



**Protecting nature.
Protecting people.**

Why sustainable action is so
important for us.



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Please note: In this brochure, the generic masculine is used for better readability. Female/other gender identities are explicitly included.

Our Sustainability Report.

Dear customers, dear business partners,

The issue of sustainability has had a great impact like hardly any other topic the past few years – both from an environmental, economic and social point of view. Natural disasters, climate change, scarcity of resources, environmental pollution and social injustice show us almost daily how important it is to put the protection of the environment and climate into the focus of our actions.

The company orfix has been dealing with the topic of sustainability in a holistic sense for years, not at least on the initiative of our shareholders at home and abroad. We have invested in this area at an early stage in order to act in an economically, ecologically and socially sustainable manner. Our corporate strategy is also geared to sustainable management in the future.

Certified environmental and quality management systems support us in successfully implementing our strategy for the benefit of the environment, our employees, our stakeholders and our company.

Our Sustainability Report, which we have prepared in line with the United Nations' 17 Sustainable Development Goals (SDGs), gives you a comprehensive overview of our progress in the areas of economy, ecology, social affairs and corporate governance.

We have already achieved a lot, but we have set ourselves even greater goals to make our company, our services and our processes even more future-proof and thus even more sustainable. We are happy to pursue this path in dialog with you and are look forward to receiving your questions and suggestions at sustainability@orfix.de.

Your

Ralf Conrad
Managing Partner



Our mission. Sustainable action.

orfix is one of the leading international suppliers of packaging solutions made of plastic and paper with innovative security and prevention features to protect your values. Our products enable you to meet the increasing demands for safe and protective packaging, storage and transportation of your goods.

For people - for nature

As a family-run, medium-sized company, we do not pay lip service to sustainable action and environmental protection, but rather express our ecological responsibility. A responsibility that we face with passion - and which is reflected in a consistent corporate strategy as well as in the development of ecological Green Label products.



ISO 9001
ISO 14001
BUREAU VERITAS
Certification



Our business areas.

Cash Packaging

High-quality solutions for tamper-proof packaging and transport of cash and valuables.

Security Packaging

Innovative solutions for the safe packaging, transport and storage of sensitive products in the food, medical, agricultural, security, aviation and online retailing sectors.

Industrial Packaging

Customized solutions for banding, packaging and tamper-evident labelling of a wide range of products from the processing industry and trade.

Smart Protection

Efficient security solutions in the areas of video surveillance, RFID, IT services and software development.



Our GREEN LABEL products.

The "GREEN LABEL by orfix" systematically documents sustainable actions within the company and guarantees the sustainable quality of our products.

It stands for environmental protection and resource conservation as well as for the production from demonstrably renewable raw materials or the use of recycled materials.

orfix is continuously working on the development and optimization of biodegradable materials and more sustainable products. This way we can offer you suitable GREEN LABEL products for almost our entire range.

Green products

Recycling	Lean	Green	Bio	Clean
Recycling products	thickness reduced products	Products made of bio-based raw materials	Products made of biodegradable raw materials	Reduced CO ₂ pollutant emissions
Automatic coin rolls	Safebags	Safebags	Packing material	Dispatch
Coin tubes	Banknote wrappers	Bundling film		Forwarder
Wrappers on reels green	Wrappers on reels green	PE coating		Company cars
Safebags	Bundling film	Vacuum bags		IT hardware
Plastic coin tubes	Shrinking film	Security seals		Water colours
Cardboard boxes	Vacuum bags			
Film	Cardboard boxes			

Legend:

- Project ongoing
- Project in planning
- Product exists

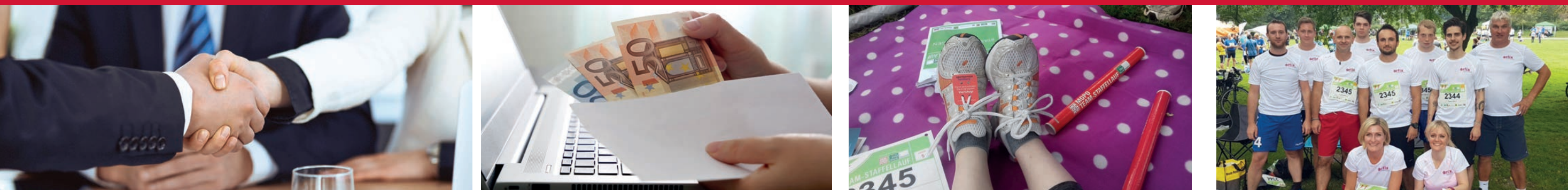
17 United Nations' Sustainable Development Goals (SDGs).

