining. You will find more information about the way that we deal with compliance issues in the "Company Management" chapter (pages 10 to 12).

¹ International Labour Organization; more information at: www.ilo.org

Our employees

GRI 102-41

At the end of 2019, RENOLIT employed 4,892 people at 34 locations worldwide (2018: 4,806 employees at 36 locations), roughly 1.8 per cent more than in the previous year. Worldwide, collective agreements provide 72 per cent of our employees with representation. The majority of them are employed in Europe, where the share of employees represented by a collective agreement is 83 per cent, followed by America at 58 per cent. In the region Asia including the rest of the world, this proportion is 2 per cent. This is because unions conclude collective agreements with the company on behalf of employees; however, for political reasons, unions do not play the same key role in China that they do in Western countries. Accordingly, the majority of the companies that operate there, including RENOLIT, are yet to sign any collective agreements.

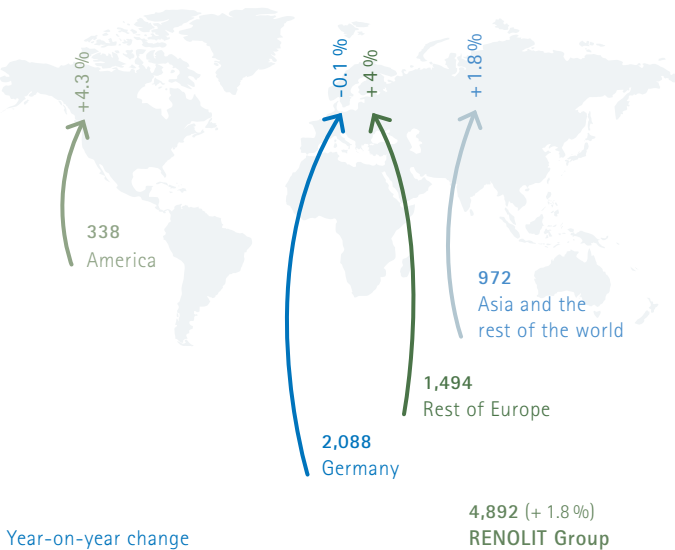
The total number of employees includes both active employees and trainees. "Active employees" means all full-time and part-time employees with either fixed-term or permanent contracts. Overall employment rose by a total of 1.8 per cent year on year. The main reasons for this employment development were the general expansion of business and capacity, successful succession planning and the recruitment of permanent employees instead of temporary workers.

PEOPLE

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



Employees by region in 2019

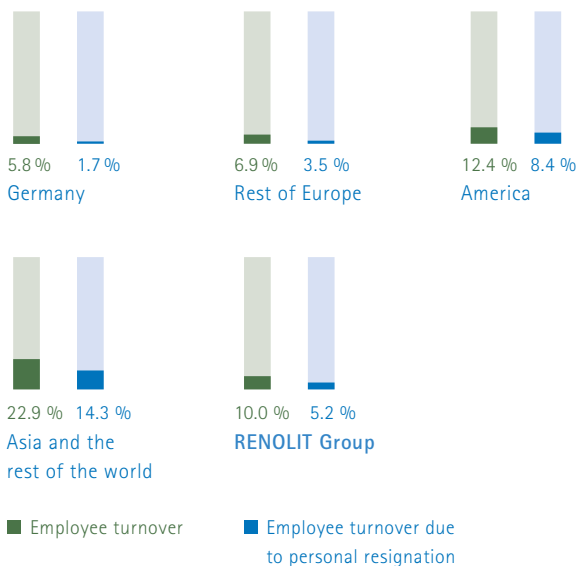


The group-wide employee turnover rate – i.e. the ratio of employees leaving the company compared with the average number of employees – stood at 10 per cent in 2019, representing a slight year-on-year increase. Particularly in Asia, the employee turnover rate increased year on year and came to 22.9 per cent in 2019 (2018: 16.5 per cent). As a result, it was significantly higher than the group average. The high employee turnover among Asian employees is partly due to market mechanisms, such as more attractive offers. In the other regions, the turnover rate remained stable in the reporting year.

Changes in the employee turnover rate due to personal resignations are one means of measuring employee satisfaction. The rate increased year on year to 5.2 per cent (2018: 4.3 per cent). Despite a lack of appreciable changes in Germany, the turnover rate rose slightly in the regions Rest of Europe, America and Asia including the rest of the world. Overall, we record low levels of employee turnover at the **RENOLIT Group**. This suggests high levels of satisfaction among our employees.

Year-on-year change

Employee turnover by region 2019



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

Since 2015, we have been collecting information about our employees' length of employment. This figure has shown no significant change compared to the previous year. Around 33 per cent (2018: 34 per cent) of employees have been with the company for less than five years, 29 per cent (2018: 29 per cent) between six and 15 years, and around 38 per cent (2018: 37 per cent) longer than 16 years. By comparing the different regions, it becomes clear that the length of employment in both America and Asia is significantly lower than in Europe. This can primarily be explained by the high employee turnover rate in Asia and extremely short lengths of employment in the US and in Asian countries, which are normal in those regions.

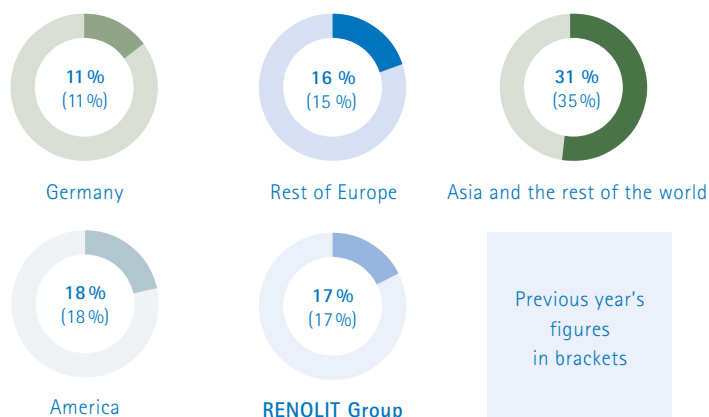
There was no change in the employment structure at group level compared with 2018. The proportion of permanent employees remained constant group-wide at 89 per cent (2018: 89 per cent). Accordingly, the proportion of fixed-term employees was also constant at 11 per cent (2018: 11 per cent). The biggest deviation was again recorded in the Asia and the rest of the world region, where 40 per cent of employees had a fixed-term contract in 2019 (2018: 40 per cent). This difference compared to the group-wide average can be explained by conditions that are typical for the region. Firstly, Chinese labour laws allow for lengthy fixed-term contracts; secondly, it is standard practice for a first contract to be a fixed-term contract, even over a period of several years. We did not observe any changes in the distribution of full-time or part-time employees in the reporting year. As in the past, 96 per cent of all employees work for RENOLIT full time (2018: 96 per cent).

In the previous years we continued expanding the data basis regarding our employment structure, and since 2017 have been reporting on the full-time and part-time employees as well as our fixed-term and permanent employees by gender (see page 32).

If we look at the gender-specific distribution of full-time and part-time employees in Germany, it is striking that, at 39 per cent (2018: 38 per cent), female employees account for a relatively high percentage of part-time employees. There is no significant gender-specific difference in the type of employment in Germany, where 96 per cent (2018: 96 per cent) of male and 97 per cent (2018: 97 per cent) of female employees have permanent contracts.

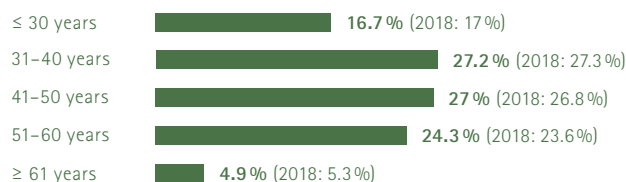
As in the previous year, around 17 per cent of our employees are female (2018: 17 per cent). At 31 per cent (2018: 33 per cent), the disproportionately high percentage of female employees in Asia can be attributed to conditions that are normal for the region and to production processes that are in part less physically strenuous. We have achieved our goal of achieving a 12 per cent to 15 per cent proportion of female employees at management level 1 and a 15 per cent to 20 per cent proportion at management level 2 at our German locations. As of 31 December 2019, the proportion of female managers at level 1 and level 2 was around 19 per cent (2018: 16 per cent). Our Board of Management currently comprises three men (2018: 3); in our six-member Supervisory Board there are no women at the present time (2018: 1).

Proportion of female employees by region 2019



The age structure of RENOLIT employees remained nearly constant in the reporting year. Some of our older employees retired during the reporting year, explaining the slight changes. It corresponds to the age structure of the population as a whole in each of the countries in which RENOLIT is active. The workforce in Asia is much younger than in other regions (for information about the age structure of employees by region, see page 36).

Age structure of employees 2019



Around 3 per cent of RENOLIT's employees worldwide are severely disabled (2018: 2 per cent); at 5 per cent, this figure is at its highest in Germany (2018: 4 per cent). This puts us slightly above the German average, which is 4.1 per cent for privately owned companies.¹

¹ Source: Inclusion barometer work 2019

Employee satisfaction and employer appeal

Achieving work-life balance

One of the main credos of RENOLIT's human resources policy is being aware of family commitments and promoting family-friendly measures. In order to provide men and women with equal opportunities within the company, we have a range of different models for working hours and flexitime systems on offer. They let us respond to our employees' individual needs and help them to find a balance between their work lives and their private lives. Factors like this play a significant role when it comes to choosing an employer, especially for young, qualified professionals.



