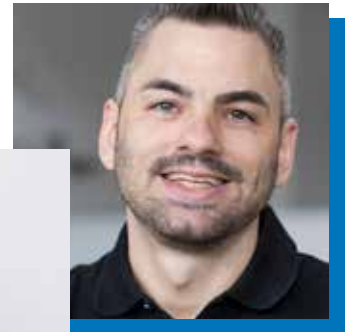




*Rely on it.*



RENOLIT  
Sustainability  
Magazine 2018

TOGETHER FOR TOMORROW

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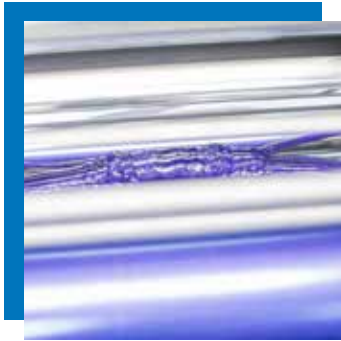


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This sustainability magazine takes a look at how RENOLIT is living up to its responsibility and illustrates the company's efforts to deliver on its slogan "Rely on it." . In conjunction with the Sustainability Report, it provides information about a wide range of activities and about the progress made on economic, environmental and social issues over the past fiscal year.

The RENOLIT Sustainability Report 2018 is available at:

↓ [sustainabilityreport.renolit.com](https://sustainabilityreport.renolit.com)

**Dear readers,**

Against a backdrop of urgent social challenges such as globalisation, climate change and digitalisation, sustainability is now more important than ever before, and there is much more to it than the protection of the environment and resources. That is why RENOLIT's understanding of sustainability is based on ecological, economic and social factors in their entirety.

We at RENOLIT want to generate added value – as a company that operates globally, as a specialist in high-quality products, as an employer and as members of society. We believe that through comprehensive, responsible action, we can contribute to a liveable future while also laying the foundations for long-term economic success. As a family company, we particularly value working together in a spirit of partnership. Together, we work towards a better future every day.

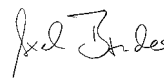
*Together for tomorrow:* we embrace this guiding principle beyond the bounds of our own company and are involved in an array of sector-wide sustainability initiatives.

As the RENOLIT Group, we strive to achieve sustainable development in all areas of our company. Our new Sustainability Magazine provides insights into how we are working towards this goal every day. In conjunction with the Sustainability Report released at the same time, it is a place to find out more about our activities and progress on economic, environmental and social issues and how we are dedicated to working *together for tomorrow*.

Your RENOLIT Board



Michael Kundel



Dr Axel Bruder



Karsten Jänicke

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# Committed to sustainable development

From digitalisation and climate change through to the increasing scarcity of resources, the world faces some major challenges. That is why we at RENOLIT are committed to sustainable development. We believe that taking responsible action is the key to helping ensure a liveable future. As a family-owned company and one of the world's leading manufacturers of high-quality plastic products, we feel a special commitment to the topic of sustainability.



## RENOLIT at a glance

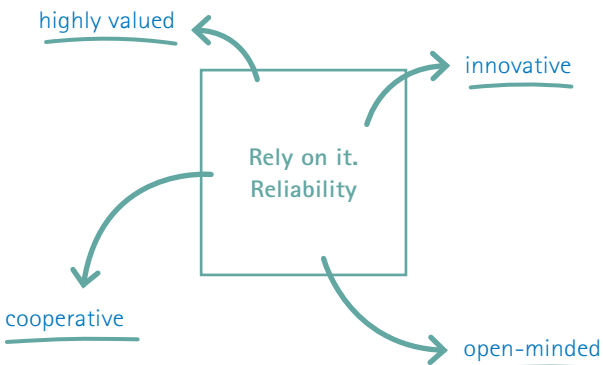


## Responsibility in generations, not quarters

We embody a spirit of partnership in everything we do. Together, we work towards a better future every day. Our understanding of sustainability is firmly enshrined within our corporate culture. Our brand and our slogan "Rely on it." reflect our commitment – to our employees, customers and suppliers alike.

## Management guided by values

We are cooperative, innovative and open-minded. We provide high-quality products. And even more importantly, we are reliable.



## Holistically – in three dimensions

There are many facets to acting responsibly. Our understanding of sustainability is based on economic, social and ecological factors. What does that mean exactly?



