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Our objectives – The highlights

GRI 102-14

Employees



Enhancing employee safety

Reduction in serious work accidents

by 50%

by 2025

Equal opportunities for everyone

Increase quota of women in management

to 35%

by 2025

Environment & Resources



Using energy efficiently

Reduction in the total specific energy consumption

by 10% by 2025

by 20% by 2030

Climate-friendly production

Reduction in specific CO₂ emissions (scope 1 & 2)

by 38% by 2025

by 53% by 2030

Products



Recyclable products

All plastic packaging should be

100%

reusable, recyclable or compostable

by 2025

Use of recycled material

Increase in percentage of recycled material in used material

to 10%

by 2025

Supply chain



Code of Conduct for suppliers

Increase percentage of suppliers with Code of Conduct agreement

to 80%

by 2020

Commitment of suppliers

Assessment of sustainability performance of strategic material suppliers

by 2020 at Greiner Packaging

by 2023 in the entire company



Dear Reader,

The global challenges of the 21st century are enormous. As a global society, new ways must be found to deal with population growth, climate change, and global trends, such as the progressive aging of society or the ecological loss of diversity. No generation before us has had to master such decisive social, ecological or economical challenges.

Current developments show that "Keep it up!" is not a sustainable option for action. We must leave our grandchildren a planet which offers a future. I am therefore convinced that we must focus on linking economical success, social compatibility and careful handling of natural resources.

No one can solve the challenge of a more sustainable world alone. But we must all do our part. As a global company with more than 10,000 employees worldwide, this naturally applies to us as well. As always, we have high standards: We want to be perceived as a company that is part of sustainable, positive change.

Sustainability was, and has been for years, the dominating topic at Greiner.

Sustainability is firmly established in our business strategy. A first major milestone was our sustainability strategy *Plastics for Life* in 2015. We have always considered sustainability to be an interdisciplinary topic which affects all levels, and likewise all fellow employees. No matter where, no matter who: Sustainability at Greiner is a central topic worldwide. Most of all, however, we have developed a deep understanding of what a sustainable company is. We are very proud of that!



Greiner meanwhile is represented at 140 sites in 33 countries. Greiner started out small 150 years ago, but is now a global player. With this comes a special responsibility, which is also important to our owners. Our history demands we use sustainability and the related change as an opportunity for society, but also for us as a company.

This report reflects our initial standpoint – a summary of the highlights of those measures which we are implementing and the goals we are working toward. We have certainly not yet found an answer to all questions.

I can assure you, however, that we will leave no stone unturned, will scrutinize everything and allow our employees the resources they need so that we at Greiner can do our part for more sustainable development.

Axel Kühner
CEO Greiner AG

Family business with history

GRI 102-1, GRI 102-2, GRI 102-3, GRI 102-4, GRI 102-7

Greiner is one of the leading companies in the plastic and foam industry. Diversification, innovation and globalization shape the success of the group. Our headquarters are in Kremsmünster (Austria), and we are active in the packaging, furniture, automotive, medical technology, life sciences and profile extrusion sectors.

Greiner is a classical "hidden champion". Our products are used by a lot of people every day in many different ways. Whether yogurt cups, foam mattresses, airplane seats, blood collection tubes or window profiles: The Greiner family business offers a remarkably broad product range today.

We celebrated our 150th anniversary in 2018. It all started long ago – with Carl Albert Greiner. He was born on November 9, 1841 in Oberensingen, a district of Nürtingen (Germany). Against family tradition, he neither wanted to be a forester nor a hunter. Carl Albert wanted to be a businessman and completed a corresponding apprenticeship at a general store. On June 23, 1868, he married Emilie Heinzelmänn, who supported him in his career planning. That same year, the young couple opened a small general store in Nürtingen.

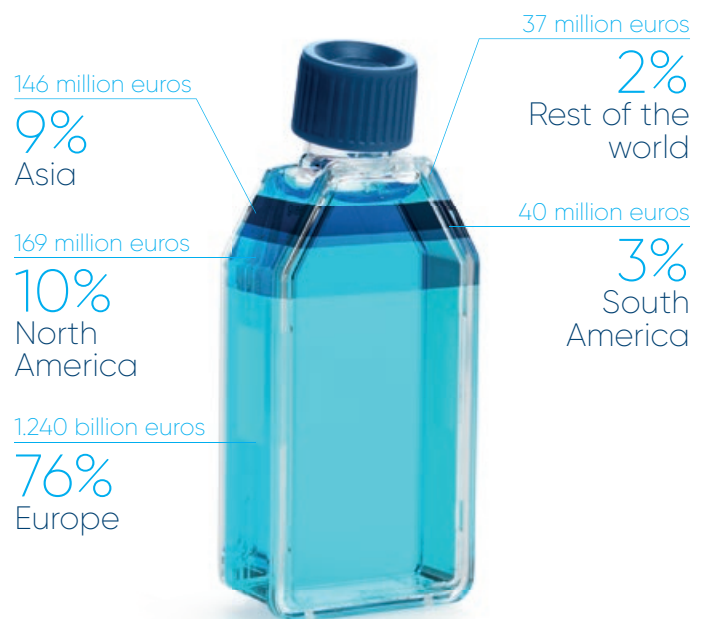
In 1870, the already broad product range offered by Carl Albert Greiner expanded to include a decisive article. To seal soda water bottles, he switched to corks. In 1876, he was granted a patent for a quadruple cork-cutting

machine. With ambition, a certain appetite for risk, courage for innovation, creativity and technical talent, Carl Albert formed

the basis for the internationally successful company group it is today. The rest is history: What began in 1868 as a small general store has developed into a global company over the decades.

Turnover according to region

(in millions of euros of turnover in 2018)





10,785
employees
in 4 divisions*

140
locations
in 33 countries*

1.631
billion
euros of turnover
in 2018*

116
million
euros
Investments*

0.15
million
euros
turnover per
employee*

128
million
euros
Cash flow*

greiner 

*Financial and employee figures are consolidated data.
They include all joint ventures proportionally, as well as the
production sites worldwide and sales locations.