Satisfied employees as a basis for our success

In 2017, the RENOLIT Group once again carried out an employee survey, which 76.6 per cent of employees took part in. One result that emerged from the employee survey was, for example, the need to convey the company's corporate strategy more clearly to employees. The new corporate strategy, which was developed in 2019, took this need for more communication into account.

The next employee survey is scheduled to take place in 2021. This process enables RENOLIT to track the processes and developments that resulted from the 2017 survey and check whether the measures were implemented and whether this is having a positive effect on employee satisfaction.

Enhancing our attractiveness as an employer – together

We are demonstrating our characteristics and values as an employer as part of our employer branding campaign, allowing us to create a unique company identity. The RENOLIT company brand is already rated very positively by our customers. We want to present RENOLIT as an employer brand separately, thereby strengthening the bond between employer and employees. One of the most important target groups in the campaign is the current RENOLIT workforce. We reported in depth on the measures to kick off the campaign in the Sustainability Report 2018. In 2019, the campaign was expanded to include external communication.

The focus in the reporting year was on the Employer Brand goes digital project. The project included a raft of measures aimed at improving RENOLIT's online positioning as an employer, such as new career section with job openings on the RENOLIT website, new social media content and the increased use of analysis tools by HR.

In all, the new employer branding and HR marketing activities aim to achieve a global network and high flexibility.

Employee development

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

Training qualified professionals

In 2019, we once again gave 48 young people group-wide the opportunity to begin professional apprenticeships at RENOLIT (2018: 44). This means that we employ 128 trainees and cooperative students worldwide (2018: 123), 77 per cent of whom (2018: 76 per cent) complete an apprenticeship in a technical field (as process mechanics, electricians, industrial engineers, media technology specialists, or machine and equipment operators). The proportion of trainees in our overall workforce in Germany is around 3 per cent, which was unchanged year on year (2018: 3 per cent).

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

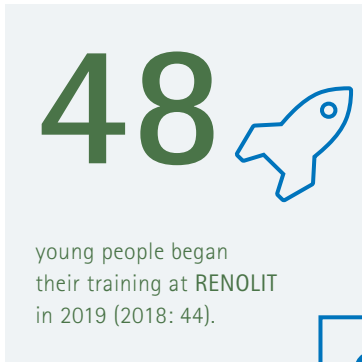
With a retention rate of 80 per cent (2018: 94.4 per cent), we were able to offer the majority of our trainees a secure job in 2019 once they had completed their apprenticeships at our German locations. Aside from Germany, we have also had apprenticeship programmes on offer in France, Italy and the United Kingdom since 2007 and 2006. At the end of 2019, we had one trainee at our Cramlington location in the United Kingdom (2018: 4). In France, three young people completed a cooperative study programme at RENOLIT in 2019. In Italy, we hired one trainee in 2019, with another one continuing his training. At RENOLIT Iberica, several students were once again given the opportunity to complete technical and IT internships in 2019.

In order to hold the quality of our training programmes to the highest standards, we held another training course for our training officers in Worms in 2019. The regular exchange of ideas between trainers and training officers also continued in 2019.

Enabling refugees to join the job market

In 2016, RENOLIT used Europe's intake of refugees as an opportunity to collaborate with Christliches Jugenddorfwerk Deutschlands e. V. and give refugees the chance to get to know our two-part apprenticeship system. In 2019, two refugees completed internships at RENOLIT (2018: 11). The company received two applications.

The interns worked everywhere from the training facility to logistics and from maintenance to production. After successfully completing his six-month entry qualification at the company, a young man from Eritrea began training to become a process mechanic in September. There are currently three refugees undergoing apprenticeships (2018: 4). One of them will complete their training in summer 2020. The two refugees who completed their training in 2019 were hired to work as production specialists for a fixed term at RENOLIT in Worms. Both have adapted well to working in their areas and are thereby making a contribution to the success of the company. We intend to enable more refugees to take part in internships at RENOLIT in the future as well.



Supporting young people's ideas

In 2013, we launched the Juniorfirma project, where we teach our trainees and students at the Worms location about first approaches to company management and help them to engage with strategic issues related to product development. Since its inception, participants have founded a total of seven companies. In 2019, the trainees and students in cooperative programmes generated proceeds of EUR 2,160 through the SMART-Pinner, the product sold by their company. Covered in a RENOLIT film, the product is a magnetic bulletin board that can be placed in a standing position on a desk. After the project, a donation of EUR 1,080 each was handed over to the animal shelter organisation Tierschutzverein Worms Stadt und Land e.V. and the St. Marien youth centre run by the Worms branch of Caritas.

With its StartPlus initiative, RENOLIT is also committed to helping school leavers who have not found an apprenticeship. With StartPlus, RENOLIT gives young people the opportunity to catch up on the qualifications they are missing during a one-year internship and, ultimately, begin a technical apprenticeship. In 2019, the programme gave a total of two interns the opportunity to begin an apprenticeship at RENOLIT (2018: 2). Another school leaver entered the entry qualification programme.

Continuously developing skills and strengths

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

With the help of a range of different staff development tools, we regularly assess our employees' performance in order to determine their individual needs for further education. Depending on the location, this takes place with the help of development questionnaires and by setting appropriate goals. According to the figures for 2018, approximately 95 per cent of our locations group-wide use staff development tools to ensure continuous further development of our employees. In 2018, a new development questionnaire was introduced for managers as well as technical and commercial employees. Several locations have already begun drawing up development questionnaires for various areas. We expect to see the first results in 2020.

In 2016, we developed a concept for succession planning in consultation with the High Potential Management programme. With this concept, we aim to encourage objectivity, transparency and efficiency in succession planning. The new Leadership Development programme, consisting of two modules, started in 2019.

The first module focused on getting to know the strategies of individual Business Units and working together in an intercultural context. In a variety of training sessions, the second module prepared participants for working together to handle two project tasks that were developed by senior management and presented to the participants for them to address in two groups. The results will be presented sometime in 2020.

Shaping the future with innovation

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

At the start of 2018, the second Innovation Contest took place, this time addressing "digital possibilities". Once again, more than 1,000 ideas were submitted for the contest, and the most promising concepts were further developed by interdisciplinary teams in the Future Factory. The winner of the 2018 Innovation Contest was a medical technology project idea aimed at offering customer-specific solutions based on 3D printing to facilitate the production, filling and sealing of medical containers right on site. In 2019, experts were consulted and external mentors engaged as part of the validation process. The concept has been handed over to RENOLIT *MEDICAL*, which will decide on an appropriate time for further market research. Alongside the winning idea, three further teams made it to the Future Factory with their ideas.

The next Innovation Contest is scheduled at Market Unit level for late 2020. Originally slated for 2020, the contest has been postponed because RENOLIT is currently focusing its development efforts on the Strategy 2025 process. More information can be found in the "Company management" chapter (page 9).

The Future Factory was launched back in 2017 as an incubator for validating and developing particularly promising business ideas. It offers space and financial resources to ideas that go beyond the company's core business, so that they can be further developed in a market-oriented, entrepreneurial and creative spirit. Those responsible for the project are supported by external experts and institutes so as to rapidly identify market and business potential. In 2019, a total of ten projects completed the incubation phase at the Future Factory (2018: 10). They report on their progress at regular intervals.

Occupational health and safety

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

Safe working conditions

RENOLIT has launched occupational safety committees to internally develop and improve occupational safety. Group-wide, 448 (2018: 435) employees are involved in these committees. Their main task is to drive the development and implementation of our philosophy of Behaviour-Based Safety (BBS). "Accident Teams" form part of these committees at the German locations. These teams – comprising accident victims, safety officers, employee representative council members, department heads and, if necessary, other employees – identify the causes of accidents and derive correctional measures, continuously improving safety conditions at the location. In doing so, we work with all of our employees to develop and embrace a culture of safety that takes human error as well as technical and organisational safety measures into account.



With the help of the key components of the BBS method – safety inspections and safety meetings – they aim to identify and openly communicate any room for improvement. Safety optimisation, a previous component, did not generate any successful results and was found to be inefficient in the reporting year. As a result, RENOLIT is gradually ceasing its work on this component in 2020. The component is currently still in place at five of our locations (2018: 8).

Alongside the structural changes within the BBS approach, RENOLIT has also moved away from the original goal of having launched BBS at all RENOLIT production locations (excluding holding companies) by 2020. Instead, RENOLIT is focusing more strongly on high-risk locations. At our German locations, the plant managers were asked in the reporting year to come up with location-specific occupational safety strategies and goals. The approach will be rolled out at the remaining locations should the process prove promising, helping to take into account local factors and local expertise.

RENOLIT sees a particular need for action at the production locations in Buriasco, Villatuerta, Munich, Milan, La Porte and Worms. BBS is to be used in a more targeted manner to provide the culture of safety at these particular locations with an especially strong boost. The process of honing the focus has already been started at the German locations. Buriasco and Villatuerta will be the focus in 2020.

