



**TAKING
ACTION FOR
TOMORROW**



Rely on it.



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FOREWORD

Dear Readers,

The challenges facing society today are large and closely interconnected. The coronavirus pandemic has clearly shown that globalisation, climate change and digitalisation must be viewed together, requiring holistic responses.

In our role as a leading plastics industry company, we are currently celebrating 75 years of success through forward-looking business and product solutions. At **RENOLIT**, we believe doing business sustainably comes from drawing on our traditions as a family-owned company to shape the future together with all our people. We take a holistic approach to everything we do, taking environmental, economic and social aspects into account.

"Taking action for tomorrow" is the main theme of our Sustainability Report for this year and our magazine. After all, that's what we're all about. It is also reflected in our corporate strategy, "ONE **RENOLIT** 2025," which we unveiled in 2020. Our mission statement, "We deliver sustainable and innovative polymer solutions," is the product of our work on strategy. It describes our path into the future. Thinking in terms of closed-loop cycles is a key part of this, and that is the goal of our "**RENOLIT** Goes Circular" initiative.

Hand in hand with our employees and business partners, we are working to reach our strategic goals for the year 2025. These goals also include enhancing our appeal as an employer, demonstrating reliability and delivering on our efforts to provide products that point the way forward.

This Sustainability Report outlines the targets we have set for ourselves and the measures we are taking to approach future challenges. Once again, we are publishing a Sustainability Magazine in tandem with this report to provide additional information and insights.

We encourage you to view our Sustainability Report as an invitation to open a dialogue with us. We hope you enjoy reading it!

Your **RENOLIT** Board

Michael Kundel

Sven Behrendt

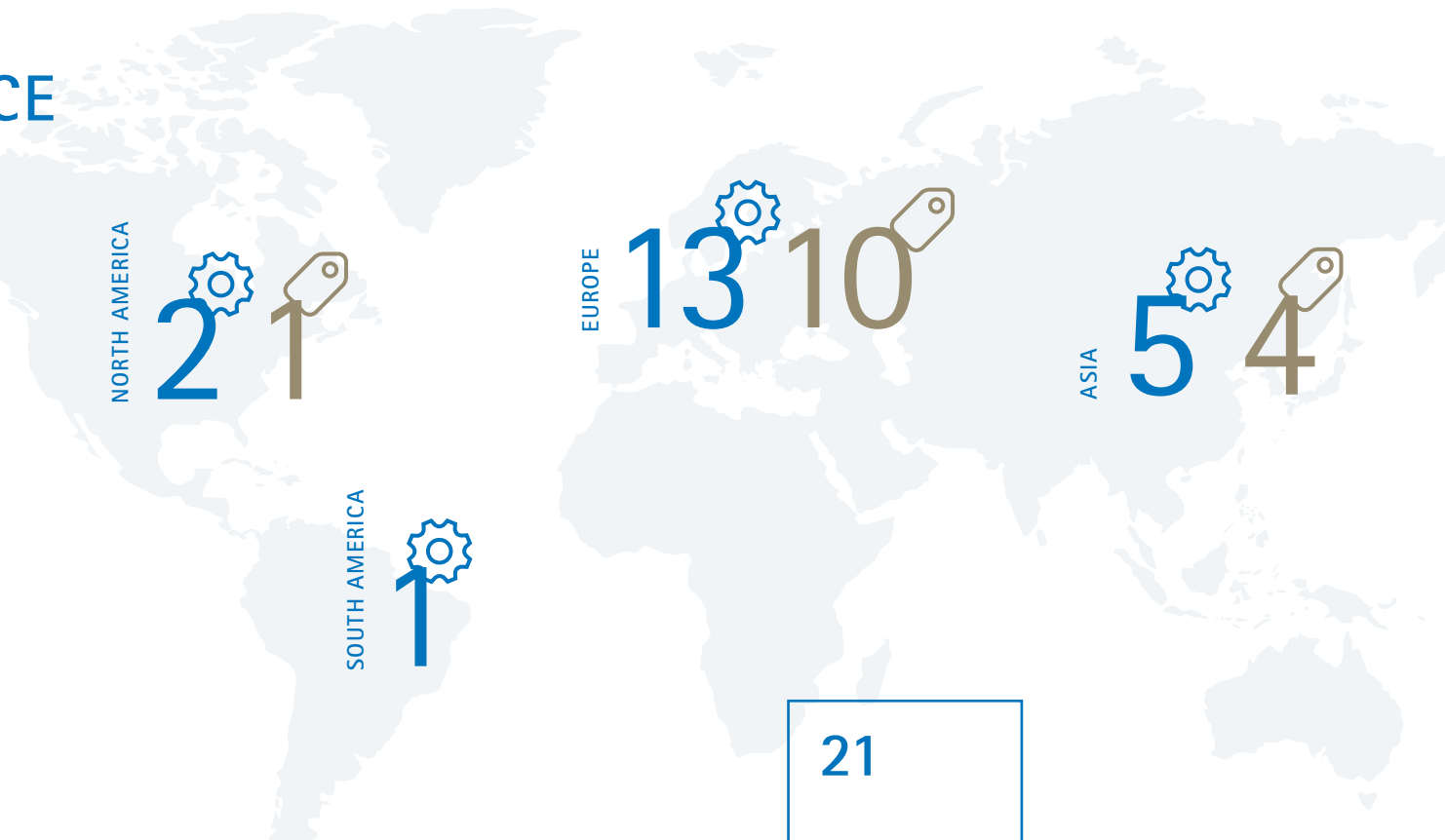
Karsten Jänicke

Thomas Sampers

RENOLIT AT A GLANCE

RENOLIT is one of the world's leading manufacturers of high-quality plastic films and related products for technical applications. As an independent family-owned company, we have been setting standards in quality and innovation for 75 years and stand for technical competence, modern product design and cooperative service around the world. Today we employ 4,797 members of staff at a total of 21 production plants and 15 sales offices worldwide, and distribute our products in more than 50 countries.

-  Production plants
-  Sales offices



0.5
million euros in investments in energy-saving projects

1,032
million euros in sales

119
trainees and students

4,797
employees

75
years of expertise as a plastics processing company

21
production plants

15
sales offices



COMPANY MANAGEMENT

Doing business responsibly

RENOLIT is celebrating its 75th anniversary in 2021. We are taking the big event as an opportunity to step back for a moment and look at the factors that have made our family-owned company a success. Responsibility for people and the environment and an unwavering focus on the future are key elements of this. Our "ONE RENOLIT 2025" strategy charts the course for the years ahead. We launched numerous projects to help us meet these goals in 2020, despite the coronavirus pandemic.



OUR COMPANY

Our parent company RENOLIT SE, with its headquarters in Worms, is the largest single company in operation and holds all of the shares in the companies that belong to the group either directly or indirectly.

JM Holding GmbH, which belongs to JM Industriebeteiligungen, holds a 100 percent share in RENOLIT SE. The shareholders of JM Industriebeteiligungen are members and descendants of the Lang/Helms and Fischer branches of the founding family.

The new corporate strategy, ONE RENOLIT 2025, has brought some changes in our organisational structure: Effective as of 1 March 2020, we operate in 13 Market Units (you will find more information in the → [chapter Products starting on page 41](#)). The B2C, Civil Engineering, Facade, Maritime and Wind Energy Market Units now operate independently, with specialist teams under the leadership of their own Market Unit heads.

There were no changes in the locations during the reporting period. In recent years, we had already established a new subsidiary in Foshan, China, the Guangdong RENOLIT Citiking New Material Co., Ltd. joint venture, and strengthened our presence in Latin America. At the now-completed plant in Curauma, Chile, the Healthcare Market Unit produces PP blown films for medical applications. In Foshan, we manufacture 2D and 3D films for decorative surface treatment together with our Chinese distribution partner Citiking.

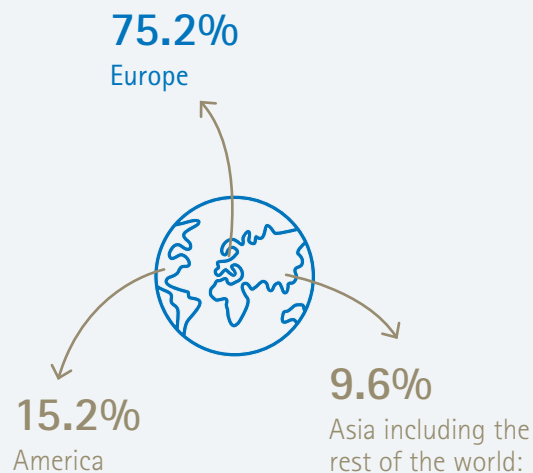




Economic developments

In 2020, the RENOLIT Group achieved worldwide group sales of EUR 1,032 million (2019: EUR 1,059 million). While the first quarter saw only minor effects from the coronavirus pandemic, production volume and sales were significantly reduced in the second quarter. While demand recovered appreciably in the third and fourth quarters of 2020, the trend was not enough to make up for all the ground lost in group sales in the reporting year. However, a large portion of our Market Units recovered faster than expected from the collapse in demand. Throughout this period, RENOLIT demonstrated its resilience to impressive effect through its broad range

GROUP SALES (NET) 2020 BY REGION



	2018	2019	2020
Group sales (net) in EUR millions¹	1,031	1,059	1,032
Europe	726.4	748.8	776.0
America	175.4	178.2	157.0
Asia including the rest of the world	129.2	132.0	99.0
Net group sales in EUR millions	70.1	74.7	81.6
Equity ratio	54.1%	55.4%	35.1%
Investments in long-term assets in EUR millions ²	80.7	57.3	37.5
Annual production in tonnes ³	252,637	242,723	233,561

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

² Including tangible and intangible assets and financial assets

³ Including joint ventures

of products in various industrial sectors. Group earnings including financial income and after taxes amount to EUR 81.6 million, up 9.2 percent year on year. Significant factors here included considerably lower cost of materials and lower fixed costs resulting from cost-cutting measures, plus reduced travel, trade fair and other representation costs owing to the pandemic. At the reporting date, the equity ratio had fallen to 35.1 percent (previous year: 55.4 percent). The reason for this was the transfer of bank liabilities

from JM Industriebeteiligungen GmbH & Co. KGaA. To RENOLIT SE, which took place this reporting year in conjunction with the new shareholder structure. Investments in tangible and intangible assets stood at EUR 37.5 million group-wide in 2020. These investments were primarily made for capacity expansion, increased use of raw materials, capital improvements and environmental protection. At 233,561 tonnes, production volumes were down 3.8 percent compared to the previous year.

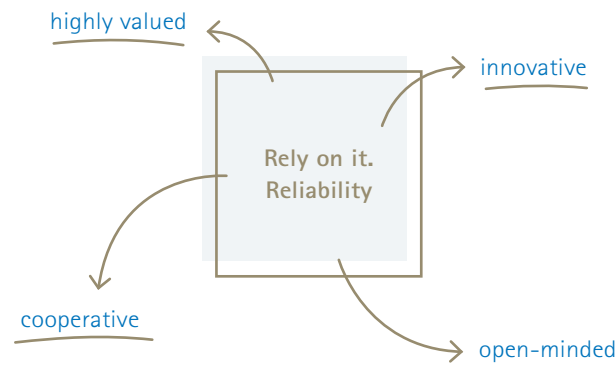
VALUES AND INTEGRITY

Our “We deliver sustainable and innovative polymer solutions” mission statement emphasises our commitment to sustainability, innovative momentum and solution-oriented thinking.

As part of our ONE RENOLIT 2025 strategy, we have adjusted our internal structures as well as the corporate guidelines. Our corporate guidelines serve as guidance for us in these areas, showing the vision behind our actions. They illustrate the values that guide RENOLIT’s activities – within the company and with its partners – and what the company has committed to undertake. At the same time, they provide an outlook on the way that we would like to develop in the future. Ultimately, only those who are familiar with the company’s objectives will be able to contribute to its success. This is why we would like to communicate the meaning of our company guidelines even more clearly to all employees going forward.

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

Our brand RENOLIT and our slogan “Rely on it.” constitute a commitment to our employees, customers and suppliers. They can rely on us as a partner – both in terms of the quality of our products



and the responsible way that we behave towards the environment and society.

Strategic development

One of our aims within the ONE RENOLIT 2025 strategy is to position ourselves even more clearly going forward as an innovative family-owned company that sets standards across various

Our mission:
We deliver sustainable and innovative polymer solutions.

industries with its plastic solutions and related products. The goals for now through 2025 have been set, and we are currently in the execution phase. As part of this stage, we hold monthly sprint meetings to discuss our progress. For insights gleaned from day-to-day work and step-by-step implementation, turn to page 7 of the current Sustainability Magazine for reports from three employees. Our overarching mission statement and the individual goals that comprise our corporate strategy provide us with clear guidance. Thanks to our restructuring into 13 Market Units, we can now serve our markets even more effectively. This gives the new markets in particular greater visibility at RENOLIT and allows us to manage them independently.

Leading responsibly

As a European company, RENOLIT SE is managed according to a dualistic principle. The Board of Management manages all of the company's business, overseen by the Supervisory Board, which involves partial employee co-determination. The latter comprises six members, of whom two are elected by employees and four by the owning family. The Chairman of the Supervisory Board is Andreas Lang. The owning family is not involved in operational business, but is kept up to date about the business and strategic developments at regular intervals. The shareholder structure was reorganised in 2019. The Lang/Helms and Fischer families acquired 100 percent of the shares in JM Holding, and thus in RENOLIT SE, while the Müller and de Alvear families assumed 100 percent of the shares in RKW SE, at the time an affiliate of RENOLIT SE.

Supervisory Board members Dieter Dengl and Ulrich Backhaus retired in 2020. The general meeting elected Roland Roth and Alexander Düll to succeed them. The Supervisory Board is now composed of Andreas Lang (Chairman), Helmut Schädler, Roland Roth, Alexander Düll and, representing the employees, Reinhard Westhäuser and Hilmi Akkurt.

Dr Axel Bruder retired from the four-person Board of Management of RENOLIT SE as of 1 July. Thomas Sampers was appointed to the Board of Management at that time. The Board of Management is now composed of Michael Kundel (Chairman of the Board), Sven Behrendt, Karsten Jänicke and Thomas Sampers.



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

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

in their business areas and to keep up to date with all of the information relevant to business developments.

Responsibility for sustainability reporting was realigned at the central level at the beginning of 2020. In cooperation with the specialist divisions, the Corporate Social Responsibility department is forging ahead with expansion of a solid basis in data. It reports directly to board member Sven Behrendt. Overall responsibility for sustainability management and formally approving the Sustainability Report falls to the Board of Management.



Clear guidelines for business practices with integrity

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

Our group-wide → [Code of Conduct](#) is a set of mandatory behaviour guidelines that all employees must abide by during their day-to-day activities. It is the standard that RENOLIT has set for the conduct of both its employees and its business partners. It emphasises our corporate culture, which is shaped by fairness and honesty. Among other things, it also requires employees and business partners to uphold confidentiality in relation to trade secrets. It also clearly states that no employee may directly or indirectly offer, grant or approve any unauthorised benefits to any other parties in connection with his or her business activities, neither in the form of gifts of money nor in the form of any other services.