"In 2015 the international community adopted the 2030 Agenda for Sustainable Development. It is a roadmap for the future with the overriding objective of enabling people to live in dignity everywhere in the world. The 2030 Agenda embraces the economic, environmental and social dimensions of development and calls on everybody to gear their actions to these imperatives."¹

We are also committed to the United Nations' Sustainable Development Goals. We have made these the basis of our sustainability strategy. On the following pages, we will show you what we have already achieved for an initial selection of 11 goals.



¹ <https://www.bundesregierung.de/breg-en/issues/sustainability/global-goals-for-sustainable-development-355956>



How we ensure fair payment.

What we do for the health of our employees.



What it's about:

- Unlimited employment contracts
- Planning security for suppliers through long-term contracts
- Fair wages and social responsibility in the supply chain

For us, the **financial independence** of all people is a matter close to our hearts. For this reason, we developed a transparent and comprehensible **remuneration concept** in close exchange with our works council in 2014, which is based on the maxim „fair wages for fair work“ and corresponds at least to the level of the statutory minimum wage.

At orfix, all remuneration is basically determined according to the nature of the job, **regardless of the gender or age** of our employees. We also reward special commitment with **individual bonus payments**. In addition, we give our employees a share in the success of our company through a **company bonus**, which each employee receives in the same amount regardless of the individual number of hours worked.



What it's about:

- Holistic occupational health management
- Culture of trust and appreciation of employees
- Occupational safety and health protection in the supply chain

In the area of **preventive health care**, orfix offers all employees regular **check-ups** by the company physician. In addition, we cooperate with the **“back mobile”** of the employers' liability insurance association and are in exchange with **important health insurance** companies about the introduction of relevant health offers.

We have already implemented a **large number** of measures to improve ergonomics. For example, employees have access to crane systems for lifting heavy loads and anti-fatigue mats in our production facilities, while in our offices we also have ergonomic furniture such as height-adjustable tables, office chairs and sitting balls.

The weekly running group training for the annual highlight, the MOPO relay race in Hamburg, is very popular with our employees.



How we promote the education and further training of our employees.

What we do for gender equality.



What it's about:

- Further training programs for employees
- Internship and apprenticeship opportunities
- Training programs in the supply chain
- Cooperation with schools and universities

orfix is proud to be a **training company** that qualifies young people for the job market in the areas of administration and production.

In addition, we have been cooperating with several universities for many years, employing working students and regularly supervising **student projects** as part of bachelor and master theses.

Our in-company training and further education is based on a **three-pillar model** consisting of **training courses** required by the company, **specialised training** resulting from the appraisal interviews and **individual training** as part of employee development.



What it's about:

- High proportion of women, especially in management positions
- Part-time models and flexible working hours
- Raising awareness of the issue of diversity
- Equal opportunities in the supply chain

In our company, the **proportion of women is 38 percent**, and 17 percent in the extended management circle.

In order to promote the compatibility of family and career for all employees, we offer **individual and flexible working time models**. Our aim here is to find the right solution for every life situation and work task. One component is the offer of mobile working.

We pay our employees regardless of **their gender**. Therefore, the principle of equal pay for equal work has applied to us for many years. Since 2014, we have ensured this through our transparent remuneration system.



What we do for clean water.

How we optimize our energy and CO₂ consumption.



What it's about:

- Avoidance of harmful chemicals
- Rainwater utilisation for production and sanitary facilities
- Saving water in the supply chain
- Promotion of well construction projects

Water is life. That's why we at orfix take a particularly responsible approach to this important resource. **Water consumption has been optimized** throughout the entire production process.