Accident analyses conducted in the reporting year revealed that the identification and assessment of sources of danger need to be optimised at RENOLIT. The BBS committee at the Worms location responded to these findings with a specially developed training programme on identifying and assessing risks. The test phase at the Worms location in early 2019 was completed successfully. In future, this component will be part of the BBS programme. A broad-based information campaign by the name of BBS+ is also planned to increase awareness of dangers and enhance risk perception. The programme will start by addressing employees at German locations. After that, BBS+ will gradually be rolled out at further plants, supported by proven training concepts and methods. Additional key performance indicators will help to understand whether safety activities have been successful.

Due to structural changes to the BBS programme, RENOLIT did not add any additional locations to the BBS programme. Furthermore, one location had to temporarily halt the BBS programme due to a change in responsibilities. This means that 15 (2018: 16) of our 22 production plants are now practising BBS. All locations that are part of the BBS programme have implemented the first component, safety inspections. The second component, safety meetings, is now also being practised in England, France, Italy, Spain, Belgium and the Netherlands together with the German locations, taking this to a total of twelve locations (2018: 13).

Key components of the BBS method



Since 2004, we have also been successively implementing the 5S programme group-wide, which is intended to create a safe, clean and manageable working environment. Its aim is to ensure that workflows are disruption-free in order to reduce the risk of occupational accidents. As of 31 December 2019, the 5S programme had been introduced group-wide at 15 locations (2018: 14).

In the reporting year, we recorded an increase in the thousand-man ratio from 11.8 to 13.7 (2017: 14.6). The thousand-man ratio is the number of occupational accidents per year subject to reporting requirements where an employee misses at least one day of work per every 1,000 production employees. Certain plants in Germany and Europe accounted for the lion's share of the trend. We attribute the development to a decline in caution and safety consciousness. Due in particular to the developments in 2019, our goal is to achieve a thousand-man ratio of less than ten through our BBS+ measures

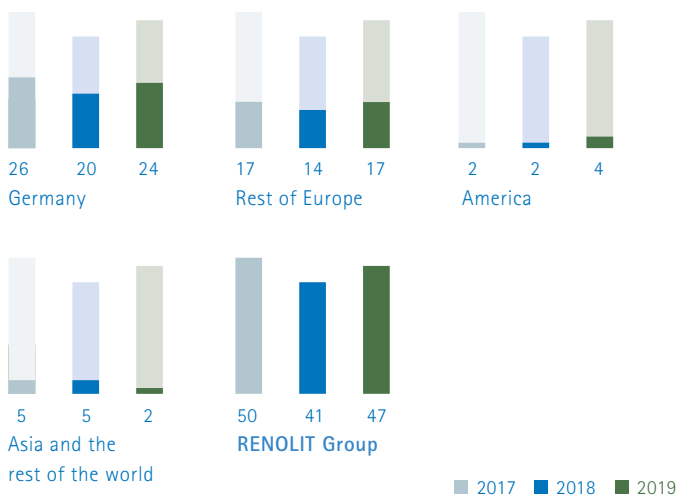
The year 2019 ended with a total of 47 accidents that were subject to reporting requirements, corresponding to a slight deterioration on the previous year (2018: 41). At 24 (2018: 20), German locations reported the highest number of occupational accidents, followed by other European locations at 17 (2018: 14).

With an average of 17 sick days per accident (2018: 26 sick days), we made progress when it came to health in 2019. The number of sick days per accident provides an insight into the severity of accidents. The current level of severity is largely due to two serious conduct-related accidents. We are continuously looking for ways to implement effective measures to decrease our rate of accidents. These include a modified cleaning procedure for the calender rolls and the development of a technical solution for automated cleaning equipment in order to make working in the calender department safer.

448

employees are involved in occupational safety committees (2018: 435).

Accidents by region



Beijing Wood-Stock Co. Ltd. and Changzhou Wood-Stock Co., Ltd. are not included in the figures for 2018.

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

Accident-free locations

More than six years



APPL GOR Plastics India Private Ltd.

More than two years



RENOBIT SE, Waldkraiburg
 RENOLIT Nederland B.V.
 RENOLIT Belgium N.V.

More than one year



RENOBIT Chile
 RENOLIT RBM Beijing
 RENOLIT SE, Thansau

Periods in which there has been no incidence of accidents that are subject to reporting requirements.

In 2019, no occupational accidents resulted in death. At 32 per cent, bruising was the most common type of accident injury. Cuts were behind the second-highest number of accidents in 2019, accounting for 28 per cent (2018: 31 per cent). We are happy to report that the number of bone fractures was cut nearly in half, falling to roughly 10 per cent. Accounting for a share of roughly 17 per cent, the incidence of sprains and pulled muscles increased significantly (2018: 7 per cent), which can be seen as a sign of increased lack of caution. As in 2017 and 2018, more than 60 per cent of accidents were caused by behaviour-related factors, followed by technical (24 per cent) and organisational causes (13 per cent).

Since 2014, we have been working with an e-learning programme called "sam" in Worms to educate our employees about a number of select occupational health and safety issues. The system is also being increasingly used to record and evaluate occupational accidents. The systematic reporting, documentation and processing of near accidents and unsafe situations at the Worms and Frankenthal locations is a recent change. We plan to introduce this aspect of the system at other locations should it prove successful. Key figures are automatically communicated to a circle of designated responsible individuals, and implemented measures can be tracked better. We have now successfully launched the programme at our German locations and in Cramlington. Our locations abroad have expressed considerable interest in using the e-learning programme. As a result, it is to be rolled out further in future depending on the available resources.

In order to reduce the risk of occupational disease as far as possible, RENOLIT has formulated appropriate operating instructions, ensuring that the necessary frameworks are in place. Overall, hearing impairment poses the biggest risk in terms of occupational diseases at RENOLIT. In order to prevent occupational diseases, testing is carried out at all production locations in addition to inspections and regular health meetings. It is usually carried out for a specific reason; for example, acoustic testing is carried out at locations that use loud machinery.

In 2019, no new cases (2018: 2) were reported to the Berufsgenossenschaft (employers' liability insurance association) in Germany.

Hazardous substance testing is essential at the locations that use chemicals with hazard potential. Unlike with conventional human and machine-related risks (such as errors, pressure, temperature and mechanical factors), the hazardous substance testing of chemicals is laborious due to their complexity. The introduction of the easy-to-use workplace control scheme for hazardous substances (Einfaches Maßnahmenkonzept Gefahrstoffe, or EMKG) allowed us to train those responsible at the German locations by the end of 2019. Chemical hazardous substance testing will remain an important aspect of occupational safety in 2020.



Promoting employee health

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

In 2019, RENOLIT Iberica in Spain expanded its range of health services for office workers. For the first time, employees had the opportunity to make use of preventive physiotherapy courses to maintain their physical fitness and posture in everyday life.

In Cramlington, UK, RENOLIT introduced a mental well-being programme to act as a point of contact for employees facing mental and psychological strain. One part of the programme is the Elephant in the Room initiative, which is designed to encourage employees to be more proactive in addressing mental stress factors. Additionally, twelve

mental first-aiders were provided to offer employees support through direct and confidential advice in problematic psychological situations. Going forward, Mental Health Awareness Sessions will also help to sensitise employees to mindfulness and the correct treatment of colleagues in an everyday work environment. This commitment is already paying off: in 2019, RENOLIT Cramlington Ltd. received the Silver Better Health at Work Award from the National Health Service.

In Germany, we expanded social benefits in 2016 by adding a disability insurance module. As a result, we are actively helping our employees to protect themselves against this threat to their livelihoods. Each employee

receives basic coverage financed by RENOLIT and the opportunity to supplement this coverage with their own contributions and RENOLIT subsidies. A group contract provides employees with interesting, affordable preferential conditions. Receiving coverage without health checks and the elimination of risk subsidies are just some of the benefits that the group contract provides.

Furthermore, as part of occupational health management at our Worms location, we have developed first approaches toward health-friendly management. This places the focus on health factors, fostering a safe, healthy working environment. Employees who usually carry out their activities in a sitting position, for example, receive

ergonomics training. In manufacturing, we record heavy lifting and carrying activities with the goal of reducing the physical strain on affected employees by implementing appropriate measures.

In April 2017, the work bike concept was incorporated into occupational health management for the first time. RENOLIT's concept continues to enjoy tremendous popularity among employees, who pay for their bikes conveniently through their monthly salary while receiving tax benefits. A total of 319 employees take part in the scheme (2018: 255), with 488 bicycles leased (2018: 383).

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

319



employees are using 488 (2018: 383)
leased bicycles (2018: 255).

Social commitment

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

In 2019, we donated around EUR 35,000 to social projects (2018: EUR 42,000), spent EUR 24,000 on sponsoring cultural events (2018: EUR 21,500) and made EUR 36,000 available for scholarships (2018: EUR 7,000). Where financial support for projects is concerned, each production location can decide itself which projects it would like to support. It has now become an annual tradition for RENOLIT locations all over the world to make donations to charitable organisations of their choice at Christmas. Furthermore, there are various corporate volunteering projects at the individual locations.

RENOLIT has been sponsoring the Nibelungen Run in Worms since 2010. In the reporting year, the race was held for the 16th time, with more than 2,000 runners at the starting line. We are particularly pleased that a RENOLIT team has participated in the race for several years. This year, 132 (2018: 162) participants from 17 different RENOLIT locations (2018: 16) competed.