The extensive update to the Code of Conduct was concluded when the new version was published in May 2020. The code is now easier to read and understand, with an improved structure and graphics for variety. After all, our goal is for the Code of Conduct to offer guidance for all our employees. With this in mind, we added questions and answers to individual areas and emphasised key messages as calls to action. The revised Code of Conduct is designed first and foremost for digital use.

Our compliance activities help us to swiftly identify misconduct and react to it quickly, effectively and consistently. The Internal Revision department is responsible for enforcing these standards. It regularly

The code comprises the following essential areas

- Scope
- Laws and regulations
- Business conduct and the company's reputation
- Interacting with third parties
- Interacting with employees and colleagues
- Sustainability and environmental protection
- Dealing with company property
- Office of the ombudsman

reports to the Board of Management and to select specialist divisions about current developments. In order to manage compliance activities and internal controlling measures, we have implemented Administrative Internal Control Procedures – or AICPs for short – as internal standards. Alongside operational finance cycles, key issues include the areas of data and environmental protection, health and occupational safety, antitrust, patent and licensing law, and anti-corruption regulations. Internal Revision performs regular audits to check compliance with AICPs. If any abnormalities are uncovered, they are included and analysed in the audit reports. They are then corrected, and the implementation of those corrective actions is monitored. Any weaknesses or potential for optimisation that are identified are categorised by severity. The Internal Revision department then compiles any objections in a plan for follow-up measures, defines activities to eliminate them and sets out responsibilities and time frames.

The AICPs are subject to constant updates, which are made available to location managers and those in charge of administration worldwide. In 2019, most of the updates pertained to technical investments and construction measures. They are suitable for improving liquidity management and reducing the potential risks of losses. Further updates are planned to the procurement of fixed assets; these will be published in 2021.



Audits and internal controls

Owing to pandemic-related travel restrictions and the implementation of the new corporate strategy, only one site audit was performed in the 2020 reporting year. This audit was an initial one. We continue to pursue the RENOLIT Group strategy of reviewing the reasonableness and functionality of the internal control systems of all group companies unabated. For example, all RENOLIT locations around the world are inspected every four years. Moreover, risk-based examinations are carried out on the reasonableness, functionality and compliance of selected departments at RENOLIT SE plants in Germany.

Based on the checklist developed in previous years to explicitly review the functionality of internal controls in procurement, checks are carried out on the buying and procurement activities of all RENOLIT production locations, taking into account aspects such as corruption and bribery. This audit aims to uncover potential corruption risks and prevent future risks. For the reasons detailed above, only one location was audited with an eye to corruption risks during this reporting year. No elevated risk potential was found in the process. Using our "IT network security and privacy" checklist, we have been successively inspecting the condition and security of data networks at all RENOLIT locations worldwide, a process that started in 2016. In 2020, only one location was selected for auditing in this regard as well. These inspections determined that data protection was ensured and that a high level of data security had been achieved through intensive protection measures.

Office of the ombudsman and training activities

If our employees suspect any legal breaches or breaches of internal company guidelines, they can contact either an internal or an external ombudsman. The internal ombudsman is the head of Internal Revision. If a RENOLIT employee would like to remain anonymous within the company, the complainant can contact an external ombudsman, represented by a law firm. The internal and external ombudsman were contacted five times in 2020 (four contacts were made to the internal and one to the external ombudspersons) to report misconduct by employees or executives. All cases and accusations were carefully reviewed and investigated. Where the accusations were found to have merit, the matter was discussed and corrective action taken. No disciplinary action was required.

In order to raise awareness amongst Sales employees – but also amongst employees from departments in related fields – training sessions were already carried out in 2016 for all RENOLIT Group companies on the topic of antitrust law in each location's respective national language. Plans call for these training sessions to be repeated in 2022.

As in previous years, no cases of corruption were identified anywhere throughout the group during the process of gathering data for this Sustainability Report. No fines or penalties for failure to comply with laws or regulations were reported in the group in 2020, nor were there any proceedings or suspicions based on anti-competitive behaviour.

Data protection and privacy

RENOLIT pays great attention to data protection and privacy. We consistently abide by our Data Protection Guidelines, which are applicable worldwide. They are based on statutory requirements and globally recognised data protection principles, and ensure that personal data are handled carefully. This is the foundation of the trusting collaboration we have with our employees and business partners worldwide. The European General Data Protection Regulation (GDPR), which took effect in 2018, created a standardised framework for data protection in Europe. RENOLIT has implemented the specifications of the GDPR, provided employees with information and training and appointed a data protection officer to monitor compliance. The topic of data protection has been covered as part of the company's required online training activities since 2020. All employees are required to complete these training modules at least once a year.





Careful handling of opportunities and risks

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

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

Entering into dialogue with stakeholders

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

We aim to take into account the sustainability interests of all of RENOLIT's important stakeholders. We are involved in active dialogue with local communities and their citizens at a range of different locations in order to minimise any negative impacts our business activities might have on them. To understand what motivates our employees and identify potential for improvement in our working relationships, we conducted a worldwide employee survey in 2017. Another survey of employees is set to follow in 2021, with the results expected to show to what extent the new ONE RENOLIT 2025 strategy is already firmly rooted within the organisation. You will find more on the topic of the employee survey in the → [chapter People on page 18](#).

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

RENOLIT is involved in numerous industry associations and interest groups worldwide, including the VinylPlus Deutschland e. V. (formerly AGPU). RENOLIT is represented on the latter's board. In its role as a member of VinylPlus Deutschland, RENOLIT has joined forces with 60 companies in the PVC value chain in an effort to ensure that PVC is a viable material for the future – from the salt to the production of the raw materials and from processing through to recycling.

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

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

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



Our stakeholder groups

RENOLIT joined the European Commission's Circular Plastics Alliance (CPA) back in 2019. The goal of the initiative is to further develop the market for recycled plastic.¹ It aims to use ten million tonnes of recycled plastic in the manufacture of new products between now and 2025. To promote these aims, a voluntary pledge was drafted during this reporting period known as the CPA Pledge (see → [box on page 55](#) and Sustainability Magazine, page 4). The pledge includes our own targets. RENOLIT also joined the Rewindo network, an initiative launched by German plastic profile manufacturers for recycling windows and doors, at the start of 2021.

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

OUR STAKEHOLDER GROUPS

- Employees and management
- Collaboration partners
- Owners
- Suppliers
- Employee representatives
- General public
- Customers and potential customers
- Local community
- Skilled workers and applicants
- Ministries and public authorities
- Associations
- Financial institutions and investors



¹ For more information, please visit: www.ec.europa.eu/growth/industry/policy/circular-plastics-alliance_en



SUSTAINABILITY MANAGEMENT

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

Our understanding of sustainability

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

Our Credo:

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



The core aspects of RENOLIT

We embrace our responsibility in generations, not quarters.

ECONOMIC FACTORS



Company growth

Growing sustainably and profitably

Company management

Responsible and based on our values

Innovations

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

SOCIAL FACTORS



Health and occupational safety

Creating awareness, promoting personal responsibility and shaping the working environment

Social commitment

Promoting education and culture, local community involvement

Employee development

Developing potential and securing qualified junior employees

Appeal as an employer

Ensuring employee satisfaction and promoting diversity

ECOLOGICAL FACTORS



Environmental impact

Securing internal standards and avoiding negative impacts

Plastics recycling

Expanding internal recycling and investing in technologies

Product responsibility

Safety, reliability and high quality

Resource-conserving production processes

Treating water, raw materials, energy and waste carefully



In our role as an independent family-owned company, we strive to achieve profitable corporate growth on a sustainable basis. We see our highly qualified, committed employees as the key to this success. With our targeted human resources policy, we want to retain our employees for RENOLIT in the long term, foster their talents and also increase our appeal as an employer. Another focus is on continuously promoting resource-friendly production processes. In particular, we focus on consuming energy consciously and carefully, practising the highest possible degree of material efficiency and increasing our use of recyclates. RENOLIT makes an equally important contribution to protecting the environment by developing sustainable products and systems, such as a flat roof installation system for solar panels. We also step up and respond to other global challenges with innovative and reliable products: With its biotech films, RENOLIT supplies manufacturers of vaccine pouches with much-needed component materials amid the coronavirus pandemic. You will find an overview of how diverse our products are and their fields of application [→ on page 42](#).

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

Focus on key issues

In order to determine the key issues for the Sustainability Report, we carried out a materiality analysis and re-prioritised some of our key issues in 2016. The starting point for identifying these key issues was the United Nations' Sustainable Development Goals (SDGs)¹. Our reporting since then has been based on the resulting materiality matrix. We took the materiality matrix into account when crafting our new ONE RENOLIT 2025 strategy as well and conducted an internal survey to serve as a basis for setting goals for the strategy.

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

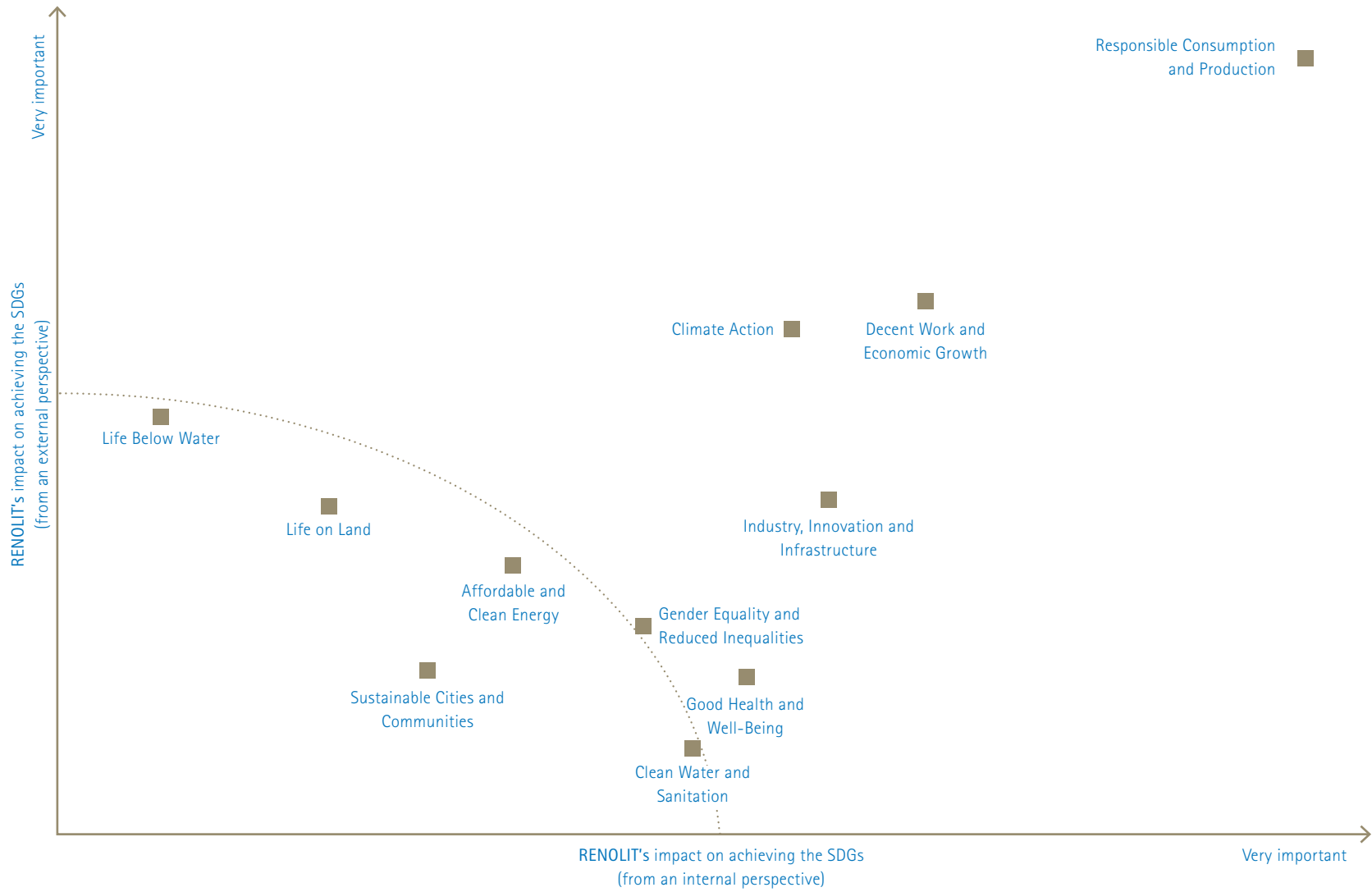
The same applies to the SDG Climate Action, to which RENOLIT can make a significant contribution by increasing its energy efficiency and investing in energy-saving measures. The issue of Decent Work and Economic Growth is of primary relevance for our locations abroad and in the supply chain. We see great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

The biggest discrepancy between internal and external perspectives is in regard to the SDGs Life Below Water and Life on Land. Their high relevance from an external perspective is probably due to a perceived connection between our products and the pollution of the rivers and oceans by plastics waste. Our products are used in technically sophisticated fields of application, and we are intensively committed to closed-loop material cycles. Alongside fundamentally minimising waste, we are also continuously working on reusing all of the plastics waste that is generated during production in our own processes. In addition to this, we also campaign for recycling processes and returns systems in collaboration with our customers. Another contribution that we make to the circular economy is by actively taking part in systems that recycle products at the end of their life cycles – for old PVC windows, for example – and by working with the National Health Service in the United Kingdom (you will find out more about our objectives and activities in the field of recycling in the [→ chapter Production on page 49](#) and in our Sustainability Magazine on page 5). From an internal perspective, these activities enable us to contribute to achieving the SDG Responsible Consumption and Production.

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



RENOLIT materiality matrix



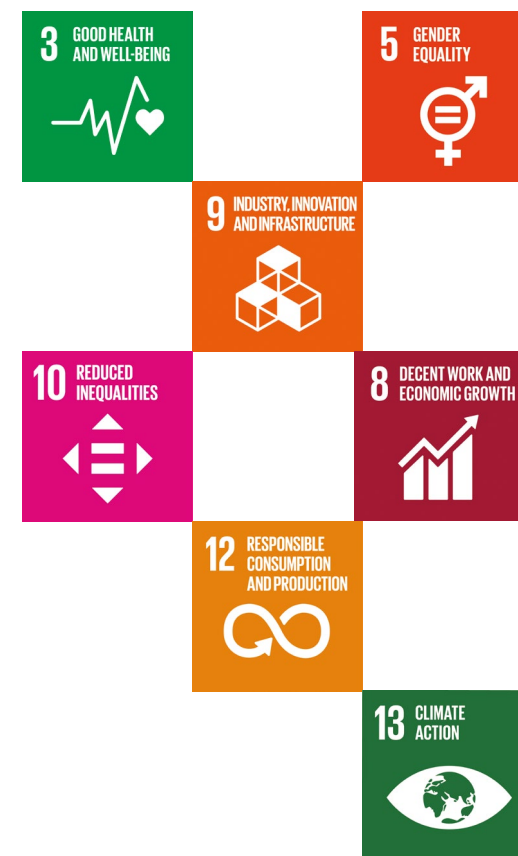
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Key issues for RENOLIT

SDG 3	Good Health and Well-Being	<ul style="list-style-type: none"> Occupational Health and Safety
SDG 9	Industry, Innovation and Infrastructure	<ul style="list-style-type: none"> Emissions
SDG 5	Gender Equality	<ul style="list-style-type: none"> Diversity and Equal Opportunity
SDG 10	Reduced Inequalities	<ul style="list-style-type: none"> Non-discrimination
SDG 12	Responsible Consumption and Production	<ul style="list-style-type: none"> Procurement Practices Materials Effluents and Waste Environmental Compliance Marketing and Labelling Customer Health and Safety
SDG 8	Decent Work and Economic Growth	<ul style="list-style-type: none"> Economic Performance Anti-corruption Anti-competitive Behaviour Socioeconomic Compliance Public Policy Employment Labour/Management Relations Training and Education Freedom of Association and Collective Bargaining Child Labour Forced or Compulsory Labour Human Rights Assessment Supplier Social Assessment
SDG 13	Climate Action	<ul style="list-style-type: none"> Energy Water Emissions Environmental Compliance Supplier Environmental Assessment

GRI 102-47
GRI 102-49





PEOPLE

Successful together

From administration and production to our service segments – our employees make a crucial contribution to RENOLIT's success as a company. Our self-image as an attractive employer includes supporting them in their personal development through staff development measures and training and continuing education options. We also take care to ensure a safe and healthy workplace and partner with our employees to spur our company's further development and evolution.