Greiner: A world market leader

GRI 102-4, GRI 102-5, GRI 102-6

Greiner AG is a non-listed corporation and has been family-owned for five generations now. It acts as the parent company of the group. The threads of the global company come together at the new headquarters established in Kremsmünster (Austria) in 2011. For more than 140 years, the company fortunes were managed by members of the Greiner family. At the end of the 2000s, there was a historical change in top management: For the first time in history, external executive board members, Axel Kühner (since 2009) and Hannes Moser (since 2011), took over responsibility of the company; the family has withdrawn from the company's operational management. To protect their interest as owners, the fifth generation of direct descendants of founder Carl Albert Greiner form the board of family owners. This board represents the interests of the family towards the company.

For the first time in history, for nearly a decade, two board members from outside the company rather than family members have headed up the company. Axel Kühner, as the CEO, is responsible for the central areas of Corporate Communications, Strategic HR Management, Sustainability & Corporate Responsibility, Industrial Consulting, Greiner Technology & Innovation. Hannes Moser, as the CFO, is responsible for the areas of Compliance & Legal, Insurances, Steuerrecht, Greiner Real Estate, IT, Finance & Accounting.

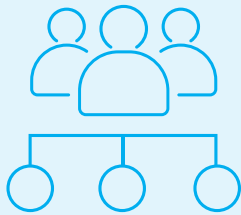
Greiner's product and technology spectrum includes many sectors and application areas. The philosophy of giving the individual companies maximum flexibility to be successful in their markets has been adhered to at all times. Correspondingly, the company is structured simply and efficiently, building on the four divisions Greiner Packaging, Greiner Bio-One, Greiner Foam and Greiner Extrusion.

Corporate structure





Supervisory board



The supervisory board of Greiner AG is made up of the following twelve members:

Chairman of the Supervisory Board:
Mr. Erich Gebhardt

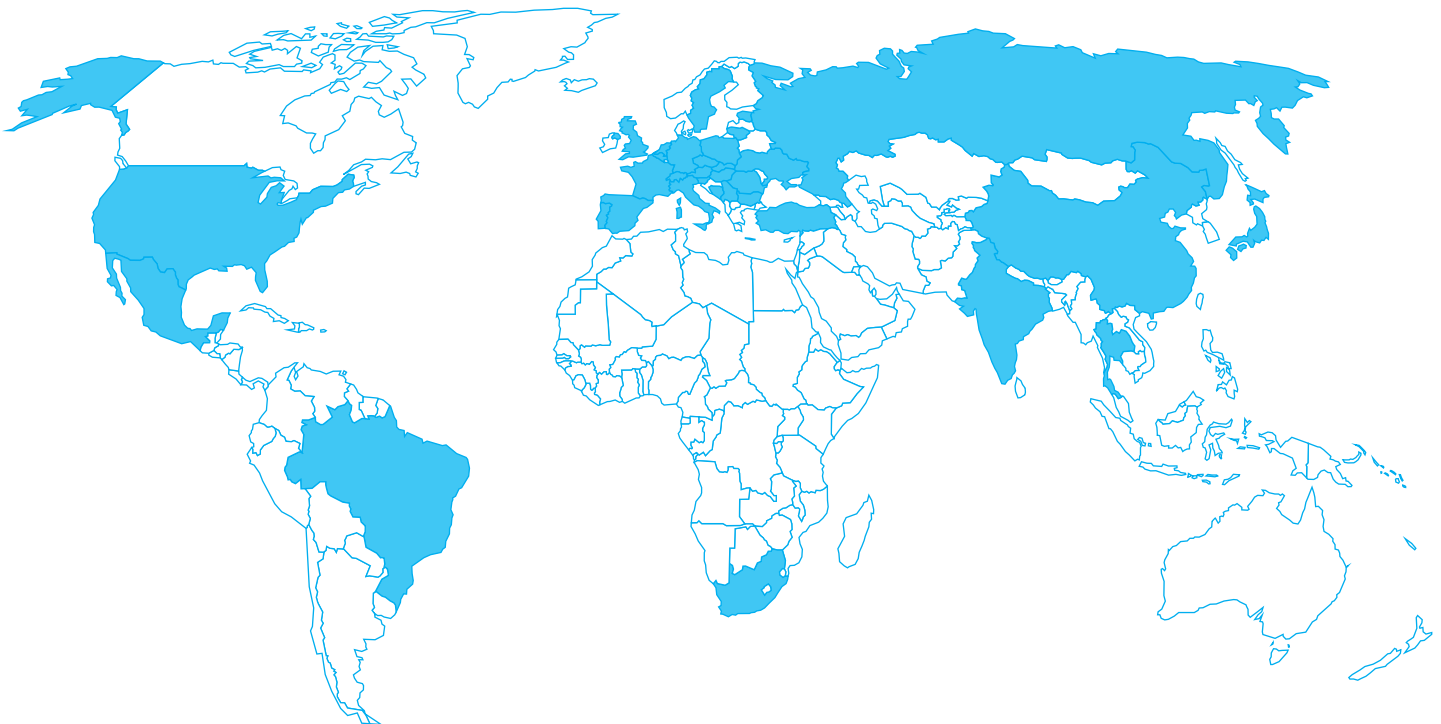
Vice Chairman of the Supervisory Board:
Mr. Claus Peter Bernhardt

Members:
Mr. Christoph Greiner
Dr. Regine Hagen-Eck
Dr. Andreas Ludwig
Dr. Tilman Schad
Mr. Gerald Schinagl
Dr. René Wollert

Delegate members:
Maximilian Gressenbauer
Georg Kofler
Markus Rohrauer
Ernst Zimmermann

Geographical expansion

As a global player, Greiner is at home on nearly all continents. Our globalization strategy has further increased the number of countries where we do business in the last few years.