Other employee figures

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

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

	2017		2018		2019	
	Full-time employees	Part-time employees	Full-time employees	Part-time employees	Full-time employees	Part-time employees
Germany	94 % of which 6.9 % women	6 %	94 % of which 7.1 % women	6 %	93 % of which 7 % women	7 % of which 64 % women
Rest of Europe	96 % of which 13.6 % women	4 %	96 % of which 13.4 % women	4 %	96 % of which 24 % women	4 % of which 63 % women
America	100 % of which 15.5 % women	0 %	100 % of which 17.6 % women	0 %	99,7 % of which 18 % women	0,3 % of which 100 % women
Asia and the rest of the world	100 % of which 33.2 % women	0 %	100 % of which 33.7 % women	0 %	100 % of which 31 % women	0 %
RENOLIT Group	96 % of which 15.3 % women	4 %	96 % of which 15.2 % women	4 %	96 % of which 18 % women	4 % of which 64 % women

Only active employees (all full-time and part-time employees that have fixed-term or permanent contracts).

The proportion of women among the full-time employees was first recorded in 2017. The proportion of women among the part-time employees was first recorded in 2019.

Fixed-term and permanent employees by region and gender

	2017		2018		2019	
	Full-time employees	Part-time employees	Full-time employees	Part-time employees	Full-time employees	Part-time employees
Germany	95 % of which 10.4 % women	5 %	96 % of which 9.2 % women	4 %	97 % of which 11 % women	3 % of which 14 % women
Rest of Europe	95 % of which 16 % women	5 %	97 % of which 9.8 % women	3 %	94 % of which 15 % women	6 % of which 22 % women
America	100 % of which 15.5 % women	0 %	99 % of which 25 % women	1 %	99 % of which 18 % women	1 %
Asia and the rest of the world	57 % of which 31.2 % women	43 %	60 % of which 36.4 % women	40 %	60 % of which 31 % women	40 % of which 31 % women
RENOLIT Group	87 % of which 15.5 % women	13 %	89 % of which 30 % women	11 %	89 % of which 16 % women	11 % of which 28 % women

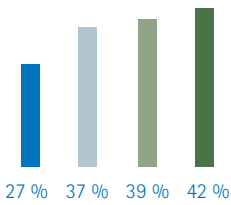
Only active employees (all full-time and part-time employees that have fixed-term or permanent contracts).

The proportion of women among the full-time employees was first recorded in 2017. The proportion of women among the part-time employees was first recorded in 2019.

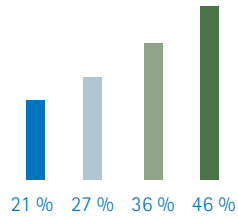
Period of employment in years by region

2018

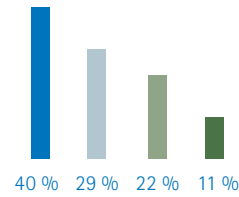
≤ 5 years



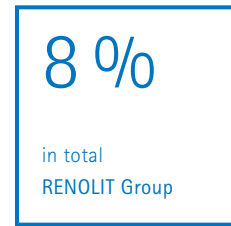
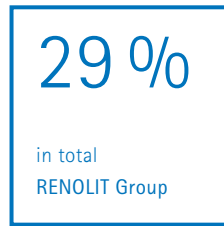
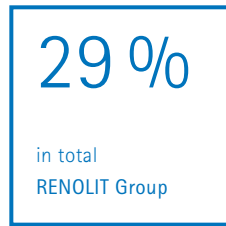
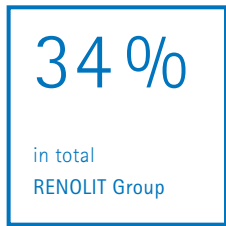
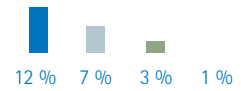
6-15 years



16-30 years



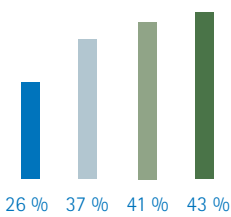
31-50 years



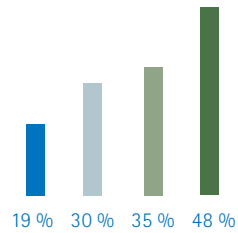
■ Germany ■ Rest of Europe ■ America ■ Asia and the rest of the world

2019

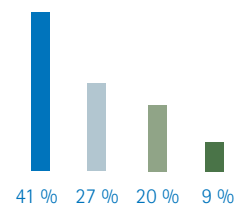
≤ 5 years



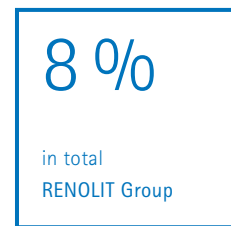
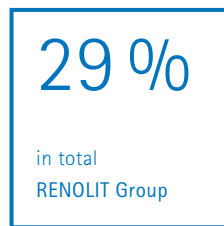
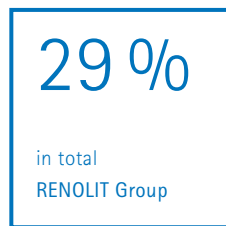
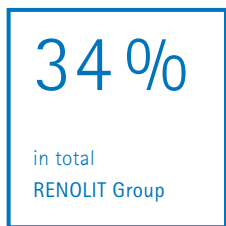
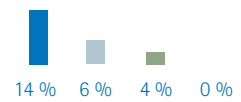
6-15 years



16-30 years



31-50 years



■ Germany ■ Rest of Europe ■ America ■ Asia and the rest of the world

New hires by age, gender and region

2018

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

2019

	Germany	Rest of Europe	America	Asia and the rest of the world	Total
< 30 years	86 of which 14 % women	52 of which 17 % women	33 of which 18 % women	95 of which 36 % women	266 of which 23 % women
30–50 years	46 of which 11 % women	65 of which 22 % women	23 of which 26 % women	122 of which 27 % women	256 of which 23 % women
> 50 years	6 of which 50 % women	16 of which 13 % women	2 of which 0 % women	5 of which 40 % women	29 of which 24 % women
Total	138 of which 14 % women	133 of which 19 % women	58 of which 21 % women	222 of which 31 % women	551 of which 23 % women

Departures by age, gender and region 2018

2018

	Germany	Rest of Europe	America	Asia and the rest of the world	Total
< 30 years	52 of which 1.9 % women	8 of which 50.0 % women	13 of which 0 % women	80 of which 33.8 % women	153 of which 20.9 % women
30–50 years	32 of which 6.3 % women	57 of which 24.6 % women	12 of which 0 % women	76 of which 40.8 % women	177 of which 26.6 % women
> 50 years	40 of which 12.5 % women	35 of which 34.3 % women	10 of which 0 % women	2 of which 0 % women	87 of which 19.5 % women
Total	124 of which 6.5 % women	100 of which 30.0 % women	35 of which 0 % women	158 of which 36.7 % women	417 of which 23.0 % women

2019

	Germany	Rest of Europe	America	Asia and the rest of the world	Total
< 30 years	52 of which 13 % women	21 of which 19 % women	14 of which 7 % women	93 of which 39 % women	180 of which 27 % women
30–50 years	29 of which 10 % women	49 of which 14 % women	22 of which 9 % women	121 of which 40 % women	221 of which 27 % women
> 50 years	44 of which 9 % women	73 of which 4 % women	6 of which 50 % women	5 of which 20 % women	128 of which 9 % women
Total	125 of which 11 % women	143 of which 10 % women	42 of which 14 % women	219 of which 39 % women	529 of which 22 % women

Age structure of employees by region (by age group)

Age	2017					2018					2019				
	≤ 30	31-40	41-50	51-60	≥ 61	≤ 30	31-40	41-50	51-60	≥ 61	≤ 30	31-40	41-50	51-60	≥ 61
Germany	21 %	18 %	26 %	31 %	5 %	20 %	18 %	22 %	32 %	8 %	21 %	18 %	22 %	32 %	7 %
Rest of Europe	11 %	24 %	36 %	24 %	5 %	11 %	23 %	36 %	25 %	5 %	11 %	23 %	34 %	26 %	6 %
America	15 %	29 %	22 %	27 %	7 %	19 %	28 %	22 %	24 %	7 %	19 %	26 %	23 %	26 %	6 %
Asia and the rest of the world	23 %	50 %	23 %	3 %	0 %	18 %	47 %	24 %	9 %	2 %	15 %	53 %	28 %	4 %	0 %
RENOLIT Group	18 %	27 %	28 %	23 %	4 %	17 %	27 %	27 %	24 %	5 %	17 %	27 %	27 %	24 %	5 %

Accidents by type of injury

	2017	2018	2019
Laceration / cuts / punctures / abrasions	9	13	13
Burns	3	2	2
Bruises / contusions / sprains	19	14	23
Bone fractures	7	9	5
Eye injuries	2	1	2
Amputations	2	0	0
Death	0	0	0
Other	3	3	2

Accidents are not recorded by gender at the RENOLIT Group, as this does not contribute to accident prevention during follow-up work. As accident notifications are often distributed to a wide range of people, personal data is kept to a minimum. As a result, factors such as the age or name of the injured party are also not reported. American RENOLIT Corporation LA and Changzhou Wood-Stock Co., Ltd. are not included in the key figures for 2019.