# Shaping the world of work 4.0

Our roughly 4,800 employees are the key to our success. That is why it is so important to us to offer each and every one of them targeted development opportunities, create a safe and healthy working environment and position RENOLIT as an attractive employer. The importance of good human resources (HR) management is growing, especially in light of a changing and ever more complex working world.

## 819



women work at RENOLIT worldwide

## 16 %



of all management positions are held by women

## 123



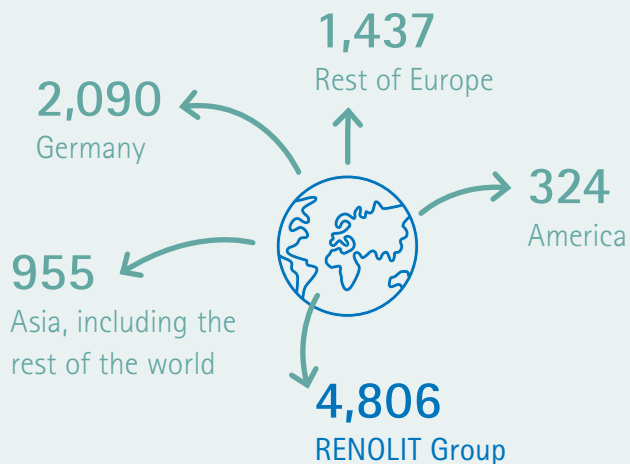
trainees

## 107

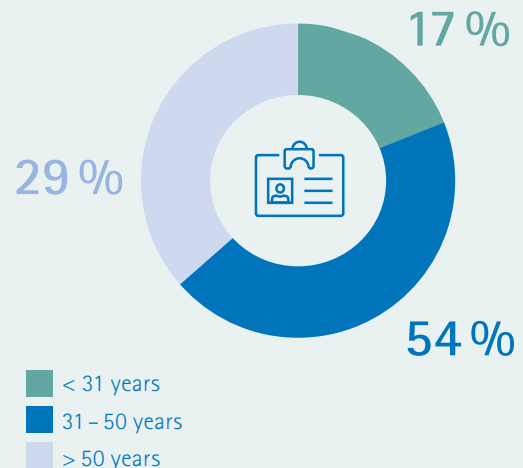


employees with severe disabilities

### EMPLOYEES BY REGION IN 2018



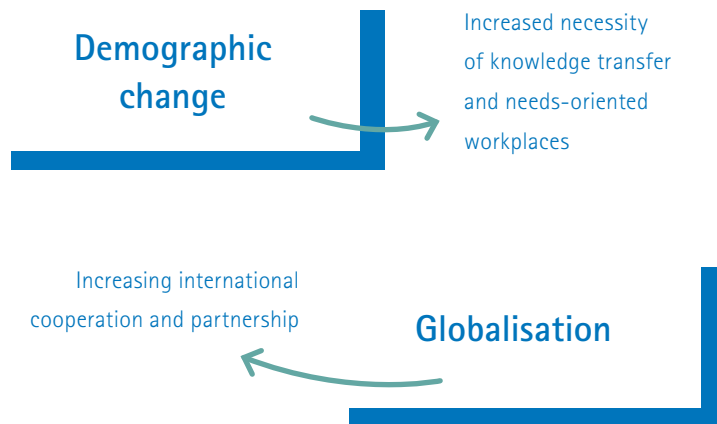
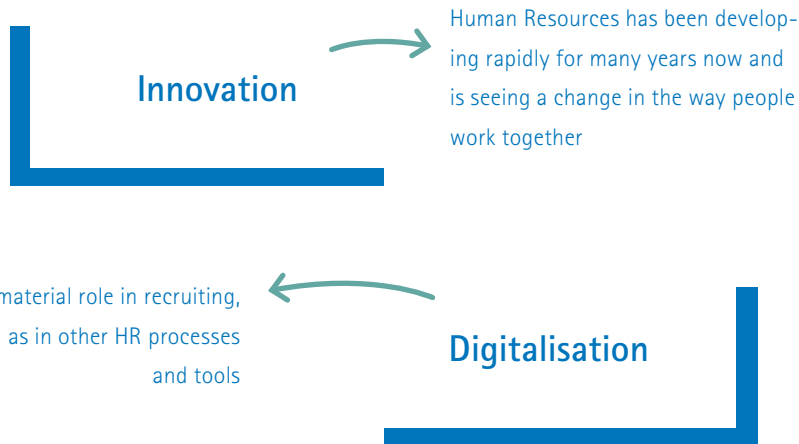
### AGE STRUCTURE OF EMPLOYEES IN 2018