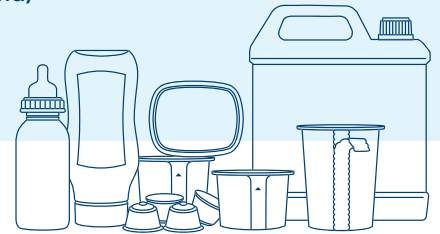


Customers & sectors:

Plastic packaging for food and consumer goods, technical parts for motor vehicles, chemical products, cosmetics, electronics, healthcare, retail, toys

Headquarters: Sattledt (Austria)
CEO: Manfred Stanek

34 locations in 19 countries



Customers & sectors:

Medical technology, diagnostics, life sciences for customers in the health sector

Headquarters: Kremsmünster (Austria)
CEO: Rainer Perneker

27 locations in 19 countries



Customers & sectors:

Foam materials for comfort, sports and technical applications, seat cushions for airplanes, boiler insulation, internal parts and acoustic insulation for cars

Headquarters: Kremsmünster (Austria)
CEO: Michael Schleiss

62 locations in 18 countries

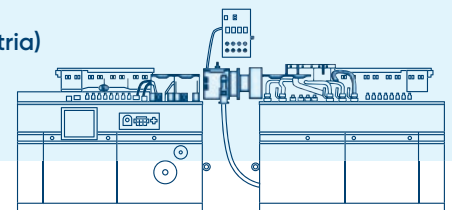


Customers & sectors:

Tools, machines and complete systems for profile extrusion

Headquarters: Nussbach (Austria)
CEO: Gerhard Ohler

12 locations in 7 countries

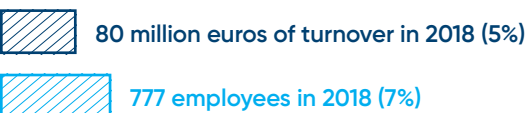
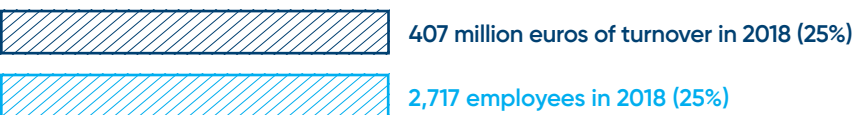
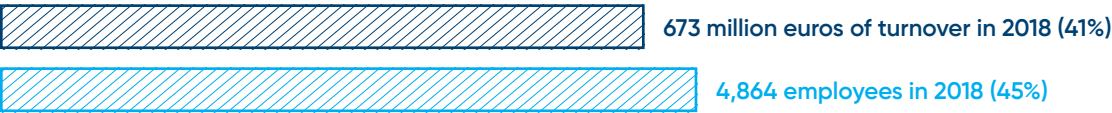




Total turnover in 2018:
1.631 billion euros (100%)

Total number of employees¹ in 2018:
10,785 people (100%)

¹ These figures (employees and turnover) are consolidated data from the Greiner annual report for 2018. They incorporate all joint ventures on a proportionate basis as well as the sales sites in addition to the global production sites. Further information on the system boundaries of this report can be found on page 38.



Four strong divisions –
at home
all over
the world

GRI 102-2, GRI 102-6, GRI 102-7

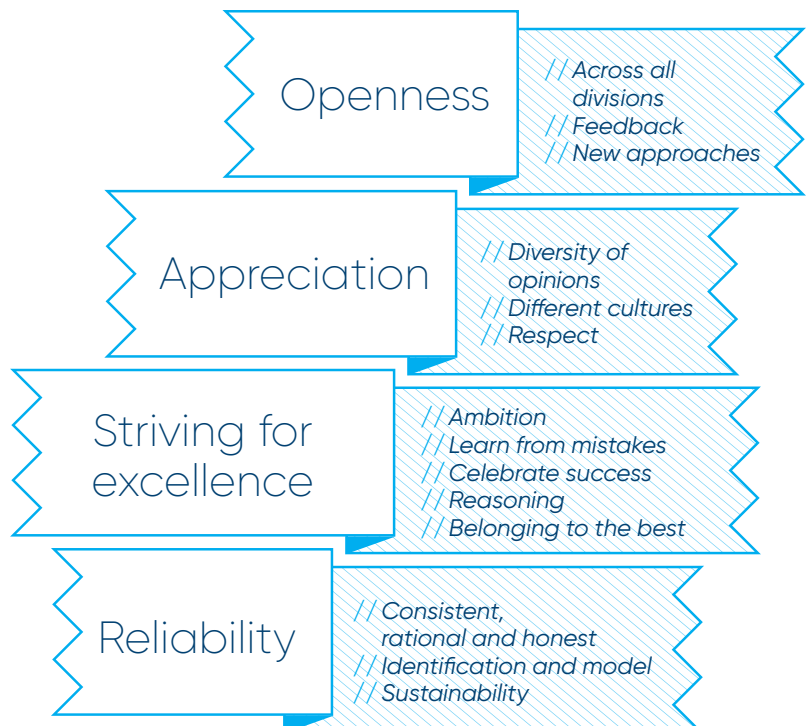
Our company values & principles

Every family and family business are based on their own values. This naturally also applies to us at Greiner. Our company values are the foundation for our success and guide our actions every day.

 GRI 102-16

Our values

- // ...characterize us as a company.
 - // ...give us a firm foundation.
 - // ...define our relationships with each other.
 - // ...shape our company culture.
 - // ...identify who we are as a company.
-





Compliance system: Group-wide & systematic

Compliance is an important topic which involves more than just complying with the legal regulations and internal requirements.

 GRI 102-16, GRI 103-1, GRI 103-2, GRI 103-3, GRI 205, GRI 205-3, GRI 206, GRI 206-1

-
- 
- 1 **We are committed to compliance with all legal norms and to value-oriented corporate action.**
 - 2 **We respect our employees as essential partners in ensuring the commercial development of our corporate group.**
 - 3 **We promote fair and free competition.**
 - 4 **We are opposed to any form of corruption.**
 - 5 **We are committed to handling our own property and the property of others responsibly.**
 - 6 **We separate professional and private interests.**
 - 7 **We ensure the economic, social and environmental sustainability of our corporate actions.**
-

In 2011, we decided to implement a Group-wide compliance management system, which is centrally controlled and certified according to [ISO 19600](#). It takes the special structural and cultural characteristics of a global company into consideration. The goal of this project was to create uniform standards throughout the company and develop a common compliance solution for all divisions worldwide. Likewise, employee awareness was promoted in that the implementation of the compliance guidelines was firmly established in the corporate structure. We at Greiner have a Code of Conduct which should ensure its integrity. It defines the principles of our work and provides guidelines for proper behavior. Seven guidelines are adhered to in the Greiner Code of Conduct.

The Code of Conduct has been translated into all relevant company languages. Every new employee is handed the Code of Conduct on his/her first day of work and makes a commitment to comply with it. In addition, compliance training is held at regular intervals and there is a local compliance officer at every site. We aspire to live our values and to behave in a legally and ethically impeccable manner. We also offer our employees, business partners and customers an additional way to report violations via our whistle-blowing platform [tell-greiner.com](#). In this reporting year, there are no pending legal proceedings due to anti-competitive behavior. There are likewise no confirmed cases of corruption.