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

2018

Board of Management



Supervisory Board



■ 30-50 years ■ ≥ 50 years

2019

Board of Management



Supervisory Board



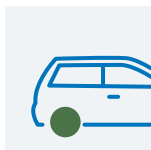
■ 30-50 years ■ ≥ 50 years



PRODUCTS

Diverse, experienced, innovative

When reliability and high quality are needed, our products are there to help. Because films and composites from RENOLIT are used in numerous industries, we not only unite a broad spectrum of expertise, but must also fulfil diverse responsibilities. That is why we are continuously working on sustainable product advancements.



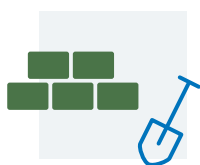
Automotive industry

From cladding to protective films, our applications for the automotive industry are as varied as they are valuable. For example, we offer fluorescent automotive films for greater safety on the road. Our interior cladding includes RENOLIT WOOD-STOCK, a 100 per cent recyclable wood plastic composite material made with 50 per cent renewable natural fibres.



Medical and pharmaceutical industry

The sterile packaging and safe films that RENOLIT manufactures for the medical and pharmaceutical industry are characterised by their high-quality materials and reliability. Our production processes are based on more than 50 years' industry experience, and we continue to develop our knowledge, for example at our Amsterdam Innovation Center.



Home and building

From hard-wearing flooring to decorative films for walls, furniture, ceilings and doors, our products have numerous application in interiors. But RENOLIT products can also be found outdoors: our product portfolio for homes and building includes everything from material-efficient roof structures and waterproof liners for swimming pools to films for window profiles and facades.



Advertising and packaging

Countless people use RENOLIT products in their work every day in the form of labels, office supplies and advertising material. We offer flexible shapes and sizes, modern colours and material efficiency. For example, RENOLIT GORCELL's honeycomb structure helps make storage solutions, flight cases and office furniture lighter and more environmentally friendly.



Maritime

The maritime industry faces considerable challenges when it comes to materials. Whether it is anti-slip film, antifouling or protective film for workboats, RENOLIT has the solutions. We protect ship structures from corrosion and offer professional coatings for boat windows. RENOLIT's products for underwater applications are free of biocides, making them an environmentally friendly alternative.



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

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

In the reporting year, RENOLIT's eight Business Units concentrated on the diverse range of applications required by our industries. The Business Units cooperate closely to enable focused communication and the exchange of ideas and experiences.

Our management structures were realigned in the course of a strategic review conducted in the reporting period. The eight former Business Units were reorganised to tap into major innovative potential, identify market changes at an early stage and offer customised products and solutions. In the future, we will operate as 13 Market Units that report directly to the Board of Management. The new units are divided into strategic Business Units in established markets and Market Units in new markets.

Our Market Units meet market requirements and address global challenges. With our product solutions, we can and will contribute to achieving many of the UN's Sustainable Development Goals.

PRODUCTS

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



Our products and their relationship to sustainability

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

The diverse range of applications shows that products made of plastic are an integral part of our lives. In many areas, plastics help to save energy, reduce the use of greenhouse gases and conserve natural resources. However, their intensive use brings about certain challenges. In particular, inadequate disposal and recycling structures can result in plastic waste leaking into the environment. Although RENOLIT's products are only used in technically sophisticated industries and do not end up in household waste, we also take responsibility for the issue of waste. Resource efficiency and effective waste management are indispensable in this regard. As part of the plastics industry, we also work intensively on raising recycling and reuse rates (for more information, see the Production chapter on page 51).

PRODUCT HIGHLIGHT

Perfectly fitted facades made from reusable material

External insulation and decoration of facades can generate a lot of waste. That is why the new COMPACT range from RENOLIT ONDEX is fully tailored to the individual customer's needs. That allows us to reduce waste to a minimum in the production process. We have also achieved a 100 per cent recycling rate throughout the value chain. Like all plastic used in the RENOLIT COMPACT range, the residual film is 100 per cent recyclable and is fed back into our production process, representing a further step towards the circular economy



Responsible manufacturing and procurement

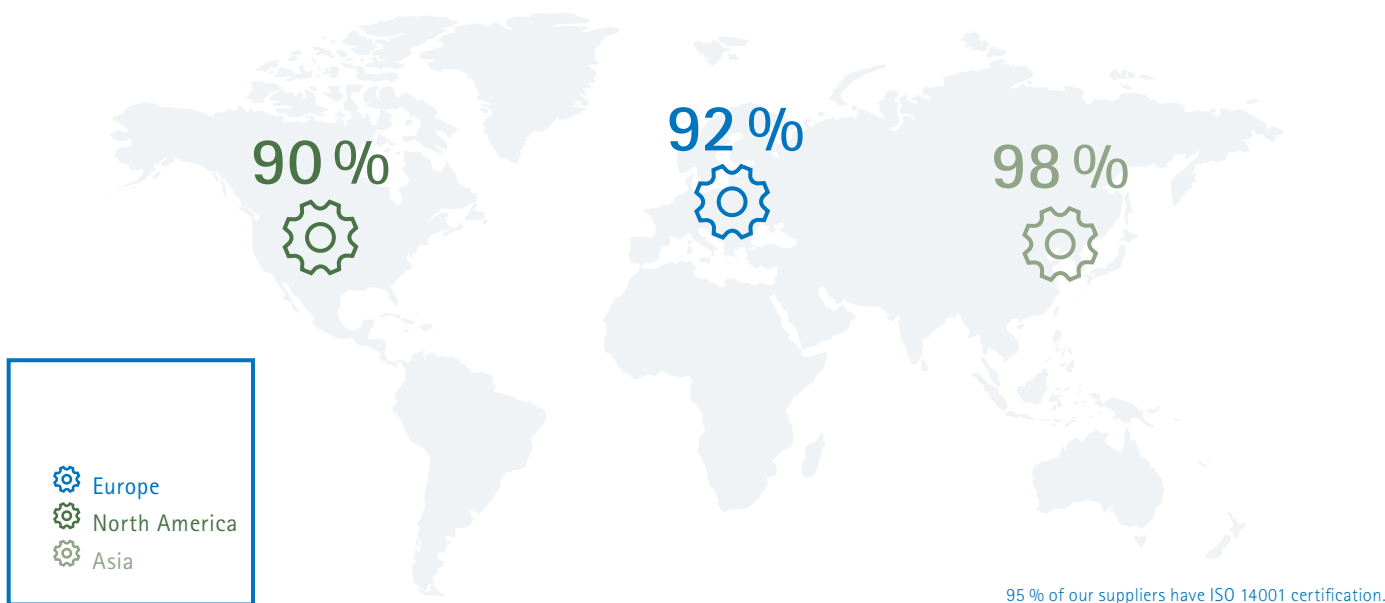
When it comes to our products, we rely on in-house production – both in development and manufacturing. Procurement volumes of bought-in semi-finished products have been less than 10 per cent for several years. Semi-finished products include rubber and moulded plastic components as well as textiles made from plastic fibres.

We place value on procuring supplies locally. Specifically, this means that we prefer suppliers who have their production plants on the same continent as the RENOLIT plant in question. By pursuing a policy of a high proportion of local supplies – i.e. the share of supply volumes from the same continent in relation to the entire supply volume – we want to support local economies and avoid generating emissions during transport. The proportion of local supplies has been very high for several years now in all of our regions. For example, we once again achieved a proportion of local supplies of 98 (2018: 98) per cent in Asia in 2019. The proportion in the US remained at 90 (2018: 90) per cent. In Europe, 92 (2018: 93) per cent of the supply volume is produced on the European continent, while approximately 2 (2018: 2) per cent is imported from North America and 6 (2018: 5) per cent from Asia.

We also make sure that we comply with the standards set out in our conditions of purchase when collaborating with business partners. RENOLIT SE's conditions of purchase expressly specify that suppliers must comply with statutory provisions regarding working conditions and safety standards. We speak out against all forms of forced labour and child labour and obligate our suppliers to uphold the individual and collective labour rights of employees and to pay the minimum wage in force in their country. We regularly revise our conditions of purchase. As part of our most recent revision (2017), we added new specifications for dealing with hazardous substances and chemicals (German Ordinance on Hazardous Substances and the REACH¹ regulation) and a requirement to pay social security.

¹ REACH (Registration, Evaluation, Authorisation and Restriction of Chemicals) is an EU chemicals regulation (1907/2006) that came into effect in 2007 and is in force in all member states. Going by the "no data, no market" principle, only chemical substances that have been previously registered may be brought into circulation in the jurisdiction.

Environmental certification of our locations 2019



Alongside suppliers that produce locally, we prefer suppliers who are able to prove that they have a certified environmental or energy management system in place. For our German locations, we have set ourselves the objective of procuring at least 85 per cent of our purchasing volumes from suppliers that have an environmental management system with ISO 14001 certification.¹ In 2019, we ordered approximately 95 (2018: 92) per cent of our raw material purchasing volumes from suppliers that comply with this globally recognised environmental management standard. We were also able to exceed our objective of purchasing 60 per cent of our raw materials from suppliers that have ISO 50001 energy management certification by around 20 (2018: 5) percentage points.