OUR EMPLOYEES

At the end of 2020, RENOLIT employed 4,797 people at 36 locations worldwide (2019: 4,892 employees at 34 locations), about two percent less than the previous year.

Worldwide, collective agreements provide 72 percent of our employees with representation. The majority of them are employed in Europe, where the share of employees represented by a collective agreement is 93 percent, followed by the Americas at 58 percent. In the region Asia including the rest of the world, this proportion is just under 5 percent. This is because unions conclude collective agreements with the company on behalf of employees; however, for political reasons, unions do not play the same key role in China that they do in Western countries. Even so, we were able to sign collective agreements at the location in Guangzhou, China, for the first time during this reporting year. The new agreements contain provisions on maternity leave and improved employee benefits, among other aspects.

The total number of employees includes both active employees and trainees. "Active employees" means all full-time and part-time employees who had either fixed-term or permanent contracts. The number of employees decreased by a total of two percent year on year.

GRI 102-41





Promoting fairness in the workplace

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

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

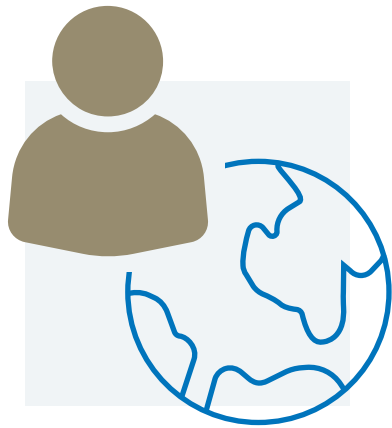
At the time of publication, RENOLIT was not aware of any verified breaches of human rights, of core labour standards, of the right to equal treatment, or of the freedom of association and collective bargaining. For more information on how we handle compliance-related topics, please turn to the → [chapter Company Management on page 5](#).



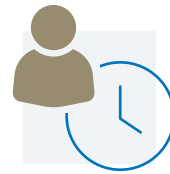
RENOLIT is committed to diversity and equal opportunities.

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

EMPLOYEE FIGURES AT A GLANCE



WORLDWIDE
4,797 ↓
employees



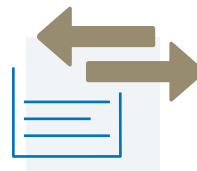
FULL-TIME
EMPLOYEES
94 ↓
percent



PERCENTAGE OF FEMALE
EMPLOYEES WORLDWIDE
17 →
percent



PERCENTAGE OF ALL MANAGEMENT
POSITIONS HELD BY WOMEN
19 →
percent
(management levels 1 and 2)



EMPLOYEE TURNOVER
DUE TO RESIGNATION
4 ↓
percent



SEVERELY DISABLED
EMPLOYEES WORLDWIDE
3 →
percent



TRAINEES AND COOPERATIVE
STUDENTS WORLDWIDE
119 ↓



The group-wide employee turnover rate – i.e. the ratio of employees leaving the company compared with the average number of employees – stood at 8.7 percent in 2020, representing a slight year-on-year increase. Particularly in the Americas, the employee turnover rate increased year on year and came to 18.3 percent in 2020 (2019: 12.4%). However, this figure includes short-term layoffs due to the pandemic. Some of these employees were rehired afterwards.

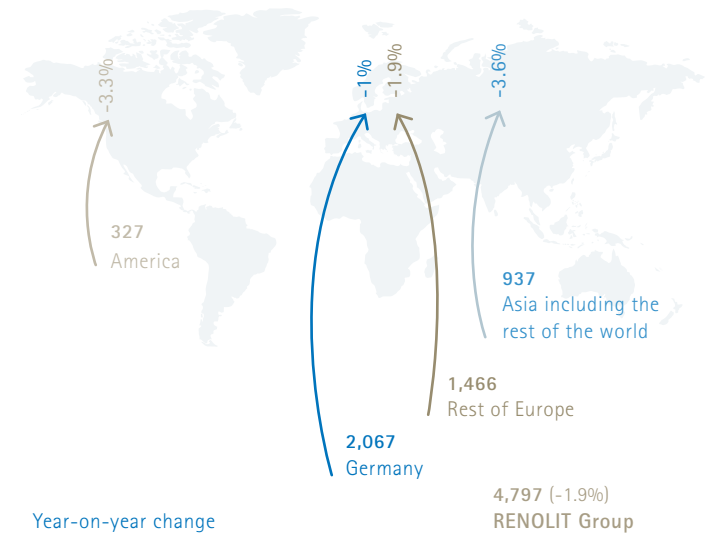
Changes in the employee turnover rate due to resignations are one means of measuring employee satisfaction. The rate decreased year on year to four percent (2019: 5.2%). While there are no noteworthy changes in the rest of Europe (2019: 3.5%), the employee turnover rate due to resignations decreased slightly in Germany (2019: 1.7%) and significantly in the Americas (2019: 8.4%) and Asia (2019: 14.3%). Overall, we record low levels of employee turnover at the RENOLIT Group. This suggests high levels of satisfaction amongst our employees.

The turnover level in Asia, which is above the average across the group, is typical there and is attributable to our Chinese locations first and foremost. A high proportion of manual labour is performed there, and stringent requirements apply within the scope of cleanroom technology. In 2015, we started a programme to reduce employee turnover, focussing on the issues of process optimisation and on training and further education. The affected location in China has successfully established new systems of incentives in recent years, which has considerably improved work-life balance. In addition, we are continuing to work on automating our processes so as to reduce the intensity of labour. The programme was rounded out by the establishment of career support and personal development measures.

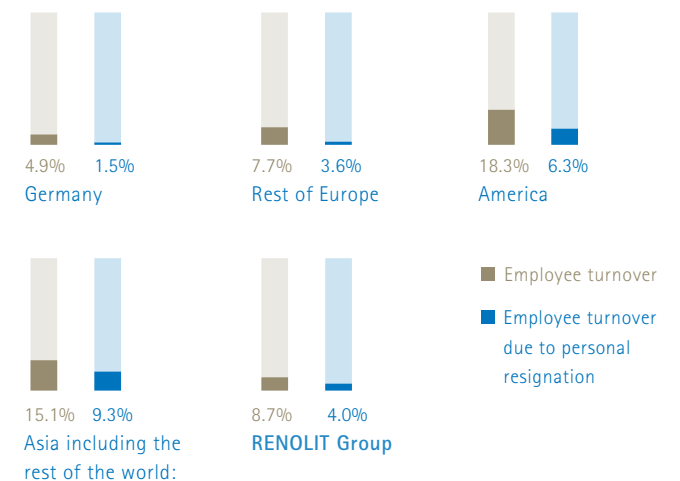
We have also been compiling information on employee seniority for several years now. This figure has shown no significant change compared with last year. About 33 percent (2019: 34%) of our employees have been with the company for less than five years, 30 percent (2019: 29%) from six to 15 years and about 38 percent (2019: 37%) longer than 16 years. By comparing the different regions, it becomes clear that the length of employment in both America and Asia is significantly lower than in Europe. This can primarily be explained by the high employee turnover rate in Asia and the typically shorter lengths of employment in the United States and in Asian countries.

There was no change in the employment structure compared with 2019. The proportion of permanent employees remained almost constant group-wide at 91 percent (2019: 89%). Accordingly, the proportion of fixed-term employees was also nearly constant at nine percent (2019: 11%). The biggest deviation was again recorded in the "Asia including the rest of the world" region, where some 35 percent of employees (2019: 40%) were employed under fixed-term contracts during this reporting year. This difference compared to the group-wide average can be explained by conditions that are typical for the region. Firstly, Chinese labour laws allow for lengthy fixed-term contracts; secondly, it is standard practice for a first contract to be a fixed-term contract, even over a period of several years. We did not observe any significant changes in the distribution of full-time or part-time employees in the reporting year. Overall, 94 percent (2019: 96%) of all employees work for RENOLIT full-time.

Employees by region in 2020



Employee turnover by region 2020





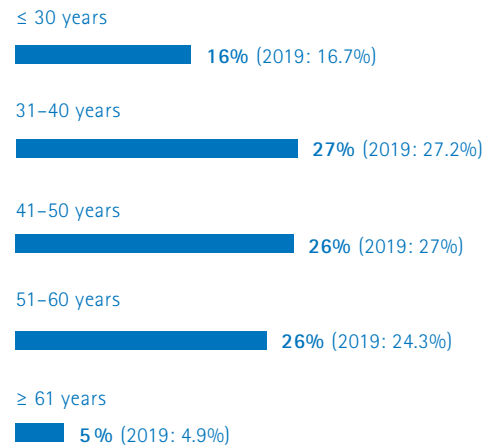
We also report a gender breakdown for our full-time versus part-time employees and employees working under permanent versus fixed-term contracts for all regions (→ [see page 34](#)).

If we look at the gender-specific distribution of full-time and part-time employees in Germany, it is striking that, at 62 percent, female employees account for a relatively high percentage of part-time employees (2019: 64%).¹ There is no significant gender-specific difference in the type of employment in Germany, where 96 percent (2019: 96%) of male employees and 97 percent (2019: 97%) of female employees work under permanent contracts.

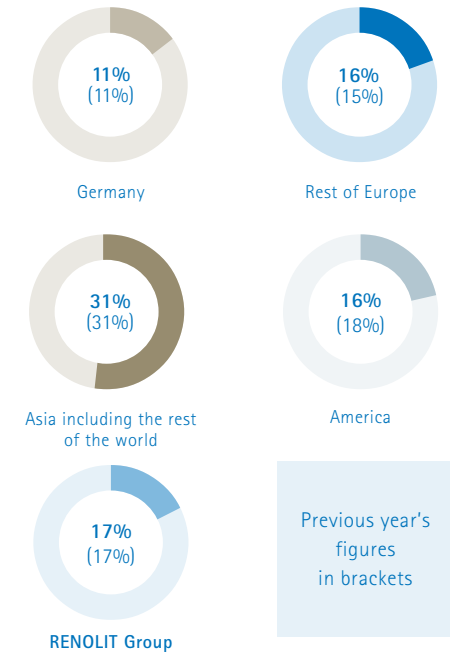
As in the previous year, around 17 percent (2019: 17%) of employees at the group level are female. At 31 percent (2019: 31%), the disproportionately high percentage of female employees in Asia can be attributed to conditions that are normal for the region and to production processes that are in part less physically strenuous. As of 31 December 2020, the proportion of female managers at level 1 and level 2 was 19 percent (2019: 19%). Our Board of Management is currently composed of four male members (2019: four), and our Supervisory Board of six male members (2019: six).

The age structure of RENOLIT employees remained nearly constant in the reporting year. A number of our employees retired during the reporting year, which explains the slight changes seen in the figures. The age structure corresponds to that of the population as a whole in each of the countries where RENOLIT operates. The workforce in Asia is much younger than in other regions (for information about the age structure of employees by region → [see page 39](#)).

Age structure of employees 2020



Proportion of female employees by region 2020



Worldwide, severely disabled employees make up approximately 3 percent (2019: 3%) of the RENOLIT workforce. The proportion is highest in Germany, at six percent (2019: 5%). This puts us slightly above the German average, which is 4.6 percent for privately owned companies.²

¹ Previous year's value has been corrected.

² Source: Inclusion barometer work 2020



EMPLOYEE SATISFACTION AND EMPLOYER APPEAL

Being aware of family commitments and promoting family-friendly measures are among the main principles guiding RENOLIT's human resources policies.

In order to provide men and women with similar opportunities within the company, we have a range of different models for working hours and flexitime systems on offer. They let us respond to our employees' individual needs and help them to find a balance between their work lives and their private lives. Factors like this play a significant role, especially for young, qualified professionals choosing an employer. In December 2020, we also adopted a group works agreement on mobile working, which allows employees greater flexibility even beyond the coronavirus pandemic.

Satisfied employees as a basis for our success

The RENOLIT Group conducted an employee survey in 2017. The results indicated that there was a need to communicate the corporate strategy more clearly to employees, among other things. The new corporate strategy, which we have been implementing since 2020, accommodates this need for more communication.

The next employee survey will take place in 2021. The goal is to provide insight into what successes have already been achieved in implementing the new ONE RENOLIT 2025 strategy and whether measures that have already been put in place have had a positive impact on employee engagement.

Enhancing our attractiveness as an employer – together

RENOLIT's goal as an attractive and responsible employer is to offer excellent working conditions for all employees and promote their engagement. We take action to enhance our attractiveness as an employer and set ourselves apart from others as we compete for skilled workers and managers. Our goal in doing this is to bring qualified, talented employees on board and earn their loyalty in the long term. As in previous years, the HR department's focus this reporting year was on digitalisation. One important step in this was the introduction of two SAP Success Factors modules. This means

that the entire recruiting process and maintenance of employee master data can take place in digital form across all of the German locations. Further modules for recording working hours and payroll accounting are scheduled to be implemented in 2021.

The HR department also posted new content on social media and ramped up its use of analysis tools. Overall, these measures are aimed at achieving global connectivity and high flexibility.





PERSONNEL AND ORGANISATIONAL DEVELOPMENT

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

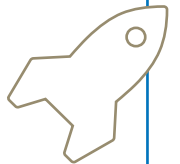
Training qualified professionals

In 2020, we once again gave 34 young people group-wide the opportunity to begin professional apprenticeships at RENOLIT (2019: 48). Four of them are students enrolled at a cooperative university. This means that we employ 119 trainees and students enrolled in dual vocational and academic study programs worldwide (2019: 128), 71 percent of whom (2019: 77%) are completing an apprenticeship in a technical field (in process mechanics, electronics, industrial engineering, media technology or machine and equipment operation). Trainees and apprentices make up about six percent (2019: 6%)¹ of the overall workforce in Germany, a figure that has remained steady year on year. Alongside apprenticeships in technical fields, RENOLIT also offers a commercial apprenticeship for industrial clerks. We began offering two new vocational training programmes at the Worms location in 2019, one in media technology and the other toward certification as a warehouse specialist. In addition to the traditional professions, RENOLIT offers cooperative

study programmes in the subjects of business administration, digital business management, plastics technology, business information systems and project engineering.