## HR management with a future

In the interest of continuing to appropriately meet the challenges of the working world in the future, the group Human Resources team focused in 2018 on the development of an HR strategy with the support of the Board of Management and further members of senior management. **At the heart of their efforts: our employees.**

## Main HR challenges at RENOLIT



TOGETHER FOR TOMORROW

**Sustainable HR management at RENOLIT**

- ✓ Developing sustainable human resources development measures and programmes
- ✓ Advancing the digitalisation of HR processes and tools
- ✓ Enhancing intercultural and linguistic skills
- ✓ Enabling flexibility and mobility for employees
- ✓ Ensuring occupational health and safety
- ✓ Promoting networking and creativity

## Building skills, creating prospects

### Our personal development programmes

Launched in 2017, the High Potential Management programme (HiPO) is one of the core components of personnel development at RENOLIT. Participants can directly apply the expertise that they have gained in practice in additional projects that can be carried out cross-divisionally throughout the company, taking the programme beyond mere theory. In April 2019, 14 employees entered the new Leadership & Specialist Development programme, which focuses on multifaceted subjects such as leadership, strategy, innovation and cultural skills.

“Challenging and supporting our employees is the goal of the High Potential Management programme. Now that the Strategic Leadership programme has been such a success, we are delighted to offer 14 participants the opportunity to join our Leadership & Specialist Development programme!”

Ines Schmalz  
Corporate HR

## Positioning ourselves as a strong employer

### Our employer branding campaign

For years now, we have been focused on strengthening the RENOLIT employer brand. Our efforts started with a campaign to establish the brand within the company and communicate its aims. It was important to us to actively involve our employees at an early stage. The building blocks included an employee survey and a series of group workshops. Our goals? To increase the satisfaction and commitment of our employees in order to retain them in the long term, helping us to become more attractive as an employer and raise our future viability. The RENOLIT employer brand is also designed to support the recruit-

ing of the right employees for the future. As a result, the communication campaign will also be directed at the general public and potential applicants from 2019.





## Digitalisation: an opportunity

Optimised processes and greater transparency thanks to new software

The digitalisation trend has already gained a foothold in many areas at RENOLIT and is shaping the demands facing our employees and our working environment. Corporate HR at RENOLIT is therefore working actively to address this trend. In 2019, it launched the Corporate HR Software – SAP Success-Factors project. Technological progress offers us an opportunity to redefine HR and simplify internal processes, helping us to standardise and automate routine administrative tasks and repetitive processes.



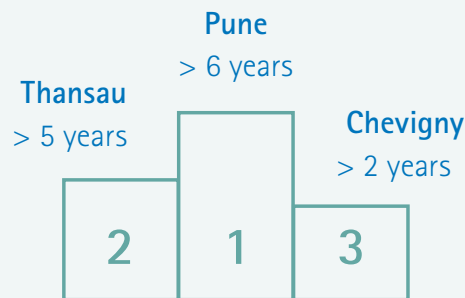
## Raising awareness of workplace safety

BBS Plus – safety matters

Occupational health and safety is of tremendous importance to us at RENOLIT. Our occupational health and safety programmes have helped to consistently reduce the frequency of accidents in recent years. The number of accidents subject to reporting requirements is also significantly lower than the industry average. However, every accident is one too many. “Our goal is to completely prevent serious accidents and to continue reducing the number of conduct-related accidents in future,” says Dr Friedrich Möller, Head of Corporate Occupational Safety & Health. To help it achieve this goal, the company is launching the BBS Plus information campaign at all its German locations in 2019 in order to further increase employee awareness of safety in the workplace.



