

We are the accelerator of change
for a better world

through protective
packaging solutions.



acapa

Sustainability Report 2022



We are packaging-enthusiasts
from across Europe, united by
our ambition to protect goods.

adapa

purpose

“Purpose” is our underlying pillar. It aligns our people to their different roles and leads us on our journey of co-creation. Purpose lends meaning and invites all employees to contribute as much as they are capable of. At adapa we have taken up this challenge and play an active role in shaping the future of the flexible packaging industry.



people

Our people are our most valuable assets. For this reason, our focus on “People” is fully dedicated to our employees. We can deliver the highest possible level of performance and quality thanks to their knowledge and experience. The wide-ranging backgrounds of the Group companies have enabled us to make diversity our greatest strength.



planet

At adapa, each and every one is deeply involved in making our planet a better place to live. Not only do we aim but we daily work to manufacture products that support the needs of the present without harming the planet’s future. Therefore, all employees strive to accelerate innovation that can reduce the product’s environmental impact without jeopardising its quality and safety. At the same time, we leverage the benefits of protecting the packed goods and thus helping to prevent food waste.



prosperity

“Prosperity” serves as a common framework that helps us steer every business activity and decision to achieve our overall main objectives. Innovation and transparency are fundamental drivers enabling us to put this vision into practice. We want our work to be crucial in creating ecosystems of opportunities. These should add value by supporting our stakeholders and achieving economic, social, and technological progress in harmony with nature.



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Foreword

2022 was a true milestone for our Group. We believe that the greatest ability we have shown in this very challenging year is resilience – the ability of our organisation to quickly adapt to disruptions while maintaining continuous business operations and safeguarding people, assets and our overall brand equity.

Our new company name adapa which we announced in September 2022, is not only derived from “adaptive packaging”, but also from our ability as a group to adapt. With it, we have taken the opportunity to build a strong, sustainable foundation for future growth with our new company strategy “future is driven by action”. It is built around four focus areas: organic growth through customer proximity, operational excellence, sustainability as

well as digitalisation and innovation. An essential part of it, sustainability provides the solid fundament for the long-term success of our company. With adapa’s sustainability strategy, we strive to establish a truly circular economy for flexible packaging as well as ensure carbon footprint optimisation every step of the way.

With our 5R strategy, we steer our sustainability efforts towards Responsibility, Replacement, Reduction, Recycling and Renewal. Responsibility takes centre stage as we particularly put effort into taking care of our employees, business conduct, products, and the impact of our business activities on the environment. The remaining four pillars outline our fields of action: Replacement of conventional concepts with new

and alternative raw materials, Reduction of plastics while maintaining the highest product protection and processing quality, design for Recycling of our solutions, and Renewal, meaning the use of renewable raw materials.

All these efforts tie in with our expressed commitment to the United Nations Global Compact and our continuous support of this initiative and its ten principles that we wish to renew. That entails setting precise objectives and communicating them transparently in this Sustainability Report.

In our revised company strategy, sustainability and our values remain at the heart of everything we do and will continue to do so in the future. We are excited about our journey ahead and would like to

express our sincere appreciation and gratitude to all our stakeholders. Sharing our values, you’ve helped us get to where we are today, and to build a strong foundation for future growth. We are convinced that adapa’s story will continue to be successful as long as we give our best every day.

Kind regards,



Juan Luis Martínez Arteaga
Chief Executive Officer



Marek Pawlak
Chief Sales Officer



Gert Schaumburg
Chief Finance Officer

Adaptability to a changing World

We are open-minded, flexible and courageous. We actively anticipate, support and drive change. We take responsibility for shaping our new reality together.

Continuous Improvement

We constantly challenge ourselves and the world around us to strive for a better future. Continuous improvement is about curiosity and learning from our mistakes. In short: we are prepared to leave our comfort zone.

"We are the accelerator of change for a better world through protective packaging solutions."

Trust

We offer trust by having faith in people – believing they are doing their best, every day, to embrace openness, respect, fairness, empathy and integrity. We earn trust by living up to the expectations of our partners in whatever we do. Every single day. On every scale, small and large.

Accountability & Reliability

Accountability means acting responsibly and taking ownership. We always involve our stakeholders in decisions we make. Reliability means being committed – to our goals and the goals of our customers. It's doing what we say and saying what we do.

Team Spirit

We live and breathe true team spirit and work together towards a common goal. In this way, many "I's" become a collective "we".

Sustainability

It is crucial to protect our wonderful world for future generations. We use our planet's resources responsibly and prioritise sustainability in all aspects of our operations. One of our core values is to meet the highest social standards and demonstrate ethical integrity not only in our business, but across our supply chain.

About adapa Group

adapa Group headquartered in Wiener Neudorf, Austria, specialises in innovative, high-quality and customised high-barrier packaging solutions for the food, tobacco, hygiene and pharmaceutical industries. With its integrated value chain from sourcing of raw materials, extrusion to printing and converting, the company, which was founded as Schur Flexibles in 2012 and renamed in 2022, generates annual sales of over 700 million euros, making it one of the leading companies in the industry in Europe. adapa employs around 2,200 people at 22 sites across Europe, which are highly specialised Centres of Excellence and enjoy technology leader status in their field. Sustainability is at the heart of the company's business activities.

AT adapa Holding
Head office of the Group

DE adapa Germany Freital
For coated paper and strip lamination

DE adapa Germany Kempten
For skin films, barrier shrink films and bags, barrier films and rigid PP films for the food industry

DE Schur Flexibles Vacufoi
For film extrusion, barrier shrink films and bags in the food industry

DE PS Polymer Sourcing
For the selection, procurement and distribution of raw materials

DK adapa flexibles Denmark Bjert
For extruded PE multi-layer films for the food, pharmaceutical and tobacco industries

DK adapa flexibles Denmark Slagelse
For the pharmaceutical and dairy industries, high end extrusion, lamination and coating

FIN adapa Finland Jakobstad
For cast PP films and cast barrier films for the food, medical, pharmaceutical and tobacco segments

FR adapa France Fontenay le Comte
For flexo printing and lamination, mainly for the cheese and protein markets

FR adapa France La Ferte-Bernard
For stand-up pouches, shrink-sleeves and sachets for food and beverages

FR adapa France Averdoingt - Digiflex
For digital printing, serving all types of markets for small and medium production runs

FR adapa France Averdoingt
For rotogravure printing and lamination for the food industry, mainly in the cheese and protein markets

GR adapa Greece Komotini
A one-stop shop for high performance gravure printing and converting for the food and hygiene industry

GR adapa Greece Engraving
For outstanding quality in cylinder gravure

IT adapa Italy Forli
For printing solutions and high-performance lamination in the food and beverages industries

IT adapa Italy Florence
For recyclable film production and own recycling plant

NL adapa the Netherlands Amersfoort
For tea and coffee, specialised in extremely short delivery times

NL adapa the Netherlands Goirle
For special finishes and high-quality offset printing

NL adapa the Netherlands Leek
For tobacco pouches and special finishes

NL adapa the Netherlands Rotterdam
For coated and laminated products for the confectionery industry

PL adapa Poland Bogucin
For flexo printing and lamination for food and hygiene packaging, leading supplier for drawstring bags

SE adapa Sweden Landskrona
For refining and processing packaging for food and non-food products in Scandinavia

SK adapa Slovakia Trebisov
For high-performance snack and confectionery packaging films

UK adapa UK St Helens
For flexo printing and bag making, mainly for the food industry



Our integrated value chain: a one-stop shop for flexible packaging solutions

adapa is a one-stop shop for flexible packaging solutions, boasting a fully integrated value chain, from the sourcing of raw materials, production, printing, laminating, refinement to recycling, individually or as a package. The company is a specialist for customised solutions with a broad specialty portfolio.

The 22 sites, each a Centre of Excellence in its respective market, offer a full vertical integration of customised flexible packaging production. This makes the company an innovative driver of sustainable speciality solutions, especially as it operates some of the most technologically advanced printing houses in Europe.



1

Purchasing – Excellent raw materials are the basis for high-performance packaging solutions.

Polymer Sourcing bundles the expertise for the selection, procurement and distribution of standard and high-quality polymers under the umbrella of adapa Group. The Polymer Sourcing experts serve as the professional interface between polymer producers and processors, offering extensive resin granulate and additive know-how across the supply chain. This central organisation connects the supply for all sites, providing global market insights and strategies to secure the ongoing supply of all required raw materials.



2

Extrusion – The raw material is melted to form the molten polymer into a shape with a continuous profile.

adapa focuses on sustainable products in film production, which the company runs at its sites in Denmark, Finland, Germany, Italy and France. In addition to polyethylene films and polypropylene flat films, adapa develops individual packaging solutions, ideally customised to suit customer and market requirements. For example, this could mean customising high-barrier shrink films for shrink bags and 3-side sealed pouches as well as extremely flexible PA/PE films or PP based rigid films.



3

Cylinder engraving – Copper plating, polishing and engraving of rotogravure cylinders.

The high-quality cylinders are the basis for top printing quality. adapa Greece Engraving site in Komotini, Greece is the Centre of Excellence for producing cylinder bodies and engravings. All roto cylinders are copper plated and polished before being engraved, chrome-plated and finished with the desired printing image and surface roughness.



4

Printing – Rotogravure, flexo print as well as UV offset and digital printing, all tailored to individual client needs.

adapa covers the entire range of printing processes on polymer films, aluminium foils and paper based substrates, from rotogravure and flexo printing to UV-offset printing, providing optical effects from matt to high-gloss varnish or tactile effects. An engraved cylinder (roto) or plate (flexo) with the desired pattern is immersed in ink. The substrate is then sandwiched between this cylinder and a roller to obtain the pattern. Additionally, adapa has been successfully ramping up its digital printing capacities in a long-standing strategic partnership with HP Indigo.



6

Slitting – The large roll of material is cut into narrower rolls suitable for the customer.

The substrate web is unwound and passed through blades before being rewound as a narrower roll in a highly precise and customised process.



5

Laminating – Solvent-free or solvent-based adhesive lamination is used to fuse the individual films into a composite, fulfilling various functionalities.

Two or more webs are taken and joined using a bonding agent. The adhesive is applied to the less absorbent web, and the other is then pressed against it. The carrier film is the film layer that is used for printing the film. The composite film can be equipped with an additional barrier layer.



8

Recycling – Recycling of extrusion production waste.

Our extrusion sites recycle their internal waste by grinding and re-using it. With its compacting and re-extruding processes, adapa Italy Florence is the specialist in the Group for recycling own and customer's PIR. Furthermore, several converting sites operate own solvent recovery plants.



7

Converting & bag making – Printed and laminated polymer webs are converted directly into bags, sleeves or pouches.

We offer a wide range of drawstring bags, stand-up pouches and various other pouches, or other tailor-made formats requested by the customer.

Protective packaging solutions

Driving and accelerating sustainable innovations for each of our products and services in close cooperation with individual client needs is a key element of our growth strategy. For this reason, sustainability is at the core of and reflected in our product portfolio. Our teams from R&D, sales and sustainability closely collaborate to deliver best-in-class innovation based on a client-oriented focus.

Furthermore, the R&D strategy aims to promote a group-wide knowledge exchange and innovation management in close collaboration with clients as a means of developing tailor-made solutions. That is why all innovation work includes local experts at all production sites, who run test stations and laboratories to continuously improve production processes. The R&D centres based in Denmark, Finland, Germany, Greece and Italy reach out to enlarge the portfolio of sustainable products.

In turn, this is crucial to creating future-oriented solutions which meet all legal and sustainability requirements across Europe and ensure optimal operability at client sites. Standardised interaction like this has demonstrated the company's ability to deliver the greatest benefit from tailor-made solutions and precisely fulfil every aspect of customer needs.

Ready today to meet tomorrow's requirements

On the basis of this holistic sustainability approach along the entire value chain, we monitor developments in the drafting of environmental regulations, which are scheduled to come into force in the next years. Our products have to comply with the EU circular economy Action Plan "Targets". adapa provides a recyclable alternative to clients in almost all of its market segments except for pharmaceutical packaging, due to its specific requirements. At the same time, it fulfils the very high protection and safety expectations. For example, this is one of the reasons why adapa is a top supplier of recyclable PE packaging, delivering innovative solutions to meet future regulatory requirements. The comprehensive range of customised packaging gives the customer the convenience of receiving a complete set of solutions from one single provider.

Flexible packaging offers an incredibly broad variety of protective solutions, meeting a wide range of **additional** requirements and contributing to reducing food waste.

Prevent

Avoidable food waste is a significant part of the carbon footprint of food products. Protective packaging solutions increase shelf life and guarantee food safety, thus leveraging the effects of preventing food waste.

Manufacturers expect perfect machine runnability, and protection of the product against damage, contamination, light, moisture or oxygen. Sometimes, the packaging is also supposed to support the further improvement of the product such as ripening.

Protect

Attract & inform

Consumers expect an attractive packaging design, which also provides important information on product usage, ingredients, shelf life or disposal, along with a guarantee for the best quality and freshness of the packed good.

Recycle

Society at large expects packaging materials which are reduced to an absolute minimum and recycled in a circular economy in order to preserve our planet's future.

Our products

adapa offers an extensive portfolio for efficient, safe and sustainable packaging. Continuous technological innovation and a willingness to create tailor-made solutions is what drives us. With our comprehensive range of packaging customised to individual requirements, we offer our customers the convenience of receiving a complete set of solutions from a single provider. Doing so, we also provide the opportunity of hands-on collaboration to solve future challenges. In the collaborative process, packaging solutions can be individually designed and tested to simulate

and optimise the packaging process required by the customer. Our product portfolio consists of efficient mono materials and sophisticated and functional multilayer structures for high-performance sealing and barrier protection for products.

Since 2018, we have been primarily developing sustainable packaging with a strong focus on resource-saving solutions and materials ready for recycling. Since 2019, our portfolio comprises at least one product designed for recycling for every consumer market segment served.

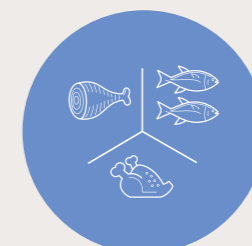


Market segments

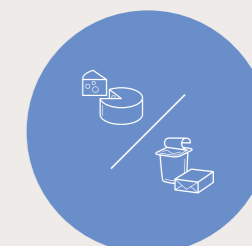
With our innovative, premium quality and tailor-made medium or high-barrier packaging solutions, we serve different market segments in the food, tobacco and pharmaceutical industries.



Confectionery



Meat, Fish and Poultry



Cheese and Dairy



Tobacco



Coffee and Tea



Frozen Food and Ice Cream



Medical and Pharmaceutical



Toiletries and Hygiene



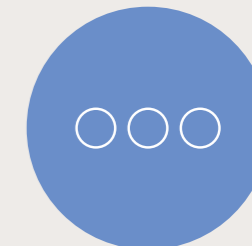
Bread, Biscuits and Cakes



Fruit and Vegetables



Dry Food and Cereals



Further Specialties

adapa in numbers

36
Number of product brands

15
Number of product categories

Raw material suppliers

507
Number of raw material suppliers

471 m
Purchasing volume in EUR

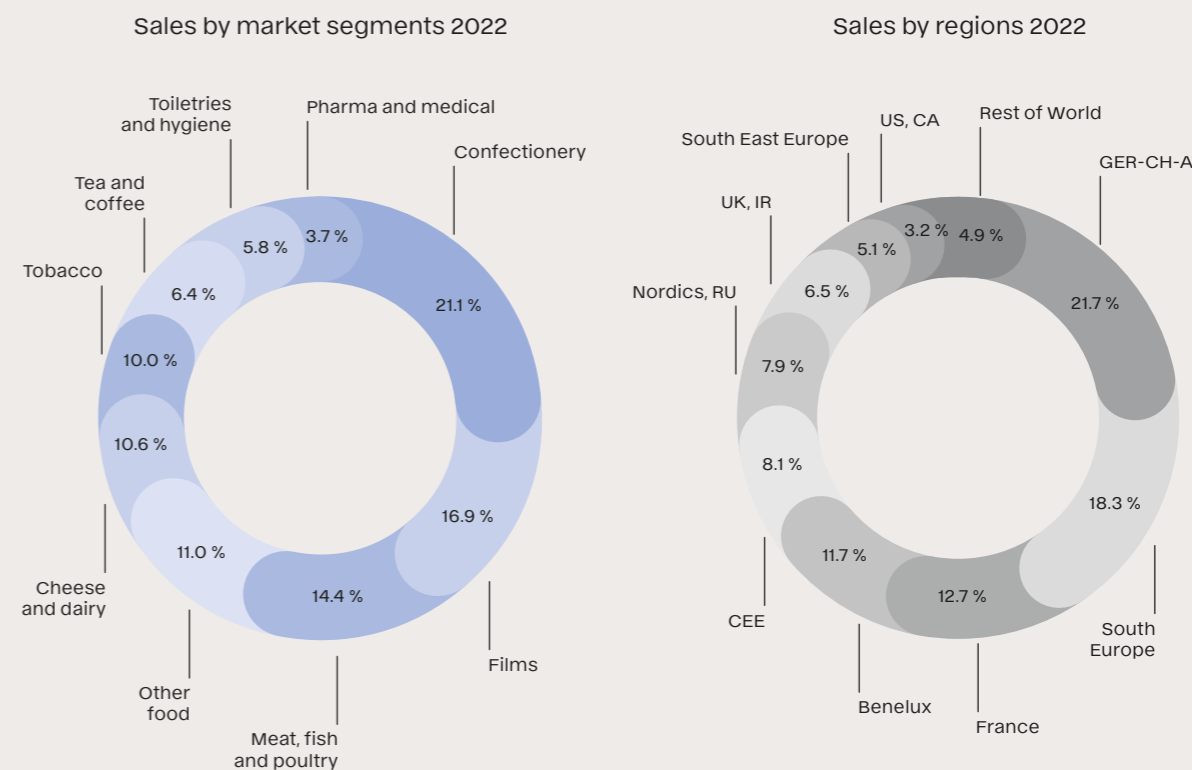
Number of employees

2,209 Total
429 Female
1,780 Male

The HR data is based on headcounts.

Sales by regions and market segments 2022

We develop and produce premium-quality, tailor-made medium or high-barrier packaging solutions within the food, tobacco, pharmaceutical, hygiene and film segments.



1 reduction

Innovative research and development are the key to thinner, lighter packaging solutions that still offer high quality and guarantee excellent protective functionality. Additionally, we concentrate on down-gauged packaging solutions which are simultaneously designed for recycling. The notion of reduction is also a core element enabling us to optimise the resources needed during production. Our starting point is efficiency in our production processes as well as green energy and waste treatment. This holistic approach throughout every single step in our daily work is a sustainable way to reduce our carbon footprint.

Reducing the use of plastic materials requires a high level of technical expertise because the protection of goods and consumers must be ensured and the finished packaging material has to be processed easily on existing customer packaging lines. Nonetheless, the reduction potential, particularly by flexible packaging, is enormous if compared to other alternatives available on the market. Up to 58 kilogramme of products can be packed and protected with only one kilogramme of flexible film. This comprises a real benchmark amongst packaging solutions.

2 renewal

The resources of our planet are finite and must be preserved. To keep our planet's ecosystem in balance, we must guarantee the regeneration and renewal of materials removed from the system. Therefore, we focus on raw materials that do not overexploit our planet, for instance using certified paper made from sustainably managed forests or substituting fossil-based polymer raw materials with renewable ones. Our R&D team is constantly expanding our portfolio made of renewable material.

3 replacement

We want to replace conventional materials with new and innovative ones, including the use of alternative input materials to reduce the amount of virgin plastic per packaging unit while also considering its recyclability. We also work towards replacing rigid packaging with flexible packaging, and continue to introduce new, innovative packaging concepts instead of the conventional ones. This allows us to reduce material per unit, yet maintain the highest level of protection.

4 recycling

We aim to make raw materials in packaging films recyclable to fully use their benefits and keep them in the closed loop cycle. As part of the rethink concept, we offer packaging solutions which are designed for recycling in line with the CEFLEX D4ACE guidelines. We invest heavily in the research and development of flexible packaging materials to facilitate recycling and thus support a circular economy. We already offer at least one product designed for recycling for our consumer goods markets except pharma.

5 responsibility

Responsibility is more than a single pillar – it is THE foundation of our business. We take responsibility for our products, our Company and for the people we work with. We are committed to sustainability in all of our Group's activities, in our production as well as our collaboration process. Keeping a balanced ecosystem in mind, we continuously work on clever approaches to reduce the environmental impact of our products. We do so in close cooperation with our stakeholders – every single day, in every step of our work.

reduction
renewal
replacement
recycling

responsibility



The adapa rethink initiative

At adapa, we rethink existing packaging solutions in collaboration with our customers to develop more sustainable alternatives. We offer our clients a full-service, holistic concept within the context of this initiative, including consultation, conception, material development as well as process implementation. This is designed to enhance the sustainability of our clients' packaging range and still fulfil the highest product protection standards.





5R product examples

1 reduction



PaperFlow

With a thickness of only 8 µm the BOPP sealing layer of this paper-based flowpack is remarkably thin, yet still ticks all the boxes in terms of sealing speed, sealing strength and processability. Used to pack dry products, this certified recyclable paper laminate holds a paper content of 85 % which allows our customers in most European countries to reduce plastics use and safe disposal costs.