A complex, changing world

Whether a company is small, medium-sized or large – global trends affect our business activities. But what are the megatrends that influence companies today? And in what context do companies want to reconcile the economical, ecological and social advantages?



Trend 1: Demography

By 2050, the global population will increase to 10 billion people. Compared with 7.6 billion people in 2018, this is an enormous rise which will very likely result in additional challenges to global society. While Africa's population will double by 2050, more than half of the world's population will live in Asia. India and China will be the most densely populated countries by far. With the global increase in the world's population, it is to be expected that global migration will continue to increase. Due to continued economic development and the expected successes in education, the world will most likely see more consumers of products and services at the global level. And while the

population is growing, we are also living longer. Based on estimates, the life expectancy by the middle of the century will reach an all-time high. Some experts speak of a "silver society". This could threaten economic growth and will most likely result in questions of resource diversion – such as when it comes to social spending and healthcare.



Trend 2: Climate change and the struggle for resources

In 2050, providing for all 10 billion people in the world will result in major challenges for resource consumption under normal conditions. Scientists predict that this in particular will continue to fuel climate change. Resource shortages will also be part of everyday life. By 2050, nearly 60 percent of the world's population will be confronted with water problems, for example. More people will in all probability result in an additional increase in CO₂ emissions due to increased agricultural production. Our energy supply also goes hand-in-hand with CO₂ emissions, while our emissions by 2050 would actually have to be reduced by 40 to 70 percent to limit global warming to less than 2°C by 2100. The necessary economic growth to be able to handle the population growth can also lead to problems with global energy consumption. It is still questionable today whether clean energy will prevail and whether the grid infrastructure will be sufficient. There is no doubt that innovation will be the key to preventing a global struggle for resources.



Trend 3: Technological revolution

Technological innovations have brought major changes in the past two decades. All experts also predict additional radical changes for the future. Industrial production will be further developed with modern information and communication technology, and will be further networked with intelligent and digital systems. The networking principle will dominate societal change and open a new chapter in the evolution of society. Digital communication technologies will fundamentally change our lives: Sociocultural codes will be reprogrammed and will give rise to new lifestyles and behavioral patterns. To successfully support this fundamental radical change, companies as well as individuals need new network expertise and a holistic, systemic understanding of the digital transformation. All aspects of society – such as politics, governance, education, science, lifestyles, collective intelligence networks, the development of open systems and health, including the transformation of the human genome – will be affected by this.



Trend 4: Global inequality and marginalization

In upcoming national economies like China and India, a persistent phase of strong economic growth has helped free millions of people from absolute poverty. While global society has been partially successful in fighting poverty in the last few decades, the latest data shows that globalization has also resulted in increasing inequality. The rising income inequality affects all countries and regions and bears the risk of threatening societal cohesion worldwide. Inequality can take different forms – such as in lifestyle and education. It can also manifest as unequal access to resources, such as health-care services. In any case, global inequality has a high potential for breeding discontent and ultimately destabilizing social peace. It is predicted that global inequality will be further fueled by technological innovations and an increasing digital divide.



Trend 5: Power shift

Since the early 1980s, economic weight and political power have been slowly but steadily shifting toward Asia. The United States will still be the dominating superpower in 2030, but as early as 2050, the world order will most likely no longer be dominated by the old, western world. The focus of the world economy will move toward Asia, creating a multi-polar political power system. This paradigm change can certainly lead to a confrontation between major players, such as the United States and China. China and India, in addition to other transition countries, such as Brazil, Mexico, Turkey and Indonesia, will increase their share of global GDP, thereby playing dominating roles on the global stage. This will also cause a shift in the political forces. Analysts agree that globalization is heading toward a polycentric and multilateral system – with a higher number of players who are connected to each other economically, financially and technologically. Globalization will also increase interdependency between nations and between the public and private sector.

UN Sustainable Development Goals

Ensuring sustainable development at the economic, social and environmental level is the focus of the so-called "Sustainable Development Goals".



The United Nations mean no less than the transformation of our world when they speak of the [Sustainable Development Goals \(SDGs\)](#). With this development agenda, we as a global society acknowledge that the Earth is facing enormous economic, social and ecological challenges. To address these, 193 member states of the United Nations passed the SDGs in 2015.

They define global priorities and goals for sustainable development until 2030 and promote global measures and cooperation of governments, companies and civil society. The goal is to end poverty and to establish life with dignity with opportunities for everyone. The SDGs create mutual understanding in all sectors on the international level and serve as guidelines for organizations for defining priorities.

The private sector plays a major role in achieving the SDGs since topics such as poverty, health, education, climate change and environmental degradation are also relevant to companies. The Sustainable Development Goals therefore encourage all companies worldwide to commit themselves toward solving sustainable development problems and to link their business strategies with global priorities.

Using the SDGs as a framework allows companies to shape, pursue, communicate and report their strategies, objectives and activities in one language which is understood by all stakeholders. As a company, we at Greiner continuously review our objectives and initiatives. For the near future, we intend to coordinate our business goals with the SDGs.



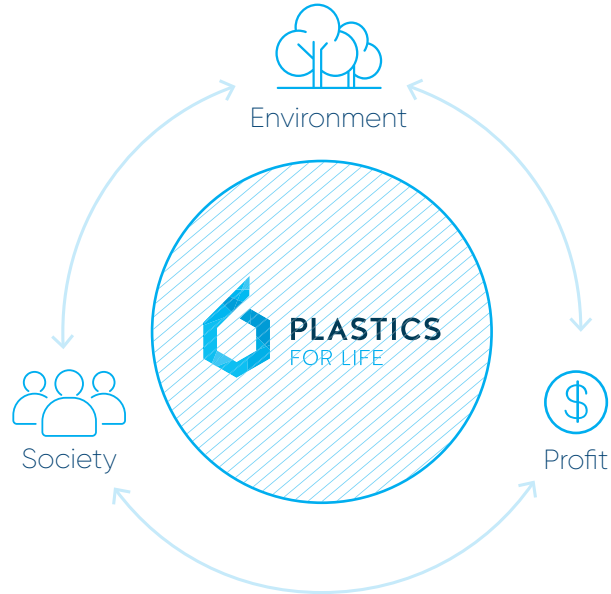
Plastics for Life – our sustainability strategy

GRI 102-11

We were convinced from the beginning that the more environmentally friendly and sustainable we are, the more successful we will be. It has always been obvious to us that changes and new approaches are an opportunity and bring long-term benefits. In 2015, we therefore initiated a strategy process that led to our sustainability strategy: Plastics for Life. It is the result of a long process and intensive talks with internal and external stakeholders. The name alone shows that we believe in plastics and their future.