Product responsibility

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

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

This is also the approach that RENOLIT with regard to substances such as titanium dioxide. The EU Commission has classified the white pigment as "presumably carcinogenic to humans when inhaled". However, that only applies to titanium dioxide in powder form; when the pigment is incorporated in a matrix, such as a plastic film, the classification does not apply. The matter is currently subject to an 18-month transitional period, during which appropriate action will be determined.

¹ This includes all raw materials suppliers that supply purchasing volumes of EUR 200,000 per year or more.

The legally permitted concentration of titanium dioxide in the air varies from country to country. In Germany, this level is currently a fraction of the value cited in the study that the recommendation is based on. The existing workplace safety measures at RENOLIT's plants worldwide mean that the stipulated limits are complied with at all times. According to official assessments, no additional protective measures are required due to the new classification. If the legal limits change, it goes without saying that we will take appropriate measures to comply with these limits and to protect our employees.

In order to meet our own high quality standards, we have launched an ISO 9001-certified quality management system at 16 production plants. This management system helps us to continuously improve processes, assess risk and achieve a consistent level of quality. Because the quality of our products is influenced by the raw materials that we purchase, we expect our suppliers' quality standards to be just as high as ours. By incorporating suppliers into the development and quality planning process early on, we are able to generate a seamless flow of information that is essential for flawless manufacturing and for supplying products with reliable processes.

We continue to improve the level of quality at all of the production locations in the RENOLIT *MEDICAL* Business Unit. There we have set ourselves the ambitious goal of meeting the Good Manufacturing Practice (GMP) standards. This will allow us to fulfil the expectations of both customers in the field of medicine and the FDA². For this reason, we carried out an evaluation of the ISO standards 15378, 13485 and 9001 to ensure that we have selected the right quality system for our applications. As a result, we decided to keep the ISO 13485 standard, which has already been implemented at all RENOLIT *MEDICAL* locations.

The ISO 15378 standard, which covers both ISO 9001 and the GMP requirements, will replace ISO 9001 in the medium term and be introduced at all production locations relevant to our medical products. The implementation of ISO 15378 is in full swing. The final certifications are planned for 2020. However, due to the coronavirus pandemic, it was not clear as of the editorial deadline whether all timetables will be adhered to.

² The FDA (Food and Drug Administration) is the food and medicines regulatory body in the United States of America.

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

Catalysts for innovation

RENOLIT unites two principles: competence from years of experience and product tradition, and the will to innovate constantly. As one of our five brand values, "innovative" is therefore at the heart of our business activities. We have committed ourselves to progress and development so that we can keep using our products to improve quality of life for many people in the future as well. Our goal is to be an innovative market leader. To achieve that, we actively facilitate a corporate culture that is conducive to innovation. RENOLIT aims to give its employees the freedom to show initiative while providing and sharing knowledge and resources. That allows us to work together to develop practical solutions with significant customer benefits.

For example, the RENOLIT Innovation Contest is a flagship initiative that makes an intensive contribution to promoting our culture of innovation (for more information, see the chapter "People" on page 26). The global Innovation Contest takes place regularly on a new topic in each case. In 2018, it focused on the topic of "digital opportunities". The next innovation contest is planned at Market Unit level for late 2020.



One important step on our journey towards structuring and harmonising our innovation processes and creating synergies has been the global launch of our innovation management system InnoView. The system enables our employees worldwide to distribute packages of tasks, collect information and coordinate decision-making processes. We use this system to provide transparency about our innovation portfolio and to network activities at different locations.

The Future Factory has also been successfully established as a driver of innovation at the company. It serves as an incubator for particularly promising business ideas, which are validated and developed there. In 2019, a total of 4,597 hours of work and EUR 177,575 were invested in the Future Factory, with 25 managers sponsoring employees from a total of ten locations. Overall, ten projects involving 30 employees from nine countries were given room to develop.

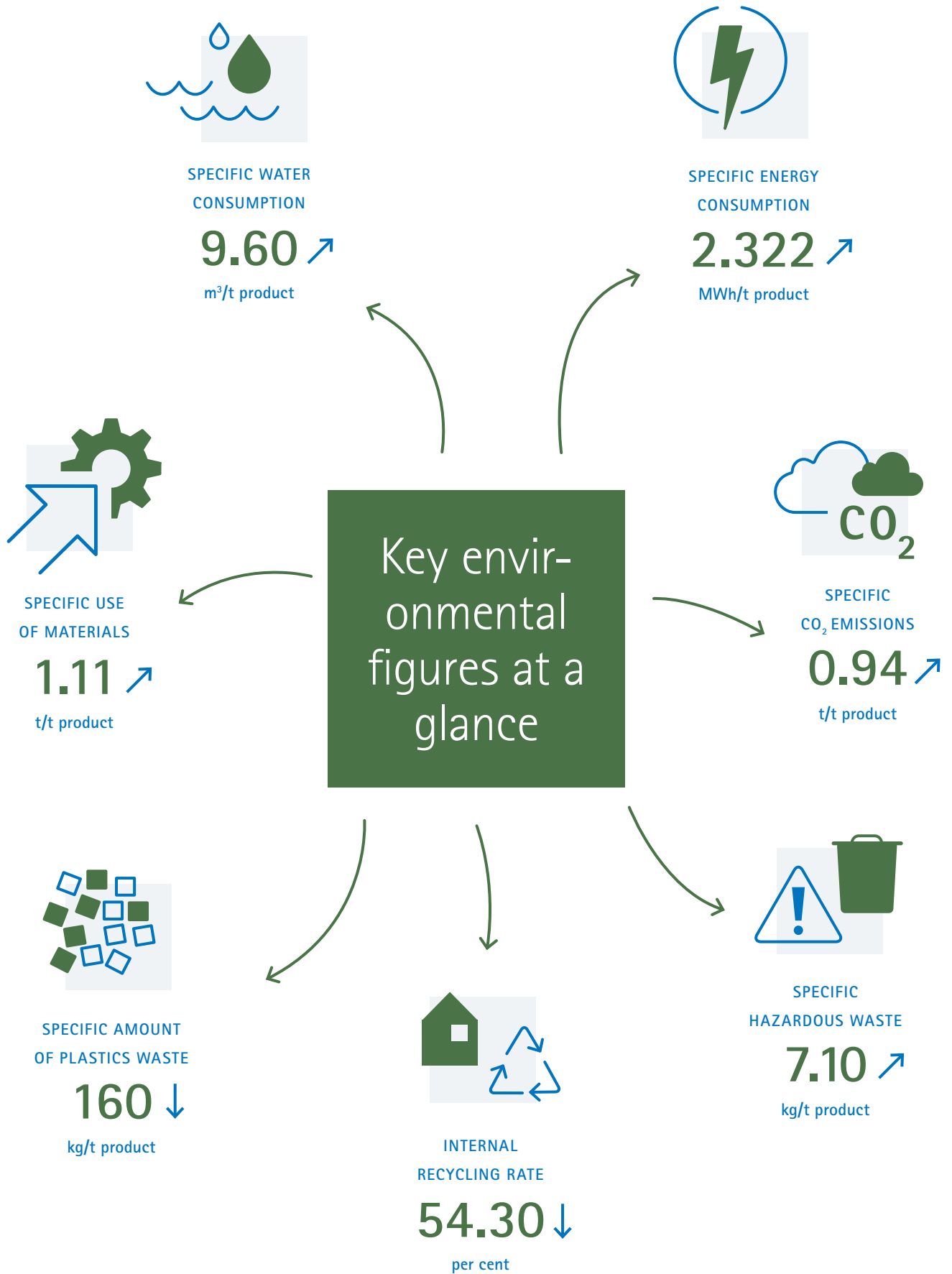




PRODUCTION

Careful use of resources

Our own production processes offer the greatest potential for a more sustainable future. We are constantly modernising our traditional business. That allows us to make processes more efficient, conserve resources and reduce emissions. Responsible production is the foundation for a sustainable company.



Corporate environmental protection

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

The number of locations certified in line with the internationally recognised standards ISO 14001 and EMAS increased from nine to ten. The production location in Milan, which chose and successfully achieved certification according to ISO 14001, is new. During both internal and external annual monitoring carried out by renowned regulatory bodies such as TÜV, Bureau Veritas and Lloyd's, all of our plants demonstrated that their management systems meet the standard requirements and that they are subject to a functioning and ongoing process of improvement.

Fields of accountability for environmental issues have been set out for all production plants. Moreover, external bodies continuously monitor our locations, helping us to implement statutory regulations and update existing permits. The national authorities for our respective locations identified either no violations or only marginal violations during their 2019 audits. Monthly inspections by the authorities demonstrate the rapid development of legislation in China, which generally allows very little time for implementation. Our approach to hazardous waste, dust, noise and plant emissions, as well as technical equipment for explosion protection and fire safety, are core topics at the Chinese locations in Guangzhou and Beijing, and are an area of focus for the authorities.

Moreover, each production plant must complete an annual environmental report that identifies potential environmental risks and recommends measures to minimise them. At the beginning of 2016, a standard report was introduced at all German plants to ensure data comparability. The environmental reports from the production plants show that the diversity and complexity of environmental issues and regulations are some of the central challenges facing our environmental management system. For this reason, we have incorporated elements of our internal environmental standards into the review criteria for internal audits in order to improve the flow of information. The results of the audits are the same as those of the previously mentioned governmental inspections: no locations significantly violated any national environmental laws.

