



Rely on it.

TRADITION



RENOLIT
Sustainability
Magazine 2019

reimagined

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Covering the development of our core business, employees and the circular economy, this year's sustainability magazine from RENOLIT is all about our progress. In conjunction with the sustainability report, this magazine provides information about our sustainability activities and gives readers a look into our main fields of action.

The RENOLIT Sustainability Report 2019 is available at:

↓ sustainabilityreport.renolit.com

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 developing the new **ONE RENOLIT 2025** corporate strategy. Our belief that viable, sustainable production works in closed substance cycles has received a further boost as part of the current **RENOLIT goes Circular** initiative.

As a family-owned company, our aim is to work with our employees at all times to rethink where we stand. For us, innovation therefore entails maintaining and enhancing our long-term relationships with employees and business partners. Our focus is on occupational health and safety, as well as professional development and advancement in all phases of life.

Guided by the mission to reimagine tradition, this sustainability magazine takes a look at the aspects of sustainability to which we are taking an active approach. It illustrates what we have already achieved and which challenges lie ahead of us in the future. This magazine is an informative supplement to our sustainability report.

We hope you enjoy reading our sustainability magazine!

Your **RENOLIT** Board



Michael Kundel



Dr. Axel Bruder



Karsten Jänicke

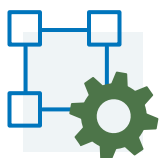


Sven Behrendt



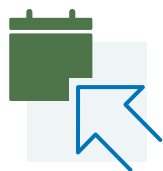
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Every 5 years, RENOLIT formulates a new strategy, keeping it up to date



13

Market Units are formed out of 8 former Business Units



2020

New strategic environmental & recycling targets will be set by late 2020

Strategy

ONE RENOLIT 2025 – how RENOLIT is rethinking its own tradition

In early 2019, we joined forces with representatives from all of our Business Units to launch a strategy development process.

In spring, we analysed our market and our environment so as to gain a better understanding of where RENOLIT stands.

In autumn, we started working on specific targets based on the analyses and the issues we face.

In early 2020, we adopted the new strategy, which provides clear guidance and a vision for the time between now and 2025.



3

Questions for ...

Sven Behrendt,
Member of the Board

How does a family-owned company like RENOLIT position itself viably and sustainably for the future?

Even family-owned companies like RENOLIT have to face the current and future challenges while time and again demonstrating and scrutinising their ability to perform. Today's environment is often described using the term VUCA, which stands for volatility, uncertainty, complexity and ambiguity. That means we need to be able to react faster to changing overall conditions and take a close look at our strategic focus at shorter intervals. We also need to redefine that focus as necessary.

What approach did RENOLIT take to its new Strategy 2025, also with regard to the challenges of sustainability?

Within this strategy process, it was important to us to involve staff. That creates trust and commitment. What's more, we now

view the strategy as a constant process that makes progress apparent and measurable at short, regular intervals. As a result, we are optimally prepared for the challenges.

The circular economy is a topic of much discussion right now. What contribution is RENOLIT making today and in the future?

The circular economy is definitely a recurring theme that affects all of our Business Units and is aided by our RENOLIT goes Circular initiative. The approaches range from the internal use of materials to post-industrial take-back schemes and post-consumer recycling streams. These measures are backed by our partnerships

with associations and industry-wide initiatives such as Operation Clean Sweep (OCS) and the Circular Plastics Alliance (CPA), both of which RENOLIT actively supports.

“
Within this strategy process,
it was important to us to involve staff. That creates trust and commitment.”



4,892

employees at RENOLIT
– we are growing



2019

Leadership Development
programme launched in 2019



128

trainees and cooperative
students worldwide

Successful together



What does sustainability mean for the way we treat people?

Social sustainability entails respecting human rights and high occupational health and safety standards, as well as training and education. At RENOLIT, high employee satisfaction and development opportunities are par for the course. Nearly 30 % of the workforce has been with the company for more than 16 years. In addition, 128 young talents are taking advantage of career opportunities as part of our training and cooperative education programmes.

Advancement in every phase of life

Tim and Stefan report



Tim Schebsdat (trainee, 2019)

My motivation has always been to grow and learn new things. I started my career at RENOLIT in Waldkraiburg, where I trained to become a process mechanic before switching to quality management. After that, I studied quality management and earned my master craftsman certificate.

In 2018, I was given the opportunity to work at American RENOLIT Corporation in the

During my training as an industrial clerk, I passed through a wide range of commercial departments, as well as a few production-related ones, on a set schedule. That gave me a great overview of the company and the way things related to each other. In this time, I grew tremendously – not just professionally, but also personally.