In short: With our sustainability strategy, we want to show that sustainability and plastics do not conflict with one another. The 2015 revision of our corporate strategy and the integration of sustainability principles in our business and governance structures was a new and important chapter in our company history. Today, we are convinced more than ever that our strategy is successfully pointing the way to a circular business model, thereby laying the foundation for a profitable future.

To us, a sustainable company is more than just a company that saves energy. We have chosen a broad definition of sustainability: We want to be a sustainable employer, use resources in a sustainable manner, build sustainable customer relationships, develop sustainable products and also be a sustainable part of society. One thing we've learned nearly five years after establishing our sustainability strategy: Our efforts and investments are paying off.

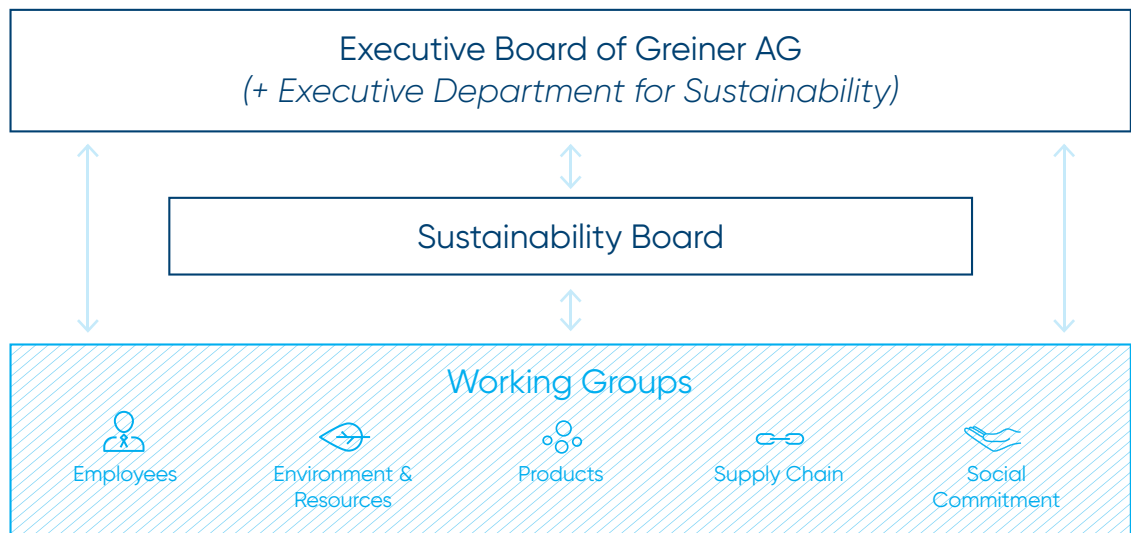


And our strategy (Plastics for Life) is beneficial for everyone: for humankind, the environment and our profitability. With our strategy, we have not only developed a framework, but also applied the precautionary principle. This involves the systematic application of risk assessment, risk management and risk communication.



Sustainability is firmly established

GRI 102-18



At Greiner, we are trying to become a more sustainable company in an interdisciplinary way across all divisions. The interaction between different disciplines provides the necessary expertise and the involvement of our Executive Board brings the necessary attention. This way, we make sure that steady progress is made.

The Executive Board of Greiner AG is the top decision-making body for economical, ecological and social questions – as well as for all strategic decisions concerning the range of sustainability topics. It makes decisions about the direction of the company strategy and is directly involved when it comes to implementation measures for our Plastics for Life strategy.

Besides our Executive Board, the Greiner Sustainability Board plays a key role. On this board, technical experts and executive employees of the company's headquarters develop strategic specifications in cooperation with our CEO.

The Sustainability Board meets once per quarter, assesses the progress and monitors the general sustainability measures. The Sustainability Board receives recommendations from five working groups, who work on the subject areas derived from our materiality analysis: "Employees", "Environment and Resources", "Products", "Supply Chain" and "Social Commitment".

The Executive Board, Sustainability Board and the specialist level in the working groups are supported by an Executive Department for Sustainability, which is assigned directly to the CEO and reports to him. This ensures efficient sustainability management over all company divisions and all sites worldwide.

The big picture – our materiality analysis

As a global company in the plastic and foam industry, we want to focus our commitment on the central sustainability areas and topics.