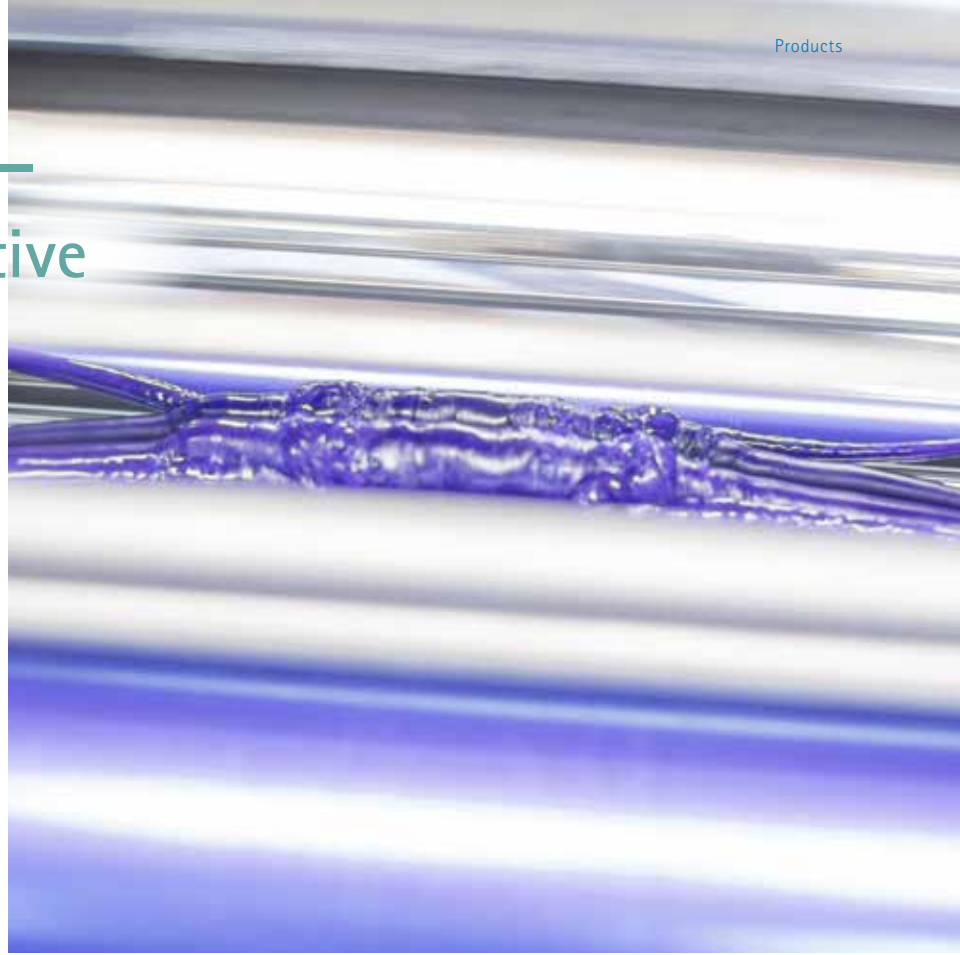
### Our TOP 3 accident-free locations



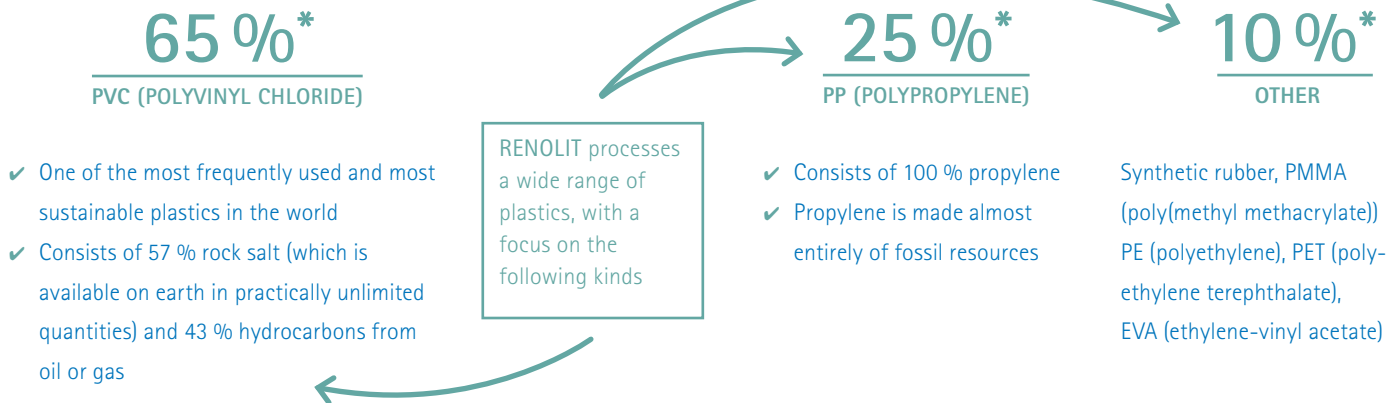
\* The thousand-man ratio is the number of occupational accidents per year that are subject to reporting requirements where an employee misses at least one day of work for every 1,000 production employees.