In 2020, a total of 37 trainees and students completed their programmes in their chosen fields. One of the trainees received an excellent evaluation and was officially recognised as a top candidate by the Chamber of Commerce and Industry (IHK). In 2020, we reached a hire-on rate of 67.6 percent (2019: 80%), offering the majority of our apprentices and trainees a secure job after they completed their programmes at our German locations. Aside from Germany, we have also had apprenticeship programmes on offer in France and the United Kingdom for years. At the end of 2020, we had three trainees at our Cramlington location in the United Kingdom (2019: one). In France, one person completed a cooperative study programme at RENOLIT in 2020 (2019: three).

34



young people began their training at RENOLIT in 2020. (2019: 48)

67.6%

hire-on rate of our apprentices and trainees at our German locations

¹ Previous year's value has been corrected.



Cooperative activities and events

During this reporting year, RENOLIT began formally cooperating with the University of Applied Sciences in Worms on dual programmes in the area of business information systems. We also introduced a new study programme in project engineering. By participating in the digital "Web Day" event organised by Baden-Württemberg Cooperative State University (DHBW) Mannheim, we were even able to maintain a presence at the DHBW in 2020, despite the pandemic.

Supporting young people's ideas

With our "Juniorfirma" project, launched in 2013, we teach our trainees, apprentices and students at the Worms site the basics of business management, prompting them to consider strategic questions of product development at an early stage. Since its inception, participants have founded a total of seven companies. The "Juniorfirma" project was suspended in 2020 due to the coronavirus pandemic, but plans call for it to resume as soon as possible.

Still, apprentices and trainees were able to conclude or continue with a number of projects during this reporting year. For example, participants supported the Corporate Innovation department by producing rolling frames for the showroom in Enkhuizen, the Netherlands, and building a prototype "garden box" in Worms. Another project at the Worms site is dedicated to leakage management. A group of apprentices is trying to pinpoint pneumatic leaks in the event of a plant shutdown and then documenting these leaks and working to resolve them. Since eliminating leaks significantly enhances energy efficiency, RENOLIT plans to pass this project along to the next group of apprentices.

With its StartPlus initiative, RENOLIT is also committed to helping school leavers who have not found an apprenticeship. Through this initiative, RENOLIT gives young people the opportunity to catch up on the qualifications they are missing during a one-year internship and, ultimately, begin a technical apprenticeship. In 2019, the programme gave two interns the opportunity to begin an apprenticeship at RENOLIT.

Continuously developing skills and strengths

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

We use various staff development tools such as feedback meetings to identify our employees' development needs on a regular basis. Depending on the location, this takes place through development meetings between the manager and employee. These meetings are documented using standardised forms used internationally. Group-wide, the vast majority of our locations use staff development tools to provide employees with continuous support. A new process for development meetings for managers, technical employees, and commercial employees was launched in 2018, and many locations have started holding meetings for these different areas. The relevant measures are identified and implemented locally. There are new HR structures in place for this as of the reporting year.

The Leadership Development programme, which was launched in 2019, was continued during the reporting year. Two groups worked on project-related tasks and presented their results to the Board of Management and the project sponsors from management level 1 in September 2020. A training module scheduled for the spring was cancelled due to the coronavirus pandemic. To make up for this, we continued the Leadership Development programme in October with an online module titled "Leadership in Times of Crisis". The module included a blended learning approach combining online and in-person training activities. Further online modules and – if possible – an in-person module are planned for 2021.





Shaping the future with innovation

We invest in innovative strategies to meet our customers' needs and live up to our responsibility to society. Innovation takes place across every area of the RENOLIT Group, from step-by-step product development through to groundbreaking new service concepts.

For several years now, RENOLIT has been increasingly focused on innovation opportunities outside its existing Market Units. As part of this effort, we have established an internal incubator known as the Future Factory. The Future Factory is a place for our managers and external experts to study and explore innovative initiatives and ideas. It offers the opportunity and resources to consider ideas from employees and customers, along with insights and trends from the market and market research. The programme focuses on strategic fields selected annually.

From idea to implementation

The Future Factory has served 28 promising business ideas thus far, such as products and services. In this role, it boosts entrepreneurial spirit and influences our teams' mindset. This approach, with its focus on the market and customers, is based on the inclusion of our stakeholders, external and internal.

In recent years, the incubator has spurred a number of innovations. For example, RENOLIT CP, the anti-corrosion film for the wind energy sector, is the product of an employee idea. The idea of selling garden furniture directly to customers also came up via the incubator and has now been implemented through the new e-commerce site under RENOLIT's ArtYard brand.

Unlocking opportunities for cultural dialogue

We created the Innovation Academy to continue to foster innovation and creative thinking beyond national borders. Training sessions and workshops held either online or in person bring international teams together and share methods, concepts and new perspectives on our business.

RENOLIT has 4,797 employees at 36 locations around the world, which means our company's cultural diversity already stems from our various national affiliates. To foster a culture of openness toward others, we offer our employees worldwide transfers and assignments to work at international locations. Extensive dialogue within the RENOLIT companies is important to us. During this reporting year, 13 employees gained valuable experience abroad at a production plant outside their home country.



With the Future Factory, we promote entrepreneurship.



OCCUPATIONAL HEALTH AND SAFETY

As a manufacturing company, the topics of occupational safety and employee health play a central role for us.

This is why, in our group-wide Code of Conduct, we have committed ourselves to creating safe, healthy and professional working conditions for our employees. Of course, alongside our internal standards, we also comply with local statutory regulations regarding occupational safety and health alongside our internal standards.

Safe working conditions

RENOLIT has launched occupational safety committees to internally develop and improve occupational safety. Within these committees, plant managers, skilled workers, the works council and safety officers discuss current developments and decide on next steps. Group-wide, 454 employees are involved in these committees (2019: 448). Their main task is to drive the development and implementation of our philosophy of Behaviour-Based Safety (BBS). In line with this approach, we work with all of our employees to develop and embrace a culture of safety that takes human error as well as technical and organisational safety measures into account. In Germany, the safety committees typically meet four times a year. We also include works council members, safety specialists and safety officers in project management activities where there are safety-related plant or equipment changes or new acquisitions.

Accidents and particular safety measures are reported to managers on a monthly basis and communicated directly to the staff via notices posted on bulletin boards. RENOLIT also shares information on safety-related actions through digital media such as the "sam" e-learning programme. In principle, all members of staff are urged to report or, if possible, eliminate any hazards.

RENOLIT has introduced standardised processes to identify and classify hazards in the workplace and take corrective action. To be able to learn more productively from our mistakes, we have developed a set of guidelines for analysing accidents, which permit a systematic view of the chain of events involved in complex incidents. The group works agreement also contains rules on an accident team with defined functions and responsibilities. The accident teams deal with accidents and observations, measurements and reports on accidents and identify actions to take on that basis. These teams are made up of safety specialists, safety officers and works council members, among others.

Employees, customers and suppliers can submit complaints relating to occupational health and safety via an internal or external ombudsman's office, including anonymously at their request. This

option is set down in our Code of Conduct. In this way, RENOLIT is notified of suspected violations of external regulations or internal rules.

With the help of the key components of the BBS method – safety inspections and safety meetings – the aim is to identify and openly communicate any room for improvement. The "safety optimisation" element of BBS, which was previously practised only at the German locations, did not achieve any noteworthy successes in 2019 and was not very efficient, leading to its phasing out during this reporting year. To take its place, RENOLIT worked with the German locations to launch a supplementary and expanded form of Behaviour-Based Safety called BBS+. This approach focuses on

454



employees are involved in occupational safety committees (2019: 448).



training all employees to recognise hazards and assess risks (a focus known by its German abbreviation, GuRT). BBS+ reaffirms our employees' shared responsibility for creating safe working conditions. All employees can and should report hazards and eliminate them themselves where possible, thereby actively taking part in improving occupational safety. As a result of these measures, we are introducing key safety indicators over the course of the year in 2021 to document the staff's engagement on this topic and review the effectiveness of our work on safety.

Training sessions started at the German locations in September 2020. Due to the coronavirus pandemic, the GuRT training activities will extend well into 2021. If the method proves to be valuable, the company is considering rolling it out in stages to other RENOLIT sites.

At our Healthcare locations and the locations in Worms and Frankenthal, visitors enter their personal information on a tablet to check in. As part of the registration process, they are informed of the applicable safety precautions and then asked to answer questions about them. We carry out joint risk assessments with employees of external companies, such as assemblers and installers, maintenance and cleaning staff, at our locations in Germany, elsewhere in Europe and China.

We will also be examining in detail the reasons for the above-average incidence of accidents at all locations that have reported increased accident rates, and we will be implementing targeted measures on a case-by-case basis to improve occupational safety going forward. After a cluster of accidents in the calender area at the site in Villatuerta, Spain, in 2018 and 2019, the safety engineer, works council, shift leaders and operators worked closely to analyse process and behavioural issues and develop safe ways of working on that basis. The Villatuerta location uses checklists for the reintroduced safety inspections performed there. Our sam electronic training system, which was recently implemented in Villatuerta, as elsewhere, now provides annual instruction on safety precautions. These measures helped to significantly reduce accidents in 2020. The staff at the La Porte location in the United States had also faced behaviour-related accidents in the calender area in the past two years. After joint risk assessments, which are to be continued in 2021, awareness of risk rose, new behaviour rules were established and the incidence of accidents declined.

At present, 13 (2019: 15) of our 21 production plants participate in the BBS programme. That means 4,097 employees in all are covered by the BBS programme. All participating locations have implemented the first element, safety inspections. The second component, safety meetings, is now also being implemented in England, France,

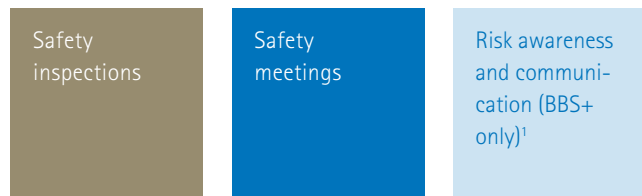
Italy, Spain, Belgium, the Netherlands and China together with the German locations, taking this to a total of 11 locations (2019: 12). We are currently only practising the BBS+ programme at the German locations. Thus far, some 2,000 RENOLIT employees are integrated into the programme. If the expansion proves successful, we plan to roll out BBS+ to further locations outside Germany.

Since 2004, we have also been successively implementing the 5S programme group-wide, which is intended to create a safe, clean and manageable working environment. Its aim is to ensure that workflows are disruption-free in order to reduce the risk of occupational accidents. As of 31 December 2020, the 5S programme had been introduced group-wide at 15 locations (2019: 15).





Key components of BBS



In the reporting year, we recorded a decrease in the thousand-man ratio from 13.7 to 12.5 (2018: 11.8). The thousand-man ratio¹ is the number of occupational accidents per year that are subject to reporting requirements where the employee misses at least one day of work for every 1,000 production employees. At this point, it would be premature to attribute the slight year-on-year improvement to safety measures implemented at the locations. Our goal remains to bring the thousand-man-ratio to less than ten through targeted measures at the locations and within the framework of BBS+.

The year 2020 ended with a total of 43 reportable accidents, a significant improvement on the previous year (2019: 47). The accident figure for the locations in Germany is the highest at 22 (2019: 24), followed by our European locations at 15 (2019: 17).

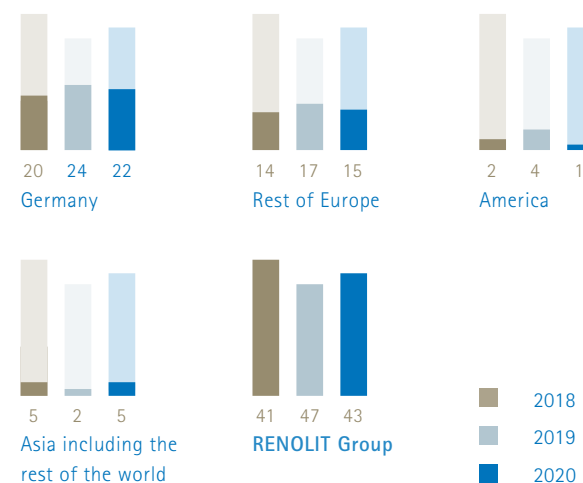
At an average of 25 sick days (2019: 17), recovery time increased compared with the previous year. The number of sick days per accident provides an insight into the severity of accidents. The current accident severity level is primarily attributable to eight (2019: two) serious conduct-related accidents (under the GRI standards, this corresponds to five serious accidents with sick leave of more than six months. This results in a rate of 0.77 per million hours worked).

We are continuously looking for ways to implement effective technical measures to decrease our rate of accidents. For example, we reduced the dangers associated with haul-off rollers on calendars at the Waldkraiburg plant in 2020 by establishing an effective protective separation. We plan to use this method for other calendars as well if it proves to be suitable in technical terms.

In 2020, no occupational accidents resulted in death. At 33 percent (2019: 32%), bruising was the most common type of accident injury. Cuts made up the second-highest number of accidents in 2020, accounting for 21 percent (2019: 28%). Bone fractures were the third most common cause of accidents, making up some 16 percent of incidents. The incidence of sprains and pulled muscles stood at about 7 percent, a significant decrease (2019: 17%). As in 2019 and 2018, human error was the most common cause of accidents at over 70 percent, followed by technical (16%) and organisational causes (11%).

Since 2014, we have been working with an e-learning programme called "sam" in Worms to educate our employees about a number of select occupational health and safety issues. The programme lets employees seek out information and training and report hazards and unsafe conditions.

Accidents by region 2020



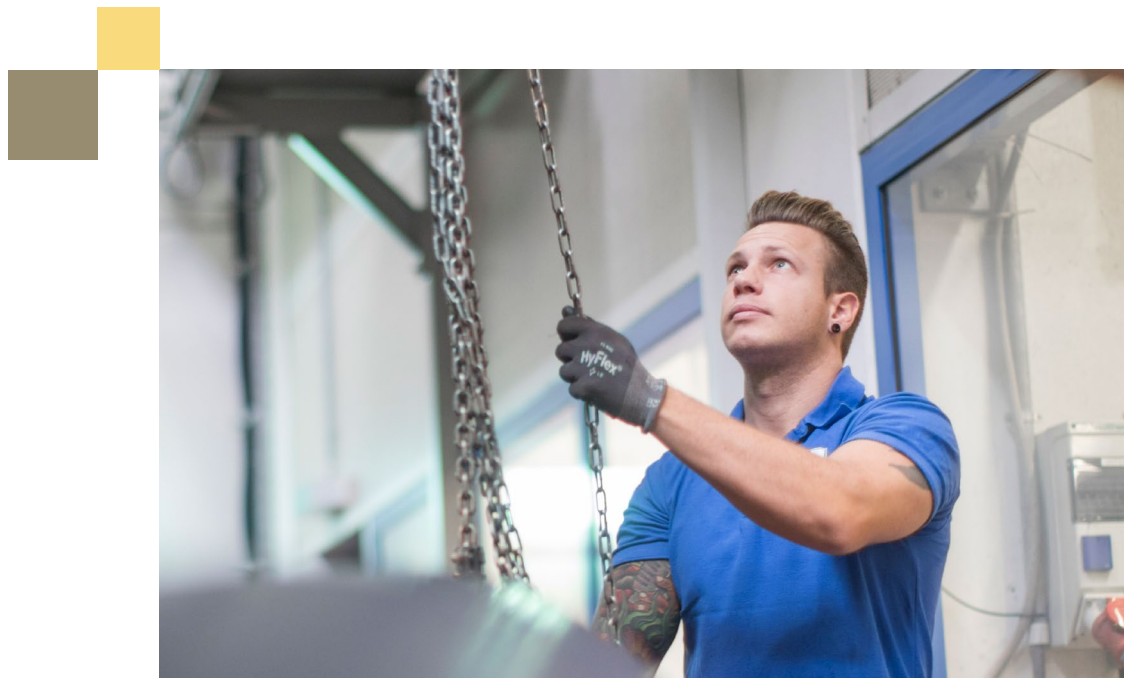
¹ BBS+ only at the German sites to date



In the years since, we have expanded the programme to include the Frankenthal, Munich, Thansau, Waldkraiburg, Cramlington and Villatuerta locations as well. The e-learning programme supplements the wide range of in-person training activities offered by safety specialists and managers and creates transparency around who is responsible for what. The system is also being increasingly used to record and evaluate occupational accidents and follow up on corrective actions.