Instead of solvent-based paints, we increasingly use **environmentally friendly** water-based paints. In this way, we continuously and specifically **reduce** the use of **ethanol**.



What it's about:

- Climate neutrality at the sites
- Use of our own electricity from renewable energy sources
- Energy-efficient building structure

Since 2015, we have already been purchasing **100 percent of our electricity as pure green electricity** from our local supplier. In the future, we also want to use our own green electricity from solar energy and are working on implementing this.

In our production, we have optimized large parts of the plants for **energy efficiency** and also raised our employees' **awareness of energy saving**. The result: from 2016 to 2022, our electricity consumption has fallen by 27.2 percent. The continuous optimization of our facilities also contributes to this.

We will achieve further savings in the short term by the short term through the complete renewal of the compressed air generation plant at the beginning of 2023, thanks to energy-saving compressors and state-of-the-art control technology.



How we reconcile economic growth and the common welfare.

How we drive innovation.



What it's about:

- Holistic sustainability strategy
- Increasing the sustainability of the company
- Partnership-based cooperation with suppliers
- Promotion of sustainable consumption

As early as 2009, we set ourselves the creation of **decent jobs** as an equally important corporate goal, in addition to optimizing our cost structure and corporate growth. Furthermore, we clearly **opposed child labor** and, as a matter of principle, do not purchase goods from such countries.

In the course of our plant expansion towards Serbia and Eastern Europe, we have actively worked to ensure that humane conditions were created in the production facilities, for example, **bright and modern workplaces**, insulated break rooms and **hygienic sanitary facilities**.



What it's about:

- Production close to the site
- Environmentally friendly mobility concept
- Innovation through internal idea management
- Support for suppliers in environmental protection

Innovative solutions require a permanent **exchange with experts**. That is why we work closely with **renowned institutes**, such as the Fraunhofer Institute, the Institute for Bioplastics & Biocomposites Hanover and numerous professional associations.

To promote internal innovations, we have implemented a so-called **innovation funnel**. All employees can contribute suggestions and innovation ideas via this tool.

In addition, we are focusing on the **digitalization of our business processes** and can thus increasingly offer **environmentally friendly work** from the home office in more and more areas of the company.



How we are committed to our region.

How we bring sustainability into our production processes.



What it's about:

- Sustainable mobility concepts for employees
- Commitment to issues in the region
- Promoting biodiversity at our sites

At all our sites, we are firmly rooted in the **respective region**.

At our site in Germany, we support a variety of different institutions and events. In this context, we regularly support the Radbruch **kinder-garten** and the Radbruch **children's fire brigade** and participate in regional events and club celebrations.



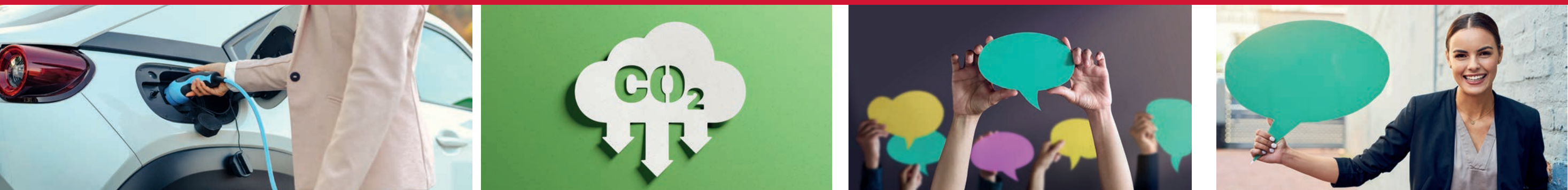
What it's about:

- Promotion of the circular economy
- Environmentally conscious selection of materials
- Production of durable products
- Transparent product communication

In our company, **ecological and economic sustainability** is the focus of our actions. We use natural resources, raw materials and land responsibly and align our production processes with **environmental aspects**. We pay attention to the **continuous optimization** and reduction of our energy consumption and consider their **environmental management** as an evaluation criterion when selecting suppliers.