2 renewal



PaperTwister plant-based coating

The PaperTwister plant-based coating is the perfect combination of sustainability and performance. Thanks to the use of renewable material, it is fossil-free and replaces the traditionally used paraffin wax papers. Running seamlessly on the fastest twist machines on the market it comes in various versions, including a palm oil free and a certified recyclable version.

3 replacement



CrystalPE

This new generation of oriented PE films is the result of an accurate selection of specific resins and process parameters that - in perfect combination with each other - allow for modulation of the size of the crystals of the polymer matrix, therefore its crystallinity. Changing the natural stretchiness of Polyethylene to a film without elongation in length - basically comparable to PET in terms of printability and puncture resistance but a density below 1g/cm³ - allows for creating printed mono-material packaging based on PE.

5 responsibility



FlexiClose[®] AMX

This polyolefin-based reclosable topfilm seals towards mono APET bottom webs and has a density of less than 1 g/cm³. This creates a packaging solution that is ideal for separation in the float-sink process, a commonly used process in recycling facilities. The FlexiClose[®] AMX can be extensively rejected from mono APET before recycling to reduce contamination of the transparent APET stream to a minimum.

4 recycling

EcoString bag 80% PCR-content

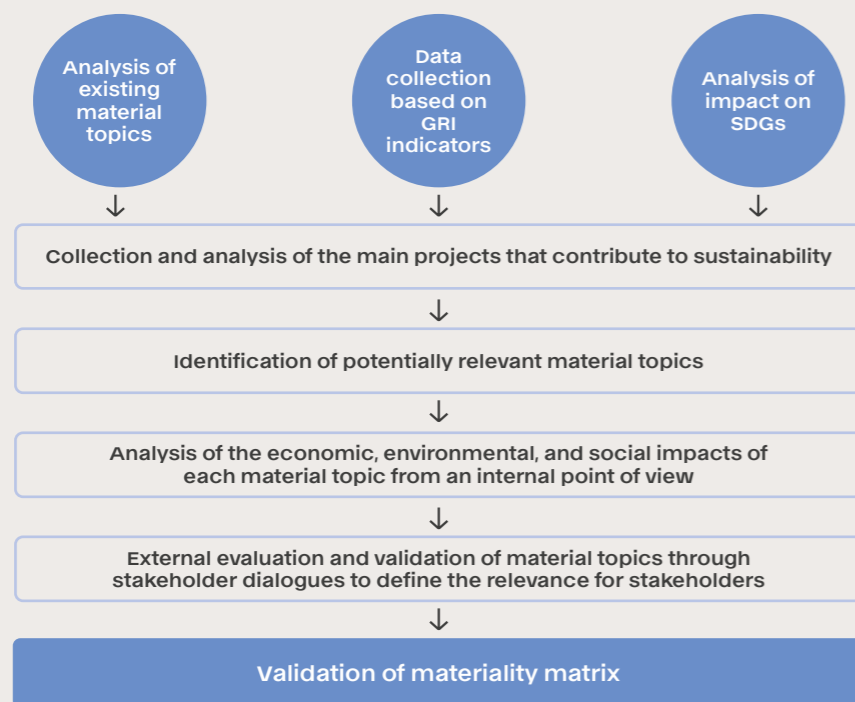
After turning the original drawstring bag with a cotton string into a fully recyclable* solution, adapa consequently developed its PE EcoString bag further and is now incorporating 80 % PCR material - bringing it ever closer to the goal of a circular economy.



*Recyclability requires appropriate waste management and recycling infrastructure in the respective country.

Materiality analysis

The materiality analysis displays the path through which the company identifies the most relevant topics in the context of its environmental, economic, and social responsibility. The material topics reflect the company's impacts and serve as a guide for determining future objectives, indicators, and strategies. The heart of this analysis is the definition of the potential material topics and their positioning on the matrix.



1 First, we performed a gap analysis of the existing material topics. In doing so, we considered the opportunities, changes, and challenges we face as a company. We continued our data collection process on GRI indicators. Further, we analysed our potential positive and negative – current and future – impacts on the Sustainable Development Goals (SDGs).

2 The first step gave us insights to possible missing topics, and in the second step, we collected and analysed our main projects regarding sustainability.

3 By consolidating all information gathered in the first two steps, we identified a list of 22 possible material topics.

4 These topics were then evaluated from an economic, environmental, and social perspective. This evaluation was conducted within the sustainability team, verified by the board, and signed off by our CEO, Juan Luis Martínez Arteaga.

5 The internal evaluation was completed with an external stakeholder dialogue. Each material topic was validated by our most relevant stakeholder Groups, who were asked to assess the extent to which a given topic could potentially influence their actions and decisions.

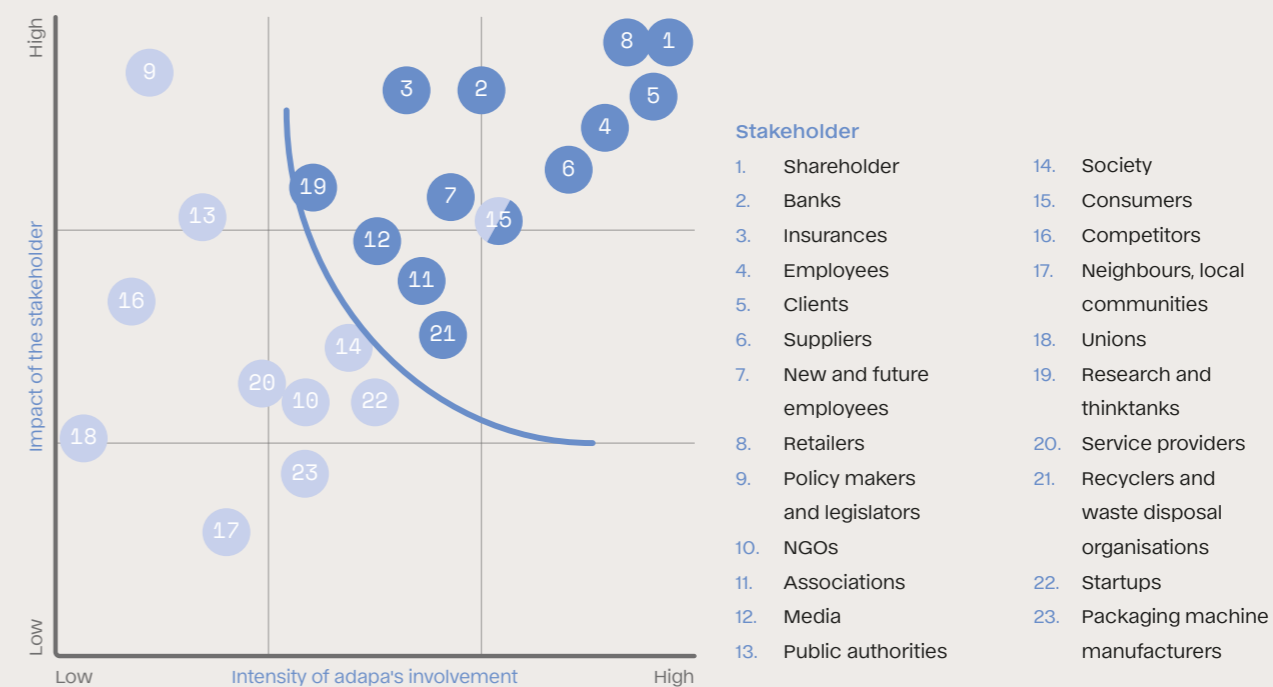
6 All this resulted in our materiality matrix.

Materiality analysis Stakeholder dialogue

Pursuing a complete and credible sustainable development path requires continuous dialogue and discussion with our major stakeholders to identify and include their needs regarding our strategic development. Listening to and giving a voice to interest groups that influence or are influenced by the activities of a company is a very important principle, not only for the strategic benefit, but also in terms of risk management and added value, generated through a stronger relationship. Being aware of the importance of this

process, we initiated stakeholder dialogues in our process of sustainability reporting and conducted a comprehensive exchange with our most important interest groups in 2021.

We mapped the company's main stakeholders for the process in spring of 2020. We used this mapping as a basis, as we evaluated and adapted it. As we were pursuing a deep rather than broad interaction, we decided to narrow down the list and engage



Materiality analysis SDGs impact analysis

with 13 categories in this round of dialogues. To do this, we assessed the categories according to their impact on adapa Group and the intensity of our involvement towards them. Furthermore, we made sure that all involved groups were able to analyse both an internal and external perspective. Thus, the stakeholder groups involved in the dialogue that was carried out in autumn 2021 are: shareholders, banks, insurances, employees, clients, suppliers, new and future employees, retailers, media, recyclers and waste disposal organisations, associations, research and thinktanks. Although consumers were assessed as a relevant group, due to organisational reasons we were not able to initiate a dialogue with them. Further, we sent a questionnaire to the two stakeholder groups media and retailers, but unfortunately we did not get an answer. Therefore they are not included in the results.

All dialogues were conducted online by external consultants. We used different dialogue formats: while banks, insurances, suppliers, and associations were involved through personal interviews, employees – both newcomers and long term – and clients took part in a focus group. The other interest groups were consulted by means of a questionnaire.

The objectives of the stakeholder dialogue were, on the one hand, to validate the potential material topics that emerged from the conducted process and, on the other hand, to understand the stakeholders' perception of adapa Group, their expectations, their interpretation of sustainability, and their assessment of opportunities and risks. Our second round of stakeholder dialogues has been proven as very positive.

The gathered information is very meaningful, and the willingness and gratitude shown by all participants has been far beyond expectations. The constructive, open, and transparent dialogue has motivated us to expand the process in the future. All collected inputs regarding the validation and the evaluation of the material topics are represented along the vertical axis of the materiality matrix, and the indications that emerged with respect to the additional questions were discussed and reflected with various company departments. The only exception is our shareholders. Their evaluation of the material topics has been considered in the horizontal axis. Further steps have been defined for each of the stakeholder groups. A summary of the results and next steps of each dialogue can be found in the appendix.

Our planet and humanity are facing important environmental, social, and economic challenges. In 2015, more than 150 world leaders from the United Nations defined the SDGs to set priorities and aspirations to respond to these challenges. The SDGs are a universal call for contribution from all levels. Everyone is asked to strive to achieve them. Globally, many governments and companies have started actively working in line with the goals.

We as well want to contribute. In the process of our sustainability reports we analyse our impact on the SDGs and how we relate to them as a company. Following the process of the Sustainability Report 2019, we conducted another in-depth analysis for the Sustainability Report 2021. As a first step, we studied each goal by its relevance, single targets, current global situation, and meaning on a corporate level. As a second step, we assessed the potential positive

and negative impact – current and potential – we have on each of the goals. Even though we are aware that the goals are deeply interconnected, they do not have equal relevance for our Company. As a result of the analysis, we identified that adapa Group currently has the most impact on the following SDGs: 3, 4, 5, 6, 7, 8, 9, 12, 13, 14, 15, 17

The resulting image is helping us better understand how we can contribute to the realisation of the goals and how we can integrate the SDGs into our future strategic planning. The SDGs played an important role in the drafting of the material topics list that we validated through the stakeholder dialogue process. To maximise our contribution to the SDGs, we analyse their relevance for our company on a yearly basis.



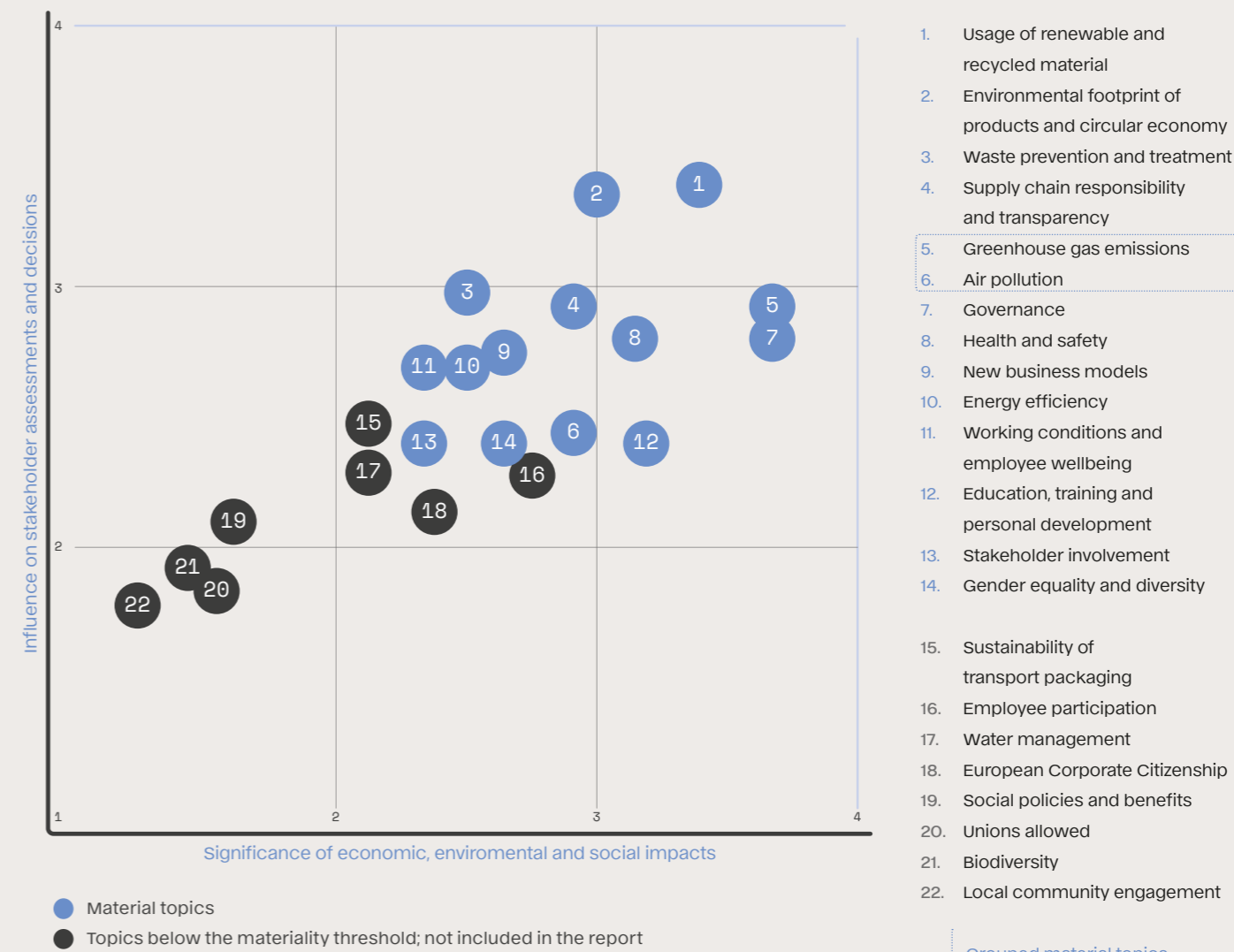
Materiality analysis

The result: Our Materiality matrix

Topics that overcome the threshold (set at 2.4) both from an internal and external perspective are considered relevant for the company's sustainable development, entering the list of adapa Group's material topics. Each topic is reported on within this document with a description of the overall objective, its boundaries, the management approach, and KPIs. This allows us to assess what has already been implemented at a strategic and operational level and how we aim to reach each topic's objective in the future. Additionally, we present projects and business processes that reflect the operative side of this strategic thinking.

During the elaboration process, it became clear that some material topics are strongly interconnected with one another, and we therefore decided to group them and not report on them individually. Topics below the threshold are not included in this report. However, there are topics that could potentially play a relevant role in the future. Therefore, we update and evaluate the materiality analysis on a biannual basis.

The next materiality analysis is planned for 2023. In this analysis, we will consider the requirements of the Corporate Sustainability Reporting Directive (CSRD).



Methodology

This Sustainability Report has been prepared with reference to the Global Reporting Initiative (GRI) Standards 2016. The information and data refer to all production sites manufacturing flexible packaging solutions as well as the company headquarters in Wiener Neudorf, Austria. The reporting period ranges from 1st of January 2022 to the 31st of December 2022, unless otherwise indicated.

The corporate boundary is defined by adapa Holding GesmbH; for each material topic the overall objective, boundaries, management approach and KPIs are specified. The Sustainability Report has been prepared based on the fundamental principles outlined by the GRI to guarantee the completeness and quality of the provided information. Further, this Sustainability Report serves as our Communication on Progress (COP) to the United Nations Global Compact.

The Group companies included in the reporting boundaries can be found in the Annex on page 105.

Structure of the report

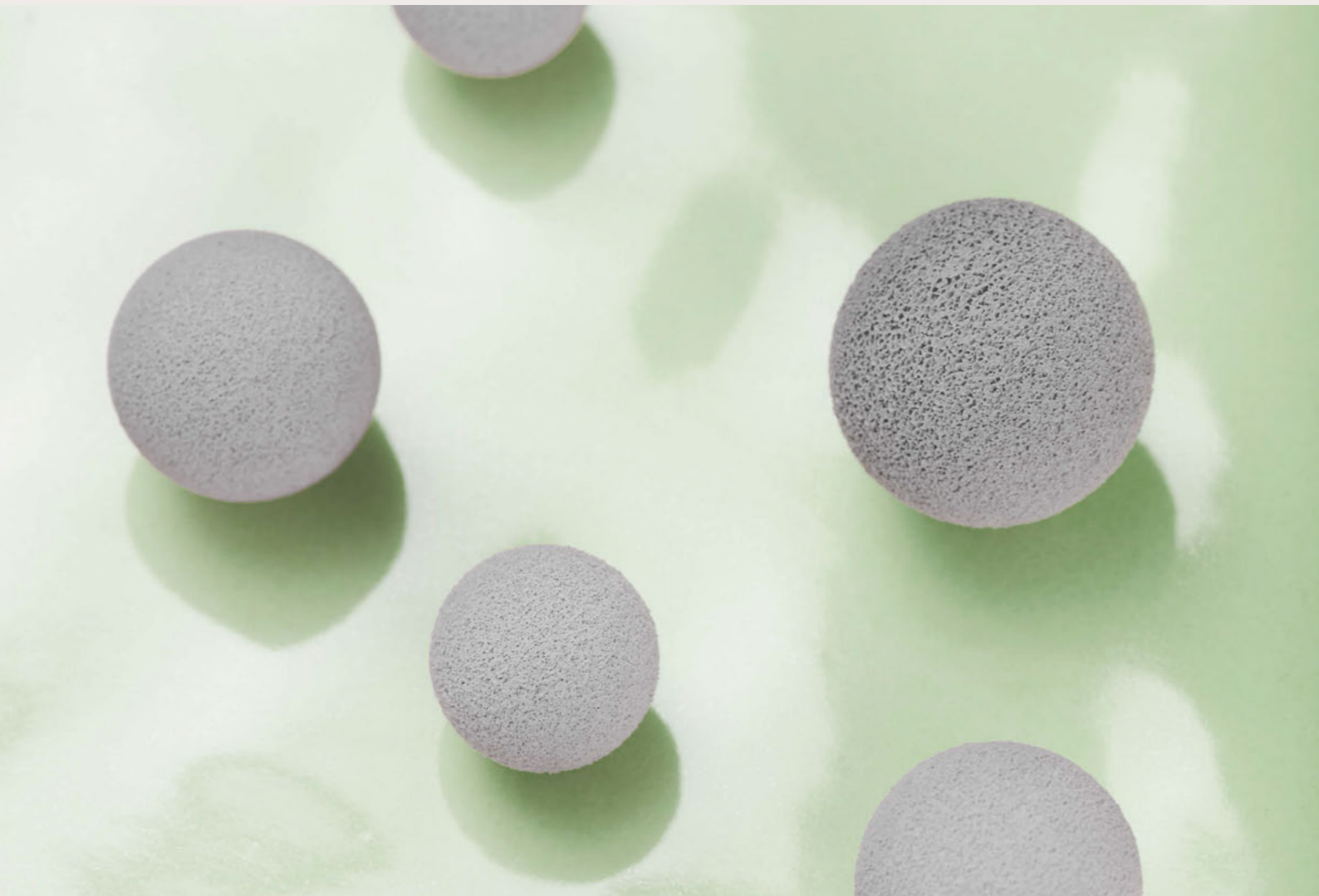
The material topics presented and described within this report are structured according to our 4Ps logic: Purpose, People, Planet and Prosperity. This logic is a result of a Group-wide project, in which we redefined the Group identity and developing stronger Group thinking. These four dimensions shape the strategic future of adapa.

The structure of this report follows the twelve relevant material topics or groups of material topics displayed in the matrix. The material topics are assigned to one of the 4Ps. At this point, it is essential to mention that the 4Ps are strongly interconnected and the assignment of one material topic to a specific P does not necessarily exclude its relevance for another P. The allocation took place based on the predominant objective of the material topic.

Each material topic is represented by:

- an overall objective towards which it tends,
- the boundaries for which it is relevant,
- the management approach and the internal responsibilities,
- KPIs to give insights about the status quo,
- current and future projects to further develop the topic and achieve the overall objective.

This work serves as a basis for our objectives to be increasingly precise and specific and for improving our monitoring system.



SDGs



UNGC





purpose

“We are the accelerator of change for a better world through protective packaging solutions.”