In order to reduce the risk of occupational diseases as much as possible, RENOLIT has formulated operating procedures that set out the proper behaviours for employees with an eye to workplace hazards. Overall, hearing impairment poses the biggest risk in terms of occupational diseases at RENOLIT. To prevent occupational diseases, the company conducts regular inspections, holds health meetings and takes measurements of factors such as noise, lighting and hazardous substances at all production plants as well. Measurements are typically taken on specific occasions, such as following renovation work, installation of new equipment or the introduction of new substances.

In 2020, one new case (2019: zero) was reported to the Berufsgenossenschaft (employers' liability insurance association) in Germany.



We foster awareness for occupational health and safety.

Accident-free locations

More than eight years



Appl GOR Plastics India Private Ltd.

More than three years



RENOLIT SE Waldkraiburg
RENOLIT Nederland B.V.

More than two years



RENOLIT Chile SpA
RENOLIT Beijing Medical
RENOLIT Belgium N.V.

More than one year



RENOLIT Corporation LA
RENOLIT SE, Thansau

Periods in which no reportable accidents occurred.



Promoting employee health

Healthy, motivated, high-performing employees are a deciding factor in RENOLIT's success. We have operated an office for occupational health management at the Worms location for several years now, along with intensive collaboration with the health insurance provider AOK. The advantages of this arrangement include expanded advice and care options.

RENOLIT Iberica expanded its range of health options for office workers in 2019 and has offered preventive physical therapy courses since then.

The "Mental Wellbeing" programme introduced in Cramlington, United Kingdom, in 2019 has also served as a point of contact for employees suffering mental and psychological strain during the coronavirus pandemic. The particular uncertainties associated with the pandemic required those trained in first aid to step in during the reporting period to provide direct, confidential advice to employees dealing with stress and mental health struggles. After the start of the pandemic, a weekly newsletter was introduced to share information on how the company was dealing with the coronavirus and tips to improve mental health. This location also distributed a brochure on mental wellbeing to all employees in July 2020.

The prevention teams established at the German locations played an important role in curbing the spread of the coronavirus by assessing the changing situation and crafting plans of action to prevent infection at the locations.

In Germany, disability insurance has been an element of our social benefits for several years. This means that we are actively helping our employees to protect themselves against this threat to their livelihoods. Each employee receives basic coverage financed by RENOLIT and the opportunity to supplement this coverage with their own contributions and RENOLIT subsidies. A group contract provides employees with interesting, affordable preferential conditions. Receiving the coverage without health checks and the elimination of risk subsidies are just some of the benefits that the group contract provides.

In 2020, we also introduced a steering committee for occupational health management at the Worms location, made up of the plant management, HR management and works council. A part-time occupational health management position was also created and staffed as of 1 January 2021. Occupational health management activities are now coordinated via the Occupational Health and Safety department at the Worms location. Plans for 2021 include implementing a ten-person occupational health management team at the Worms location to handle offerings aimed at promoting good health.

The company bike concept remains very popular. Since April 2017, employees have been able to purchase their own bikes through RENOLIT. Employees pay for their bikes conveniently through their monthly salary while receiving tax benefits. In 2020, a total of 277 employees (2019: 319) took advantage of this offer by leasing 398 bikes (2019: 488).

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

Occupational integration management is also part of our occupational health management activities. The goal here is to prevent disability among employees wherever possible, including preventing a return to disability, while safeguarding individual jobs so employees can return to work.

277



employees used 398 (2019: 488)
leased bikes this year.(2019: 319).



COMMUNITY ENGAGEMENT

RENOLIT sees itself as part of society. We want to get involved where we operate and make a contribution to the sustainable development of our local communities.

We focus our social efforts on the areas of education, science, society and culture. We help to put on cultural events as part of educational partnerships and sponsoring activities. We also support a range of different charity projects outside of these areas. However, it is generally not permitted anywhere in the world to make donations to political organisations, NGOs or unions. The local management decides on the allocation of donations in coordination with the Board of Management.

In 2020, we donated about EUR 20,000 to social projects (2019: EUR 35,000), spent EUR 2,500 on sponsoring (2019: EUR 24,000) and provided EUR 30,979 in scholarship funding (2019: EUR 36,000). Owing to the coronavirus pandemic and the associated budget cuts, the totals were lower compared with the previous year. Where financial support for projects is concerned, each production location can decide itself which projects it would like to support. The donation and sponsoring guidelines introduced in January 2021 provide guidance for this. It has now become an annual tradition for RENOLIT locations all over the world to make donations to

charitable organisations of their choice at Christmas. The donation and sponsoring guidelines encourage the locations to continue spending a certain amount annually for this purpose in the future. Furthermore, the individual locations organise various corporate volunteering projects.

RENOLIT has been sponsoring the Nibelungen Run in Worms since 2010, but we suspended our sponsorship and participation in this reporting period due to the coronavirus pandemic. If the run returns in its previous form, RENOLIT plans to field a team of its own and sponsor the event as in prior years.



Since 2010, RENOLIT supports the Nibelungen Run in Worms.



OTHER EMPLOYEE FIGURES

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

	2018		2019		2020	
	Full-time employees	Part-time employees	Full-time employees	Part-time employees	Full-time employees	Part-time employees
Germany	94%, of which 7.1% women	6%	93%, of which 7% women	7%, which 64% women	93% of which 6.7% women	7% of which 62% women
Rest of Europe	96% of which 13.4% women	4%	96% of which 24% women	4% of which 63% women	96% of which 14% women	4% of which 72.4% women
America	100% of which 17.6% women	0%	99.7% of which 18% women	0.3%, of which 100% women	100% of which 15.6% women	0% of which 0% women
Asia including the rest of the world	100% of which 33.7% women	0%	100%, of which 31% women	0%	95% of which 31.9% women	5% of which 0% women
RENOLIT Group	96% of which 15.2% women	4%	96%, of which 18% women	4%, of which 64% women	94% of which 14.6% women	6% of which 52.4% women

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

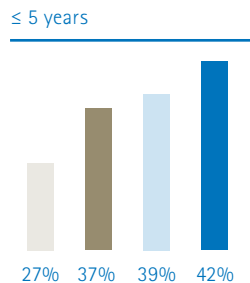
Fixed-term and permanent employees by region and gender

	2018		2019		2020	
	Permanent employees	Fixed-term employees	Permanent employees	Fixed-term employees	Permanent employees	Fixed-term employees
Germany	96%, of which 9.2% women	4%	97%, of which 11% women	3%, of which 14% women	96%, of which 11% women	4%, of which 9.7% women
Rest of Europe	97%, of which 9.8% women	3%	94%, of which 15% women	6%, of which 22% women	97%, of which 15.8% women	3%, of which 28.6% women
America	99%, of which 25.0% women	1%	99%, of which 18% women	1%	100%, of which 16% women	0%, of which 0% women
Asia including the rest of the world	60%, of which 36.4% women	40%	60%, of which 31% women	40%, of which 31% women	65%, of which 31.8% women	35%, of which 27.1% women
RENOLIT Group	89%, of which 30.0% women	11%	89%, of which 16% women	11%, of which 28% women	91%, of which 15.9% women	9%, of which 24.4% women

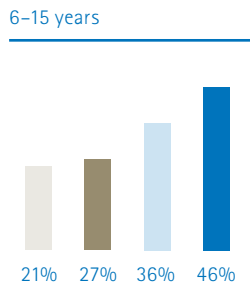
Only active employees (all full-time and part-time employees that have fixed-term or permanent contracts).
The proportion of women among the part-time employees was first recorded in 2019.



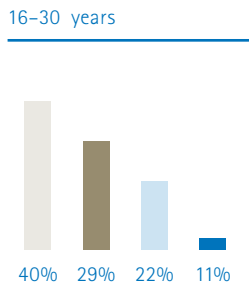
Period of employment in years by region 2018



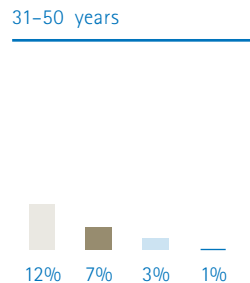
34%
RENOLIT Group



29%
RENOLIT Group



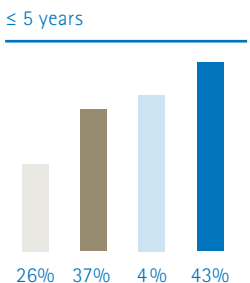
29%
RENOLIT Group



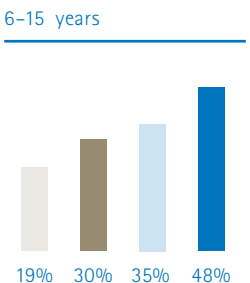
8%
RENOLIT Group



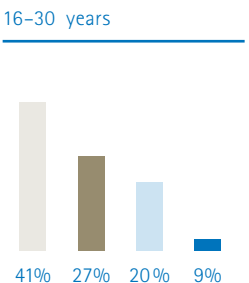
Period of employment in years by region 2019



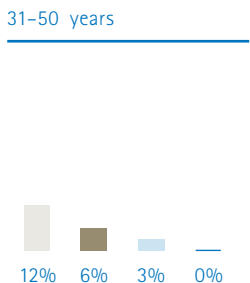
34%
RENOLIT Group



29%
RENOLIT Group



29%
RENOLIT Group

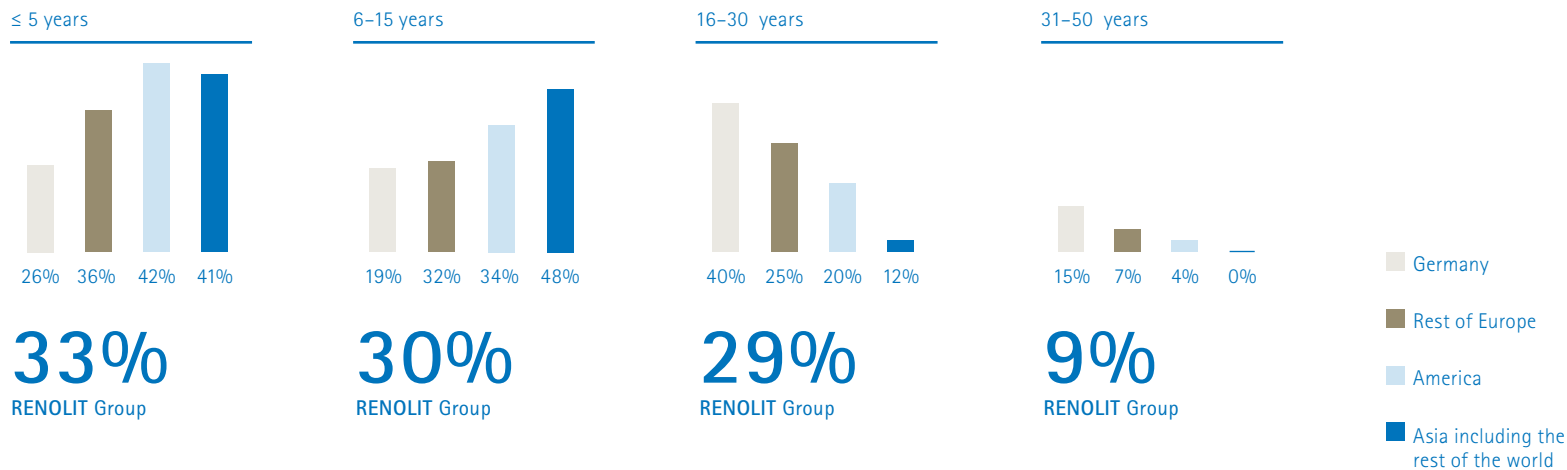


8%
RENOLIT Group





Period of employment in years by region 2020



New hires by age, gender and region 2018

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



New hires by age, gender and region 2019

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

New hires by age, gender and region 2020

	Germany	Rest of Europe	America	Asia including the rest of the world	Total
< 30 years	69 of which 13% women	26 of which 15% women	20 of which 18% women	37 of which 34% women	152 of which 27% women
30–50 years	34 of which 23% women	57 of which 14.8% women	28 of which 9% women	42 of which 18% women	161 of which 18% women
> 50 years	5 of which 0% women	5 of which 0% women	6 of which 17% women	27 of which 28% women	43 of which 13% women
Total	108 of which 12% women	88 of which 17.5% women	54 of which 11% women	106 of which 29% women	356 of which 18,2% women



Departures by age, gender and region 2018

	Germany	Rest of Europe	America	Asia including the rest of the world	Total
< 30 years	52 of which 1.9% women	8 of which 50.0% women	13 of which 0% women	93 of which 33.8% women	153 of which 20.9% women
30–50 years	32 of which 6.3% women	57 of which 24.6% women	12 of which 0% women	76 of which 40.8% women	177 of which 26.6% women
> 50 years	40 of which 12.5% women	35 of which 34.3% women	10 of which 0% women	2 of which 0% women	87 of which 19.5% women
Total	124 of which 6.5% women	100 of which 30.0% women	35 of which 0% women	158 of which 36.7% women	417 of which 23% women

Departures by age, gender and region 2019

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



Departures by age, gender and region 2020

	Germany	Rest of Europe	America	Asia including the rest of the world	Total
< 30 years	46 of which 3% women	35 of which 18% women	27 of which 0% women	63 of which 39% women	171 of which 24% women
30–50 years	31 of which 2% women	60 of which 27% women	20 of which 0% women	72 of which 52% women	183 of which 32% women
> 50 years	38 of which 4% women	21 of which 9% women	19 of which 0% women	9 of which 0% women	87 of which 2% women
Total	115 of which 4% women	116 of which 13% women	66 of which 0% women	144 of which 41% women	441 of which 27% women

Age structure of employees by region (by age group)

Age	2018					2019					2020				
	≤ 30	31–40	41–50	51–60	≥ 61	≤ 30	31–40	41–50	51–60	≥ 61	≤ 30	31–40	41–50	51–60	≥ 61
Germany	20%	18%	22%	32%	8%	21%	18%	22%	32%	7%	20%	19%	21%	33%	7%
Rest of Europe	11%	23%	36%	25%	5%	11%	23%	34%	26%	6%	11%	20%	34%	30%	6%
America	19%	28%	22%	24%	7%	19%	26%	23%	26%	6%	20%	25%	22%	28%	6%
Asia including the rest of the world	18%	47%	24%	9%	2%	15%	53%	28%	4%	0%	12%	51%	30%	7%	0%
RENOLIT Group	17%	27%	27%	24%	5%	17%	27%	27%	24%	5%	16%	27%	26%	26%	5%



Accidents by type of injury

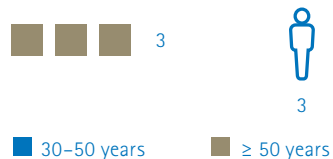
	2018	2019	2020
Laceration/cuts/punctures/abrasions	13	13	9
Burns	2	2	2
Bruises/contusions/sprains	14	23	17
Bone fractures	9	5	7
Eye injuries	1	2	0
Amputations	0	0	2
Death	0	0	0
Other	3	2	6

Due to the fact that reports of accidents are often disseminated throughout a large group of people, personal data is kept to a minimum. As a result, factors such as the age or name of the injured party are also not reported. The Beijing Wood-Stock Co. Ltd. and Changzhou Wood-Stock Co., Ltd., locations were taken out of the list in 2018 and 2019, respectively.