# RENOLIT products – diverse and innovative

As a leading manufacturer of plastic products, RENOLIT bears great responsibility. 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. We want to continue positioning ourselves as an innovative market leader in our sector in the future and take bold steps towards setting new industry standards.



## What kind of plastics does RENOLIT process?



\*Percentage of all RENOLIT Group polymer purchases in 2018

## Did you know that ...

### FACT 01

... the substances added to plastic products are subject to a wide range of laws, regulations and standards? They help to make sure that neither the substances nor the products pose a risk to humans and the environment.

### FACT 02

... plastics play a crucial role in creating a more sustainable future? Plastics are essential to innovative mobility concepts, energy-efficient smart homes, sustainable agriculture, healthcare and medicine.

### FACT 03

... plastics are made from organic raw materials such as crude oil, natural gas and coal, as well as renewable resources?

### FACT 04

... plastics save far more energy and resources in many applications than is needed to produce them?

### FACT 05

... plastics are highly valuable resources that can be converted into new materials or energy, even at the end of their lives?

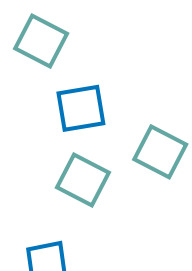
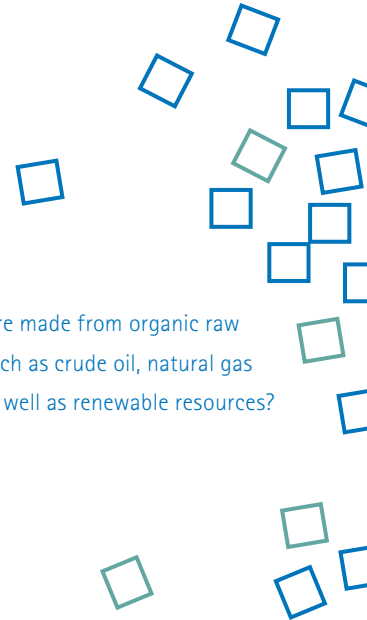
### FACT 06

... plastics can be recycled repeatedly?

#### TOGETHER FOR TOMORROW

#### Our contribution in the handling of plastics

- Avoiding plastic pollution
- Improving resource efficiency
- Increasing recycling and reuse rates



# Promoting the viability and sustainability of plastics

In addition to our internal efforts, RENOLIT is involved in a variety of associations. Why? Because working together is the key to achieving our goals. We regularly consult with companies from the plastics value chain to discuss important industry topics. By joining forces,

we can make a difference. Our focus is always on efforts to advance the circular economy and promote resource efficiency. RENOLIT is involved in a wide range of associations. Here is an overview of the most important ones:



## EuPC

(European Plastics Converters)

The EuPC is the professional representative body of plastics converters in Europe and brings together a total of 46 national associations and sectoral organisations representing some 50,000 companies across Europe.

### Core elements

- ✓ Leveraging the potential of the plastics processing industry for the circular economy
- ✓ Expanding existing plastics recycling activities
- ✓ Creating additional recycling platforms



## IVK Europe

(Industrial association for plastic sheeting)

IVK Europe 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.



## VinylPlus

VinylPlus is the voluntary commitment to sustainable development of the European PVC industry, working to improve the sustainability performance and use of PVC by 2020.

### Fields of action at a glance

- ✓ Increasing the amount of PVC recycled per year
- ✓ Reducing greenhouse gas emissions
- ✓ Promoting the sustainable use of additives
- ✓ Reducing the use of energy and raw materials
- ✓ Enhancing awareness of sustainability



Thomas Hülsmann  
Managing Director, AGPU



## AGPU

(Working Party PVC & Environment e.V.)