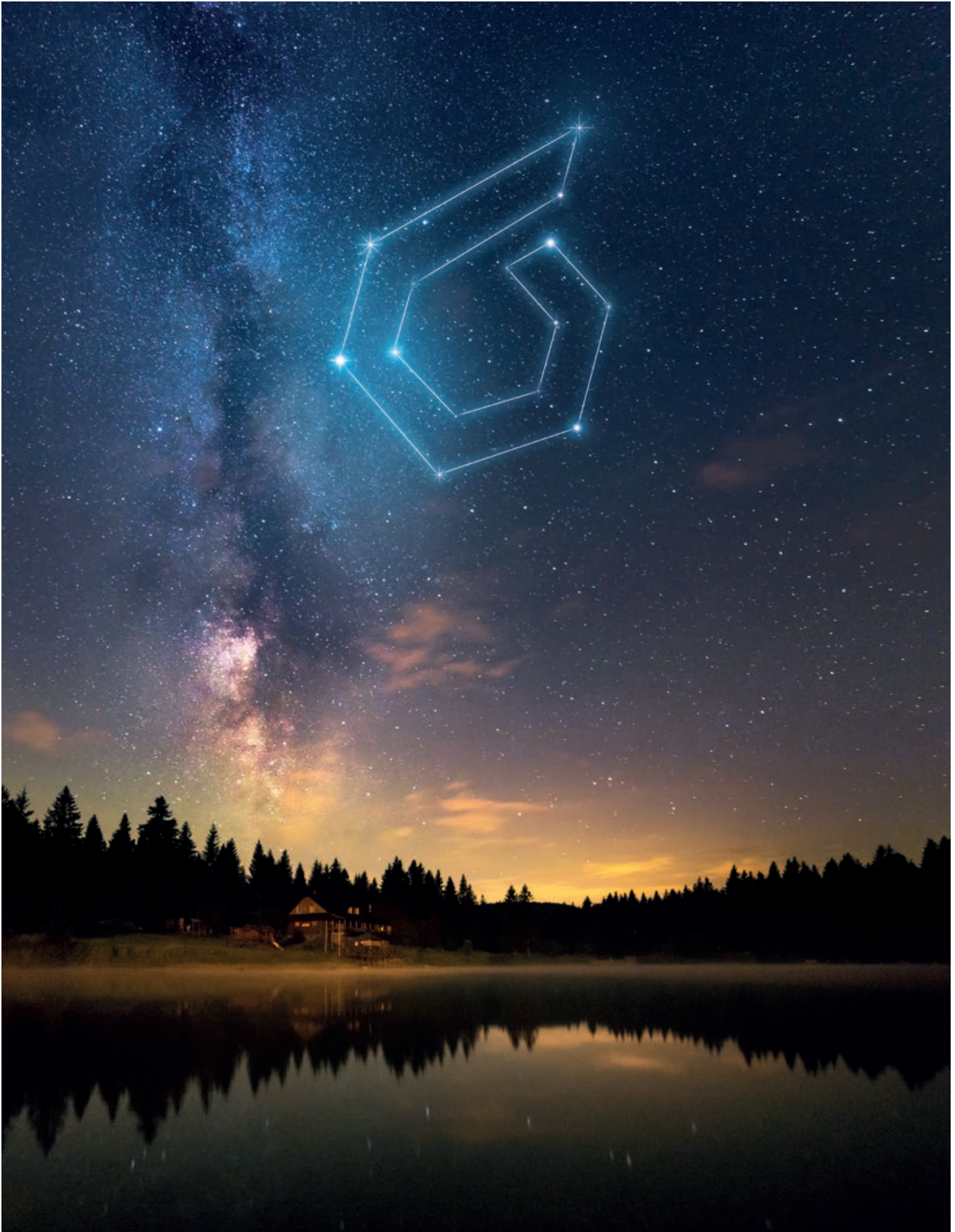
 GRI 102-42, GRI 102-43, GRI 102-44, GRI 102-46

Our **materiality analysis** identifies the most important economic, social and environmental topics which are of strategic importance to Greiner – both from an internal and external perspective. The analysis is closely related to our Plastics for Life sustainability strategy. It also ensures that this report covers the most relevant topics for Greiner and our stakeholders. The analysis process was supported by an external consulting service to maintain an objective and independent perspective – here, the requirements of the **GRI standards** were also observed.

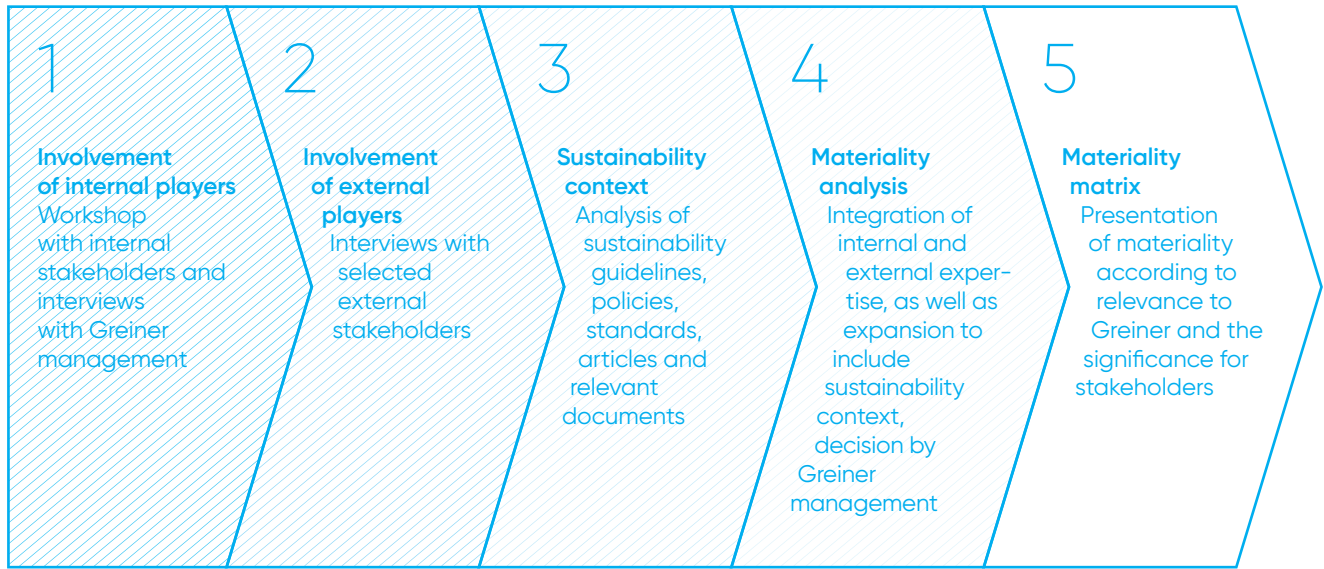
The process began at the end of 2015 with a workshop of Greiner-internal experts, during the course of which significant economic, social and ecological effects were identified. Extensive interviews with Greiner management followed.

A stakeholder analysis determined the most important external stakeholder groups and led to extensive qualitative interviews. Here, the stakeholders could focus on the sustainability topics most relevant to them from a wide selection.

For example, political decision-makers concentrated on plastic recycling, while non-governmental organizations highlighted the prevention of plastic waste in the oceans. Science, in turn, emphasized the increase in the recycling quota. Internal expert knowledge complemented the expectations of other groups – such as those from business customers, with whom Greiner maintains open and regular communication. These external perspectives were finally expanded with the internal views of the employees and Greiner management.