Purpose is our central pillar. It is the element that aligns every one of our employees in their different roles and leads us on our co-creational journey. It encompasses why we do what we do and outlines our core reason of existence. Purpose gives meaning and invites all our employees to contribute to the maximum of their capabilities.

Today’s world requires adaptation to rapid change. At adapa, we face this challenge and play an active role in shaping the future of the flexible packaging

industry. Therefore, we dare to move out of our “business as usual” comfort zone and work to achieve the outstanding results that we all strive for.

Purpose – along with its accompanying field of values – allows the adapa Group to grow together into one organism. Within our purpose-driven organisation, we aim to fulfil the objectives and targets defined by our three strategic fields of action: People, Planet and Prosperity.

Material topics

- Governance
- Stakeholder involvement
- New Business Models

Governance

Overall objective

As a supplier of specialised flexible packaging solutions, adapa has made sustainability one of its core purposes. We aim to pave the way for a circular economy, fully endorsing the EU Green Deal. To reach this objective, our specialised Centres of Excellence unite on the development of innovative solutions. By collectively working towards eco-effectiveness and eco-efficiency, we are promoting connectivity throughout adapa Group and our entire value chain. Together, we are improving products and contributing to the objectives set by the United Nations SDGs. We also engage in partnerships with multi-national organisations to share knowledge and accelerate the transition towards a circular economy.

Boundaries

Group level, including all corporate overarching activities.

Management approach

The foundation of our daily work is our principles-based approach to doing business. Incorporating the Ten Principles of the UN Global Compact (UNGC) into our business, we ensure to act responsibly as a global manufacturer, reliable business partner, and an ambitious team. Our business ethics are defined by our Code of Conduct, which all employees need to follow. Guided by our corporate value set, our sites work closely together to achieve our common goals. Our clients and partners from our value chain are of special importance to us to enable change in our industry. Therefore, we seek to collaborate with them on the development of solutions for the future. On a broader scale, we actively engage in organisations to make the vision of a green economy a reality.

Projects

1. Our sustainability team
2. Compliance
3. UN Global Compact

SDGs



UNGC



KPIs EcoVadis ranking in 2022

- adapa France Averdoingt
- adapa France Fontenay le Comte
- adapa France La Ferté-Bernard
- adapa Slovakia Trebisov
- adapa the Netherlands Rotterdam
- adapa UK St. Helens
- adapa flexibles Denmark Slagelse
- adapa the Netherlands Goirle

ESG Risk Rating by Morningstar Sustainability

In 2021, adapa received an ESG Risk Rating of 9.0 and was assessed by Morningstar Sustainability to be at negligible risk of experiencing material financial impacts from ESG factors.* This makes us a proud holder of the top rated badges.

*In no event the ESG risk rating result shall be construed as investment advice or expert opinion as defined by the applicable legislation.



Other awards that adapa received in 2022

- Green Packaging Star Award (World Packaging Organisation)
- DFTA Award (DFTA Flexodruck Fachverband e.V.)
- FlexoStar Award (Association Technique Française de Flexographie)
- Digital printing award (Etiq & Pack magazine)

We are inter alia member of the following initiatives and associations



German Packaging Award for VACUshrink^{re} MEX 55

The Deutsches Verpackungsinstitut e. V. awarded adapa the German Packaging Award in the sustainability category in 2022 for its recyclable shrink bag VACUshrink^{re} MEX 55.

The recyclable shrink bag VACUshrink^{re} MEX 55 with EVOH high barrier is suitable for fresh, processed meat or non-gassy/ripened cheese. By using three-dimensionally stretched polyolefin structures with a film thickness of only 55 µm, adapa has succeeded in meeting the high requirements for product protection and processability and combining these with greater sustainability.

Governance

Our sustainability team

Context

Acting as a support function for the Group, our corporate sustainability team is the first point of contact for all sustainability activities. Its establishment in 2018 marked our first step towards the fulfilment of our vision to become a sustainability leader in our industry. The team's objective is to support adapa's and our stakeholders' goals toward a sustainable future.

Description

Our Group's central sustainability team is responsible for managing the product and operational sustainability of our Group. The department maintains strong relationships with important stakeholders such as associations, suppliers, and clients. On an operational level, the team supports the development of sustainable packaging alternatives and acts as a competence centre for the Group. The department is responsible for the non-financial reporting and publishes our Group's Sustainability Report in reference to GRI Universal Standards on an annual basis. The company-wide supervision of sustainability lies with our CEO, Juan Luis Martinez Arteaga.

Governance

Compliance

Context

Compliance with applicable laws, regulations as well as ethical standards is key and at the heart of our Group's operations and business practices. We see compliance as an important tool for facilitating sustainable growth through a culture of trust and transparency for adapa in the future.

Description

adapa implemented an update of its comprehensive Code of Conduct which is binding for all Group managers and employees. It has been published on our intranet, website, and whistleblowing platform. The respective online training module is mandatory for all our employees and has been successfully rolled out and implemented in 2022. Additional focus training is planned for 2023. A compliance program is currently envisaged to additionally introduce training, policies, and guidelines on certain

key aspects of the Code of Conduct. Besides, our Supplier Code of Conduct is currently under review and its updated version will be rolled out starting in 2023.

Potential concerns about ethical misconduct or any compliance matters can be reported by all stakeholders (both internal and external) on our state-of-the-art whistleblowing platform, which is independently operated, confidential, and anonymous. Contact details are communicated throughout the business and are available externally on the website. The platform is available in several languages.

To further boost our efforts for compliance, a dedicated Compliance Officer has been employed in 2022.

adapa's comprehensive Code of Conduct covers the following areas +

- Fundamental ethical principles
- Safety and health at work
- Protection of the environment
- Anti-bribery and corruption
- Gifts and invitations
- Donations and sponsoring
- Compliance with antitrust and competition laws
- Conflicts of interest
- Compliance with trade control regulations
- Privacy and information security
- Software licences and information protected by copyright
- Protection of company assets
- Compliance with provisions regarding money laundering
- Product regulations and advertising
- Communication with the media

Governance

UN Global Compact

Context

Manifesting its efforts for responsible business conduct, adapa signed the United Nations Global Compact in 2020. With our signature, we made a strong commitment to align our business strategy with the initiatives' ten universal principles and Sustainable Development Goals. This approach serves as an accelerator to meet our sustainability objectives and contribute to the 2030 Agenda for Sustainable Development.

Description

Based on its ten principles and the SDGs, the United Nations Global Compact (UNGC) encourages and guides businesses to commit to, assess, define, implement, measure, and communicate a corporate sustainability strategy. By the end of 2022, about 15,000 companies based in over 160 countries representing nearly every sector, were involved.

As a signatory, adapa commits to operationalising the Compact's principles. They represent standards for human rights, labour, environment, and anti-corruption. We firmly anchor the principles into our strategies, procedures, and policies. Furthermore, we pledge to pursue activities that enhance our contribution to the SDGs. This approach helps us to continuously improve our sustainability performance and embrace our responsibility for the protection of the planet's resources. Underlining our efforts for the UNGC, we disclose our activities on an annual basis. Our Sustainability Report serves as our Communication on Progress (COP).



Stakeholder involvement

Overall objective

Cross-sectoral collaboration is of utmost importance for the development of sustainable packaging solutions. Only if we focus on the requirements of our stakeholders along the value chain, we can design products that lead the way to a circular economy. Rethinking existing packaging solutions, e.g. with machine manufacturers, recyclers, and our customers, enables us to successfully replace an existing solution with a more sustainable, holistic concept. We strive to increase our engagement in this regard even more.

Boundaries

This material topic covers all our stakeholders except for our employees and suppliers which are covered by separate topics.

Management approach

From their initial idea to their first day of sales, adapa's products are subject to an elaborate development process. Our unique solutions not only reflect the many years of our sites' experience but the valuable input we get from our stakeholders. Rethinking existing solutions with them enables us to collectively develop more sustainable, holistic packaging concepts.

This strong interaction guarantees for us to align our sustainability strategy with customer and market needs.

Our ambition regarding stakeholder involvement goes beyond product development and resonates in our daily business and corporate culture. We build cooperative partnerships on a broad scale to develop and run joint activities and projects while continuously engaging with recyclers, retailers, universities, and other relevant players. Open and transparent communication with our stakeholders is a crucial part of our daily work.

Following our fruitful exchange with our stakeholders in 2019, we conducted a second dialogue with them in 2021. Involving them in our materiality analysis is very valuable to us, as you can see from the results displayed on pages 24–29.

The main responsibility for stakeholder engagement lies with our CEO, Juan Luis Martínez Arteaga, and our sustainability team.



KPIs

	2022	2021
Number of cooperations for sustainability topics*	15	18

*In 2022 we cooperated with the following companies and initiatives: AINIA, AMS Europe e.V. (FPE), CEFLEX, Deutsches Verpackungsinstitut e. V. (DVI), flex4loop, Flumen, FUTURY, IK Industrievereinigung, Kunststoffverpackungen e.V. (IK), NEXTLOOP, Operation Clean Sweep, Recyda GmbH, REDILO GmbH, The Waste and Resources Action Programme Ltd. (WRAP), UN Global Compact.

Projects

1. CEFLEX – designing for a circular economy
2. Cooperation with Recyda
3. NEXTLOOPP
4. flex4loop



Stakeholder involvement

CEFLEX – designing for a circular economy

Context

The European Green Deal's recycling targets enforce 55 % of plastic packaging waste to be recyclable by 2030. Considering requirements from the entire value chain, CEFLEX's Designing for a Circular Economy (D4ACE) guidelines offer detailed advice on flexible packaging design for recyclability. By designing products accordingly, they meet the necessary sortable properties and high-quality recyclability at the end of their use, entering the cycle again as valuable raw materials.

Description

CEFLEX aims to achieve the circularity of all flexible packaging in Europe by 2025. Their D4ACE guidelines help manufacturers, retailers and brands to design flexible packaging that is suitable for sorting and recycling.

As a member of CEFLEX, we recognise our responsibility to align and adapt the design of our present and future product portfolio to its principles. To make sure that all our products fulfil the respective requirements, we train our employees working in product development and sales. By designing packaging in accordance with country-specific requirements regarding sorting and recycling, adapa strongly supports the target picture of the European Union.

Designing for a Circular Economy' guidelines

The 'Designing for a Circular Economy' guidelines (Part 1) were published by CEFLEX in June 2020. They contain information and practical advice on how flexible packaging solutions need to be designed to be mechanically recyclable. Here, they focus on polyolefin-based flexible packaging (polyethylene (PE), polypropylene (PP) and PE/PP composites). The guidelines act as manual, indicating limits on input materials to achieve good sortable properties and high-quality recyclability of flexible packaging. Furthermore, they cover information on current sorting and recycling processes.

Stakeholder involvement

Cooperation with Recyda

Context

Demands placed on consumer goods packaging are constantly increasing. Recyclability is no longer just a question of marketing but becomes a legislative requirement. Particularly regarding rising customer preferences for recyclable packaging, it also becomes a key competitive advantage. For companies trying to find their way through the maze of country-specific guidelines, Recyda develops a software that provides them with individual evaluations for the material composition of their packaging. Since 2020, adapa supports the start-up.

Description

Recyda's software helps companies to design recyclable products, so that plastic packaging can be kept in the loop. The tool assesses the

recyclability of packaging material composition in several European countries. The basis for the analysis is formed by national recyclability guidelines as well as existing infrastructure for plastic packaging collection, sorting, and recycling. adapa supports the team regarding their business development. In regular meetings, we test the database's assessment quality and support the software enhancement. Since recyclability is a prerequisite to keeping plastic packaging within a circular system, we believe that Recyda's tool has the potential to facilitate the transition to a circular economy. Our partnership evolved from our company's participation in the program "THE MISSION: Waste - Be Circular", conducted by the innovation and venturing platform Futury in 2019.



Futury

Futury was created by "Werte Stiftung" in Frankfurt am Main in 2015. It is an innovation and venturing platform that connects start-ups with leading companies. Its incubators empower young talents to challenge and mobilise their business ideas. In 2019, Futury launched the "THE MISSION" initiative together with Deutsche Bank, The Schwarz Group, and Handelsblatt. During the initial phase, Bain & Company joined. The program aims to promote the development of sustainable solutions that address the innovation demand in established industries. Their program "THE MISSION: Waste" aims to design and build sustainable solutions to reduce waste. Building upon our successful participation in 2019, we continue our partnership with Futury. As an industry partner, we support start-ups over a span of three months to help them develop and refine their ideas.

Stakeholder involvement

NEXTLOOPP

Context

Within the flexible packaging industry, there is an ever-growing ambition to find solutions that keep precious resources in the loop. Recycling and establishing a circular economy are the cornerstones of a sustainable future. adapa is convinced that solutions for a circular future develop from collaboration in the value chain. In 2021, we joined forces with NEXTLOOPP on a multi-stakeholder project to develop a system for recycling PP to food-grade standard and facilitate its reuse in consumer products.

Description

The project's goal is to develop specific grades of circular food-grade recycled polypropylene (FGrPP) and inert-grade recycled Polypropylene (IGrPP) from post-consumer packaging. This shall be used in the manufacturing processes that will be matched to the various manufacturing methods for trialing production of packaging, creating a circular pathway

for PP for brand-owners and retailers.

NEXTLOOPP deploys two technologies. The detection of the packaging is conducted with PolyPRISMTM. It uses novel UV-fluorescent markers to separate the material. The decontamination process that removes all possible contaminants is called PPristineTM. It complies with UKFSA, EFSA and USFDA food-contact migration test requirements. The project is led by the NEXTLOOPP team, which has worked on the technology for a couple of years. In their ambition to create a circular pathway for post-consumer polypropylene (PP) packaging, organisations from within the whole supply chain work together. That includes resin manufacturers, packaging converters, brand owners, retailers, product manufacturers, recyclers, technology providers, industry associations, and research providers. All of them share their know-how on technical advances that can boost the recyclability of PP packaging.

Stakeholder involvement

flex4loop

Context

High-quality recycling is essential to keep flexible packaging in the loop. adapa joined the flex4loop project, to support the Austrian Research and Testing Institute (Österreichisches Forschungs- und Prüfinstitut, OFI) in its efforts to create quality-optimised recycling of PE and PP flexible packaging from the lightweight fraction collection. With our participation, we want to contribute our share to a circular future.

Description

flex4loop is a 3-year project focusing on the Austrian waste market. Under the leadership of OFI, stakeholders in the plastics value chain develop and test guidelines to improve the design, sorting, and mechanical recycling of flexible packaging. Together, they generate practical solutions to increase the volume of sorted PP and PE flexible films for high-quality recycling. In 2022, the three-year project started.



New business models

Overall objective

For adapa, digitalisation is the central element to disruptively change the way packaging is utilised and recycled. If packaging itself is able to carry data that can easily be identified, targeted and traced, it becomes a valuable source of information along its entire value chain. With the establishment of our digital business unit, we unlock the potential of smart packaging.

Boundaries

This material topic was added to the list of material topics as a result of our stakeholder dialogue in 2021.

Management approach

Tackling climate change requires every business to challenge the way it operates. They must rethink their long-established products, services, and activities in favor of a reduced environmental impact. Creating new business models across all sectors is about to become an unspoken prerequisite for future competitiveness.

With the establishment of its digital packaging business unit in 2021, adapa takes responsibility in this regard, fully bundling its technological expertise and further strengthening its innovative product development activities.

We look for solutions to equip packaging with much-needed data, increasing transparency, thus accelerating the circular economy in the business of packaging. The data will be openly communicated and accessible to stakeholders. This technology can be utilised for different purposes, ranging from precise Product Environmental Footprint calculations to Supply Chain Transparency. Allowing data management and increased knowledge gives businesses more control. They can also benefit from both the reduction of regulatory exposure and the automation of data reporting.



people



Our people are our most valuable asset. The pillar "People" is therefore fully dedicated to our employees. Thanks to their knowledge and experience, we can deliver the highest level of performance and quality.

The wide-ranging backgrounds of the Group companies have allowed us to make diversity our greatest strength.

It is our responsibility that every person who works at adapa feels comfortable, part of the Group and can evolve both on a personal and a professional level.

Together as a team, we strive for a sustainable future.

Material topics

- Gender equality and diversity
- Working conditions and employee wellbeing
- Education, training and personal development
- Health and Safety

Gender equality and diversity

Overall objective

The high degree of diversity is one of the biggest intangible assets we have at adapa. Our pan-European sites benefit from their different backgrounds – both from a cultural and a business perspective. We foster collaboration to support our employees in complementing each other's knowledge. Working together in an environment that promotes diversity, equality, and inclusion, our biggest goal is for everyone at adapa to have the same opportunities. Our efforts regarding gender equality focus on the empowerment of women in managerial positions.

Boundaries

This material topic covers every single person working for adapa.

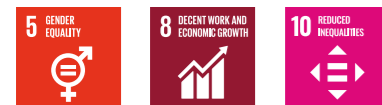
Management approach

Acceptance, respect, and equality are the foundation for the way we work together as a Group. Our working environment gives everyone the opportunity to contribute their individuality, ideas,

and knowledge. It is of utmost importance to us that everyone is treated equally, regardless of their gender, sexual identity, race, social background, religion, ethnic origin, belief, disability, or age. The underlying ethical principles and values embraced by our people in daily business are anchored in our Code of Conduct and Human Rights Policy. To ensure that everyone knows, understands, and implements this set of standards, we perform regular training on these contents.

Furthermore, we support the career development of women. Our goal is to increase the share of women in our Group leadership positions. In our job application process, we especially encourage female applications. Regarding diversity and inclusion, we offer training that educates our people.

SDGs



UNGC



KPIs

				2022		2021	
Employees	Total	#		2,209		2,127	
				Female	Male	Female	Male
				429	1,780	415	1,712
		%		19.4	80.6	19.5	80.5
Employees categories	Senior executives (incl. Management Board)	Up to 30 years	#	0	0	0	2
		From 30 to 50 years	#	5	11	15	43
		Over 50 years	#	0	8	5	45
		Total	#	5	19	20	90
			%	0.2	0.9	0.9	4.2
	Administrative employees	Up to 30 years	#	21	31	48	45
		From 30 to 50 years	#	111	110	171	182
		Over 50 years	#	69	101	81	137
		Total	#	201	242	300	364
			%	9.1	11.0	14.1	17.1
		thereof temporary workers	#	12	5	7	3
	Production employees	Up to 30 years	#	37	253	7	229
		From 30 to 50 years	#	114	752	52	639
		Over 50 years	#	72	514	36	390
		Total	#	223	1,519	95	1,258
		%	10.1	68.8	4.5	59.1	
	thereof temporary workers	#	12	91	6	59	
Parental leave	Total	#	6	2	11	23	
Employees with specific work places	Total	#	5	20	13	22	
Employment contracts	Temporary	%	1.1	4.3	0.4	2.3	
	Permanent	%	18.3	76.3	19.1	78.2	
	Part-time	%	3.1	2.4	1.8	0.8	
	Full-time	%	16.3	78.2	17.7	79.7	

In 2022, we changed the scope of the employee categories. Originally assigned to the category "administrative employees", technical employees are counted as "production employees" from 2022 onwards. Besides, only Group functions are assigned to the category "senior executives", including our Management Board (CEO, CSO, CFO) and B-1 leaders directly reporting to them.

Working conditions and employee wellbeing

Overall objective

Our employees' valuable contributions are perceived and appreciated every day. Their uniqueness, ideas, and motivation enrich our projects and actively shape our Group's future. As we aim to retain our people on a long-term basis, we put a special focus on creating modern work environments that nourish their wellbeing.

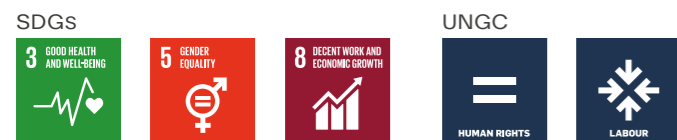
Boundaries

All people working at adapa are considered in this material topic. Employee wellbeing is also part of our actions in the material topic "Health and safety".

Management approach

Modern workplaces create spaces that unfold creativity and talent. Our competitive working conditions and attractive corporate environment build the frame for our employees to pursue fulfilling careers. With benefits like flexible working hours, remote work, family-friendly working conditions and professional development programmes, we ensure a high degree of employee satisfaction and retention.

To measure the wellbeing of our workforce and our perceived position as an employer, we conduct Group-wide surveys every 2 to 4 years. As a high number of respondents is decisive for significant analysis, we aim to increase the respective participation rate every turn until we reach a market aligned participation level. Insights from the surveys allow us to baseline and track employee wellbeing over time. Combined with the envisaged baselining of the retention rate, we will get a feel which future Group health and wellbeing activities are best for our employees. Health and safety measures also have an impact on our peoples' satisfaction. Corresponding actions are covered by the associated material topic.



Project

1. Strengthening our corporate culture



Working conditions and employee wellbeing

Strengthening our corporate culture

Context

If we assume a company to have an identity, then its personality resonates with its corporate purpose and value system. To figure out our own corporate personality, we encouraged 70 colleagues to discuss, reflect on and define what drives us as a Group. In this project, we went on a journey with our employees to define our Group identity and values.

Description

Cross-site and inter-departmental projects bring our specialised Centres of Excellence together. Here, different Group companies work hand in hand on the manufacturing of products. As a team, they ensure the finished product to reach the customer as desired and on time. To meet our high-quality standards, the cross-site cooperation centres around teamwork, accountability, and trust.