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

2018

Board of Management

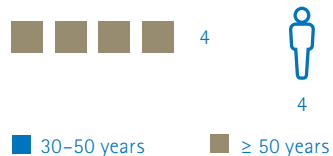


Supervisory Board



2019

Board of Management

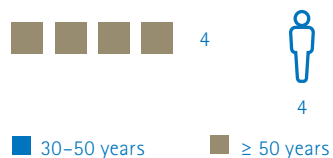


Supervisory Board



2020

Board of Management



Supervisory Board



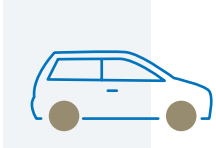
PRODUCTS

Durable, versatile, innovative

Our products are used in numerous industries – responsibility for them is at the heart of everything we do. We guarantee dependability, high quality and good stewardship of natural resources. Our years of experience and the knowledge we have amassed in producing plastics form an excellent basis for the ongoing further development and evolution of our products with an eye on sustainability.



OUR INDUSTRIES AT A GLANCE



Automotive industry

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



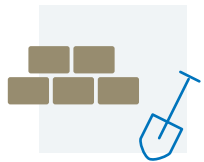
Medical and pharmaceutical industry

The product solutions that RENOLIT manufactures for the medical and pharmaceutical industry are characterised by their high-quality materials and reliability. Our production activities are backed by over 50 years of industry experience. We drive further innovation as well, for example through our role as an investor and partner in the start-up KUMOVIS. This company has developed a 3D printer to produce items such as custom implants.



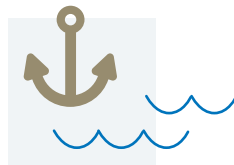
Advertising and packaging

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



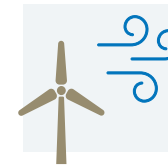
Home and building

From hard-wearing flooring to decorative films for walls, furniture, ceilings and doors, our products have numerous applications in interiors. But RENOLIT products can also be found outdoors: our product portfolio includes material-efficient roof structures, waterproof liners for swimming pools, and films for window profiles and facades. During this reporting year, we also introduced our own range for end customers in the form of the new B2C business unit.



Maritime industry

RENOLIT is setting new standards to solve the surface protection challenges faced by ship operators on a daily basis. The maritime industry is experiencing constant global change in the commercial and regulatory environment. We are committed to meeting the needs of our customers by providing coatings that are not only better and more cost effective, but also sustainable.



Wind energy

With its new high-performance films to protect surfaces, RENOLIT is setting new standards in the wind energy industry. The RENOLIT CP corrosion protection film is not only effective and cost-efficient, but also sustainable, ensuring cost optimization and more efficient operations.



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

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

Our management structures were realigned in the course of implementing the revised strategy in the reporting period. The eight former Market Units were reorganised to tap into major innovative potential, identify market changes at an early stage and offer customised products and solutions. We now operate across 13 Market Units – eight strategic Market Units in established markets and five in new markets. The units work together closely, reporting directly to the Board of Management.

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



PRODUCTS

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



OUR PRODUCTS AND THEIR RELATIONSHIP TO SUSTAINABILITY

Plastics are synthetically produced materials made from organic raw materials such as crude oil, natural gas and coal or renewable raw materials such as soy, corn and cane sugar.

All plastics have one thing in common: they consist of long chains of molecules called polymers. The diverse range of properties that plastics possess, such as whether they are malleable or rigid, depend on the additives that are admixed into them during production. RENOLIT's multi-faceted product portfolio results from a wide range of formulas.

Plastic's diverse range of applications shows that products made of plastic are a matter of course in our lives. In many areas, plastics help to save energy, reduce the use of greenhouse gases and conserve natural resources. However, their intensive use brings about certain challenges. In particular, inadequate disposal and recycling structures can result in plastic waste leaking into the environment.

Although RENOLIT's products are used in technically sophisticated industries and do not end up in household waste, we also take responsibility for the issue of waste. Resource efficiency and effective waste management are indispensable in this regard. As part of the plastics industry, we also work intensively on raising recycling and re-use rates (for more information, see the → [chapter Production starting on page 49](#)).

LASTING CORROSION PROTECTION FOR WIND POWER

RENOLIT CP protective film stands up to rough weather conditions, withstanding wind and precipitation for up to ten years. Unlike paint, it can also be applied to wind turbines in any weather. That reduces initial costs and maintenance costs for turbine operators, who can save around 40 percent on repair time with our product solution compared to paint. We worked with our partner WP Energy to test RENOLIT CP at a wind farm near Cologne. WP Energy, a wind turbine service provider, markets this protective film on an exclusive basis (for more on this, see our Sustainability Magazine on pages 12 and 13).



RESPONSIBLE MANUFACTURING AND PROCUREMENT

When it comes to our products, we rely on in-house production – both in development and manufacturing.

Procurement volumes of bought-in semi-finished products have been less than 10 percent for several years. Semi-finished products are, for example, rubber and moulded plastic components as well as textiles made from plastic fibres.

We place value on procuring supplies locally. Specifically, this means that we prefer suppliers who have their production plants on the same continent as the RENOLIT plant in question. By pursuing a policy of a high proportion of local supplies – i.e. the share of supply volumes from the same continent in relation to the entire supply volume – we want to support local economies and avoid generating emissions during transport. The proportion of local supplies has been very high for several years now in all of our regions. For example, in 2020, we achieved a proportion of local supplies of

99 percent in Asia (2019: 98) and 98 percent in the United States (2019: 90). In Europe, 93 percent of the supply volume is produced on the European continent (2019: 92), while approximately 2 percent is imported from North America (2019: 2) and 5 percent from Asia (2019: 6).

We also make sure that we comply with the standards set out in our conditions of purchase when collaborating with business partners. RENOLIT SE's conditions of purchase expressly specify that suppliers must comply with statutory provisions regarding working conditions and safety standards. We speak out against all forms of forced labour and child labour and obligate our suppliers to uphold the individual and collective labour rights of employees and to pay the minimum wage in force in their country. We regularly revise our

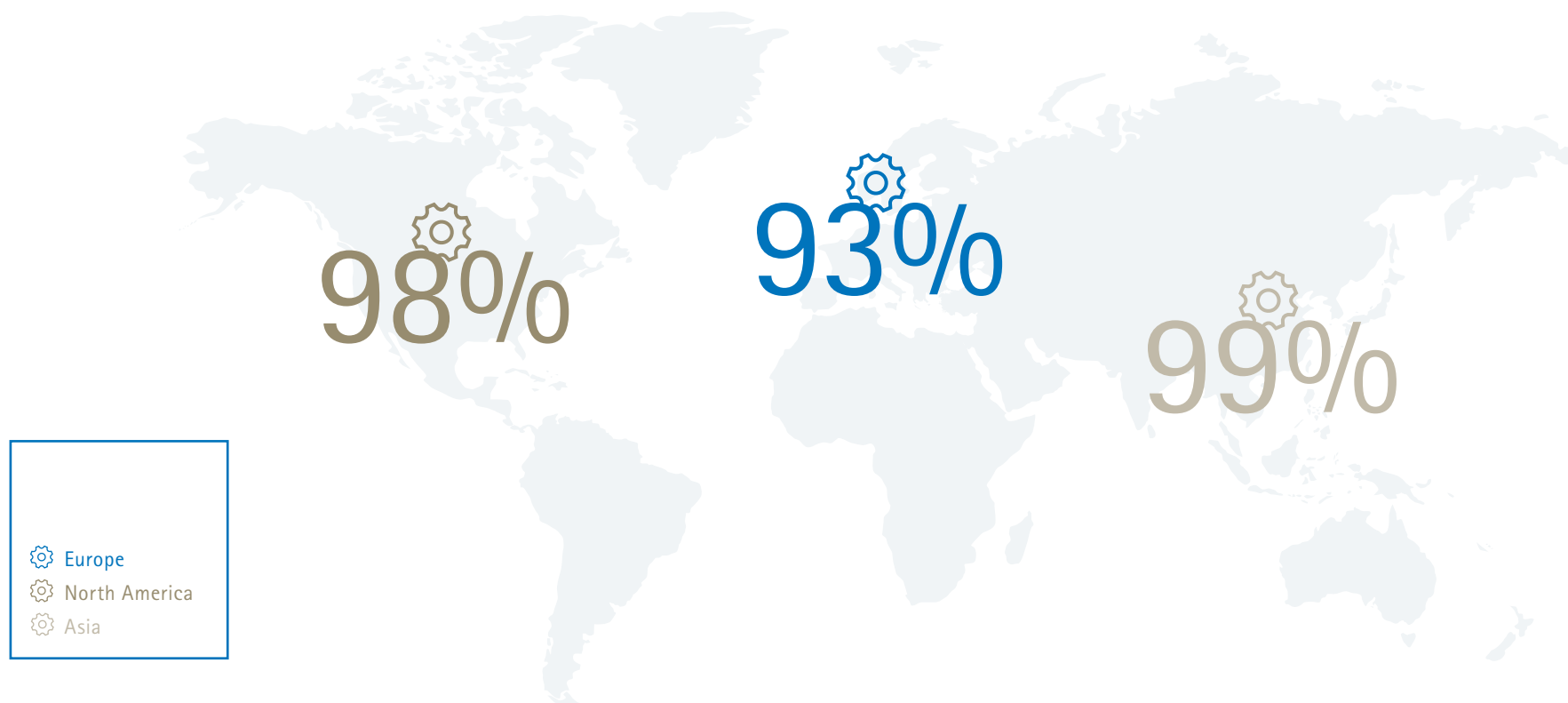
conditions of purchase, but only minor changes were needed for 2020. As part of our last major revision in 2017, we added specifications for dealing with hazardous substances and chemicals (German Ordinance on Hazardous Substances and the REACH¹ regulation) and a requirement to pay social security.

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





Local content 2020



Alongside suppliers that produce locally, we prefer suppliers who are able to prove that they have a certified environmental or energy management system in place. For our German locations, our target was to source at least 85 percent of our purchasing volume from

suppliers that work according to an ISO 14001-certified environmental management system or at least equivalent standards¹, a goal we surpassed back in 2017. In 2020, as in the previous year, we placed 95 percent (2019: 95) of our raw material purchasing volume

with suppliers that meet this criterion. We were also able to exceed our objective of purchasing 60 percent of our raw materials from suppliers that have ISO 50001 energy management certification by around 21 percentage points (2019: 20).

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



PRODUCT RESPONSIBILITY

We bear great responsibility for our products, as they flow into processing industries worldwide.

It is our aim to manufacture safe, high-quality products. We achieve this by regularly monitoring our products, by replacing substances of concern with alternatives and, of course, by complying with statutory provisions. These controls apply to 100 percent of our products. We are familiar with all of the formulas and therefore all of the components of our products. Careful safety checks are carried out in relation to both human beings and the environment. This is why we only use carefully selected raw materials.

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

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

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

The Guangdong RENOLIT Citiking New Material Co., Ltd., location in Foshan has now been certified, bringing the total number of production plants using an ISO 9001-certified quality management system to 17. This is an important step in living up to our high quality standards. The management system helps us to improve our processes on an ongoing basis and achieve a consistent quality level. Because the quality of our products is influenced by the raw materials that we purchase, we expect our suppliers' quality standards to be just as high as ours. By incorporating suppliers into the development and quality planning process early on, we are able to generate a seamless flow of information that is essential for flawless manufacturing and for supplying products with reliable processes.

We continue to improve the level of quality at all of the production locations in the Healthcare Market Unit. There we have set ourselves the goal of implementing the Good Manufacturing Practice (GMP) standards. This will allow us to fulfil the expectations of customers in the field of medicine along with FDA¹ requirements. For this reason, we carried out an evaluation of the ISO standards 15378, 13485 and 9001 to ensure that we have selected the right quality system for our applications. As a result, we decided to keep the ISO 13485 standard, which has already been implemented at all Healthcare locations.

¹The FDA (Food and Drug Administration) is the food and medicines regulatory body in the United States of America





The ISO 15378 standard, which covers both ISO 9001 and the GMP requirements, has replaced ISO 9001 and been introduced at all production locations relevant to our medical products. The last production site was certified in October 2020.

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

Catalysts for innovation

RENOLIT unites two principles: competence from years of experience and product tradition, and the will to innovate constantly. As one of our brand values, "innovative" is therefore at the heart of our business activities. We have committed ourselves to progress and development so that we can use our products to improve quality of life for many people in the future as well. Our goal is to be an innovative market leader. To achieve that, we actively facilitate a

corporate culture that is conducive to innovation. RENOLIT aims to give its employees the freedom to show initiative while providing and sharing knowledge and resources. That allows us to work together to develop practical solutions with significant customer benefits.

In our Future Factory internal incubator, we have created a space specifically dedicated to these kinds of new ideas. If the upper management believes the ideas have promise, we implement them and try them on the market. As part of the process, employees have the opportunity to present the achievements and results that have been created based on their own ideas to members of the Board of Management and consult with them about this. They also receive support from the innovation department in the form of methods and tools. Innovation-related topics for RENOLIT that are important right now are communicated to select target groups through idea campaigns, which we use to collect ideas in these areas.

The Future Factory has become an established driver of innovation within the company. In 2020, a total of 2,722 working hours (2019: 4,597) and more than EUR 250,000 (2019: EUR 177,575) were invested in the Future Factory; 18 managers (2019: 25) supported their employees, who work at eight locations (2019: 10) in all. Eleven projects were given room for development, with 34 employees from eight countries participating (2019: ten projects, 30 employees from nine countries).

One important step on our journey to structuring and harmonising our innovation processes and creating synergies has been the global launch of our "InnoView" innovation management system. The system gives our employees all over the world a way to distribute work packages, gather information and coordinate decision-making processes. We use this system to provide transparency about our innovation portfolio and to network activities at different locations.