Through it all, I came to realise that I wanted to do something more than just learn a profession. Thanks in part to the motivation of my department at the time, I talked to my trainer about the cooperative study options at RENOLIT. Now I'm studying Digital Business Management, which allows me to combine my interest in digitalisation with business. It's a great opportunity.

United States, where I now work as a Continuous Improvement Manager. I'm very satisfied with the decision. The move took a lot of preparation and work, but I also had the full support of the company at every location – and from every human resources department and colleague. My experience has been that those who make an effort will find a world of opportunities open to them at RENOLIT.



Stefan Bergmann (American RENOLIT Corporation)

Success story

The RENOLIT Recycling Center



2004

RENOLIT stores its waste centrally at the Worms location's waste storage facility. Two employees manage roughly 5,332 tonnes of PVC and PMMA a year from three Business Units.

2008

The Recycling Center is built and commissioned. A building is constructed, and a machine for the production of agglomerates from film waste is purchased from Pallmann. Every year, the storage facility receives 4,668 tonnes of waste. The new Recycling Center is capable of processing approximately 180 tonnes of film waste, which can then be reused in production.



2009

The number of employees at the waste storage facility and Recycling Center increases to five. Of the roughly 3,855 tonnes of waste, 645 tonnes are recycled into agglomerate and reused in production. The use of agglomerate makes it possible to increase the share of recycled and/or recyclable material in the produced films from 10 % to 50 %.

2006

To efficiently reuse and recycle its own materials and waste, RENOLIT starts planning an internal Recycling Center at the Worms location.

2013/14

A reel splitter is purchased to pre-cut film rolls and process them on the Pallmann machine. Processing is expanded to two further Business Units.



2015

The Recycling Center adds a machine from EREMA and continues to grow, with 14 employees now looking after internal recycling at RENOLIT. Thanks to excess capacity, the facility is also able to sell regrind to external remanufacturers.



2018

For the first time, the Recycling Center opens its doors to RENOLIT colleagues at the location in Worms. Many take advantage of the opportunity to learn more.





around **1,500**
new trees planted
with SMART³



100
per cent recyclable and recycled
– RENOLIT COMPACT

Sustainable product solutions



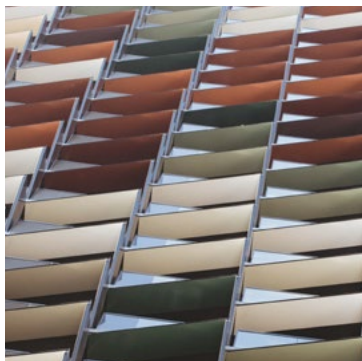
RENOLIT ALKORSMART & RENOLIT COMPACT

Our RENOLIT ALKORSMART and RENOLIT COMPACT products make sustainable and high-quality applications a reality. RENOLIT ALKORSMART is our unique industrial roofing solution, with UV-blocking membranes to reduce heat accumulation and save energy. RENOLIT is also taking climate action one step further with its SMART³ initiative: for every 126m² of RENOLIT ALKORSMART membranes sold, RENOLIT is planting one tree to mitigate part of the greenhouse gas emissions. In future, people will be able to track the progress of SMART³ on our website.

100% Recycling – RENOLIT COMPACT

RENOLIT COMPACT is a new range for facade decoration and external thermal insulation. The products are 100 % recyclable and are custom cut to length depending on the client's needs.

Sustainability will play a pivotal role in the future RENOLIT facade strategy. RENOLIT COMPACT is helping us achieve this goal! – Matthieu Cetre, Product Manager for RENOLIT COMPACT



Did you know ...

9

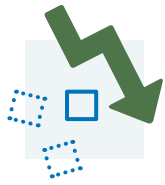
PVC can be reused
9 times without
sacrificing quality

30

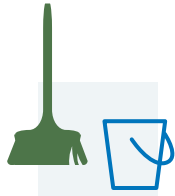
30 % of the material used in
new RENOLIT COMPACT products
comes from internally recycled PVC