The development process for our materiality analysis

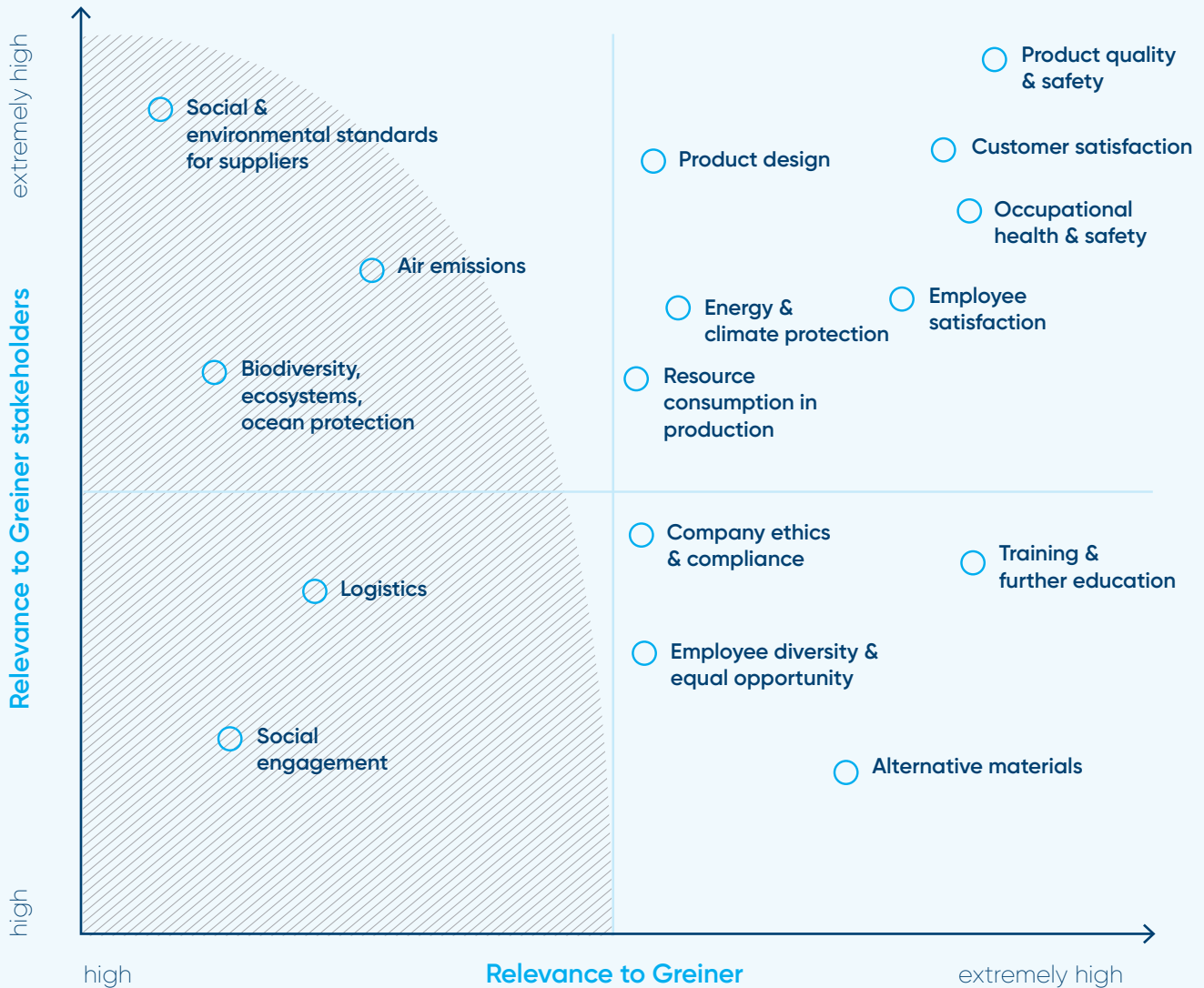


In addition to the involvement of internal and external players, an analysis of sustainability guidelines, scientific reports, policy documents and capital market standards was performed. The result is the Greiner materiality matrix shown on page 23, which highlights our eleven material and five other important sustainability topics. The materiality analysis and the topics contained therein are the central elements of our Plastics for Life sustainability strategy. The 16 areas identified as material and important topics for Greiner will then be described in more detail on pages 24 to 26. On pages 30 to 33 there is a concise allocation of all GRI codes given in the chapters to the material and other important topics.

 GRI 102-40, GRI 102-46, GRI 102-47



Material topics as result of the stakeholder evaluation



Points outside the shaded area = material topics



Points inside the shaded area = other important topics

Material topics

 GRI 102-46, GRI 102-47

Rating	Material topics	Description & classification of the topics	Reference to GRI standard	Support of SDGs
1	Product quality & safety	Greiner products are to be characterized by maximum safety and quality standards for customers and end consumers, which go beyond regulator requirements.	Greiner-specific topic; see also GRI 403	SDG 3: Good Health and Well-Being
2	Customer satisfaction	Greiner's direct customers are active in various sectors. Customer satisfaction is shaped by various factors, such as innovation, quality and delivery reliability.	Greiner-specific topic not covered by an existing GRI Standard	
3	Product design	Greiner has sustainable product design, and this applies to the entire life cycle – from the selection of the materials to the use of recycling material and resource savings all the way to the recyclability of the products.	Greiner-specific topic; see also GRI 301	SDG 12: Responsible Production and Consumption
4	Occupational health & safety	The prevention of work accidents for employees and all personnel who do work at Greiner sites, the prevention of physical and emotional work stress, and the general promotion of health are paramount here.	GRI 403	SDG 3: Good Health and Well-Being
5	Employee satisfaction	To position itself as an attractive employer, Greiner counts on occupational health and safety, employee diversity and equal opportunity as well as training and further education.	GRI 403 GRI 404 GRI 405 GRI 406	SDG 8: Decent Work and Economic Growth
6	Energy & climate protection	Energy efficiency and renewable energy at our own sites as well as in purchasing electricity create a low CO ₂ footprint in production. Saving on CO ₂ in the upstream and downstream value creation additionally affects climate protection.	GRI 302 GRI 305	SDG 7: Affordable and Clean Energy SDG 13: Climate Protection Measures