The cooperation of the entire PVC industry is essential to the ability to meet current and future challenges. Together with some 60 member companies, we have been working for more than 30 years to promote the sustainable development of PVC and maintain close dialogue with important decision makers.

Thomas Hülsmann  
Managing Director, AGPU

## What does RENOLIT do in associations?

To answer this question, we spoke to **Mailin Bode**, a member of the AGPU's Board and Chairperson of the VinylPlus Communications Committee.

### Mailin Bode, why is it important for RENOLIT to be active in associations?

"Plastics are modern, powerful and efficient materials that will continue to play a vital role in the future. That is why being an active member of associations is so important to us. We want to promote the viability and sustainability of plastics. The only way to do that is by maintaining an active dialogue with other companies from the entire plastics industry and promoting efforts to work together as a value chain."

### What does RENOLIT do exactly?

"As part of our activities, we talk to various stakeholders about relevant topics. That allows us to share our expertise and define communication targets and messages about PVC and other plastics, for example. The focus is always on the development and promotion of innovative recycling technologies, with the aim of helping to shape our industry and make an active contribution to the circular economy."



Mailin Bode  
Member of the Board, AGPU

### Could you explain to us briefly what the term "circular economy" means?

"The circular economy aims to reuse existing resources repeatedly and reduce waste to a minimum rather than just exploiting raw materials, using them and throwing products away. The goal is to extend the life cycle of products and maximise the value of all materials at all times."

## TOGETHER FOR TOMORROW

### Who belongs to associations?

- Raw materials suppliers (manufacturers of PVC, plasticisers, additives, etc.)
- Converters (companies such as RENOLIT, as well as customers such as window profile manufacturers)
- Recyclers

# Resource conservation: a task for the future

RENOLIT aims to ensure efficiency and conserve resources in all of its production processes, helping us to minimise the potential impact on the environment and reduce our environmental footprint. Along with meeting our recycling targets, avoiding CO<sub>2</sub> emissions at and around our 22 production plants while ensuring the responsible use of water, energy and raw materials plays a pivotal role in protecting the climate and environment.



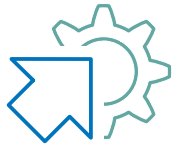
WATER CONSUMPTION

**2,169,777**  
m<sup>3</sup>, - 0.1 %

**ISO**

SITE CERTIFICATION

**9**  
ISO 14001- and  
EMAS-certified locations



ANNUAL PRODUCTION

**252,637**

tonnes of materials used in the  
production process, - 2.3 %



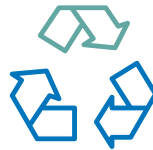
ENERGY CONSUMPTION

**551,757**  
MWh, - 1.5 %



PLASTICS WASTE

**43,473**  
tonnes, + 2.6 %



INTERNAL RECYCLING RATE

**62.15 %**  
+ 4.1 %



CO<sub>2</sub> EMISSIONS

**225,062**  
tonnes, - 1.3 %

## Going circular

Since 2016, RENOLIT has been making an active contribution to the circular economy through its RENOLIT goes Circular initiative. The circular economy is a sustainable economic model that aims to continue using resources for as long as possible and avoid waste through reuse and recycling, benefiting our environment and reducing environmental

impact. Special focus is also placed on partnerships with customers and recycling systems for end products to effect change throughout the product life cycle. As a result, RENOLIT is improving resource efficiency and its competitiveness while also making a significant contribution to the current voluntary commitment made by the European plastics industry.



- Incineration
- Conversion into new products
- Recycling at other locations
- Recycling at the plant
- Waste prevention

## Conserving resources through waste-air purification



In 2018, RENOLIT invested in three new waste-air purification systems at its location in Guangzhou.

← x3



ChiWa Tin  
Project Manager

“Production processes generate waste air and steam. Modern waste-air purification systems help us counteract them, reduce emissions to a minimum and protect the environment. That gives us a good feeling – and, best of all, clean air!”

## Imprint

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The RENOLIT Sustainability Report 2018 is available at:

↓ [sustainabilityreport.renolit.com](https://sustainabilityreport.renolit.com)