Only if each of our Centres of Excellence can rely on the other's quality work, they can fully focus on their own refinement step in the value chain.

Figuring out our common values has helped us grow together even more. Trust, Accountability and Reliability, Continuous Improvement, Sustainability, Adaptability to a Changing World, and Team Spirit best describe how we work together. We wholeheartedly embrace these sets of values and confidently follow our purpose to shape a better future by accelerating change in our industry.

Charity run

Every year, adapa's employees and partners actively participate in a charity run within their local communities to raise funds for a good cause. In September 2022, we successfully organised our third charity run. Participants from all over Europe engaged in activities such as walking, running, cycling, mountain climbing, kayaking, horseback riding, and covered a total of 10,000 km. Our management board decided to double the originally planned donation of 1 € per kilometre completed – just like the previous year. As a result, we were able to contribute € 20,000 worth in different supplies to the Ukrainian Cheburashka orphanage, as well as support persons facing difficult circumstances in the cities of Odessa and Kharkiv.



Education, training and personal development

Overall objective

Every day, our people contribute their knowledge and skills to our company. We do not take this valuable commitment for granted. As we strive to maintain long-term relationships with our employees, we do our best to optimise their working conditions and environment. Supporting our employees in their professional and personal growth is a major success factor in this regard. Therefore, we offer them individually tailored education and training opportunities, thus actively supporting knowledge formation for professional and personal development.

Boundaries

All employees working at adapa are considered in this material topic.

Management approach

To support and nurture development, we offer our employees training programmes that cater to their individual needs. As education and training needs vary greatly between our Group companies, they are primarily defined on a decentralised level. Supervisors and the sites' local management guarantee access to educational programmes and trainings according to individual requirements.

To further foster each employee's access to individual educational programmes and training opportunities at the Group level, we created a learning platform called adapa Academy. Furthermore, we will establish an internal job platform called "Evolve!" so that our people may find the new professional challenge they are looking for internally. This system will be implemented in January 2023.

Knowledge-sharing at adapa

We don't leave anybody to face challenges alone. Our Group brings together diverse teams with various skills, expertise, and experiences. By our sharing knowledge and ideas, we can help each other to solve problems, complete tasks more efficiently, and learn something new every day. Our Group's Operational Excellence program promotes transparency and knowledge-sharing by appointing dedicated internal experts to support our sites regarding special topics. This way, our employees learn from each other's experiences, which can contribute to their personal and professional growth. We further boost synergies between our Group companies by sharing best practices on our platform "Heureka". All employees are invited to contribute in developing our working environment by giving ideas that can be implemented locally and when successfully impacting our daily work also shared and implemented across the Group. By working together hand in hand, we lay the foundation for how we want to grow and lead adapa. We want to inspire new ideas and practices to drive efficiency and reduce our footprint.

KPIs

			2022		2021	
			Female	Male	Female	Male
Senior executives (incl. Management Board)	Health & Safety training	h	1	1	2	6
	Vocational training	h	2	2	4	9
	Regular performance and career development review	%	60	79	40	56
Administrative employees	Health & Safety training	h	1	2	3	4
	Vocational training	h	9	4	11	13
	Regular performance and career development review	%	42	31	52	52
Production employees	Health and Safety training	h	3	6	5	6
	Vocational training	h	5	3	6	11
	Regular performance and career development review	%	49	45	47	48

The chart shows the average number of training hours per employee and category in 2022 and 2021. This number differs between employee categories and years as training needs depend on a variety of factors such as the type of work area and operational requirements. The percentages stated for career development reviews indicate the proportion of employees that had an appraisal in the reporting year.



Projects

1. adapa Academy
2. Internal job platform
3. Training & development opportunities

Education, training and personal development

adapa Academy

Context

Offering learning opportunities is essential for employees to develop their skills and stay curious. Our adapa Academy is a common learning platform for all of our Group companies. It offers easy access to training and development opportunities.

Description

The adapa Academy was launched in 2020 with the goal to create educational content that nurtures our employees' development from their first day at work. The platform kicked off with IT trainings. Following the launch, we carried out a structured needs assessment to define future content. Our goal is to provide a mix of compulsory and additional voluntary training – online via Teams as well as face to face. The focus will be on blended learning

initiatives. In the long term, we want to meet our sites' training needs while promoting knowledge-sharing and increasing employee retention and satisfaction. The first Group-wide training conducted in 2022 focused on our Code of Conduct. Last year, we also prepared ourselves to add training on products, machinery, CAD, sustainability, leadership as well as diversity and inclusion to the catalogue.

Our Academy's portfolio grows gradually according to our people's business and learning needs. To foster internal development opportunities, we will be increasing the frequency and scope of training for all our employees and put a spotlight also on our internal trainers.

Education, training and personal development

Internal job platform

Context

We believe that nurturing professional and personal development is highly beneficial for our employees and our Group. By supporting a culture where individuals are empowered to excel in their professions and take ownership of what they do, we create mutually enriching work relationships. With our new internal job platform, we want our people to learn first-hand about vacancies in our Group.

Description

Our industry's specific challenges and processes require specialised knowledge and a will to learn something new every day. Our Group's success is the result of the commitment and performance of our talented employees. We strongly aim to retain our experienced and ambitious people. Therefore, we want them to be the first to get notified about in-house job opportunities that may spark their interest. In 2022, we established an internal job platform that will help us increase the number of vacancies to be filled internally. It will be launched in early 2023.



Education, training and personal development

Training & development opportunities

Context

The flexible packaging industry is dynamic and innovative. To keep track of market developments, we want our people to stay curious. Therefore, we aim to increase the frequency and scope of training for all our employees. Besides internal training on our online learning platform, adapa Academy, and face-to-face courses, we empower our employees with additional training and development opportunities.

Description

People will grow when they are in the right environment. Our agile and dynamic organisation boasts plenty of room for new challenges as well as professional and personal growth. Offering suitable training ensures that our people stay informed and empowered. Additionally offering development opportunities helps them pursue fulfilling careers and develop their full potential.

Inclusion and diversity training

As we work in multifunctional teams of different nationalities and experiences, we want to create a truly diverse and inclusive company. Therefore, we offer inclusion and diversity training.

Training on sustainability

Our Group Sustainability department regularly conducts training on sustainability. It covers information on our products' sustainability and regulatory framework. News from our industry associations is also shared.

Health & safety training

Health and safety training is of utmost importance, especially (but not only) for our production employees. Therefore, we provide regular trainings on this topic. More information can be found in the corresponding chapter on page 65.

Development opportunities

Personal development that goes beyond the ordinary working day is essential to grow and push oneself. For that reason, we aim to provide more meaningful annual appraisals, exploring individually appropriate development paths.



Health and safety

Overall objective

Protecting our employees and providing them with a safe and healthy workplace is our obligation to them. The adapa Group health and safety team is working closely together to achieve the “zero loss – no harm” objective. By deploying our OH&S management system, we strive for a world-class OH&S performance by 2026.

Boundaries

All people working at adapa are considered in this material topic.

Management approach

In every site, local occupational health and safety (OH&S) teams work together with our employees to make sure everyone goes home safe and healthy after a working day.

As a group of companies, we learn from each other and drive our individual OH&S performance together. With a high number of sites acquired in the past years, our organization is making great efforts to bring our OH&S performance to a high standard. From 2019 till now, our LTI rate has been reduced by 50% from 13.7 in 2019 to 6.8 in 2022.

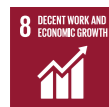
With health and safety being managed at all levels, both site and group, it is essential that all employees are aware of health and safety risks in their daily work and act responsibly to prevent incidents and accidents at work. To ensure continuous health and safety awareness, all employees receive regular training, and everyone is informed about unsafe situations and/or conditions that occur in our daily operations, as well as safety rules and a variety of other safety-related topics.

KPIs

	2022	2021
Lost time injury (LTI) rate	6.8	7.7
Injury-related absence time	# 379	330

A lost time injury is an injury sustained during an activity within the given reporting boundaries by a member of the adapa workforce that will result in a loss of productive work time for more than one working day. The LTI rate is calculated as follows: (Number of lost time injuries in the reporting period x 1,000,000) / (Total hours worked in the reporting period). The injury-related absence time is counted as days absent from work caused by a people accident. With this report, we give an update on 2021 data.

SDGs



UNGC



Projects

1. Group-wide OH&S management system
2. Safety training



Health and safety Group-wide OH&S management system

Context

Taking responsibility and promoting health and safety is the guiding principle behind adapa's strategy to unite our sites' OH&S efforts. Our Group-wide health and safety management system harmonises the individual approaches of our sites and facilitates the sharing of best practices across our Group.

Description

Building on the established activities at every site, the OH&S system acts as a complementary solution, uniting our sites regarding their zero-accidents goal. Its charter and policy define a Group-wide target picture and management approach. Uniform standards and principles ensure that all our sites adhere to the highest OH&S quality standards. A promising tool in this regard is our self-evaluation system.

This self-assessment covers topics such as legal compliance, emergency preparedness as well as incident management. Every evaluation is audited by a central cross-functional committee. The results help our sites to continually improve their OH&S performance. Best Practices are shared in the Group.

Close cooperation with central Group functions and entities secures OH&S importance in strategic decision-making. With every relevant purchasing decision, we opt for the best possible safety standards along with the best available technology.

Our joint OH&S system enforces organisational learning and increases our Group's resilience to internal and external OH&S challenges. Moreover, it consolidates our common efforts and creates new ideas for preventive measures.

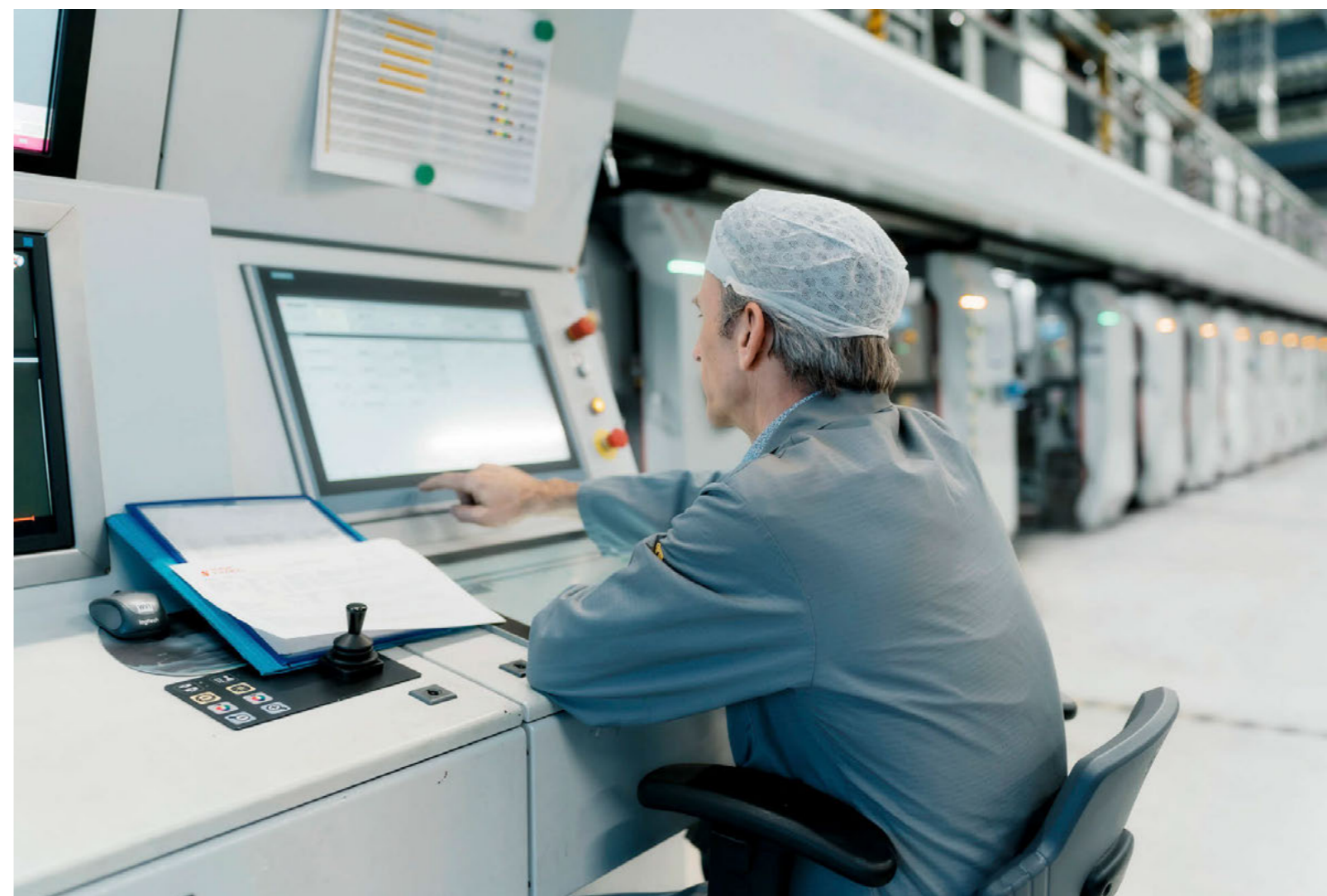
Health and safety Safety training

Context

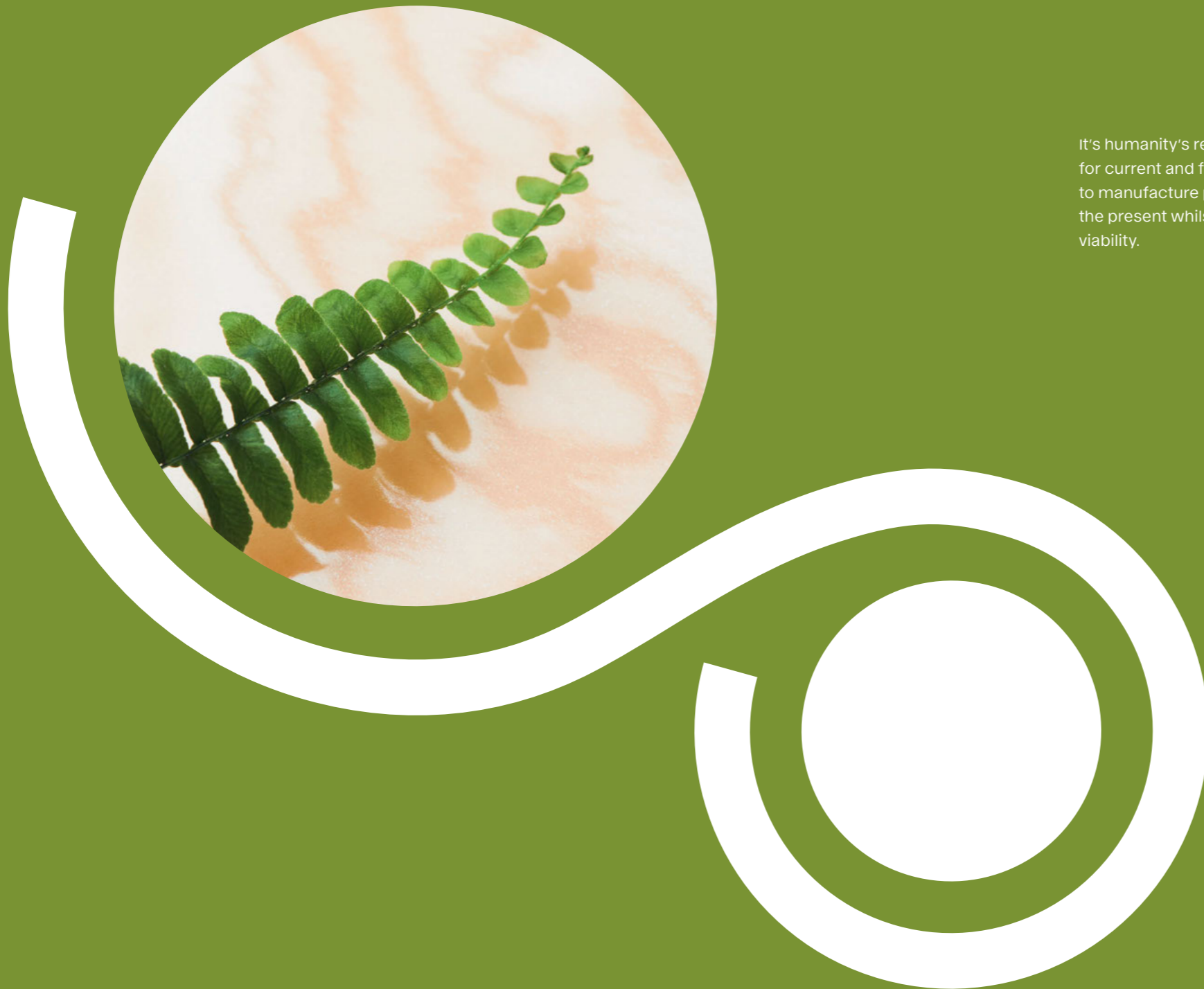
Safety within our production sites is our highest priority. Therefore, the annual in-house training aims to provide our employees with regular updates on existing and new safety topics to keep the number of accidents at a minimum. It is compulsory for every production employee to undergo this training on a yearly basis. To increase our efforts, we are developing digital training, thus increasing the number of training hours by offering overall broader access to training content.

Description

Through regular instruction of existing and new safety rules, the understanding and awareness of occupational safety and health are constantly refreshed and deepened. All production employees must attend the in-house safety training on a yearly basis. In this context, participants share what went well and what did not in the previous year and are informed on new regulations and guidelines on safety and hygiene. Incidents are analysed together as a Group, and corrective measures are defined. Thanks to our efforts, our occupational health and safety have continuously improved and the number of accidents at work has been substantially reduced.



planet



It's humanity's responsibility to protect the planet for current and future generations. Our ambition is to manufacture products that support the needs of the present whilst not harming the planet's future viability.

Therefore, all employees are asked to strive for accelerating innovation that can reduce our products' environmental impact without jeopardising their quality and safety.

The pillar "Planet" underlines the passion of each and every employee at adapa for making the planet a better place. Together as a team, we create a more sustainable present for a liveable future.

Material topics

- Greenhouse gas emissions & air pollution
- Energy efficiency
- Usage of renewable and recycled material

Greenhouse gas emissions and air pollution

Overall objective

Greenhouse gas emissions from business activity contribute largely to climate change. Therefore, businesses bear a special responsibility to take impactful actions for minimising their company's carbon footprint. adapa is committed to reducing its greenhouse gas emissions substantially by taking preventative measures and investing in adequate technologies. Furthermore, we exclusively used renewable electrical energy in 2022.

Boundaries

Currently, we have reliable information on Scope 1 and 2 emissions and work on refining our understanding of our Scope 3.

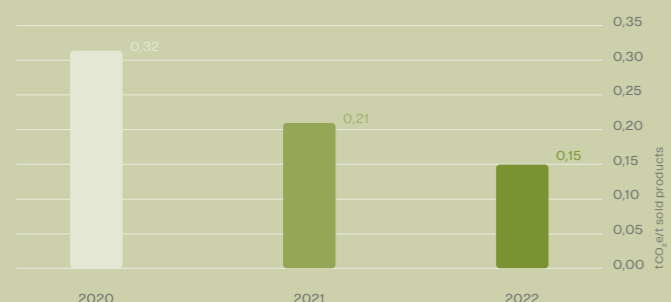
Management approach

A substantial reduction of greenhouse gas emissions is required to keep the earth's rise in temperature well below 1.5 degrees compared to pre-industrial levels. Several UN member states

have so far pledged to target sufficient emission reduction. Switching to a renewable energy mix is a major lever to reduce carbon dioxide emissions directly. And given the greenhouse gas potential of Volatile Organic Compounds (VOCs) is several times higher than carbon dioxide, reducing emissions from solvents is just as important.

To tackle the emissions of VOCs, we strive to minimise the use of solvents and increase the emission efficiency of exhaust treatment. In addition, we take preventative measures to reduce diffuse emissions of VOCs. In order to limit our contribution to rising carbon dioxide levels in the air, we switched to a Group-wide renewable electrical energy mix in 2022. Regarding mobility, we limit our travel activities and increase the number of online meetings whenever possible. Our car policy favours electric vehicles given the average driving range is sufficient for the intended use.

Scope 1 & Scope 2 emissions intensity



This indicator relates Scope 1 and Scope 2 emissions (in tCO₂e) to the weight of sold products (in tonnes).


-53 %

Our Group's total Scope 1 and Scope 2 emissions intensity decreased by 53% from 2020 to 2022.





KPIS


Type	CO ₂ e footprint in tons	2022	2021
Burning fossil and biogenic fuels for heat, steam and electricity		15,833	16,311
Vehicle fleet 		869	844
Refrigerants		254	156
Scope 1		16,957	17,311

Type	CO ₂ e footprint in tons	2022	2021
Electricity		947	8,536
District heating*		196	237
Scope 2		1,143	8,773

Type	CO ₂ e footprint in tons	2022	2021
Total emissions Scope 1 and 2		18,100	26,084

The calculation is based on the Greenhouse Gas Protocol and the consumption multiplied by the corresponding emission factors. The selected emission factors comprise the total emissions consisting of the direct and indirect components, i.e. including the entire upstream chain. The consumption data has been reported individually by each production site. The emission factors used for burning fossil and biogenic fuels for heat, steam and electricity as well as for the vehicle fleet fuels were taken from the ecoinvent database. For refrigerants, the emission factors were taken from the IPCC Assessment Report AR5 (2014). For Scope 2, regional values have been calculated and the emission factors used were taken from the European Open Data Portal.