PRODUCTION

Sustainability in value creation

Throughout our production activities, we work in a wide range of areas to reduce our negative impact on the environment. Ultimately, this is where we have the most room to make a difference, which we do through efforts such as conserving raw materials and energy and lowering emissions. Through these efforts, we show that we are taking our responsibility for the environment seriously while continuously developing and expanding our traditional business.



CORPORATE ENVIRONMENTAL PROTECTION

In light of climate change and dwindling resources, manufacturing companies are facing the challenge of finding a way to carry out their production activities while conserving resources.

In order to meet the complex requirements of our environmental responsibility, our group-wide environmental standards define minimum requirements in the field of environmental management. This applies to all of our plants worldwide.

Ten of our locations are certified under the international ISO 14001 and EMAS standards. During both internal and external annual monitoring carried out by renowned regulatory bodies such as TÜV, Bureau Veritas and Lloyd's, all of our plants demonstrated that their management systems meet the standard requirements and that they are subject to a functioning and ongoing process of improvement.

Fields of accountability for environmental issues have been set out for all production plants. Moreover, external bodies continuously monitor our locations, helping us to implement statutory regulations and update existing permits. The national authorities for our respective locations identified either no violations or only marginal

violations during their 2020 audits. Monthly inspections by the authorities demonstrate the rapid development of legislation in China, which generally allows very little time for implementation. Our approach to hazardous waste, dust, noise and plant emissions, as well as technical equipment for explosion protection and fire safety, are core topics at the Chinese locations in Guangzhou and Beijing, and an area of focus for the authorities.

Furthermore, each production plant must complete an annual environmental report that identifies potential environmental risks and recommends measures to minimise them. A standard reporting form was introduced for the plants in 2016 to ensure that data would be comparable. The environmental reports from the production plants show that the diversity and complexity of environmental issues and regulations are some of the central challenges facing our environmental management systems. For this reason, we have incorporated elements of our internal environmental standards into the review criteria for internal audits in order to improve the flow





of information. The results of the audits are the same as those of the previously mentioned governmental inspections – no locations significantly violated any national environmental laws.

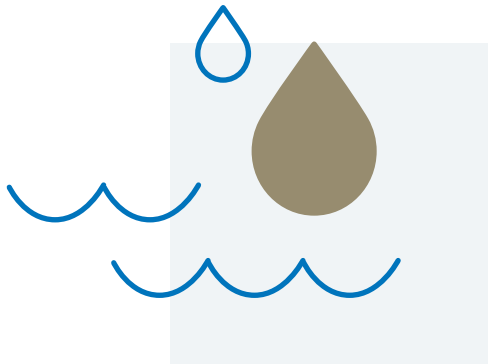
After analysing all reports, there were only a few complaints from neighbours during this reporting period regarding noise and odours. There were no major complaints about our environmental conduct or significant environmental incidents, either.

It goes without saying that we conscientiously respond to all complaints, identify the causes and, where needed, take appropriate measures to correct them. If any environmental risks are identified, the public authorities are informed immediately and measures are initiated to correct them, which are then implemented successively. One example of this is locations with ground contamination that has accumulated over time. This applies to the plants in La Porte, Milan, Briasco, Commerce, Thansau, Munich, Worms, Enkhuizen and Chevigny. The authorities monitor all of these locations, some of which have already been completely cleaned up, while clean-up measures have been initiated at others.

The plant in La Porte has been successfully cleaned up. Because ground contamination has decreased to a minimum in recent years, the authorities here recently agreed to end the clean-up, with the result that the location is now only subject to monitoring. The launch of a pilot project for biological decontamination at the Chevigny location can also be noted as a positive development. Further progress has been made at the Thansau location, where RENOLIT prepared a rehabilitation concept in the wake of numerous soil and groundwater studies and secured the approval of the authorities to go forward. Since preparatory measures are still needed, we are planning to start the rehab work in 2022.

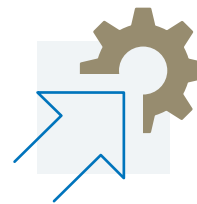


KEY ENVIRONMENTAL FIGURES AT A GLANCE



SPECIFIC WATER
CONSUMPTION

9.57
m³/t product



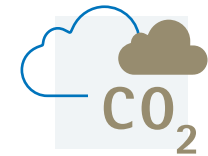
SPECIFIC USE OF
MATERIALS

1.08 ↘
t/t product



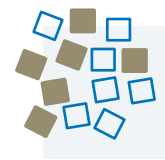
SPECIFIC ENERGY
CONSUMPTION

2.317 ↘
MWh/t product



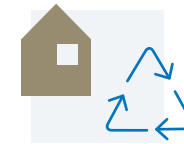
SPECIFIC CO₂
EMISSIONS

0.89 ↓
t/t product



SPECIFIC AMOUNT OF
PLASTICS WASTE

154 ↘
kg/t product



INTERNAL RECYCLING
RATE

54.30 →
percent



SPECIFIC
HAZARDOUS WASTE

6.79 ↓
kg/t product



MATERIALS AND RESOURCES

The efficient use of materials is a key lever. In the future, the importance of recycling and renewable raw materials will increase.

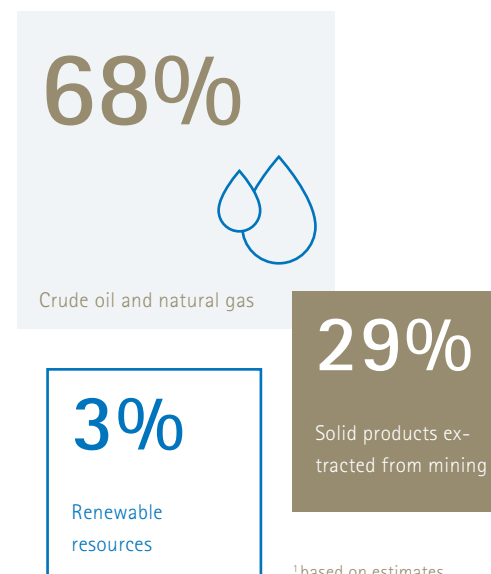
The main materials that RENOLIT uses are polymers (plastics), esters, additives, coloured pigments, fillers and inks that we purchase from major international chemical companies and their distributors. They are delivered as solid bulk materials or in liquid form for further processing and usually consist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

For competitive reasons, we do not provide a precise breakdown of these materials. We intensively research and test possibilities to increase our use of renewable resources in the production chain. We engage in close dialogue with our customers; in these conversations, we have seen growing interest in renewable resources, although the associated higher costs are still perceived as a big

challenge. For this reason, RENOLIT is focusing on increasing materials efficiency, which we aim to achieve in particular by expanding our recycling activities. However, it remains the case that few of our customers request products made with a specific proportion of recycled material.

In 2020, a total of 251,118 tonnes of materials (2019: 269,577) were used in the production process (based on the additional purchases of raw materials and semi-finished products during the reporting year). This reduction of approximately 6.8 percent (2019: 2.9) is congruent with the decreased production yield. Materials efficiency, by which we mean the ratio between the absolute use of materials and annual production, decreased slightly in 2020 to stand at 1.08 (2019: 1.11).

Composition of raw materials¹





Using raw materials and chemicals safely

We use various raw materials and chemicals as part of the production process. Only by dealing with them responsibly can we ensure that we avoid polluting the air, water and soil, minimise fire risks and prevent injury to our employees' health. For this reason, we carry out regular site inspections at all of our locations and provide training on purchasing and transport, as well as on storing and handling materials. Moreover, instructions for all relevant materials must be prominently displayed at warehouse and processing sites. There is at least one skilled person at each location who is in charge of ensuring that the location complies with all relevant laws and provisions for handling substances, especially dangerous raw materials. As in the previous year, there were no cases in which the aforementioned provisions were not complied with in 2020.

Handling hazardous substances safely

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

Furthermore, some locations have hazardous substances warehouses. In contrast to decentralised storage, different hazardous substances can be stored there centrally alongside waste awaiting disposal. Although not every location has a separate hazardous substances warehouse, areas to minimise the risk of any negative environmental impact have been created in consultation with the supervisory authorities and in line with regulations. Beyond that,

we have put in place the physical conditions to trap and retain contaminated water used for firefighting. This means the water cannot run off into the surrounding area, contaminating the soil and groundwater. RENOLIT is planning a new mixing unit at the Worms location, with a modern supply of raw materials. This will make it possible to remove raw materials from storage and keep them available for production in the expanded hazardous substances warehouse, minimising the risks in terms of fire safety and clean water in the future.

Specific use of materials in t/t product¹

2018	2019	2020
1.09	1.11	1.08

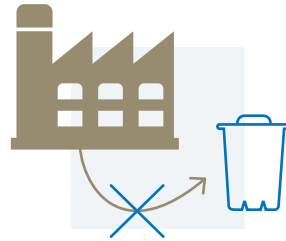
¹RENOLIT Belgium N.V. (Oudenaarde) and joint ventures not included



WASTE AND RECYCLING

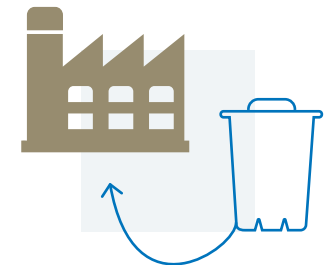
Due to our core business, we focus our efforts above all on minimising the generation of plastics waste during the manufacturing phase.

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



OUR GOALS BETWEEN NOW AND 2025

As part of our membership in the Circular Plastics Alliance (CPA), we aim to reach goals of our own in order to contribute to the circular economy in the plastics industry. We have issued what we call a CPA pledge¹, under which we have committed to reaching the following goals by 2025: We plan to recycle 100 percent of plastic waste generated within the RENOLIT Group. By that time, 50 percent of our packaging will be made of recycled materials or renewable resources. We also plan to completely halt sales of recyclables to third parties by 2025. In addition, we intend to realise ten projects focusing on taking back customer waste.



¹ More information available at: www.renolit.com/fileadmin/renolit/sustainability_2021/Voluntary_Pledge_RENOLIT_Group.pdf



90 percent of the waste generated throughout the group is plastic residue, while 5 percent is hazardous waste. The remaining 5 percent is commercial waste similar to household landfill waste, such as wood, glass, metal, and mixed packaging. An alternative way to look at waste is to differentiate it by the way it is reused (internally and externally) or disposed of. At RENOLIT, approximately 95 percent of the overall volume of waste is reused, and approximately 5 percent is disposed of. Practically none of our non-hazardous waste is disposed of, while half of our hazardous waste is disposed of and the other half reused¹. This viewpoint does not take construction waste into account, as it is generated rather intermittently.

In 2020, the absolute volume of plastics waste we generated was 36,262 tonnes (2019: 38,943), a 6.9 percent decrease from the previous year. The specific amount of plastics waste (in kg/t of product) also decreased accordingly year on year, by 3.8 percent. The internal recycling rate during this reporting year was similar to last year's level, at about 54 percent. The external waste ratio also changed only slightly year on year, at 45.7 percent (2019: 46%).

We continue to strive to increase the recycling rate steadily in the future and reduce residue volumes through improved operational processes. We also plan to reduce the external waste rate by developing new products. In the 2021 fiscal year, we will be implementing a project for improved treatment of production recyclables at the Worms location, which will help to increase the internal recycling rate.

A total of EUR 0.7 million was invested in the RENOLIT goes Circular initiative in 2020. The investments at the various locations comprise mainly measures aimed at internal process improvement, such as micronisation and regranulation.

We were unable to keep the internal stream of recycling at the same level as the previous year during this reporting period. The volume was 436 tonnes lower, driven by factors such as the uncertainties surrounding the overall economy amid the pandemic and the very low prices of raw materials, which have made it difficult to justify using recycled materials from an economic standpoint. We are currently reviewing whether the Sant Celoni plant will remain able to accept more recycled materials without production growth in the future. We are also considering increasing the volume of the recycled materials of the business unit Visual Communication transferred to Sant Celoni, even if the costs of transportation have risen significantly. Beyond that, we have established a new production line at the Chevigny location that makes it possible to use leftover materials in production alongside other materials.

We are also in the process of analysing our PVC recycled materials from Italy, northern Spain and the United Kingdom for future processing in Worms. The goal here is to use the recycled materials that are generated and put them back into production operations at other German or European sites, ensuring consistent product quality for all RENOLIT products.

RENOLIT has been nominated as a consortium partner to work with others to develop new ways of separating composite films in the area of window films. The goal of this procedure is to reclaim clean PVC for recycling. The method is costly. Plans call for it to be adopted on an industrial scale by the end of 2022.

At our plants in La Porte (USA) and Cramlington (UK), we have worked with partners to develop solutions for the use of internal and post-industrial waste from a customer in the production of new packaging materials, which we can sell back to the customer or use as packaging ourselves. We plan to ramp this method up to industrial scale in the future if the funding is approved.

¹ The data presented primarily relates to locations in the EU because, as a result of uniform EU law, there can be only slight differences in the handling of waste. RENOLIT locations outside the EU are subject to similar regulations, but the data from some locations may deviate





Alongside our internal company recycling activities, the RENOLIT Group is also involved in a range of external initiatives. As a founding member of the Vinyl Foundation, RENOLIT has made a voluntary commitment to the VinylPlus sustainability programme. This initiative of the European PVC industry campaigns for improved sustainable PVC production and applications with the objective of achieving a registered recycling volume of 800,000 tonnes of PVC per year starting in 2020, 900,000 tonnes starting in 2025, and one million tonnes starting in 2030. The target of 800,000 tonnes was not reached in 2020 due to the effects of the coronavirus pandemic. RENOLIT is active on the boards of both VinylPlus and the Vinyl Foundation. Part of the VinylPlus initiative is the recycling programme Recovinyl, which has been set up to create a basis for trust-based collaborations between recycling and processing companies. The recycling volumes registered by Recovinyl have increased steadily in years past. A total of 12,925 tonnes was registered by RENOLIT in 2020. A total of ten RENOLIT locations in Germany, the United Kingdom, Italy, France and Spain adhere to the certification system.

Dealing responsibly with hazardous waste

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

We strictly comply with the hazardous waste regulations of each country's waste laws. Sorting takes place in accordance with our waste handbook, whose provisions apply to the entire group. It

includes detailed explanations about a range of different ways to separate the different types of waste generated within the company and has been incorporated into the environmental standards that apply to all locations. The waste management officer in charge at each production plant is responsible for complying with these provisions and for recording waste volumes.

During the reporting year, our hazardous waste volumes ran to 1,597 tonnes, a slight year-on-year decrease (2019: 1,680 tonnes). In relation to annual production, the proportion of hazardous waste in 2020 was approximately 6.79 kilogrammes per tonne (2019: 7.12) of manufactured plastic film ready for sale. This means we have been keeping this value at low levels since 2012.

Absolute volume of plastics waste in t



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

Specific volume of plastics waste (kg/t product)



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

Hazardous waste¹

	2018	2019	2020
Absolute total of hazardous waste (t)	1,723	1,680	1,597
Specific hazardous waste (kg/t product)	6.82	7.1	6.79

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



ENERGY AND EMISSIONS

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

Reducing energy consumption

With the group's overall energy costs at 3.1 percent (2019: 3.2 percent) of its total revenue, the issue of energy efficiency is both environmentally and economically relevant. Due to our high level of energy consumption, we react sensitively to any increases in energy costs, regardless of whether these result from higher energy prices or other expenses.