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

The plant in La Porte has been successfully cleaned up. Because ground contamination has decreased to a minimum in recent years, the authorities here recently agreed to end the clean-up, with the result that the location is now only subject to monitoring. The forthcoming launch of a pilot project for biological decontamination at the Chevigny location can also be noted as a positive development.

PRODUCTION

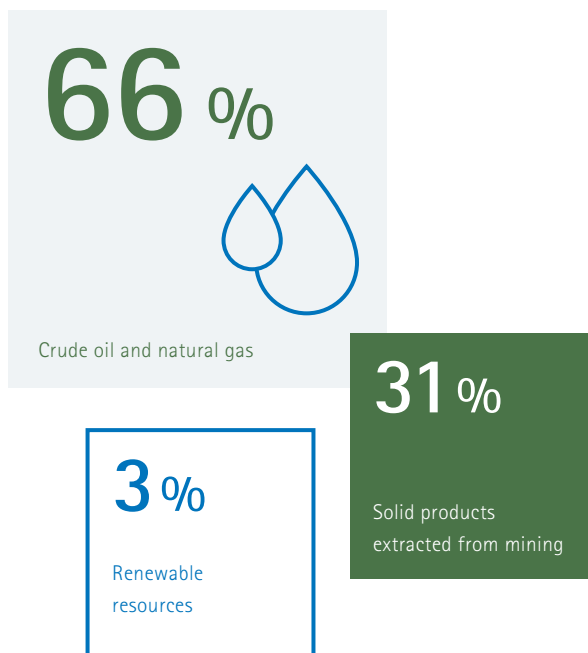
These are the SDGs that we have defined as material in the area of production.



Materials and resources

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

Composition of raw materials



Based on estimates

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

In 2019, a total of 269,577 (2018: 277,424) tonnes of materials were used in the production process (based on purchases of raw materials and semi-finished products during the reporting year). The drop of around 2.9 (2018: 1.75) per cent is in line with the slight decrease in the volume of production assets. As in the previous year, in 2019 materials efficiency – i.e. the ratio of absolute materials input to annual production – increased slightly to a value 1.11 (2018: 1.09).

Materials efficiency

(Absolute use of materials in t/annual production in t)

2017	2018	2019
1.09	1.09	1.11

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

Using raw materials and chemical safely

Due to the composition of our products, we use a range of different raw materials and chemicals during the production process. Only by dealing with them responsibly can we ensure that we avoid polluting the air, water and soil, minimise fire risks and prevent injury to our employees' health. For this reason, we carry out regular site inspections at all of our locations and provide training on purchasing and transporting as well as on storing and handling materials. Moreover, instructions for all relevant materials must be prominently displayed at warehouse and processing sites. There is at least one skilled person at each location who is in charge of ensuring that the location complies with all relevant laws and provisions for handling substances, especially dangerous raw materials. As in the previous year, there were no cases in which the aforementioned provisions were not complied with in 2019.

Handling hazardous substances safely

One challenge facing RENOLIT production plants is the question of how to store hazardous substances. The predominantly old buildings at some plants, which make it difficult to store substances that are harmful to water in compliance with regulations, are an important factor. In order to ensure that we deal with hazardous substances in an environmentally friendly way, RENOLIT has recorded all of the affected areas at all German locations and taken appropriate measures. For this reason, we have installed sealed surfaces at some locations that prevent liquids from seeping into the soil and into bodies of

water. Furthermore, several locations have hazardous substances warehouses. In contrast to decentralised storage, different hazardous substances can be consolidated there for storage along with waste awaiting disposal. Although not every location has a separate hazardous substances warehouse, areas to minimise the risk of any negative environmental impact have been created in consultation with the supervisory authorities and in line with regulations. One example is the Frankenthal location, which has received permission to store resources that are harmful to water in a renovated area.

Waste and recycling

Due to the nature of our core business, we primarily focus our efforts on minimising the generation of plastics waste during the manufacturing phase. Unavoidable waste is primarily recycled internally in order to preserve its value and reduce the need for primary raw materials. To do so, we separate our plastics waste by material, colour and rigidity as soon as it is generated in production and then feed it back into the production process as recyclates. We prefer this waste to be reused directly at the place it was generated. If this is not possible, we check to see whether it can be reused at another location within the group and do so if possible. This waste is transported in line with requirements for legal documentation and transparency regulations. If it is not possible to recycle the waste internally due to its material composition, the plastics waste is fed into recycling processes outside the RENOLIT Group.

A total of 90 per cent of our waste volumes group-wide consist of plastics residue, and 5 per cent are hazardous waste. The other 5 per cent is watery waste ink and household-type commercial waste such as wood, glass, metal and mixed packaging. An alternative way to look at waste is to differentiate it by the way it is reused (internally and externally) or disposed of. At RENOLIT, approximately 95 per cent of the overall volume of waste is reused, and approximately 5 per cent is disposed of. Practically none of our non-hazardous waste is disposed of, while half of our hazardous waste is disposed of and the other half reused.¹ This viewpoint does not take construction waste into account, as it is generated rather intermittently.

In 2019, the absolute volume of plastics waste we generated was 38,943 (2018: 43,473) tonnes, a 10.4 per cent year-on-year decrease. The specific amount of plastics waste (in kg/t of product) also decreased accordingly year on year, by 6.8 per cent. With regard to our internal recycling rate, we took a step backwards in the reporting year. At 54.3 per cent, the quota was 7.8 percentage points lower than in 2018.

The lower recycling rate of approximately 54 per cent in the reporting year, compared to approximately 62 per cent in the previous year, was primarily due to changes at four locations. Those changes include lower production volumes in Buriasco and Pune – resulting in lower recycling volumes – and the deconsolidation of the Chinese Woodstock company, which had a high recycling rate. The external waste rate increased from 38 per cent (2018) to 46 per cent in 2019, proportionate to the decrease in the recycling rate; both rates together total 100 per cent (the volume of waste generated).

We continue striving to increase our recycling rate again in the future and are implementing numerous measures for the recycling of materials and waste.

A total of EUR 1.2 million was invested in the RENOLIT goes Circular initiative in 2019. The investments at various locations primarily include measures for the improvement of internal processes (such as micronisation and microgranulation), the acquisition of silos and transport racks and the implementation of software solutions for data collection to ultimately improve the transparency of recycling streams.

¹Because uniform EU law permits only slight differences in the handling of waste, the data presented primarily relates to locations in the EU. RENOLIT locations outside the EU are subject to similar regulations, but the data from some locations may deviate.

We have been able to increase the group's internal recycling stream by 500 tonnes. As a result, our plant in Sant Celoni is able to take in more recycled material without expanding production. We therefore plan to increase the volume of CONTACT recycled materials transferred to Sant Celoni from the US.

We are also in the process of analysing hard PVC recycling streams from Italy, northern Spain and the United Kingdom for future use in Worms, where we manufacture 3D DESIGN film.

An externally developed, patented process for the separation of PVC and PMMA could also result in future opportunities in the field of window film. The goal is to generate more usable, clean PVC for recycling. This process is costly and has not been industrialised yet. For that reason, we do not expect the process to be ready for use before 2022/2023.

At our plants in La Porte (USA) and Cramlington (UK), we have worked with partners to develop a solution for the use of post-industrial waste from a customer in the production of new packaging materials, which we can sell back to the customer or use as packaging ourselves. This process will be industrialised in the future. Please see this year's sustainability magazine for more information about these initiatives.

Absolute volume of plastics waste in t



¹ RENOLIT Belgium N.V. (Oudenaarde) and joint ventures except APPL GOR Plastics India Ltd. not included

Specific volume of plastics waste (kg/t product)



¹ RENOLIT Belgium N.V. (Oudenaarde) and joint ventures except APPL GOR Plastics India Ltd. not included

Alongside our internal company recycling activities, the RENOLIT Group is also involved in a range of external initiatives. As a founding member of the Vinyl Foundation, RENOLIT has voluntarily committed itself to the VinylPlus sustainability programme. This initiative of the European PVC industry campaigns for improved sustainable PVC production and PVC applications with the objective of achieving a registered recycling volume of 800,000 tonnes of PVC per year by 2020. RENOLIT is on the Board of Management of VinylPlus and the Board of Management of the Vinyl Foundation, and also heads the Communication Committee. Part of the VinylPlus initiative is the recycling programme Recovinyl, which has been set up to create a basis for trust-based collaborations between recycling and processing companies. The recycling quantities registered by Recovinyl have been steadily increased over the past few years. In 2019, RENOLIT registered a total of 13,156 tonnes via Recovinyl. A total of ten RENOLIT locations in Germany, the United Kingdom, Italy, France and Spain adhere to the certification system

Dealing responsibly with hazardous waste

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

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

Hazardous waste

	2017	2018	2019
Absolute total of hazardous waste (t)	1,618	1,723	1,680
Specific hazardous waste (kg/t product)	6.3	6.8	7.1

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

During the reporting year, our hazardous waste volumes ran to 1,680 tonnes, a slight year-on-year decrease (2018: 1,723 tonnes). In relation to annual production, the proportion of hazardous waste in 2019 was approximately 7.12 (2018: 6.82) kilogrammes per tonne of manufactured plastic film ready for sale. This means we have been keeping this value at low levels since 2012.

