















Sustainability Programme 2022

Action plans for our strategic targets: Interzero's sustainability programme assigns specific objectives to each of the strategic points of focus of our sustainability strategy. Responsibility for the action plan is assigned in each case to the designated business unit or department at Interzero.

	Contribution to SDG	Points of focus	Goals	Deadline	Status
no waste of resources	     	Discover new upcycling solutions for plastics every year to increase the quality and quantity of secondary raw materials	Commercialisation of recycling material to replace primary material for at least three new types of plastic (and for at least three new customers)	Annual goal	● Eight new types of material marketed
		Every year, close new material and logistics loops enabling us to save at least 5.5 million tonnes of resources or 800,000 tonnes of CO ₂ -e (carbon dioxide equivalent)	Annual savings of at least 5.5 million tonnes of resources and 800,000 tonnes of carbon dioxide equivalent (evidenced retrospectively via the "resources SAVED by recycling" study)	Annual goal	● 12.5 million tonnes of resources and 1 million tonnes of CO ₂ -e saved
			Innovative approach to closing a logistics loop for a large customer – focus in 2020: expansion of existing business	Annual goal	● Germany-wide tender won and several projects piloted (MeAl / Einfach Mehrweg)
			Setup of an additional and separate collection for establishing an in-house material loop	Annual goal	● Project implemented, rollout Q1 2023
		Strive to achieve a significant increase in material recycling rates	Signing of medium and long-term contracts for secured sales channels and compliance with statutory recycling quotas	End of 2022	□ → Strategic partnerships concluded: Plant engineering chemical recycling
no waste of ideas	 	Support customers as they professionalise their sustainable practices and integrate sustainability into their reporting processes	Acceleration of the certificate creation process to improve customers' control options	Annual goal	● Establishment of a print-on-demand portal
			Digitisation of internal processes and links to customers and suppliers	Annual goal	● Among other things, digital business partner file, CRM modernised, digital roadmap on track, restructuring cushioned, service portal modernised
		Develop new approaches to design-for-recycling with customers	Internationalisation of packaging consulting	End of 2022	● Customers from 19 countries advised
			Increase the number of <u>Check for Recycling</u> use cases to over 1,500	Annual goal	● Target clearly exceeded with over 11,000 self-assessments, <u>Check for Recycling</u> established as a monitoring tool with customers
			Improve analyses regarding recyclability according to bifa model	Annual goal	● More than 400 analyses performed
Extend the lifetime of products, and by doing so achieve annual revenue growth of at least 20 percent with new markets and business models	Development of a new business model for reverse logistics	End of 2022	→ Foundation of Interzero Tech Cycle GmbH		
	Expansion of the ReUse business models by at least 20% in relation to revenues	Annual goal	□ Approx. 6 % growth in 2022, Approx. 30 % growth in 2021 due to increased home office equipment due to the Corona pandemic		

△ New goal ● Goal achieved → Goals postponed ○ Goal not achieved □ In progress/partially achieved

	Contribution to SDG	Points of focus	Goals	Deadline	Status
no waste of knowledge	   	Establish knowledge about the circular economy in education, politics, business and civil society	Continuation of engagement in local communities (by domestic and foreign businesses) to raise awareness about issues related to the circular economy	Annual goal	● 2021/2022 Continuation and expansion of the „Mülltrennung wirkt“ campaign 2022: Roll-out of the social media strategy; Among other things, raising awareness on the topic of circular economy.
			Continuation and expansion of existing teaching / school collaborations	Annual goal	□ Maintain collaborations, but fewer measures executed due to Covid
			Establishment of sustainability ambassadors and increasing their number	Annual goal	● Appointment of new ambassadors
			Delivering presentations and lectures on the circular economy and recycling (fees are donated)	Annual goal	● Online presentations carried out, significantly fewer than in the previous year due to Covid
		Develop and (internationally) scale up approaches and standards for circular economy solutions suitable for all industries	Work with associations and industry-neutral initiatives on the topics of climate protection and sustainability	Annual goal	● Stiftung Klimawirtschaft, Maschinenraum, Interzero Academy - Webtalk format, Forum Rezyklat
no waste of talent	 	Promote the physical and mental health of our employees and provide a safe, value-oriented and innovative working environment that actively supports personal development	Implement career development plans for staff and management	End of 2022	□ Future Lab expanded, performance and succession management designed (rollout Q2 and Q3 2023)
			Continuous health management <ul style="list-style-type: none"> • 'Zero accident' strategy • Staff turnover <10% • Sickness absence rate <8% 	Annual goal	○ 24.3 accidents per 1 million working hours Staff turnover 18.1 % Sickness absence rate 6.1 % (without continued payment of wages)
			Increase diversity	Annual goal	□ Pipeline of measures created, incl. language training, mentoring, awareness training and the establishment of a reporting address. Implementation of measures ongoing.
			Increasing employee satisfaction	Annual goal	□ Internal employee satisfaction survey conducted in 2022. Measures for 2023 + 2024 derived. In 2022, our Kununu score increased from 3.3 to 3.6, leading the industry.
		Ensure equal opportunities are truly equal for all (potential) employees	More flexible working time arrangements	End of 2021	● „Mobile working“ implemented where requirements make it possible
			Establishment of transparent and fair succession management	End of 2023	□ Ongoing regular process established throughout the group
			Systematisation and modernisation of the salary and benefit structure	End of 2023	○ → On hold due to restructuring. Prioritised for 2023.

△ New goal ● Goal achieved → Goals postponed ○ Goal not achieved □ In progress/partially achieved