* Scope 2 includes amounts of district heating from our Holding and adapa Films Kempten GmbH & Co. KG.

Specifications for vehicle fleet 		2022	2021
Quantity of fuel used (in litres)	Ad Blue	2,498	2,337
	LPG	20,290	22,385
	Gasoline	74,248	51,793
	Diesel	189,374	201,415

Projects

1. Renewable energy transition
2. Emission efficiency of exhaust treatment and minimising the use of solvents

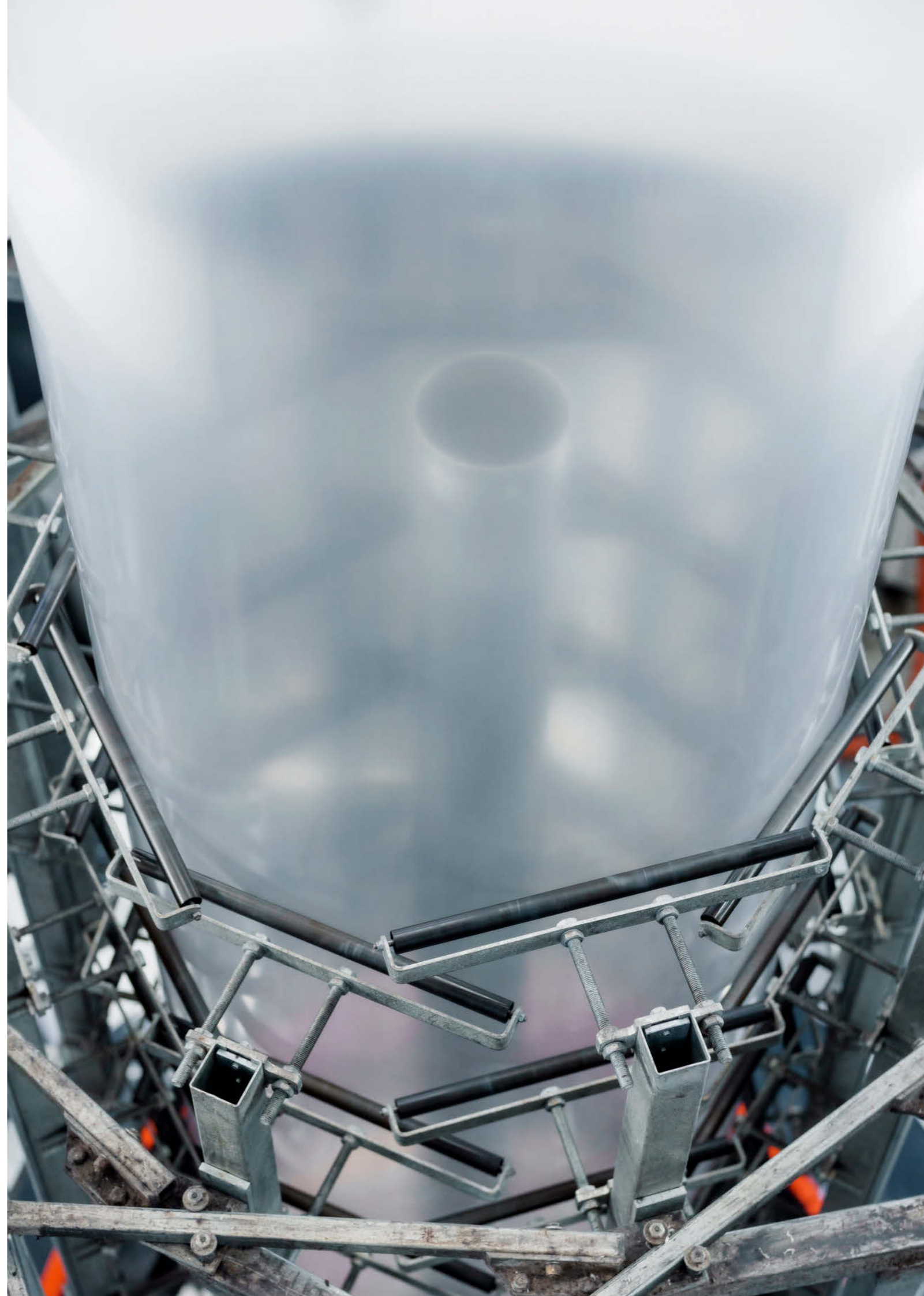
PEF Assessment (see page 91)

The project "PEF Assessment" also strongly supports this group of material topics as it gives us insights on possibilities to reduce the emission of greenhouse gases of our products.

SDGs



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Greenhouse gas emissions and air pollution Renewable energy transition

Context

Our most important lever to reduce our operational carbon footprint is the use of a renewable energy mix. Fully supporting the targets set by the European Green Deal, we switched to a 100 % carbon-free electrical energy mix in 2022.

Description

Our Group-wide transition towards the use of renewable energy carriers was accomplished step by step. Whereas in 2020 our share was at 35 %, we gradually increased it to 68 % in 2021 and

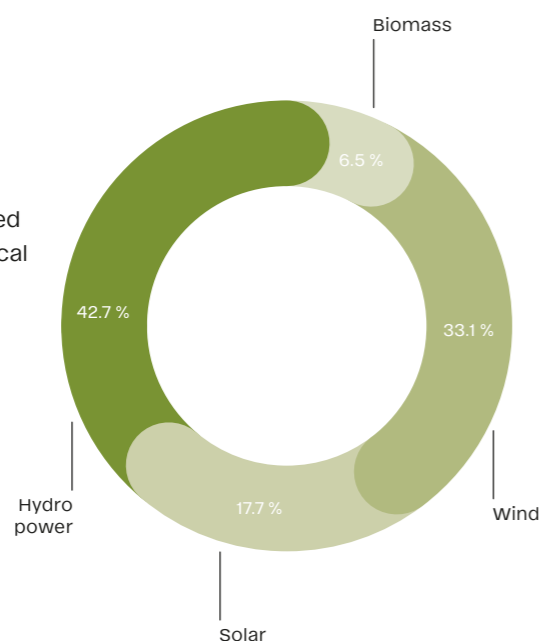
finally reached 100 % in 2022. Keeping an entirely renewable energy mix in the long term is particularly challenging as energy legislation and conditions vary across the European countries in which we operate. The different local contract terms and specific constellations with traders and direct energy companies require our sites to take individual management approaches for purchasing electricity.

One of our sites, adapa Italy Florence, operates its own photovoltaic system. Its plant generated around 70,000 kWh in 2022.

Energy mix

100 %

Our products are manufactured using 100 % renewable electrical energy



Greenhouse gas emissions and air pollution Emission efficiency of exhaust treatment and minimising the use of solvents

Context

With our aim to maximise our contribution to a circular economy and the reduction of GHG emissions, we defined a set of measures that will cut emission levels in our production processes. Here, we focus on our printing activities and corresponding VOC emissions.

Description

VOCs are released by evaporation when solvent-based inks are used for printing. To reduce the quantity emitted into the atmosphere, they can either be absorbed, incinerated, or recovered. We aim to reduce our VOC emissions substantially by improving the emission efficiency of exhaust treatment. To reach this goal, we invest in solvent recovery units and new-generation incinerators. In addition, we minimise the use of solvents via solvent-free systems and solvent-less converting technologies, where applicable.

The extension and optimisation of the solvent recovery plant at adapa Greece Komotini serves as a best-practice example in our Group. The gravure printing site invested 3,6m € to reduce VOC emissions from its production process. This project doubled the plant's capacity, which has been in operation since 2007.

Besides, solvent-free water-based technologies are particularly interesting from an environmental standpoint. Yet, quality limitations and required adjustments in production processes plus exhausting technology preclude broader implementation. Therefore, solvent-reduced technologies are predominantly applied in our Group. Our site adapa Poland Bogucin uses a four + one colour (CMYK+X) system in flexo printing instead of the established eight to ten colours. The technology saves up to 25 % in solvents which reduces the amount of natural gas needed in the evaporation process.



Energy Efficiency

Overall objective

The manufacturing sector is one of the largest emitters of greenhouse gases. Its emissions largely contribute to today's climate crisis. adapa is aware of the responsibility to step up its efforts to reduce its environmental footprint. As energy consumption is a big part of it, increasing energy efficiency is an important lever to its reduction, next to renewable energy use. Putting energy reduction at the forefront of our sustainability strategy, our goal is to implement a joint energy management system in all our production sites.

Boundaries

The material topic "Energy efficiency" covers energy consumption and looks at the production processes and machines used. Emission efficiency and renewable energy are covered by "Greenhouse gas emissions and air pollution".

Management approach

To achieve the overall objective of this material topic, we are implementing an internal energy management system within all our production sites. Increasing the granularity of our energy metering gives us insight into the energy consumption of each dedicated plant component. This will point us to the most efficient reduction measures. Additional energy-saving technologies will further increase our energy efficiency. In case of machine or part replacement, we opt for equipment with superior energy-efficient performance. As the internal energy management system is a joint project of all our production sites, we will create synergies by sharing best practices.

KPIs

	2022	2021
Amount of total electricity purchased in kWh	100,243,810	105,245,096
Energy intensity	0.83	0.85

The energy intensity indicator relates the total electricity purchased to the weight of sold products (kWh / kg).

Projects

1. Energy management system

SDGs



UNGC



Energy Efficiency Energy Management System

Context

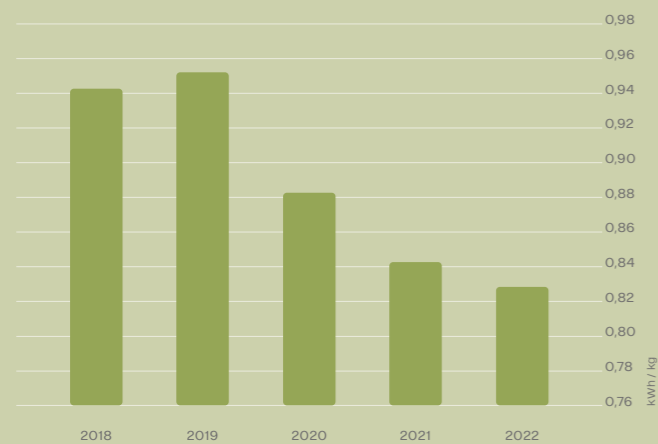
Energy reduction is a major lever to tackle our business' carbon footprint. By implementing a joint energy management system in all sites, we will increase our energy efficiency and learn from each other's best practices.

Description

The decisive prerequisite to evaluating targeted measures for energy reduction is detailed energy metering. Currently, all our sites apply individual tools for this purpose. To harmonise our systems, we are implementing a Group-wide energy management system. By extending the monitoring scope, we get a broad record of the energy consumption, down

to single plant compounds. This data set enables us to counteract irregularities right when they occur. Furthermore, it gives us valuable insights into operational parameters for continuous improvement regarding our energy efficiency. Lessons learned will be shared by our sites on our new platform for sharing best practices, called heureka. Monitoring data will also enter our Product Environmental Footprint (PEF) calculations, in the long term. Our successes will be multiplied by energy efficiency training for production workers.

Energy intensity



The energy intensity indicator relates the total electricity purchased to the weight of sold products (kWh / kg).

-12 %

Our Group lowered its energy intensity by 12 % from 2018 to 2022.



Usage of renewable and recycled material

Overall objective

The overexploitation of non-renewable resources accelerates the depletion of natural reserves. To keep a balance in our planet's ecosystem, every industry is asked to focus on alternatives. To protect the environment and reduce our products' environmental footprint, adapa develops products with increased recycled and responsibly managed renewable raw materials. Our ambition follows the pillars "Replacement" and "Renewal" of our 5R approach, which our strategy is based on. By increasing the use of recyclates in our products, we wish to contribute our share to the circular economy.

Boundaries

This material topic focuses on input materials. Information on product environmental footprint and circular economy is specifically covered by the corresponding material topic.

Management approach

Our industry's manufacturing processes rely on established standards with well-known input materials. Decades of using high-quality, virgin-plastic raw materials enabled the flexible packaging business to optimise production processes to

the maximum and heavily downgauge material thickness – following the sustainable approach of using as little material as possible. It will take time to achieve the same level of efficiency and performance with alternative or recycled materials.

Therefore, our Group puts special effort into this material topic. Researching scientific, legislative and market developments allows us to keep up with the latest developments. Working together with stakeholders of the entire value chain on solutions for tomorrow, we engage in industry interest groups like CEFLEX and associations like Flexible Packaging Europe (FPE). To test innovative food packaging materials with increased recycled and renewable content, we also join pilot projects with industry partners. Additionally, all our sites are in the process of attaining the ISCC+ or the Forest Stewardship Council (FSC) certification. Such certifications are required for products derived from circular, bio-based and renewable materials. They provide a chain of custody from the raw material supplier to the end consumer.

Post-industrial recycling at adapa Italy Florence

Our Italian site adapa Italy Florence installed an additional in-house recycling line in early 2022. It is used to recycle edge trims and other internal waste from its own production. To avoid the risk of cross-contamination, the line was installed in a separate building. By recycling its own and its customer's production scrap in the future, the site takes a step towards zero-waste production.



KPIs

	2022	2021	
Total weight (in kg) of sold products	120,846,836	124,154,401	
Total weight of materials (in kg) used to produce our primary products	Non-renewable materials used	123,058,037	129,894,199
	Renewable materials used	14,171,054	12,729,001
Total weight (in kg) of materials used to package our primary products	Non-renewable materials used	990,673	354,041
	Renewable materials used	4,939,963	6,212,207
Internally recycled industrial waste used	4,581,325	4,771,906	

Our production's input materials are mainly non-renewable materials like polymer resins and films. Besides, we utilise aluminium. The lion's share of renewable materials belongs to paper and fibre-based raw materials. Variations between years are generally attributed to market actors, including supply and demand and induced product mix switches. The total amount of input material does not allow for conclusions on our Group strategy. The increase in non-renewable packaging material is a result of the growing replacement of wooden pallets and cardboard cores with non-renewable plastic ones to avoid fibre contamination at the customer's production site. Due to intercompany business transactions, double counting of material cannot be ruled out.

Projects

1. Assessment for conversion to renewable input materials
2. Recycled input materials
3. ISCC+ Certification

SDGs



UNGC



Usage of renewable and recycled material Assessment for conversion to renewable input materials

Context

Replacing fossil-based input materials such as PE and PP with renewable resources requires an extensive assessment of their technical and economic feasibility. The raw materials need to be processable and meet high-quality product properties. Furthermore, commercial effects need to be considered. As the corresponding market development is dynamic, we continuously monitor changes, innovations and demands in this regard.

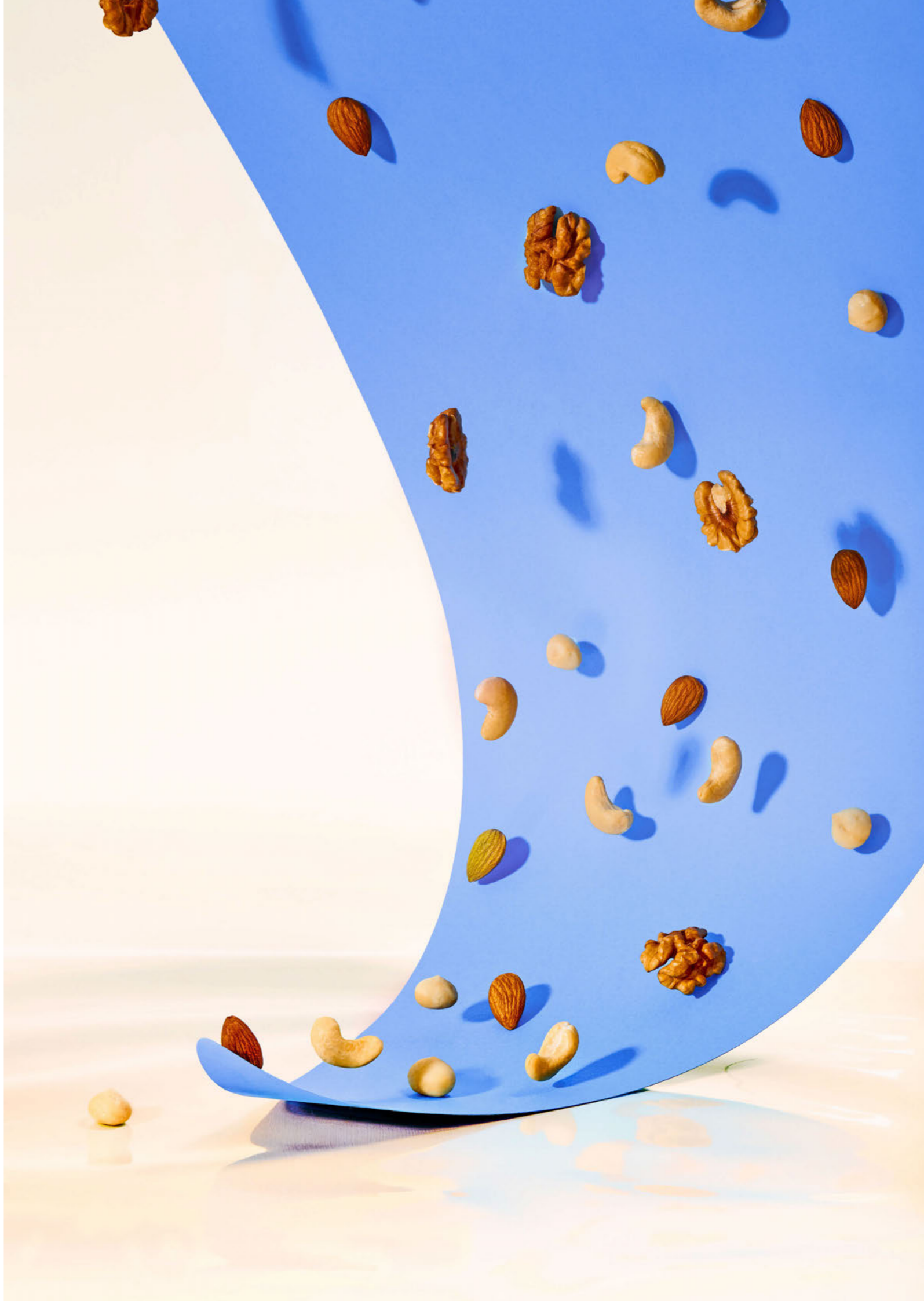
Description

Besides fibre-based materials, we mainly use bio-based polymers as renewable resources in our products. Except for our established starch-based films, our bio-based polymers stem from second-generation renewable resources and do not compete with the food chain. Examination of the technical feasibility of this conversion in our

extrusion locations showed that technically, it is possible without implications on quality. Our goal is to develop alternatives from renewable resources for all our product categories.

Through the usage of renewable materials, we can decrease greenhouse gas emissions whilst also reducing dependency on finite resources. Our main goal is to increase the usage of renewable input materials in our products, always focusing on the technical and economic feasibility and evaluating all possible alternatives while doing so. Moreover, our ambition is to reduce the potential negative impacts of our products to a minimum, considering all its life stages. The commercial effort of such products will grow with the introduction of the Extended Producer Responsibility (EPR) fees as well as the increase of the deposit cost – both being economic tools to achieve the circular economy goals.

Pilot project on fibre-based materials
adapa's renewable packaging portfolio includes different solutions, like packaging with paper or fibre components from FSC-certified sources. Yet, there is still a variety of suitable applications where a switch to fibre-based packaging can be considered. Our R&D launched a project to identify these applications and took the first steps towards further paper-based product development. The focus is on fibre-based solutions as composites of fibers and plastic films often don't meet recyclability requirements.



Usage of renewable and recycled material

Recycled input materials

Context

In the draft of the Packaging and Packaging Waste Regulation (PPWR), the European Commission proposes minimum targets for recycled content for every packaging type. The proposed amount for contact-sensitive products is 10 % per unit of this packaging by 2030, with increasing percentages until 2040 (50 %). The recycled content target for packaging for non-contact-sensitive applications will be even higher.

As methods to recycle polymers for food contact still need to be developed, adapa supports this process by conducting partnerships with recyclers. Besides, in-house recycling solutions for internal production scrap will be increasingly used and installed Group-wide.

Description

Food packaging design is governed by food contact material regulations with specific hygiene and safety provisions. Innovative technologies can produce recycled polymers that meet the strict food-grade requirements, both from mechanically recycled post-industrial waste and chemically recycled post-consumer waste. To accelerate the development of packaging with recycled input material, we participate in pilot projects. Nevertheless, to be

able to meet the minimum recycled content targets of the PPWR, both investments and further innovation are needed to extend the current raw material supplier capacity. After conducting trials with a chemical recycling specialist in 2020, we are currently supporting a pilot project by NEXTLOOPP: The NEXTLOOPP project aims to develop specific grades of circular food-grade recycled polypropylene (FGrPP) and inert-grade recycled polypropylene (IGrPP) from post-consumer packaging. The packaging is marked with novel UV-fluorescent markers to detect and separate the material in the recycling process. The decontamination process complies with EFSA (European Food Safety Authority) and FDA (U.S. Food and Drug Administration) food-contact migration test requirements. Read more about this project on page 44.