Energy and emissions

It is our aim to promote the conscious use of energy sources, to avoid losses to the greatest possible extent and to reduce environmentally harmful emissions.

Reducing energy consumption

With the group's overall energy costs at 3.2 (2018: 3.1) per cent of its total revenue, the issue of energy efficiency is both environmentally and economically relevant. Due to our high level of energy consumption, we react sensitively to any increases in energy costs, regardless of whether these result from higher energy prices or other charges.

An ISO 50001 energy management system has been integrated at all German locations. Internationally, our plant in Cramlington, UK, successfully received DIN ISO 50001 certification in 2016. In 2019, our plant in Guangzhou successfully passed an energy audit conducted by local authorities.

As part of our global energy policy, we aim to implement all energy measures that make environmental and economic sense at our locations as soon as possible. Dealing with energy consciously and carefully is a permanent component of our day-to-day business activities. Plants are in charge of implementing RENOLIT's energy policy, and the central Corporate Engineering department is responsible for its coordination. It is also in charge of rolling out best practice solutions developed by the plants throughout the company. Based on forecast frameworks, we have set ourselves the objective of reducing specific energy consumption within the RENOLIT Group by 10 per cent compared with the reference year 2013 by the end of 2020.

0.9 m



EUR was invested in 22 energy-saving projects in 2019.

Within the scope of the energy-saving initiative launched by RENOLIT, we communicate objectives, coordinate actions and derive results in group-wide collaboration. As part of the energy management system, the initiative is implemented group-wide. Regular talks are held with all management officers, whereby best practice solutions and ideas are exchanged and implemented efficiently and across sites. As a basic principle, up to 8 per cent of annual investment sums are made available for energy-saving measures. In 2019, we invested a total of EUR 0.9 million in 22 energy-saving projects. The projects aim to reduce both electrical and thermal energy consumption.

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

One particularly significant figure for RENOLIT is specific energy consumption per kilogramme of manufactured film ready for sale. This enables us to make a valid comparison over several fiscal years and says more about the company's conscious, sustainable use of energy than absolute energy consumption does, which is heavily influenced by factors such as structural changes within the company, new production methods and the state of the economy, meaning that significant shifts can sometimes take place.

By the end of 2020, we aim to reduce the specific energy consumption of the RENOLIT Group by 10 per cent compared to the base year of 2013. By the end of 2019, we had achieved a reduction of 4.8 per cent overall compared to the base year, which represented a significant step backwards. This trend was due not to a lack of interest in constant improvement, but instead to extraordinary measures. RENOLIT takes a holistic approach to data collection: specific energy consumption is calculated based on the ratio of total energy consumption to production volume. That approach means the energy used in the extensive construction work at our plants in Worms, Munich and Beijing in 2019 was included in the figure. The early phases of capacity expansion for product innovations are also characterised by production tests and slowly rising volumes. As a result, product innovations initially contribute to higher specific energy consumption. Absolute energy consumption for 2019 increased by 8,196 kWh compared to 2018, a year-on-year rise of 0.8 (2018: 0.2) per cent.



Absolute energy consumption in MWh

2017	2018	2019
559,900	551,757 ¹	559,953

RENOLIT Belgium N.V. (Oudenaarde) and joint ventures not included
¹The value was corrected in comparison to the previous year due to adjusted calculations.

Specific energy consumption in MWh/t



Energy savings in recent years (base year 2013)

RENOLIT Belgium N.V. (Oudenaarde) and joint ventures not included
¹The value was corrected in comparison to the previous year due to adjusted calculations.

Fewer greenhouse gas emissions

Of all the greenhouse gases, the CO₂ emitted by our use of energy sources, both directly and indirectly, is the most relevant for RENOLIT. Our CO₂ emissions are directly dependent on our energy use. By implementing energy-saving measures, RENOLIT aims to reduce its greenhouse gas emissions in the long term while also making an active contribution to protecting the environment. For example, since mid-February 2016, our Worms location has been generating energy in house using a new cogeneration system that generates both heat and electricity. First and foremost, the system produces the steam that RENOLIT needs to produce its plastic films. In-house generation covers around one-third of the location's total electrical energy consumption.

Our main focus is on the development of overall CO₂ emissions. The savings we are aiming for comprise the total sum of individual measures. Due to existing process interdependencies, it is not always possible to clearly establish where CO₂ emissions are being generated, which is why RENOLIT has made the decision to view them as a whole. In line with the Greenhouse Gas Protocol, the international accounting standard for greenhouse gas emissions, we differentiate between

direct and indirect emissions when calculating our CO₂ emissions. By direct CO₂ emissions, we mean emissions that are caused by burning fossil fuels to generate process heat, for example. Emissions that are generated by procuring electricity from power plant operators are also considered to be indirect CO₂ emissions. Emissions generated by moving goods or people using various means of transport are not taken into account. We ascertain and establish a representative CO₂ factor for power, gas and fuel oil in order to calculate our CO₂ emissions. This is because maintaining data for each of the current CO₂ factors is very time-consuming and cost-intensive for the individual operations, and this expense is not justified at this stage. However, it is still possible to identify the role that energy-saving measures play in the development of CO₂ emissions.

In comparison with the previous year, we recorded an increase in direct CO₂ emissions of 1.3 (2018: 3) per cent. Our indirect CO₂ emissions in 2019 were also 0.6 (2018: 0.6) per cent lower than in 2018. We managed to reduce specific CO₂ emissions – i.e. CO₂ emissions per tonne of produced film – by 4.5 (2018: 6.4) per cent compared with the base year 2013.

Direct CO₂ emissions in t



RENOLIT Belgium N.V. (Oudenaarde) and joint ventures not included.
¹ The values for 2017 and 2018 were adjusted, compared to the previous year's report, due updated calculations.

Indirect CO₂ emissions in t



RENOLIT Belgium N.V. (Oudenaarde) and joint ventures not included.
¹ The values for 2017 were adjusted, compared to the previous year's report, due updated calculations.

Total CO₂ emissions in t

2017 ¹	2018 ¹	2019
228,086	226,292	226,357

RENOLIT Belgium N.V. (Oudenaarde) and joint ventures not included.
¹ The values for 2017 and 2018 were adjusted, compared to the previous year's report, due updated calculations.

Specific CO₂ emissions in t/t product

2017	2018 ¹	2019
0.92	0.93	0.94

RENOLIT Belgium N.V. (Oudenaarde) and joint ventures not included.
¹ The values for 2018 were adjusted, compared to the previous year's report, due updated calculations.

Other emissions

Alongside carbon dioxide emissions, the use of plasticisers, stabilisers, inks and solvents in production generates other emissions that RENOLIT is working hard to lower. Depending on the production process, it either produces polluted calender and extruder waste air or waste air containing solvents from the pressing area. Different waste air flow rates require different waste air treatments, which means that electrostatic filters are used in calender and extruder systems, sometimes in combination with activated carbon, while the waste air from the pressing area, most of which contains solvents, is cleaned using regenerative thermal oxidation systems that recover energy. At the production plant in Enkhuizen, we have invested in systems that cool waste air from production that is loaded with plasticisers, cleaning it and thereby significantly reducing emissions.



Water consumption

We consume the majority of our water in the manufacturing process during steam production and refrigeration. By comparison, only small amounts are required for hygiene facilities. For this reason, we only report on total water consumption for our production plants. Absolute water consumption in 2019 was 2,274,913 (2018: 2,166,621) cubic metres. Consumption in relation to production volume increased year on year to 9.64 cubic metres per tonne (2018: 8.59). In particular, there were notable increases at the Worms, Frankenthal, Enkhuizen, Sant Celoni and Beijing locations. In addition to hot summers, the switch to softened water for cooling was the main cause of increased consumption.

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

Water consumption

	2017	2018	2019 ¹
Total absolute water consumption (m ³)	2,172,170	2,166,621	2,274,913
Specific water consumption (m ³ /t product)	8.40	8.59	9.64

In the calculations for 2018, an average was used for the RENOLIT Hispania S.A, American RENOLIT Corp. LA, Changzhou Wood-Stock Ltd. and APPL GOR Plastics India Ltd. locations, as there were no absolute figures available.

¹ RENOLIT Belgium N.V. (Oudenaarde) and joint ventures except APPL GOR Plastics India Ltd. not included.



About this report

Report contents

We have been preparing annual internal sustainability reports since 2011. In 2017, we made our sustainability report available to our external stakeholders for the first time and have continued to publish it since then. Our most recent sustainability report, for the 2018 fiscal year, came out in June 2019. Just like last year, the Sustainability Report reflects the GRI Standards (2016). It was prepared in accordance with the GRI Standards: Core option.

Reporting boundaries

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

Delimitation

RENOLIT Group: All locations and joint ventures
RENOLIT SE: All German locations

The sustainability report 2019 is published in German and English. In 2020, RENOLIT also published a sustainability magazine for the second time, which is translated into seven languages. The magazine is being published both in printed form and online on our website www.renolit.com.

GRI 102-45
GRI 102-49

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