0

Almost zero waste –
15 % to 30 % waste is normal
for competing products



Prevent pellet,
flake and
powder loss

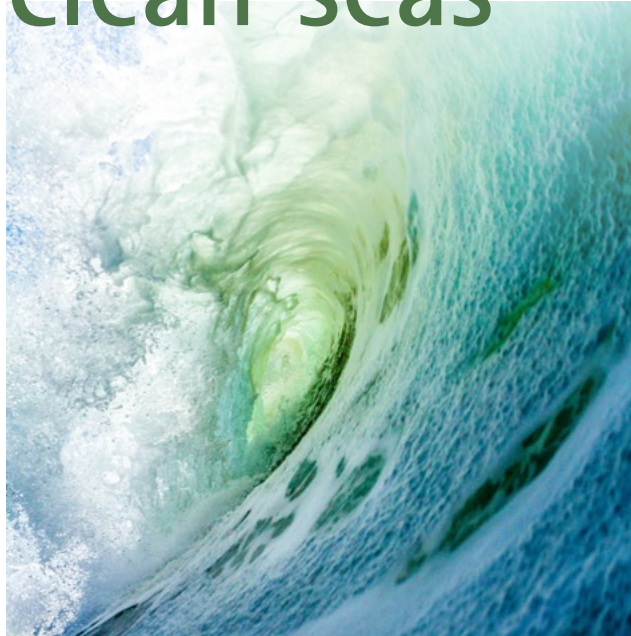


Clean up
swiftly and
effectively



Dispose of pellets,
flakes and powder
appropriately

RENOLIT for clean seas



Operation Clean Sweep

Ensuring that no plastic particles make their way into the oceans is the goal of Operation Clean Sweep (OCS). The programme supports the plastics industry with specific measures designed to reduce the loss of plastic granules in the environment. A wide range of organisations and companies around the world have joined the initiative.

RENOLIT plans to voluntarily roll out the OCS measures to all locations without registration between now and 2025. Our plant in Cramlington, which implemented the OCS standards in 2019, is leading the charge.



3

Questions for ...

Caroline Brown,
HSE Manager RENOLIT Cramlington

What was the main goal of the RENOLIT location in Cramlington in implementing the OCS initiative?

Plastic products and producers have come under fire in the UK due to plastic pollution in our oceans. We wanted to demonstrate our commitment to avoiding environmental pollution by pledging our support for OCS.

What improvements have been rolled out at the location?

We have taken measures to avoid granule loss and to rectify it immediately if it does occur. Each granule delivery is supervised by a trained employee, and cleaning material is available at the receiving area. Prior to delivery, covers are placed on drains to prevent spilled granules from ending up in

the waste water. What's more, we have improved our cleaning and disposal methods to keep plastic dust from making its way into the environment.

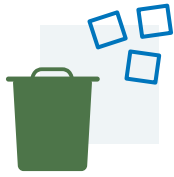


We have taken measures to avoid granule loss and to rectify it immediately if it does occur.

What recommendations would you give other RENOLIT locations that would like to implement the OCS measures?

For starters, I would recommend contacting organisations that are involved in OCS on the ground to get advice. Joining OCS has had many benefits in Cramlington. For the public and staff, it's proof that we are protecting the environment. Moreover, the

measures help us do business more efficiently, reduce costs and improve the safety of employees.



10.4

per cent less waste than
in the previous year



1.2

million Euro invested in
improving recycling processes



500

tonnes more material in the
internal recycling stream

Circular economy at RENOLIT

- RENOLIT is committed to the principles behind the circular economy in multiple ways: avoiding waste, using resources efficiently and recycling.
- Since 2016, we have been working towards achieving a sustainable circular economy at our own company through the RENOLIT goes Circular initiative.
- In the future, RENOLIT plans to make use of innovative, thermochemical recycling methods. Plastic waste will be converted into basic substances that are comparable with primary raw materials and can be used without restrictions to make new products.
- Moreover, we joined the European Circular Plastics Alliance in 2019.



Circular economy in action –

Cramlington and La Porte



Steve Clelland (Cramlington, UK)

We have set up a variety of processes to reduce waste and increase recycling rates in Cramlington. As part of the RENOLIT goes Circular initiative, we had the idea of reusing internal waste material to make packaging items. We partnered with a local injection moulding company and together came up with a concept for packaging items for the transport of RENOLIT DESIGN film rolls. A total of 250,000 can be produced and used throughout the group each year.

We will continue looking at the potential for larger modular packaging ideas in future.



Product made from recycled material

Here at American RENOLIT Corporation in La Porte, it is important to us to keep an eye on the entire value chain of our products. That is why we work with our customers to find uses for the waste that is generated over our plastics' life cycles. In order to use the waste that is produced, we have to separate materials such as adhesives, paper and silicone.

Our lab tests here have been successful. We are now able to make new plastic pellets out of the waste that would otherwise end up in landfills. We expect to be able to scale up this new method, making it a win-win solution for us, our customers and the planet.



Philip Bell (La Porte, USA)

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