For our portfolio of non-contact-sensitive films, we developed an rPE film with mechanical post-consumer recycled (mPCR) content in our adapa Denmark Bjert extrusion site in 2022. Our new rPE film portfolio comprises films with different shares of PCR.



EcoString Loopbag

Our EcoString Loopbag for the packaging of toiletries and hygiene products such as cotton swabs, cotton pads and balls, utilises rPE film with mechanical post-consumer recycled (mPCR) content. The solution incorporates 80 % PCR material in total.

Commission Regulation (EU) 2022/1616

The "Commission Regulation (EU) 2022/1616 on recycled plastic materials and articles intended to come into contact with foods" entered into force in October 2022. It replaces the EU Regulation (EU) 2008/282, describing the authorisation process for recycling post-consumer recyclates to achieve a raw material that complies with food contact regulations. Chemical recycling is not covered if the polymers are broken down into monomers, respectively to an artificial naphtha. These polymers derived from said processes are following the regulations for virgin material being utilised in food contact materials.

Usage of renewable and recycled material

ISCC+ Certification

Context

Reducing the product's carbon footprint is a common goal in our industry. To account for associated reductions by incorporating circular, bio-based and renewable materials, they must be traceable. Certifications like the International Sustainability & Carbon Certification (ISCC+) or REDcert² secure traceability of input materials throughout the supply chain.

Description

As circular materials are usually blended into manufacturing processes of non-food packaging, they lose their traceability in the supply chain. By implementing a chain of custody, the ISCC+ seamlessly shows the origin of raw material feedstock from renewable resources and recycling. To achieve full transparency, all participants along the value chain must be certified.

Attaining this certification allows us to use certified circular polymers like chemically recovered post-consumer waste in our products. It guarantees our customers that they can use our packaging without legislative restrictions. The principles of the mass balance approach help us to further reduce our product's carbon footprint.

In particular, regarding the taxation of carbon dioxide emissions, this certification may serve as an accelerator for the decarbonisation of the supply chain. It helps participants to reach their carbon dioxide reduction goals and recycled content targets.

In 2022, our site adapa Sweden Landskrona attained the ISCC+ certification. We are planning to roll out the certification to our other Group sites gradually.

You can find an up-to-date list of our sites' certifications on our website www.adapa-group.com/certificates





prosperity

We want our work to be key in creating ecosystems rich with opportunity. These shall add value in two ways: supporting our stakeholders – enabling them to live prosperous and fulfilling lives – and achieving economic, social, and technological progress in harmony with nature and its limits.

Prosperity serves as a framework that helps us steer every business activity and decision, allowing us to get closer and closer to reaching our overall objective of minimising our negative impacts and maximising our positive ones. Innovation and transparency are the fundamental drivers to achieving this vision.

Material topics

- Environmental footprint of products and circular economy
- Waste prevention and treatment
- Supply chain responsibility and transparency

Environmental footprint of products and circular economy

Overall objective

Climate change, depletion of natural resources and packaging-related waste are contemporary challenges to which the public is ubiquitously sensitised. Growing sustainable consumption patterns resemble increased awareness, packaging included. Indeed, most consumers show a higher willingness to pay for sustainable packaging. They are calling for reliable labelling to easily identify recyclable and resource-efficient packaging. adapa supports this development by continuously extending its sustainable product portfolio. Our goal is to calculate Product Environmental Footprints (PEF) to enable product owners and retailers to make informed decisions and grow expertise towards sustainable packaging.

Boundaries

The present material topic focuses on the development of alternative packaging solutions. Continuous process improvement and environmental supplier assessment are not subject of this chapter. Renewable and recyclable input materials are covered by their matching topic.

Management approach

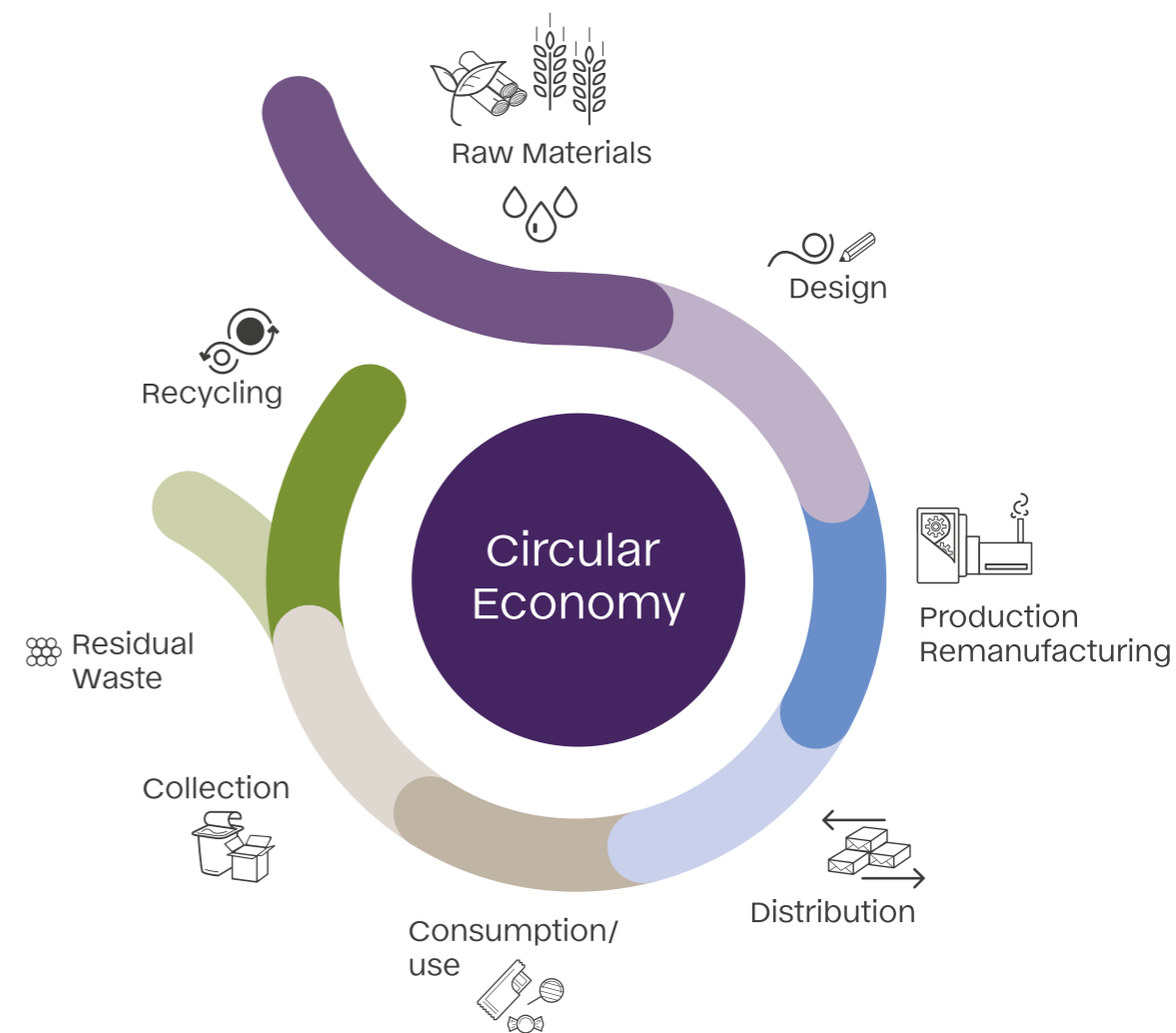
To achieve the overall objective of this material topic, we promote innovation across our Pan-European Group. Experts from all companies work together on cross-site R&D projects to develop innovative products that transform the flexible packaging industry. To anticipate market demands timely, we stay in close contact with our suppliers, partners, and clients. Being a member of various associations, adapa contributes to the discussion regarding future legal developments in dedicated expert groups on a national and European level. Moreover, ensuring compliance with legal requirements gives us the framework for our strategic development. To achieve our goal to increase expertise in PEF analysis, our sustainability team assesses the environmental footprint of product ideas and alternative packaging concepts. Later, the PEF calculation enables us to propose the best sustainable options to our clients. To support the transition to a circular economy, we focus on developing products ready for recycling. By standardising and certifying our product offers, we create transparency and harmonisation across product categories.

Projects

1. Development of recyclable products
2. Standardisation & product certification
3. PEF Assessment
4. Monitoring the legal environment

Operation Clean Sweep

The project "Operation Clean Sweep" also strongly supports this material topic as it ensures the efficient use of resources (see page 98).



SDGs



UNGC



Environmental footprint of products and circular economy

Development of recyclable products

Context

To keep the raw materials of a packaging circular, its design must be compatible with given recycling streams at the end of its anticipated life cycle. This way, materials can be kept in the loop and enter the cycle again. Designing packaging for recycling is one of the key tasks in our R&D department. To close the loop, we particularly strive to increase the amount of recycled material in our products. Since 2019, our product portfolio comprises at least one recyclable alternative for every consumer market segment served.

Description

Our long-term ambition is to keep all our products' input materials in the loop. Therefore, we invest in research and development of recyclable products. In order to meet the different national recyclability requirements in European countries, our recyclable products' designs are aligned to one standard. CEFLEX's flexible packaging design guideline for mechanical recyclability (CEFLEX D4ACE) ensures sortability at state-of-the-art material recovery facilities (MRFs) and compatibility with mechanical recycling processes.

Our recyclable packaging solutions are composed of films derived from the same polymers or at least the same group of polymers – often referred to as “mono materials”.

Replacing non-recyclable packaging materials with recyclable ones ensures that resources are kept in the loop. Within our product development, we strategically rethink and optimise our production processes. By optimising our products' resource efficiency and implementing the principles of the circular economy throughout our business, our company decreases greenhouse gas emissions whilst reducing the speed at which natural resources are depleted.

To ensure effective recyclable product development, we set up an internal network of employees to specifically focus on design for recycling and circular economy within product development. Furthermore, we develop new paper-based products ready for recycling in the paper waste stream.

Success Story

MonoFlow(re) P-Type is a highly transparent, fully recyclable high-barrier film made from polypropylene (PP). In accordance with German regulations, which currently demonstrate one of the highest requirements, the recyclability of the MonoFlow(re) PXC is certified with a 95 % “excellent” rate by an external institute. The high oxygen and water vapour barrier makes MonoFlow(re) P-Type ideal for fresh and temperature-sensitive food products such as minced meat. By switching from rigid to flexible packaging, the amount of plastic can be reduced up to 70 %. The rollstock also requires significantly less storage and transport volume compared to premade rigids. This way, the Product Environmental Footprint can be reduced notably. Due to the significant reduction in packaging weight, savings are achieved in the licence fees of the collection and recycling systems. In EU member states with plastic levies or eco-modulation, the saving potential is even greater due to weight reduction and recyclability.



Environmental footprint of products and circular economy

Standardisation & product certification

Context

Industrialised markets for consumer goods, such as the European Union, are overwhelmed with similar products that can readily replace one another. Therefore, sellers utilise unique packaging designs for their products to stand out, attract and sell. The additional customisation and tailoring have a negative impact on the products' environmental footprint. To balance out the countereffects, adapa standardises its film's width and the raw materials used. Another approach to reducing our products' environmental footprint is the use of recycled input material. Where applicable and legally possible, we also opt for recycled materials, given their availability and quality.

Description

To standardise our film's width at our converting sites, we adjusted our printing and laminating processes, so that film with a standard width can be used for different products. This way, we avoid reel change and reduce waste.

This not only increases our resource efficiency but implies less effort involved in the handling and changing of reels. After standardising the width, we applied this principle to the film's thickness. Both efforts reduce raw material input, logistics efforts and respective emissions by avoiding additional transport of special combinations for small orders and piece goods. Furthermore, our overall products' environmental footprint is reduced.

The second step of the project is the standardisation of raw materials for extrusion and the harmonisation of new sustainable products. Designing products for recycling according to the CEFLEX D4ACE Guidelines guarantees the required recyclability. The software developed by RECYDA (see page 43) helps us define the appropriate recipe. The national recyclability of our D4R products is certified by external institutes for countries with an existing waste management infrastructure.

Environmental footprint of products and circular economy

PEF Assessment

Context

The Product Environmental Footprint (PEF) calculation plays a decisive role for us regarding the development of sustainable solutions for flexible packaging. It enables us to balance out parameters in recipes for the benefit of environmental protection. Furthermore, our assessments help our clients compare the sustainability of different product options.

Description

Flexible packaging is designed with manifold combinations of raw materials and associated layer percentages. The sustainability of the production process highly depends on the selected recipe to fulfil specific requirements like shelf-life and barrier properties. Balancing out different parameters is essential as trade-offs in this regard are sometimes unavoidable.

To optimise our products' environmental footprint, we already use PEFs in the design stage.

As a tool, we utilised the GaBi product sustainability software by sphaera in 2020 and switched to Gabi Envision in 2021. Both cover data on our products' entire value chain from raw material production to recycling. The broad database allows for the precise assessment of the environmental impacts of our products, processes, materials, and packaging designs. This way, we can take action to lower our products' environmental footprint by optimising processes and replacing input materials.

With our goal to offer only sustainable packaging solutions and to increase the sales of products designed for recycling, we specify the PEF of different packaging designs for our customers. This enables them to make informed decisions toward sustainable options. Our goal is to calculate the PEF for all our standard products. We also want to use this data to identify more energy- and resource-efficient production processes.



Environmental footprint of products and circular economy Monitoring the legal environment

Context

The flexible packaging industry is operating in a dynamic legislative environment. Over recent years, especially the requirements for input materials and recyclability have further strengthened. To ensure compliance of our products with all applicable laws and regulations, we continuously monitor the respective legislative developments at a European and country level. This allows us to proactively develop innovative packaging that meets tomorrow's circular economy demands.

Description

For flexible packaging to be kept in the loop, specific recyclability properties need to be fulfilled. Currently, each Member state of the European Union is responsible for defining individual recyclability requirements for flexible packaging. Manufacturers operating and serving markets in multiple countries are challenged to keep up with respective developments.

Therefore, monitoring the legal environment and preparing for upcoming guidelines is important for a robust product portfolio strategy.

With customers all around Europe, adapa develops products that can then be used with all their functions and are designed for recycling following the guidelines in the respective countries they are sold. We support our customers to comply with legal requirements by screening national regulations.

On an operational level, this entails conducting desk research and participating in panel discussions and forums. Our Sustainability team is responsible for this ongoing process. As a member of various associations, adapa participates in discussions with national and international legislative authorities to support the preparation and harmonisation of legally binding definitions and regulations.

German Packaging Act

The German Packaging Act (VerpackG) entered into force on 1st January 2019. Under this act, traders are made responsible to participate in the recycling of their product packaging. By July 1, 2022, the amendments to the provisions of the Packaging Act entered into force. Initial distributors of all types of packaging filled with goods, including transport packaging, return packaging and packaging subject to deposit, must register in a Central Packaging Register Office (LUCID) and list the packaging they use.

Revision of Waste Framework Directive (WFD)

The WFD is under review. The target of the revision is to reduce negative environmental impacts related to waste management and enforce the implementation of the "polluter pays" principle. A proposal for the revision of the WFD is expected to be published by the European Commission in 2023.

EU Taxonomy

With its Green Deal, the European Union aims to reach climate neutrality by 2050 and decouple economic growth from resource use. The deal is a strategic roadmap to create a circular, resource-efficient, and competitive economy. It includes a common set of climate and energy targets for 2030. To achieve these goals, it is necessary to redirect capital flows towards activities of high relevance for target achievement. The EU Taxonomy regulation proposes a unified classification system that gives clear guidance on the sustainability of economic activities. The strict packaging taxonomy criteria will accelerate the transition to a circular economy.



Waste prevention & treatment

Overall objective

Increasing resource efficiency is one of the key objectives of the European Union. To achieve this target, preventing waste and promoting its recycling and recovery are essential. adapa fully supports this goal by targeting a gradual decrease in its production waste. Furthermore, we incorporate eco-design parameters in our product development. This way, we ensure the efficient use of resources along the entire lifecycle of our products.

Boundaries

This material topic focuses on our internal and external waste management whereas the product design aspects for resource efficiency are covered by the topic "Environmental footprint of products and circular economy".

Management approach

Important levers for waste prevention and reduction lie in the optimisation of our manufacturing processes and the development of products according to our 5R strategy. Rethinking "How we produce" is important for us to identify optimisation potential for resource efficiency. As about 80 % of the carbon footprint of flexible packaging is related to the upstream production of raw materials, we strongly focus on their reduction and efficient use. Adhering to high production standards, our sites continuously monitor their internal and external waste streams.

This allows them to take adequate reduction measures. Pledging to Operation Clean Sweep at all our sites, we make sure that no granulates enter the environment.

With our continuous research and development, we develop innovations that offer thinner, lightweight structures with the same protective properties as before. To keep resources circular, packaging must enable recyclability at the end of its useful life. Therefore, we also balance the trade-off between film thickness and recyclability. Though ultimately reducing the waste volume at the product's end of life, downgauging shall only be conducted to a point that still allows for recyclability. By designing products for recycling, we prepare the ground for high-quality waste treatment. Replacing conventional materials with renewable or recycled ones is a further step towards more sustainable packaging solutions. In addition, opting for materials from streams of the circular economy enables us to close the loop and use recycled materials in our production.

To increase the usage of recyclates in our products, we work together with recyclers and innovative companies to generate food-grade recycled material from our production waste. We further aim to increase the number of sites equipped with in-house recycling solutions. In the future, alternative recycling technologies for post-consumer waste will be evaluated by the sustainability team and strategic pilot projects will be signed by the Management Board.



KPIs

		2022	2021			
Waste internally treated (in kg)		6,970,814	6,002,464			
Waste externally treated (in kg)		17,380,542	18,622,559			
Hazardous waste (in kg)	Internally treated	Reuse	45,000	0		
		Recycling	607,525	1,249,958		
		Recovery	2,181,046	2,077,187		
		Incineration	344,390	93,668		
		On-site storage	0	217,487		
		Other	21,672	18,060		
	Externally treated	Reuse	0	77,324		
		Recycling	263,535	361,133		
		Recovery	632,895	878,273		
		Incineration	256,939	469,923		
		Other	179,604	212,955		
		No information available	143,717	135,937		
		Non-hazardous waste (in kg)	Internally treated	Reuse	0	0
				Recycling	3,771,181	2,346,104
Externally treated	Reuse		681,149	1,107,036		
	Recycling		8,428,779	8,797,346		
	Composting		0	97,032		
	Recovery, including energy recovery		1,598,045	1,638,574		
	Incineration		2,285,792	2,127,581		
	Deep well injection		0	356,580		
	Landfill		1,383,236	794,795		
	Other		1,457,285	1,458,595		
No information available	69,566	109,475				

Packaging and Packaging Waste Regulation (PPWR)
 End of November 2022, the European Commission published a proposal for a Regulation on Packaging and Packaging Waste to replace the existing Directive on Packaging and Packaging Waste 94/62/EC. The aim is to reduce the negative environmental impacts of waste placed on the market by the packaging industry. It especially targets a reduction of packaging waste generation and promotes a circular economy by enforcing packaging design for re-use and re-integration in high-quality products.

Projects

1. Finding ways to recycle our production waste
2. Operation Clean Sweep

Waste prevention & treatment

Finding ways to recycle our production waste

Context

Producing sustainably centres around the efficient use of resources. When manufacturing our products, our goal is to act as conservatively as possible regarding natural resources. We also explore opportunities to recycle our internal production waste to keep valuable raw materials in the loop.

Description

Although we make great efforts to reduce our waste to a minimum, unavoidable scrap accrues in our production processes. With food packaging as our core business, not all internal waste can simply be reused in our manufacturing processes. The utilisation of post-industrial recyclate in food-contact packaging is much more limited than with non-food applications. Therefore, we also look for ways to recycle our internal waste so that it can be used by other businesses. There are different innovative technologies in place that generate high-quality recycled polymers from post-industrial waste. With properties that are like virgin material, the finished recyclate can then enter the cycle again.

In the last years, we investigated solvent-based and chemical recycling of our production residue from the extrusion factories.

In 2022, we assessed the economic viability of recycling our internal print set-up waste, which includes a certain share of recyclable Polypropylene (PP) and Polyethylene (PE) mono-material films. We conducted market research on innovative de-inking technologies. With the help of technology providers, we identified a potential technology for our purpose and conducted de-inking trials to prove technical feasibility. Furthermore, we estimated the capacity for internal recycling of our printed films. The final commercial evaluation showed that in-house de-inking is currently not profitable for us.

European Framework Regulation (EC) 1935/2004

As our products are mostly used for the food packaging industry, we must follow the requirements for food contact materials laid out by the European Framework Regulation (EC) 1935/2004. The implementation of the framework guarantees that all materials in contact with food neither harm human health, nor change the food's taste, smell, or composition. Furthermore, all materials that are in contact with food must be produced based on the guidelines of the European Framework Regulation (EC) 2023/2006. In addition to the framework, there are specific European measures to follow for certain materials in contact with food, such as plastics (EC 10/2011), regenerated cellulose film, ceramics, recycled plastics, and active and intelligent materials. Materials like paper, cardboard, glass, metal, printing inks, colourants and other items are part of the 1935/2004 framework and no harmonised European regulation is currently in place.