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

As part of our global energy policy, we aim to implement all energy measures that make environmental and economic sense at our locations as soon as possible. Dealing with energy consciously and carefully is a permanent component of our day-to-day business activities. Plants are in charge of implementing RENOLIT's energy policy, and the Corporate Social Responsibility unit is responsible for its coordination. It is also in charge of rolling out best practice

solutions, which are worked out by the plants. Based on forecast frameworks, we set ourselves the objective of reducing specific energy consumption within the RENOLIT Group by 10 percent compared with the reference year 2013 by the end of 2020. Unfortunately, we were unable to reach this goal. The reasons are explained below. Our new goal for the period between now and the end of 2025 is to reduce specific energy consumption by five percent compared to the reference year 2020.

As part of the energy-saving initiative launched by RENOLIT, we communicate objectives, coordinate actions and derive results in group-wide collaboration. As part of the energy management system the initiative is implemented group-wide and regular coordination takes place among all energy management officers. This group shares best practice solutions and implements ideas efficiently and on a cross-location basis. In 2020, we invested half a million euros in all to implement measures in ongoing projects for greater energy savings and efficiency gains as well as energy conservation projects. Our efforts aim to reduce both electrical and thermal energy consumption.

We already ensure that we procure energy-friendly components for the maintenance of plants and when investing in replacement parts. The expected energy consumption of new investments is examined during planning and construction. The process itself is

0.5 m.



was invested in energy conservation measures in 2020



subject to continuous scrutiny in order to ensure that we utilise as much improvement potential as possible. Examples include redesigned ventilation systems and replacing outdated cooling systems with new and more efficient units. Electricity and natural gas are the main resources required for RENOLIT's production processes. Electricity is predominantly used in the machines' drive engineering and for refrigeration for working fluids. We use natural gas and, to a lesser extent, fuel oil and biomass fuel to generate steam and to heat thermal oil as a heat transfer medium for roller technology. Electrical power and fossil fuels are used in almost equal parts.

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One particularly significant figure for RENOLIT is specific energy consumption per kilogramme of manufactured film ready for sale. This enables us to make a valid comparison over several fiscal years and says more about the company's conscious, sustainable use of energy than

absolute energy consumption does, which is heavily influenced by structural changes within the company, new production methods and the state of the economy, for example, meaning that significant shifts can sometimes take place.

By the end of 2020, we aimed to reduce the specific energy consumption of the RENOLIT Group by 10 percent compared to the base year of 2013. By the end of 2020, we had only achieved a reduction of five percent overall compared to the base year, so we missed our target. This trend was due not to a lack of interest in constant improvement, but instead to extraordinary measures. Beyond that, the pandemic created situations in which our production operations were forced to adapt on an ongoing basis. Additional arrivals and departures also led to increased energy use. We take a holistic approach to data collection: specific energy consumption is calculated based on the ratio of total energy consumption to production volume. That approach means the energy used in the extensive construction work at our plants in Worms, Munich and Beijing since 2019 was included in the figure. The early phases of capacity expansion for product innovations are also characterised by production tests and slowly rising volumes. As a result, product innovations initially contribute to higher specific energy consumption. Absolute energy consumption for 2020 decreased by 15,301 kWh compared to 2019 (+4,457 kWh), a year-on-year decline of 2.7 percent (previous year: 0.8).

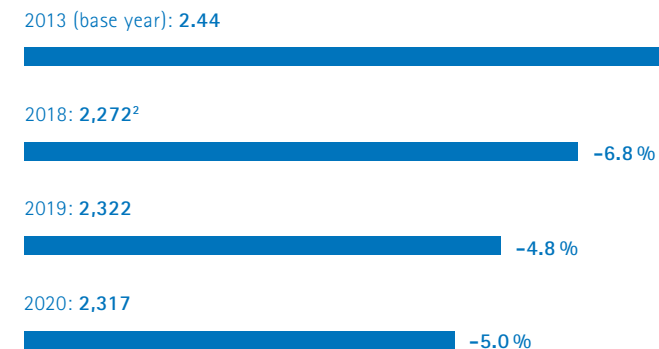
Absolute energy consumption in MWh¹

2018	2019	2020
555,496 ²	559,953	544,652

¹ RENOLIT Belgium N.V. (Oudenaarde), Guangdong RENOLIT Citiking New Material Co., Ltd., RENOLIT Chile SpA and joint ventures not included

² The value was corrected in comparison to the previous year due to adjusted calculations

Specific energy consumption in MWh/t¹



Energy savings in recent years (base year 2013)

¹ RENOLIT Belgium N.V. (Oudenaarde), Guangdong RENOLIT Citiking New Material Co., Ltd., RENOLIT Chile SpA and joint ventures not included

² The value was corrected in comparison to the previous year due to adjusted calculations

Reduced greenhouse gas emissions

Of all the greenhouse gases, the CO₂ emitted by our use of energy sources, both directly and indirectly, is the most relevant for RENOLIT. Our CO₂ emissions are directly dependent on our energy use. By implementing energy-saving measures, RENOLIT aims to reduce its greenhouse gas emissions in the long term, while also making an active contribution to protecting the environment. For example, since mid-February 2016, our Worms location has been generating energy in-house – using a new cogeneration system that generates both heat and electricity. First and foremost, the system produces the steam that RENOLIT needs to produce its plastic films. In-house generation covers around one-third of the location's total electrical energy consumption and 50 percent of its heat energy.

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

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

In comparison with the previous year, we recorded a decrease in direct CO₂ emissions of 12.1 percent (2019: 1.3). The significant improvement in the decrease in direct CO₂ emissions is attributable to significant savings achieved at the plant in Guangzhou, China, which shifted to gas for generating steam. We managed to reduce specific CO₂ emissions – i.e. CO₂ emissions per tonne of produced film – by 9.3 percent (2019: 4.5) compared with the base year 2013. Our indirect CO₂ emissions in 2020 were 5.5 percent (2019: +0.6) lower than in 2019.

Direct CO₂ emissions in t¹



Indirect CO₂ emissions in t¹



¹ RENOLIT Belgium N.V. (Oudenaarde), Guangdong RENOLIT Citiking New Material Co., Ltd., RENOLIT Chile SpA and joint ventures not included

² The values for 2018 were adjusted, compared to the previous year's report, due to updated calculations



Other emissions

The use of plasticisers, stabilisers, inks and solvents in production generates other emissions that RENOLIT is working hard to lower. Depending on the production process, different methods are required to treat the exhaust air. For example, mechanical and electro-

static filters, sometimes in combination with activated carbon, are used on the calender and extruder lines, while the solvent-containing exhaust air from the printing areas is cleaned using regenerative incinerators with energy recovery.



Total CO₂ emissions in t¹

2018 ²	2019	2020
226,292	226,357	209,705

Specific CO₂ emissions in t/t product¹

2018 ²	2019	2020
0.93	0.94	0.89

¹ RENOLIT Belgium N.V. (Oudenaarde), Guangdong RENOLIT Citiking New Material Co., Ltd., RENOLIT Chile SpA and joint ventures not included

² The values for 2018 were adjusted, compared to the previous year's report, due to updated calculations



WATER CONSUMPTION

We consume the majority of our water in the manufacturing process during steam production and refrigeration. By comparison, only small amounts are required for hygiene facilities.

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For this reason, we only report on total water consumption for our production plants. In 2020, the absolute amount of water used stood at 2,250,398 cubic metres (2019: 2,274,913). Consumption in relation to production volume stood at 9.57 cubic metres per tonne (2019: 9.64),

a decrease from the previous year. RENOLIT sources the water it needs from wells and the public water supply. About 25 percent comes from the public supply and about 75 percent from the groundwater. We introduced a water management system at the location in Commerce, U.S.A., due to the drought in California. We are using a flow metre to monitor the amount of water used by key processes there. We are also reusing part of the process water and looking at further options for conserving water.

Using water responsibly means monitoring both water intake and the discharge of waste water. The relevant public authorities monitor both the volume of waste water and its quality at each RENOLIT location. We discharge about 20 percent of our wastewater at the surface, while around 80 percent enters the public sewer system.

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

Water use

	2018 ¹	2019 ²	2020 ³
Total absolute water consumption (m ³)	2,166,621	2,274,913	2,250,398
Specific water consumption (m ³ /t product)	8.59	9.64	9.57

¹ In the calculations for 2018, an average was used for the RENOLIT Hispania S.A, American RENOLIT Corp. LA, Changzhou Wood-Stock Ltd. and APPL GOR Plastics India Ltd. locations, as there were no absolute figures available

² RENOLIT Belgium N.V. (Oudenaarde) and joint ventures except APPL GOR Plastics India Ltd. not included

³ RENOLIT Belgium N.V. (Oudenaarde), Guangdong RENOLIT Citiking New Material Co., Ltd., RENOLIT Chile SpA and joint ventures not included



ABOUT THIS REPORT

GRI 102-48

Report contents

We have been preparing annual internal sustainability reports since 2011. In 2017, we made our sustainability report available to our external stakeholders for the first time and have continued to publish it since then. Our last sustainabi-

lity report for the 2019 fiscal year appeared in June 2020. Just like in the last two years, the Sustainability Report 2020 reflects the GRI Standards. This report was prepared in accordance with the GRI Standards: Core option.

Reporting boundaries

We want to view our sustainability performance holistically and have established a comprehensive reporting culture. This is why we generally include all locations and joint ventures in our sustainability reporting. Although we have already made significant progress collecting the required data, not all of the data that needs to be collected is currently available for every location. Please note: all of the data listed in the "Production" chapter relates exclusively to our production plants. We have appropriately flagged any data that deviates from the defined reporting framework. Compared with the predecessor report, there have been no significant changes to the reporting boundaries. Quantitative data was collected on the reporting date 31 December 2020; providing it was available, we have also reported on key figures from the last three years. We received qualitative data up until the editorial deadline in August 2020.

Delimitation

RENOLIT Group: All German locations

RENOLIT SE: All German locations

The 2020 Sustainability Report is published in German and English.

2021 marked the third time RENOLIT is also publishing a Sustainability Magazine, which appears in German and English.

The magazine is also available online at www.renolit.com.



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GRI 201-1: Direct economic value generated and distributed

For reasons of commercial secrecy, we have not provided any information about the exact distribution of value.

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GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3)

10-12

GRI 205-1: Operations assessed for risks related to corruption

11

GRI 205-3: Confirmed incidents of corruption and actions taken

11

GRI 206: Anti-competitive Behavior 2016

GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3)

10-12

GRI 206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

11

GRI 300: Environmental

GRI 301: Materials 2016

GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3)

50-51

GRI 301-1: Materials used by weight or volume

53

GRI 301-2: Recycled input materials used

55-56

GRI 302: Energy 2016

GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3)

50, 58, 59

GRI 302-1: Energy consumption within the organization

59, 60

We do not currently report on absolute energy consumption by breaking it down into renewable or non-renewable energy nor into combustibles, as this information is not available.

GRI 302-3: Energy intensity

59



GRI 302-4: Reduction of energy consumption 58-60

GRI 303: Water and Effluents 2018

GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3) 61

GRI 303-1: Interaction with water as a shared resource 61

GRI 303-2: Management of water discharge-related impacts 61

GRI 303-3: Water withdrawal 61

GRI 305: Emissions 2016

GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3) 58

GRI 305-1: Direct (Scope 1) GHG emissions 60

GRI 305-2: Energy indirect (Scope 2) GHG emissions 60

GRI 305-4: GHG emissions intensity 60

GRI 306: Waste 2020

GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3) 55-56

GRI 306-1: Waste generation and significant waste-related impacts 56, 57

GRI 306-2: Management of significant waste-related impacts 56, 57

GRI 306-3: Waste generated 57

GRI 307: Environmental Compliance 2016

GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3) 10-11, 50-51

GRI 307-1: Non-compliance with environmental laws and regulations 51

GRI 308: Supplier Environmental Assessment 2016

GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3) 45-46

GRI 308-2: Negative environmental impacts in the supply chain and actions taken 45-46

GRI 400: Social

GRI 401: Employment 2016

GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3) 19-20



GRI 401-1: New employee hires and employee turnover	22, 36
GRI 402: Labor/Management Relations 2016	
GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3)	19, 24
GRI 402-1: Minimum notice periods regarding operational changes	We base our practices in this area on the law in effect in each country and are committed to informing our employees as early as possible about operational changes (depending on the scope of the change). This takes place at the company's discretion and is determined in consultation with the employee representative council.
GRI 403: Occupational Health and Safety 2018	
GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3)	28-30
GRI 403-1: Occupational health and safety management system	28-30
GRI 403-2: Hazard identification, risk assessment, and incident investigation	29-31
GRI 403-3: Occupational health services	32
GRI 403-4: Worker participation, consultation, and communication on occupational health and safety	29
GRI 403-5: Worker training on occupational health and safety	29, 31
GRI 403-6: Promotion of worker health	32
GRI 403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	29
GRI 403-8: Workers covered by an occupational health and safety management system	29
GRI 403-9: Work-related injuries	30-31, 40
GRI 403-10: Work-related ill health	31
GRI 404: Training and Education 2016	
GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3)	25-26
GRI 404-2: Programs for upgrading employee skills and transition assistance programs	26
GRI 404-3: Percentage of employees receiving regular performance and career development reviews	This information is not currently available to us by gender and employee category.
GRI 405: Diversity and Equal Opportunity 2016	
GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3)	20
GRI 405-1: Diversity of governance bodies and employees	23, 39, 40

**GRI 406: Non-discrimination 2016**

GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3) 20

GRI 406-1: Incidents of discrimination and corrective actions taken 20

GRI 407: Freedom of Association and Collective Bargaining 2016

GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3) 20

GRI 407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk 20

GRI 408: Child Labor 2016

GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3) 20

GRI 408-1: Operations and suppliers at significant risk for incidents of child labor 20

GRI 409: Forced or Compulsory Labor 2016

GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3) 20

GRI 409-1: Operations and suppliers at significant risk for forced or compulsory labor 20

GRI 412: Human Rights Assessment 2016

GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3) 20

GRI 412-1: Operations that have been subject to human rights reviews or impact assessments 20

GRI 414: Supplier Social Assessment 2016

GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3) 45-46

GRI 414-2: Negative social impacts in the supply chain and actions taken 45-46

GRI 415: Public Policy 2016

GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3) 33

GRI 415-1: Political contributions None

GRI 416: Customer Health and Safety 2016

GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3) 48-49

GRI 416-1: Assessment of the health and safety impacts of product and service categories 48-49

GRI 416-2: Incidents of non-compliance concerning the health and safety impacts of products and services 20

**GRI 417: Marketing and Labeling 2016**

GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3)	45-48
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GRI 417-1: Requirements for product and service information and labeling	45-48
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GRI 419: Socioeconomic Compliance 2016

GRI 103: Management Approach 2016 (including 103-1, 103-2, 103-3)	9-11
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GRI 419-1: Non-compliance with laws and regulations in the social and economic area	10
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Project management

Dr Michael Wobido, Head of Corporate Social Responsibility

Elisa Wilking, Corporate Communications Specialist

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