Our internal **environmental agenda** also includes the priority use of **sustainable products**, some of which we develop ourselves and offer under the label „**GREEN LABEL by orfix**“. With this label, we document our systematic sustainable actions in product development and are thus able to replace more and more conventional materials with more sustainable alternatives.

Our certificates: certification according to **DIN ISO 14001** (since 2013), award with the quality label „Green Electricity“ (since 2015), certification according to the **“Blue Angel”** (since 2017) and the licensing of our packaging according to the Packaging Act at Interseroh (since 2019).



What we are doing to combat climate change.

Together for the future.



What it's about:

- Climate-neutral production and delivery
- Minimization of transport emissions
- Compensation of unavoidable emissions
- Support of climate protection projects

Our actions are strongly influenced by climate protection, **CO₂ savings** (green electricity) and the **responsible use** of our resources (GREEN LABEL). We constantly optimize our production processes, carry out **environmental impact assessments** for the raw materials we use and think **ecologically our logistics services**. We also promote hybrid and electric vehicles for our employees and are increasingly integrating **e-mobility** into the logistics chain.



"Why fair and sustainable business is our most important corporate goal? Because we feel equally committed to nature and people."

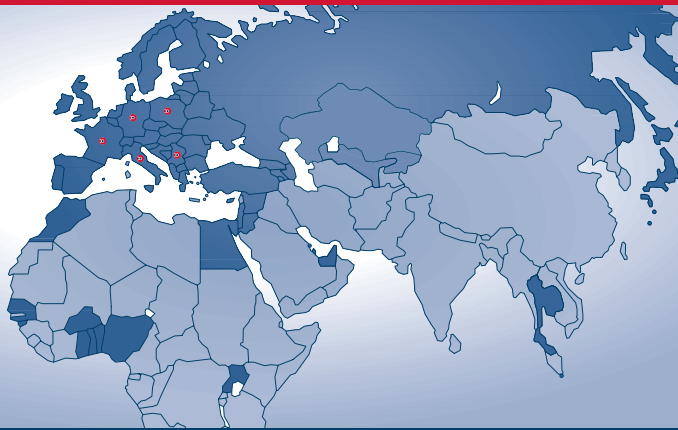
Ralf Conrad | Managing Partner

"Why is sustainability so important to us as a works council? Because we are convinced that the necessary change, both – small and large -, can only succeed together."

Bettina Lammert | Chairwoman of the Works Council

"Why we do support the UN's sustainability goals? Because we are convinced that the way we act and do business today determines the future. We don't just want to comply with standards, but actively and consistently pursue the path of sustainable action."

Frank Hartjen | Head of International Sales



orfix – our network

You still have questions about our sustainability strategy?

Write or call us - we will be happy to provide you with a wide range of further information.

e-mail: sustainability@orfix.de phone: +49 41 78 81 84 - 0

orfix International GmbH • GERMANY
Rottorfer Straße 8 • D-21449 Radbruch
tel. +49 (0) 41 78 - 81 84 - 0 • fax +49 (0) 41 78 - 81 84 - 99
info@orfix.de • www.orfix.com

orfix France SA • FRANCE
ZI de Maubech • FR-19250 Meymac
tel. +33 (0) 820 22 90 99 • fax +33 (0) 5 55 95 26 48
info@orfix.fr • www.orfix.com

orfix Italia s.r.l. • ITALY
Via Leone XIII, 95 • IT-00165 Roma (RM)
tel. +39 06 39 87 02 16
info@orfix.it • www.orfix.com

orfix Polska Sp. z o.o. sp.k. • POLSKA
ul. Kartuska 462 • PL-80-298 Gdańsk
tel. +48 (0) 58 - 511 06 55 • fax +48 (0) 58 - 511 06 57
info@orfix.pl • www.orfix.com

orfix doo • SERBIA
Rumenacki put 119 G • RS-21000 Novi Sad
tel. +381 (0) 63 267 909
info@orfix.rs • www.orfix.com