Waste prevention & treatment

Operation Clean Sweep

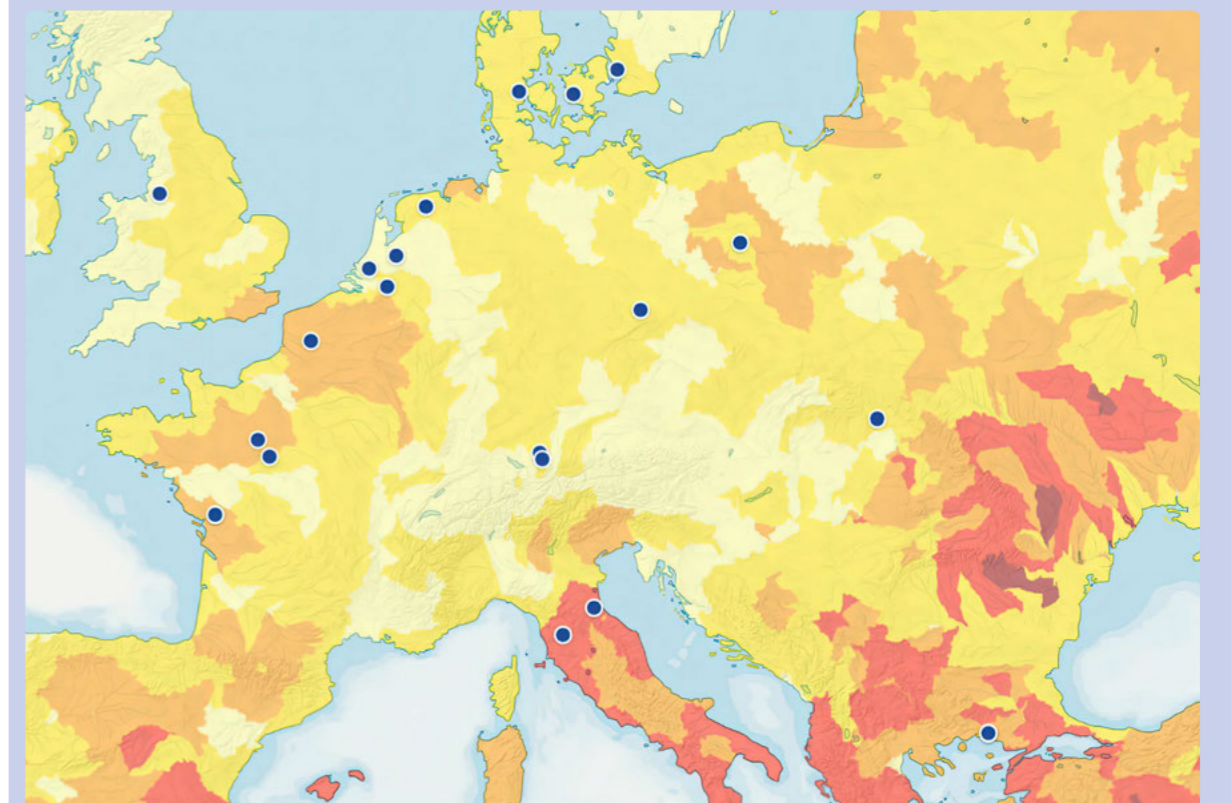
Context

Preventing the entry of granulates into water bodies and soils is of high importance for the plastics manufacturing industry. Plastics Europe manifests its commitment to zero pellet loss with its voluntary initiative Operation Clean Sweep. We support this engagement with our Group-wide pledge.

Description

Operation Clean Sweep (OCS) is intended to prevent the loss of plastic granulates like pellets, powders, and flakes, into the environment. This program has various benefits, from its positive contribution to preserving water quality and wildlife to employee safety and operational efficiency. Although as a converter in Europe, we belong to a group whose pellet loss is quite negligible, we want to demonstrate responsibility for the careful handling of plastics in daily operations. To manifest our awareness of plastics entering the environment, we pledged to the Operation Clean Sweep initiative in all our sites, also the ones that focus on slitting and printing.

Water
 Our efforts to protect water bodies from potential pollution are part of our ambition to care for water resources. We conducted a water risk analysis, using the Aqueduct Water Risk Atlas by the World Resources Institute (WRI), in 2022. This tool assesses water risk based on selected indicators such as water volume, quality, and regulatory risks.



The WRI classifies risks as low, low-medium, medium-high, high, and extremely high. According to the analysis, 50.0 % of adapa's production sites have a low-medium water risk rating (11 production sites in Denmark, Great Britain, Netherlands, Germany, Slovakia, Poland, Sweden), 31.8 % show a medium-high risk (7 production sites in Finland, France, Greece), 9.1 % have only a low water risk (2 production sites in the Netherlands) and 9.1 % fall into the high-risk range (2 production sites in Italy).

Severe water stress is induced by an imbalance between water withdrawals and available local water resources. In the analysed countries with a medium risk score and above, water-intensive industrial production, agricultural mismanagement, urbanisation, and tourism are largely contributing to this imbalance. Furthermore, climate change-induced droughts and global warming aggravate water stress. With our responsibility for environmental protection, we monitor our water consumption continuously. Our production processes require small amounts of water as we mainly use circular water.

KPIs

	2022	2021
Water withdrawal (in liters)	60,401,170	63,481,596

Supply chain responsibility & transparency

Overall objective

Global supply chains hold an increasing degree of complexity, compromising the assurance of environmental and ethical standards. Businesses from all industries need to take action to raise business standards and promote ethical supply chains worldwide. adapa acts by uniting forces Group-wide for a uniform system for supplier assessment.

Boundaries

In this material topic, the focus is on raw material suppliers.

Management approach

Supplier assessment is an important tool for us to take responsibility for sustainable business conduct along our supply chain. So far, the assessment has been organised independently by each site in

addition to the efforts of our central purchasing entity. The most common approach until now was asking suppliers to complete a questionnaire covering their effort towards environmental and legal requirements. As our Group joins forces aiming for a common supplier quality management, we are now on our way to centralising our efforts and increasing the transparency along our supply chain. By integrating our Supplier Code of Conduct (SCoC, see page 103) into this platform, we ensure that ethical, social and environmental minimum standards are an integral part of supplier qualification.

KPIs

40 %

of our raw material suppliers agreed to or signed our Supplier Code of Conduct

Projects

1. Supplier assessment
2. Supplier Code of Conduct

SDGs



UNGC



Supply chain responsibility & transparency Supplier assessment

Context

Promoting ethical business conduct along the supply chain is a global challenge that can only be met if all stakeholders involved take on responsibility regarding transparency and due diligence. adapa acts by increasing traceability* in its supply chain and incorporating ESG factors in its supplier onboarding.

Description

Ensuring traceability throughout the entire supply chain is one of our key objectives. Our supplier quality management guarantees compliance with legal regulations, ethical and hygiene requirements and quality standards as well as supports the traceability of our raw materials. Furthermore, we ensure that environmental and social minimum requirements are met in our supply chain.

Currently, we are working on a joint Group-wide supplier quality management system to guarantee we are meeting all environmental, social and governance criteria and the highest quality with each of our suppliers. We also monitor legislative developments as due diligence obligations in global value chains will be formalised further on an EU and country level. Compliance with the present legal framework forms the basis to ensure traceability and proper risk assessment. We also observe scientific developments regarding climate change scenarios as unprecedented weather events can threaten the resilience of our supply chain. A register with climate risks is updated by our sustainability department.

Directive on Corporate Sustainability due Diligence (CSDDD)

In February 2022, the European Commission published its proposal for a Directive on Corporate Sustainability Due Diligence. Companies that are in the scope of the directive, will be required to conduct sustainability due diligence to address negative human rights and environmental impacts in their global value chain. Once the directive has been formally adopted, Member States will have two years to transpose it into national law.

* In this context, "traceability" is not meant as described in the REGULATION (EC) No 1935/2004 – but as a needed overview of the different steps of the supply chain.

Supply chain responsibility & transparency Supplier Code of Conduct

Context

To increase our supply chain transparency, we introduced a Supplier Code of Conduct (SCoC) in 2020. Integrating this document into our supplier approval process supports its relevance as an essential requirement for business conduct.

Description

The SCoC is an important tool for us to ensure the adherence of our suppliers to minimum environmental, social, and ethical standards. The document encompasses fundamental principles of our Group Code of Conduct and is based on the ten principles of the United National Global Compact and core labour standards of the International Labour Organization.

Suppliers are asked to comply with and confirm standards in four areas: Business Integrity, Labour Standards, Health & Safety, and Environment.

Our supplier base encompasses over ten thousand companies, thus evaluating compliance of all suppliers with our SCoC is a challenge. As we see the greatest lever to reduce our carbon footprint in our raw materials, we started the roll-out of the Supplier Code of Conduct with our main raw material suppliers. In the framework of our new Group supplier quality management system, complying with our SCoC will be a prerequisite for a new contract with our Group.



Appendix

Full list of consolidated adapa subsidiaries

as of 31.12.2022

Austria

- adapa Holding GesmbH, Wiener Neudorf, Austria
- adapa Digital GesmbH, Wiener Neudorf, Austria

Denmark

- Schur Flexibles Denmark A/S, Bjert, Denmark
- Danapak Flexibles A/S, Slagelse, Denmark

Finland

- Schur Flexibles Finland Oy, Jakobstad, Finland

France

- Schur Flexibles Uni SAS, Averdoingt, France
- adapa France Averdoingt SAS, Averdoingt, France
- adapa France Fontenay le Comte SAS, Fontenay-le-Comte, France
- Schur Flexibles Uni Coextrusion SAS, Vendôme, France
- adapa France La Ferte-Bernard SAS, La Ferté-Bernard, France
- adapa France Logistics SAS, La Ferté-Bernard, France

Germany

- adapa GmbH, Kempten, Germany
- adapa DACH GmbH, Kempten, Germany
- adapa Germany Kempten GmbH, Kempten, Germany
- adapa Germany Administration Kempten GmbH, Kempten, Germany
- adapa Films Kempten GmbH & Co. KG, Kempten, Germany
- Schur Flexibles Flexofol GmbH, Kempten, Germany
- adapa Germany Freital GmbH, Freital, Germany
- Schur Flexibles Vacufof GmbH, Bad Grönenbach, Germany
- PS Polymer Sourcing GmbH, Warburg, Germany
- Uni Verpackungen GmbH, Aachen, Germany

Great Britian

- adapa UK Edinburgh Limited, Midlothian, Great Britain
- adapa UK St Helens Limited, St Helens, Great Britain
- Oui3 Ltd, Liverpool, Great Britain

Greece

- Schur Flexibles ABR SA, Komotini, Greece
- Prisma SA, Komotini, Greece

Ireland

- Schur Flexibles Ireland Ltd., Midleton, Ireland

Italy

- SIDAC S.p.A., Forlì FC, Italy
- Termoplast S.r.L., Firenze FI, Italy

Netherlands

- Cats Flexibles Packaging B.V., Rotterdam, Netherlands
- Schur Flexibles Benelux B.V., Leek, Netherlands
- Drukkerij Zwart B.V., Amersfoort, Netherlands
- TSO Packaging Printers B.V, Goirle, Netherlands

Poland

- Schur Flexibles Poland Sp.z.o.o., Bogucin, Poland

Slovakia

- Schur Flexibles Moneta s.r.o., Trebisov, Slovakia

Spain

- Dixie Iberia SLU, Cerdanyola Del Valles, Spain

Sweden

- adapa Sweden Landskrona AB, Landskrona, Sweden
- Unipac AB, Tranas, Sweden

Russia

- OOO Schur Flexibles Rus, Saint Petersburg, Russia
- Zwart LLC, Saint Petersburg, Russia*

Group companies included in the reporting boundaries

as of 31.12.2022

Administrative sites

- adapa Holding GesmbH, Wiener Neudorf, Austria
- adapa GmbH, Kempten, Germany
- adapa DACH GmbH, Kempten, Germany
- adapa Germany Kempten GmbH, Kempten, Germany
- adapa Germany Administration Kempten GmbH, Kempten, Germany
- Schur Flexibles Flexofol GmbH, Kempten, Germany
- adapa UK Edinburgh Limited, Midlothian, Great Britain
- Schur Flexibles Uni SAS, Averdoingt, France
- adapa France Logistics SAS, La Ferté-Bernard, France

Production sites

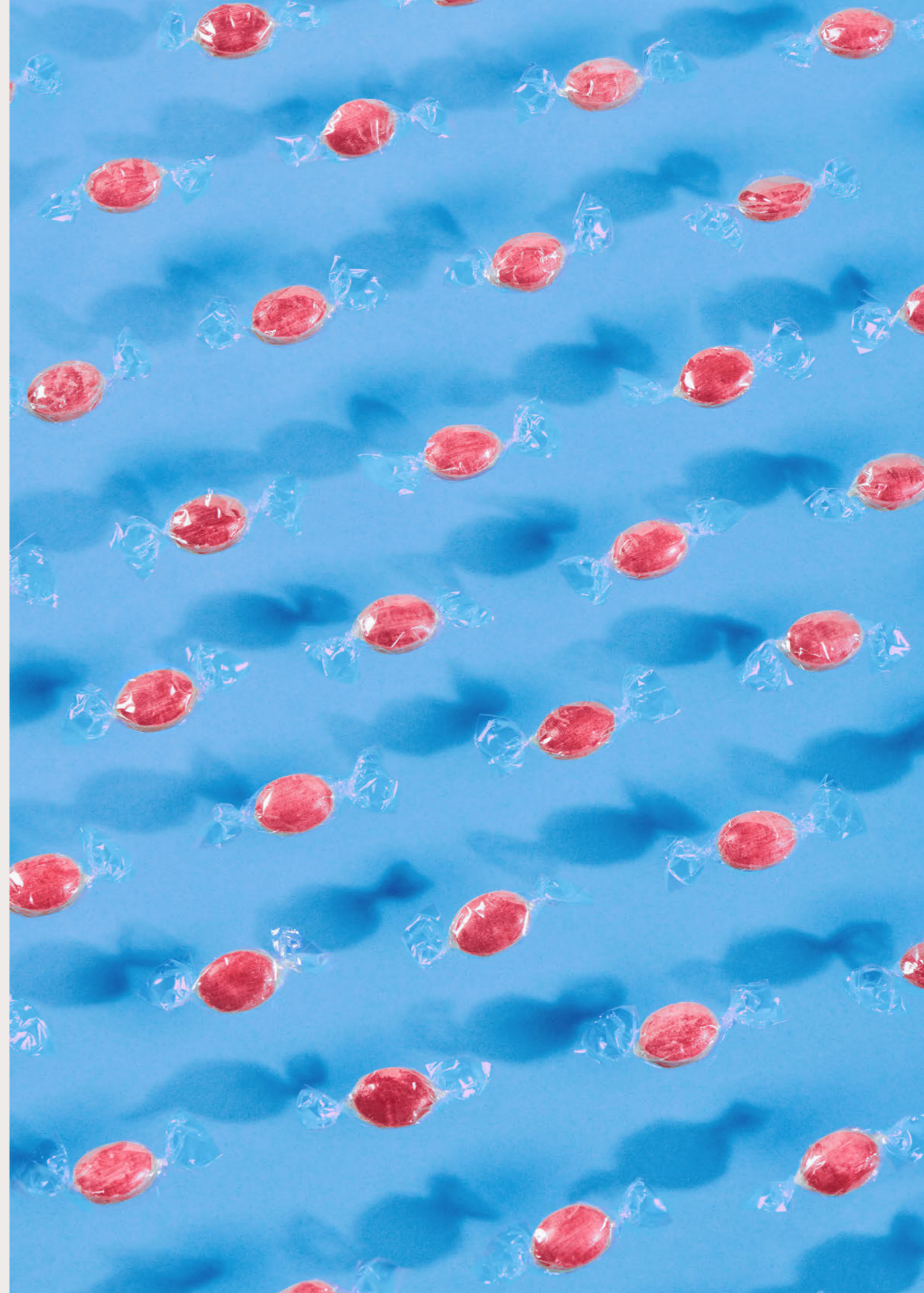
- Schur Flexibles Denmark A/S, Bjert, Denmark
- Danapak Flexibles A/S, Slagelse, Denmark
- Schur Flexibles Finland Oy, Jakobstad, Finland
- adapa France Averdoingt SAS, Averdoingt, France
- adapa France Fontenay le Comte SAS, Fontenay-le-Comte, France
- adapa France La Ferte-Bernard SAS, La Ferté-Bernard, France
- adapa Films Kempten GmbH & Co. KG, Kempten, Germany
- adapa Germany Freital GmbH, Freital, Germany
- Schur Flexibles Vacufof GmbH, Bad Grönenbach, Germany
- adapa UK St Helens Limited, St Helens, Great Britain
- Schur Flexibles ABR SA, Komotini, Greece
- Prisma SA, Komotini, Greece
- SIDAC S.p.A., Forlì FC, Italy
- Termoplast S.r.L., Firenze FI, Italy
- Cats Flexibles Packaging B.V., Rotterdam, Netherlands
- Schur Flexibles Benelux B.V., Leek, Netherlands
- Drukkerij Zwart B.V., Amersfoort, Netherlands
- TSO Packaging Printers B.V, Goirle, Netherlands
- Schur Flexibles Poland Sp.z.o.o., Bogucin, Poland
- Schur Flexibles Moneta s.r.o., Trebisov, Slovakia
- adapa Sweden Landskrona AB, Landskrona, Sweden

List of countries in which adapa has clients

Albania, Algeria, Argentina, Aruba, Australia, Austria, Belarus, Belgium, Bermuda, Brazil, Bulgaria, Canada, Chile, Colombia, Costa Rica, Côte d'Ivoire, Croatia, Cyprus, Czech Republic, Denmark, Dominican Republic, Egypt, Estonia, Finland, France, Germany, Greece, Hungary, Iceland, India, Indonesia, Ireland, Israel, Italy, Japan, Kazakhstan, Kuwait, Latvia, Lithuania, Luxembourg, Malaysia, Martinique, Mexico, Monaco, Morocco, Netherlands, New Zealand, Nicaragua, Norway, Oman, Paraguay, Poland, Portugal, Qatar, Republic of North Macedonia, Romania, Russian Federation, Samoa, Saudi Arabia, Serbia, Slovakia, Slovenia, Solomon Islands, South Africa, South Korea, Spain, Suriname, Sweden, Switzerland, Tunisia, Turkey, Turkmenistan, Ukraine, United Arab Emirates, United Kingdom, United States, Uzbekistan.

Material Topics

Material topic	Explanation
Education, training and personal development	Facilitation and financing of professional and personal development (external training, postgraduate studies, additional courses, ...) and internal training.
Health and safety	Guarantee of occupational health and safety for all employees (training, protective measures, protective clothing, ...) and contractors (safety programm).
Employee participation	Actively promoting participation, co-creation and involvement of employees. Empowering employees and enforcing team spirit.
Gender equality and diversity	Equal rights, opportunities and payment for women and men. Embracing diversity of employees and fighting discrimination and violence. Offering special workplaces. Respecting people regardless of age, gender, education, ethnic origin, religion, sexual orientation, ...
Governance	Principles of corporate governance: regulatory framework for the management and supervision of the company and ethical value set (transparency, accountability, reliability). Managing ESG risks proactively.
Greenhouse gas emissions	Calculation of corporate greenhouse gas emissions and efforts to reduce emissions.
Energy efficiency	Reduction of energy consumption and improvement of energy efficiency f.e. by an internal energy management system. Purchase of renewable energy mix and generation of own electricity.
Waste prevention and treatment	Prevention of waste and reduction of its volume. Innovative solutions for waste treatment (separation, reuse).
Stakeholder involvement	Cooperation and transparent communication with stakeholders. Initiating joint projects for continuous improvement.
Supply chain responsibility and transparency	Strengthening responsibility for the entire supply chain (information, transparency, countries of origin; composition of materials; trust; traceability). Ecological criteria as a prerequisite for cooperation with suppliers (use of materials, waste management, wastewater management, use of toxic materials, etc.). Social criteria as a prerequisite for cooperation with suppliers (equality, fair payment, health, education, ...).
Usage of renewable and recycled material	Usage of renewable and recycled material and innovation management.
Ecological footprint of products and circular economy	Calculation of the overall environmental impact of products. Implementation of the principles of circular economy (no waste, no pollution, keeping products and materials in use, regeneration of natural systems). Usage of recycled material and efficient use of resources (waste prevention, promotion of reuse).
Social policies and benefits	Optimising employee benefits (preventive programmes, childcare, insurance, sports offer, parental leave).
Biodiversity	Protection and promotion of biodiversity (protection of species, habitats, and genetic diversity).
Local community engagement	Voluntary help (time or money) for projects that serve a good cause.
Unions allowed	Establishment of unions is generally permitted and is encouraged by the company.
Working conditions and employee wellbeing	Offering good working conditions and models (flexitime, home office, part-time). Ensuring freedom of association. Providing modern workplace equipment and offering employee benefits.
Air pollution	Amount of air emissions emitted in the atmosphere and efforts towards their recovery and reduction.
Water management	Protection of water sources, fighting water scarcity and assessing water risk. Reduction of water consumption and management of wastewater.
Sustainability of transport packaging	Use of sustainable and reusable packaging materials.
European Corporate Citizenship	Responsibility to follow the European Green Deal and preference for sourcing in Europe.
New business models	Digitalization; Adaptability to a changing world; Research & Development; funding program; cooperations with start ups and think tanks.



Results of Stakeholder dialogues

Stakeholder	1 – Shareholders
Objectives	→ Identify and validate the potential material topics.
Method	Questionnaire
Results	→ The most relevant topics for shareholders: Education, training and personal development; Governance; Greenhouse gas emissions.
Stakeholder	2 – Banks
Objectives	<ul style="list-style-type: none"> → Identify and validate the potential material topics. → Understand the importance of sustainability for the stakeholder and how ESG will influence the industry. → Measure stakeholder's commitment regarding the sustainability path pursued at adapa.
Method	Interview
Results	<ul style="list-style-type: none"> → The most relevant topics for banks: Usage of renewable and recycled material; Health and safety; New business models. → Sustainability will play a major role in the banking sector in the future. → The interviewees rate adapa's sustainability efforts as consistently positive. The entire value chain is to be considered.
Stakeholder	3 – Insurances
Objectives	<ul style="list-style-type: none"> → Identify and validate the potential material topics. → Understand the importance of sustainability for the stakeholder and how ESG will influence the industry. → Measure stakeholder's commitment regarding the sustainability path pursued at adapa.
Method	Interview
Results	<ul style="list-style-type: none"> → The most relevant topics for insurances: Health and safety; Waste prevention and treatment; Usage of renewable and recycled material. → Sustainability is seen as a "must have" for companies. → The interviewees have a strong reliance on adapa's Corporate Risk Management. adapa's sustainability engagement is rated as positive.

Stakeholder	4 – Employees
Objectives	<ul style="list-style-type: none"> → Identify and validate the potential material topics. → Gain insight into employees' perception regarding the importance of sustainability. → Understand their perception of adapa' sustainability engagement and their emotions as an employee in the plastic industry.
Method	Online focus groups
Results	<ul style="list-style-type: none"> → The most relevant topics for employees: Waste prevention and treatment; Working conditions and employee wellbeing; Supply chain responsibility and transparency; Energy efficiency; Ecological footprint of products and circular economy; Unions allowed. → adapa's sustainability engagement is visible and sustainability is playing a central role. → Employees have positive emotions regarding the products of adapa and they see the need to learn using packaging in the right way.
Stakeholder	5 – Clients
Objectives	<ul style="list-style-type: none"> → Identify and validate the potential material topics. → Gain insight into clients' expectations and understanding of sustainability. → Understand clients' perception of adapa in general, of its sustainability engagement in particular and the main sustainability topics clients are dealing with.
Method	Online focus groups
Results	<ul style="list-style-type: none"> → The most relevant topics for clients: Usage of renewable and recycled material; Ecological footprint of products and circular economy; Greenhouse gas emissions; Supply chain responsibility and transparency. → Sustainability plays an important role for all clients – some have already clear objectives and a strategy. → Clients are satisfied with the cooperation with adapa. Their main sustainability topics are reusability, recyclability and lightness.

Stakeholder	6 – Suppliers
Objectives	<ul style="list-style-type: none"> → Identify and validate the potential material topics. → Gain insight into suppliers' expectations and understanding of sustainability. → Understand suppliers' perception of adapa in general and of its sustainability engagement in particular.
Method	Interview
Results	<ul style="list-style-type: none"> → The most relevant topics for suppliers: Usage of renewable and recycled material; Ecological footprint of products and circular economy; Health and safety; Waste prevention and treatment; Supply chain responsibility and transparency; Greenhouse gas emissions. → Suppliers see sustainability as licence to operate and the importance of a holistic approach. Every interviewed supplier has an own sustainability strategy. → adapa's sustainability commitment is rated as good, also in comparison to competitors.

Stakeholder	7 – New employees
Objectives	<ul style="list-style-type: none"> → Identify and validate the potential material topics. → Gain insight into new employees' perception regarding the importance of sustainability. → Understand their perception of adapa's sustainability engagement and their emotions as a new employee in the plastic industry.
Method	Online focus group
Results	<ul style="list-style-type: none"> → The most relevant topics for new employees: Usage of renewable and recycled material; Health and safety; New business model. → Sustainability is part of the everyday work and every process is searching for a sustainable alternative. → Commitment of the company towards sustainability is clearly seen and new employees see themselves part of the path towards a sustainable future.

Stakeholder	11 - Associations
Objectives	<ul style="list-style-type: none"> → Identify and validate the potential material topics. → Understand associations' perspective of adapa's sustainability engagement and how it is seen as a company. → Getting better insights in associations every day work and their sustainability strategy including requirements and objectives.
Method	Interview
Results	<ul style="list-style-type: none"> → The most relevant topics for associations: Ecological footprint of products and circular economy; Usage of renewable and recycled material; Greenhouse gas emissions; Waste prevention and treatment; Supply chain responsibility and transparency; Governance; Stakeholder involvement; Working conditions and employee wellbeing. → The interviewed associations rated adapa's sustainability engagement as positive. adapa is seen as a dynamic, modern and innovative company. → Through working groups, feedback loops and collaboration members are involved on different topics related to sustainability.

Stakeholder	19 - Research and thinktanks
Objectives	<ul style="list-style-type: none"> → Identify and validate the potential material topics. → Understand research and thinktanks' perception of adapa in general and of its sustainability engagement. → Gain insights of the future of packaging and other trends.
Method	Questionnaire
Results	<ul style="list-style-type: none"> → The most relevant topic for research and thinktanks: Usage of renewable and recycled material; Ecological footprint of products and circular economy; Greenhouse gas emissions; Waste prevention and treatment; Governance; Education, training and personal development. → adapa is seen as good packaging manufacturer that is positioned broadly. → Product protection and recyclability are the two keywords for the future.

Stakeholder	21 – Recyclers and waste disposal organisations
Objectives	<ul style="list-style-type: none"> → Identify and validate the potential material topics. → Understand interest group's perception of adapa's sustainability engagement. → Gain insights in future technologies and explore cooperation possibilities.
Method	Questionnaire
Results	<ul style="list-style-type: none"> → The most relevant topics for recyclers and waste disposal organisations: Ecological footprint of products and circular economy; Usage of renewable and recycled material; Governance; Health and safety; Working conditions and employee wellbeing; New business models; Greenhouse gas emissions; Waste prevention and treatment. → The stakeholder group sees strong development in the field of recyclates and technologies of post consumer PE and PP for the food industry are under development. → Cooperation in different fields is not only perceived as possible but already existing.

Abbreviation

Abbreviation	Meaning
CEFLEX	Circular Economy for Flexible Packaging
CoC	Code of Conduct
CO₂e	Carbon dioxide equivalents
COP	Communication on Progress
CSRD	Corporate Sustainability Reporting Directive
DVI	Deutsches Verpackungsinstitut e.V.
D4ACE	CEFLEX's Designing for a Circular Economy guidelines
EFSA	European Food Safety Authority
EPR	Extended Producer Responsibility
ESG	Environmental, Social and Governance
FDA	U.S. Food and Drug Administration
FGrPP	Food-grade recycled polypropylene
FPE	Flexible Packaging Europe
FSC	Forest Stewardship Council
GRI	Global Reporting Initiative
IK	Industrievereinigung Kunststoffverpackungen e.V.
IGrPP	Inert-grade recycled Polypropylene
ISCC+	International Sustainability & Carbon Certification
KPI	Key Performance Indicator
LCA	Life-Cycle Assessment
MRF	Material Recovery Facility
NGO	Non-Governmental Organisation
OCS	Operation Clean Sweep

Abbreviation	Meaning
OFI	Österreichisches Forschungs- und Prüfinstitut
OH&S	Occupational Health & Safety
PA	Polyamide
PCR	Post-Consumer Recycled
PE	Polyethylene
PEF	Product Environmental Footprint
PP	Polypropylene
PPWR	Packaging and Packaging Waste Regulation
R&D	Research and Development
SCoC	Supplier Code of Conduct
SDGs	Sustainable Development Goals
UNGC	United Nations Global Compact
VOC	Volatile Organic Compounds
WFD	Waste Framework Directive
WRAP	The Waste and Resources Action Programme Ltd
WRI	World Resources Institute
ZSVR	Zentrale Stelle Verpackungsregister

Glossary

Term	Definition
4Ps	The 4Ps represent Purpose, People, Planet and Prosperity. These four dimensions shape the strategic future of adapa.
5R	Our sustainability strategy is called the 5R, which represent: Responsibility, Reduction, Renewal, Replacement and Recycling.
Administrative employees	Employees without technical tasks at adapa (f.e. employees that work in HR, Marketing, PR, Accounting).
C-level management	C-level management includes the top-level management positions at adapa ("Board members").
Employees with specific workplaces	Employees with disabilities that need specific workplaces adapted to their personal physical or psychical abilities.
Employment contracts	Employment contracts are recognised under national law or practice that can be written, verbal, or implicit.
Global Reporting Initiative	The Global Reporting Initiative is an international guideline for sustainability reporting that aims at reporting on sustainability impacts in a consistent and credible way.
Greenhouse gas emissions	Greenhouse gas emissions are the sum of emissions of various gases: carbon dioxide, methane, nitrogen oxide, and smaller trace gases that are by-products of the industrial processes of business operations. The increased production of greenhouse gas emissions is the main driver of global climate change.
Greenhouse Gas Protocol	The Greenhouse Gas Protocol is the world's most widely used standard to account greenhouse gas emissions for companies.
Injury related absence time	The injury related absence time is counted as days absent from work caused by a people accident.
IPCC	The Intergovernmental Panel on Climate Change assesses the science related to climate change and is a United Nations body.
LCA (Life-cycle assessment)	A tool used to analyse the environmental impact of a product, activity, or process along all phases of its life cycle, by quantifying the use of resources and emissions into the environment associated with the system under assessment.
LTI (Lost time injury)	A lost time injury is an injury of a member of adapa's workforce sustained during an activity within the given reporting boundaries that will result in a loss of productive work time for more than one working day. An injury is considered a lost time injury when the injured worker is unable to perform regular job duties, takes time off for recovery for more than one day, or is assigned modified work duties while recovering. Lost time injuries encompass both temporary injuries that keep the employee away from work for a day to permanent disabilities and conditions that prevent them from ever returning to the job or performing the same work tasks. The LTI rate is calculated as follows: (Number of lost time injuries in the reporting period x 1,000,000) / (Total hours worked in the reporting period).
Non-renewable material	Non-renewable materials are resources that don't renew in short time periods ("fossil", e.g. coal, minerals).
Part/full time employee	A part-time employee is an employee whose working hours per week, month, or year are less than full-time. Full-time means the employee's working hours per week, month, or year are defined according to national legislation.

Term	Definition
Permanent employment contract	A permanent employment contract is a contract with an employee, for fulltime or part-time work, for an indeterminate period.
Production employee	Employees that work in the production.
Reclaimed product	Refers to collecting, reusing, or recycling products and their packaging materials at the end of their useful lives.
Recycled input materials	Material that replaces virgin materials, which are purchased or obtained from internal or external sources suitable for the desired application.
Renewable energy source	Energy source that is capable of being replenished in a short time through ecological cycles or agricultural processes, like geothermal, wind, solar, hydro, and biomass.
Renewable material	Material that is derived from plentiful resources that are quickly replenished by ecological cycles or agricultural processes, so that the services provided by these and other linked resources are not endangered and remain available for next generations (e.g. wood, bamboo and cork). Within the polymer and plastics industry, there are new resources available now which are under consideration to be utilised in our products.
Scope of Greenhouse Gas emissions	Classification by the Greenhouse Gas Protocol of the operational boundaries where greenhouse gas emissions occur.
Scope 1	Greenhouse gas emissions from sources that are owned or controlled by an organisation.
Scope 2	Greenhouse gas emissions that result from the generation of purchased or acquired electricity.
Senior executives	CEO/COO, CSO, CFO/CRO, individuals reporting directly to the CEO/COO, CSO, CFO/CRO and further leadership positions.
Stakeholder	A stakeholder can be any individual, group or party that has an interest in a company and can either affect or be affected by the business.
Technical employees	Employees that are working in the technical field and that have a technical function (e.g. employees working in product development, Head of production).
Temporary employment contract	A temporary employment contract is of limited duration, and is terminated by a specific event, including the end of a project or work phase or return of replaced employees.
Volatile Organic Compounds	VOCs are released into the atmosphere by evaporation when solvent-based products are used. It is a diverse group of substances that include petrol, alcohol, thinners, etc.

GRI Index

Introduction

GRI Disclosure Number	Disclosure Title	Page ref.	Comments
102-1	Name of the organization	10	Legal name of the company until 25.11.2022: Schur Flexibles Holding GesmbH, Wiener Neudorf, Austria Legal name of the company from 25.11.2022: adapa Holding GesmbH, Wiener Neudorf, Austria
102-2	Activities, brands, products, and services	12-13; 16-17; 18-19	Our product categories are films, form fill seal, shrink, aluminium foil, coldseal, linear films, twist, top films, flow wrap, bottom films, skin, bags and pouches, die-cut lids, wrap, individually wrapped slices films and pharma.
102-3	Location of headquarters	10-11; 104	
102-4	Location of operations	10-11; 104	
102-5	Ownership and legal form	10; 124	adapa Group (prior to October 2022 named Schur Flexibles Group) has been under the ownership of the US private equity firm Lindsay Goldberg until its sale to an Austrian industry holding under B&C Privatstiftung on 30th September 2021. Following successful financial restructuring on 28th September 2022, adapa Group is now owned by its former lenders, with a controlling majority held by a fund under US private equity firm Apollo Global Management. adapa's management holding has its seat in Wiener Neudorf, Austria. Financial top-holdings are located in Germany and Luxemburg.
102-6	Markets served	10-11; 16-17; 18-19; 104	
102-7	Scale of the organization	18-19; 79	
102-9	Supply chain	12-13; 100-101; 102-103	
102-10	Significant changes to the organization and its supply chain	10; 51	
102-11	Precautionary Principle or approach	not applicable	
102-12	External initiatives	35	
102-13	Membership of associations	35	
102-14	Statement from senior decision-maker	6-7	
102-15	Key impacts, risks, and opportunities	24-25; 26-27; 28-29	

adapa

102-16	Values, principles, standards, and norms of behavior	8-9; 37	
102-17	Mechanisms for advice and concerns about ethics	37	A digital alert system ("whistleblowing") hosted by an external party has been implemented in the Group in 2020. In 2021, there were no alerts.
102-18	Governance structure	10-11; 34;	
102-19	Delegating authority	10-11	
102-20	Executive-level responsibility for economic, environmental, and social topics	6-7; 10-11; 34;	
102-21	Consulting stakeholders on economic, environmental, and social topics	25-26; 40-41; 42-43; 44-45	
102-22	Composition of the highest governance body and its committees	10-11; 34;	
102-41	Collective bargaining agreements		72 % of our employees are covered by collective bargaining agreements.
102-42	Identifying and selecting stakeholders	25-26	
102-43	Approach to stakeholder engagement	25-26; 40-41; 42-43; 44-45	
102-44	Key topics and concerns raised	107-108; 109-110	
102-45	Entities included in the consolidated financial statements	104-105	
102-46	Defining report content and topic boundaries	31; 34; 40; 46; 50; 52; 56; 62; 68; 74; 78; 86; 94; 100; 104-106	
102-47	List of material topics	28-29; 105	The list of material topics has been updated as a result of our stakeholder dialogue in 2021.
102-48	Restatements of information	10; 62	
102-49	Changes in reporting	10-11;	
102-50	Reporting period	30	01.01.2022-31.12.2022
102-51	Date of most recent report	30	Our Sustainability Report 2021 was published in December 2022.
102-52	Reporting cycle	30	annual

102-53	Contact point for questions regarding the report	125	sustainability@adapa-group.com
102-54	Claims of reporting in accordance with the GRI Standards	6-7; 30	
102-55	GRI content index	116-122	
102-56	External assurance	not relevant	
103-1	Explanation of the material topic and its boundary	31; 34; 40; 46; 50; 52; 56; 62; 68; 74; 78; 86; 94; 100	
103-2	The management approach and its components	31; 34; 40; 46; 50; 52; 56; 62; 68; 74; 78; 86; 94; 100	
103-3	Evaluation of the management approach	31; 34; 40; 46; 50; 52; 56; 62; 68; 74; 78; 86; 94; 100	

purpose

GRI Disclosure Number	Disclosure Title	Page ref.	Comments
102-43	Approach to stakeholder engagement: Number of client visits by the sustainability team		Internal training and close cooperation with our clients in the past years have made sustainability an integral part of our work and our product offer. With regard to this development, this disclosure has reduced significance and will not be reported anymore
102-43	Approach to stakeholder engagement: Number of implemented projects on sustainability with stakeholders		Internal training and close cooperation with our clients in the past years have made sustainability an integral part of our work and our product offer. With regard to this development, this disclosure has reduced significance and will not be reported anymore
102-43	Approach to stakeholder engagement: Number of cooperations for sustainability topics	41	
205-1	Operations assessed for risks related to corruption	37-38	
205-2	Communication and training about anti-corruption policies and procedures	37-38	
205-3	Confirmed incidents of corruption and actions taken	37-38	
OWN DISCLOSURE	Ecovadis ranking	34	
OWN DISCLOSURE	Number of Awards	34	Our Group received five awards within the reporting period.

people

GRI Disclosure Number	Disclosure Title	Page ref.	Comments
102-8	Information on employees and other workers	51	
401-3	Parental leave	51	
403-1	Occupational health and safety management system	62-63; 64-65	
403-2	Hazard identification, risk assessment, and incident investigation	62-63; 64-65	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	62-63; 64-65	
403-8	Workers covered by an occupational health and safety management	62-63; 64-65	All employees working at adapa Group are covered by an OH&S system.
403-9	Work-related injuries	62	
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	62	The presented number of accidents equals the Lost Time Injury index. A lost time injury is an injury sustained during an activity within the given reporting boundaries by a member of the adapa workforce that will result in a loss of productive work time. A more in-depth definition can be found in the glossary.
404-1	Average hours of training per year per employee	57	The calculation of the average hours of training per year per employee are site-based. While for employees working in production the average hours on training represent primarily training on health and safety, for administrative employees other topics are also included like language or IT training. No differences are made between gender on training hours per employee. Training hours are task-specific.
404-2	Programs for upgrading employee skills and transition assistance programs	56-57; 58-59; 60-61	
405-1	Diversity of governance bodies and employees	51	Headcount

planet

GRI Disclosure Number	Disclosure Title	Page ref.	Comments
301-1	Materials used by weight or volume	79	Due to intercompany business transaction double counting of material is possible.
302-1	Energy consumption within the organization	72; 74; 76	The presented numbers were collected through our internal data collection system and have been reported individually by each Group company.
302-3	Energy intensity	74; 76	
305-1	Direct (Scope 1) GHG emissions	70	The presented numbers were collected through our internal data collection system and have been reported individually by each Group company. Amounts of ad blue have been estimated.
305-1	Direct (Scope 1) GHG emissions: Quantity of fuel used for company fleet	70	The presented numbers were collected through our internal data collection system and have been reported individually by each Group company. Amounts of ad blue have been estimated.
305-2	Energy indirect (Scope 2) GHG emissions	70	The presented number were collected through our internal data collection system and has been reported individually by each group company. For Scope 2 regional values have been calculated and the emission factors used are from the European Open Data Portal.
OWN DISCLOSURE	Products sold by weight	79	Due to intercompany business transaction double counting of material is possible.

prosperity

GRI Disclosure Number	Disclosure Title	Page ref.	Comments
301-2	Recycled input materials used	79	This number shows the amount of recycled industrial waste from own production used in our production processes. The presented number was collected through our internal data collection system and has been reported individually by each production site.
303-3	Water withdrawal	99	2020 data for water withdrawal is based on estimates for half of our Group companies.
306-3	Waste generated	95	The presented number was collected through our internal data collection system and has been reported individually by each production site.
306-4	Waste diverted from disposal	95	
308-1	New suppliers that were screened using environmental criteria	100-101; 102-103	We don't have group-wide data on that yet, but we are currently implementing a process for generating this data for the future.
308-2	Negative environmental impacts in the supply chain and actions taken	100-101; 102-103	We don't have group-wide data on that yet, but we are currently implementing a process for generating this data for the future.
414-1	New suppliers that were screened using social criteria	100-101; 102-103	We don't have group-wide data on that yet, but we are currently implementing a process for generating this data for the future.
414-2	Negative social impacts in the supply chain and actions taken	100-101; 102-103	We don't have group-wide data on that yet, but we are currently implementing a process for generating this data for the future.
416-1	Assessment of the health and safety impacts of product and service categories	14-15; 78-79; 80-81; 82-83; 92; 96	EU Directive on Packaging and Packaging Waste (EU) 2018/852; European Framework Regulation (EC) 1935/2004
417-1	Requirements for product and service information and labeling	14-15; 78-79; 80-81; 82-83; 92; 96	EU Directive on Packaging and Packaging Waste (EU) 2018/852; European Framework Regulation (EC) 1935/2004
OWN DISCLOSURE	Raw material suppliers that signed or agreed to Supplier Code of Conduct	100	

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Graphic Design: Bleed and studiolut.it

Consultation: flumen.earth

Text: adapa

Photo credits: © adapa

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