Rating	Material topics	Description & classification of the topics	Reference to GRI standard	Support of SDGs
7	Resource consumption in production	Handling resources responsibly at Greiner sites includes the efficient use of resources by reducing scrap and rejects, avoiding waste and collecting different types of waste separately, as well as being economical with water.	GRI 301 GRI 303 GRI 306	SDG 6: Clean Water and Sanitation SDG 12: Responsible Production and Consumption
8	Company ethics & compliance	High standards in company ethics are the consequence of effective compliance management. These should prevent corruption and anti-competitive behavior from our employees and when dealing with business partners, as well as ensuring compliance with regulations.	GRI 205 GRI 206 GRI 307 GRI 419	SDG 16: Peace, Justice and Strong Institutions
9	Training & further education	Educating young co-workers, targeted further education and consistent knowledge management are to strengthen employee expertise, thereby ensuring Greiner's success into the future.	GRI 404	SDG 4: Quality Education
10	Employee diversity & equal opportunity	Our goal is to have an organizational culture in which individual, social and cultural diversity are appreciated and people are not judged based on stereotypical prejudices. Dealing with differences capably is considered to be an asset at Greiner.	GRI 405 GRI 406	SDG 5: Gender Equality SDG 10: Reduced Inequalities
11	Alternative materials	The use of secondary materials is a major contributing factor in improving the ecological balance of raw materials in our products. Renewable raw materials might be used in subdivisions.	Greiner-specific topic; see also GRI-301	SDG 12: Responsible Production and Consumption

Other important topics

 GRI 102-46, GRI 102-47

Rating	Material topics	Description & classification of the topics	Reference to GRI standard	Support of SDGs
12	Social & environmental standards for suppliers	The promotion and examination of sustainability in Greiner supplier management is to ensure environmental protection, compliance with human rights and good working conditions in the supply chain.	Greiner-specific topic; see also GRI 103	SDG 8: Decent Work and Economic Growth SDG 7: Affordable and Clean Energy SDG 13: Climate Action SDG 12: Responsible Production and Consumption
13	Air emissions	This topic includes all potential air emissions of Greiner production sites. Here, this might involve emissions from combustion or production processes.	Greiner-specific topic. In current reporting, no GRI standard has been applied.	SDG 3: Good Health and Well-Being
14	Biodiversity, ecosystems, ocean protection	Plastics have a negative effect on the ecosystem if disposed of improperly. While Greiner has no direct influence on the disposal practices of end users and the waste management industry, organizations can be supported which try to improve disposal.	Greiner-specific topic. In current reporting, no GRI standard has been applied.	SDG 14: Life Below Water SDG 15: Life On Land
15	Logistics	The distance to suppliers and customers as well as mixed transportation (train, truck) determine environmental and social effects of the inbound and outbound logistics.	Greiner-specific topic. In current reporting, no GRI standard has been applied.	SDG 13: Climate Action
16	Social commitment	Greiner supports different organizations which are dedicated to social, cultural, environmental or athletic issues. The Greiner sites also support local initiatives and strengthen the regional economy.	Greiner-specific topic; see also GRI 103	SDG 17: Partnerships for Attainment of the Goals



Overview of the dialog with our stakeholders

GRI 102-43, GRI 103-2

Key players	Type of commitment & frequency	Result
Employees	Continuous communication with our employees about sustainability is the focus of our internal communication strategy. In addition to an employee newspaper and the Greiner intranet, we have established our own sustainability conference which deals with current developments regarding sustainability.	Our employees know why we do what we do, what the overriding goal is and what we can specifically do as a company. They are part of the change and are therefore integrated as sustainability ambassadors in the processes.
Non-governmental organizations	Non-governmental organizations are strong opinion makers in public debate. We have made it our goal to contribute to the objectification of the public discussion about plastics, the problems, but also the added value.	Communication with non-governmental organizations will help both sides understand.
Politics	The dialog with politicians has been intensified in the last 24 months. In our view, it is particularly important to talk about the regulatory hurdles which are preventing us from transitioning to a circular economy . Furthermore, we are regularly raising awareness for the added value of plastics to fight climate change on the national and European levels.	Better understanding of the challenges of the plastic industry as well as dialog to change the legislative framework.
Associations	As a company, we are actively cooperating in the industry associations, but also in initiatives along the value chain . We are convinced that many solutions can only be found together and cannot be reached by individual companies. One prominent example is our partnership with the Ellen MacArthur Foundation . There, we are working together with other players toward realizing a circular economy for plastics.	There are numerous advantages to cooperating with others: This promotes better understanding of markets, innovation, better communication with upstream and downstream partners, thereby making the development of more sustainable approaches possible.
Customers	We have continuous, bilateral communication with our customers, also in a platform framework, regarding more sustainable products, but also environmental topics. This ranges from the development of new, resource-efficient materials to design innovations to emissions. The dialog is different with every customer.	A better understanding of customer wishes and especially the shared development of more environmentally friendly, sustainable products and services.
Suppliers	The integration of our suppliers and business partners is usually done bilaterally, but continuously and organized. The central topics are the development of new sustainable solutions. These include the development of innovative materials, but also ensuring our high quality standards. In addition, we are implementing a large range of research and development projects with suppliers. Here, new materials and resource-efficient processes are being tested, and systems are being further developed.	The goal of supplier communication is to ensure the competitiveness and quality of our products. Furthermore, more environmentally friendly innovations often find their beginnings in cooperation with suppliers.

GRI Content Index

Option "Core"



General Disclosures

Code	Brief description of the disclosure	Remarks & omissions	Page in the report
GRI 102: General Disclosures 2016			
Organization profile			
GRI 102-1	Name of the organization		6
GRI 102-2	Activities, brands, products and services		6, 10–11, 89, 93, 97, 99
GRI 102-3	Location of headquarters		6
GRI 102-4	Location of operations		7, 9
GRI 102-5	Property and legal form		8
GRI 102-6	Markets served		9–11
GRI 102-7	Size of the organization	Restrictions (e.g. total capitalization and equity) due to confidentiality constraints	6–7, 10–11
GRI 102-8	Information about employees and other workers		50–51
GRI 102-9	Supply chain		110–113
GRI 102-10	Significant changes in the organization and its supply chain	No changes	
GRI 102-11	Precautionary principle or approach		18
GRI 102-12	External initiatives		16, 72, 76, 123, 127, 137
GRI 102-13	Membership in associations		137
Strategy			
GRI 102-14	Statement from senior decision-maker		5
Ethics and Integrity			
GRI 102-16	Values, guidelines, standards and behavioral norms		12–13
Governance			
GRI 102-18	Governance structure		19
Stakeholder engagement			
GRI 102-40	List of stakeholder groups		22



Code	Brief description of the disclosure	Remarks & omissions	Page in the report
GRI 102-41	Collective bargaining agreements	In Austria, with the exception of certain management positions, all working conditions are regulated with collective labor agreements. 23 percent of Greiner employees work at Austrian sites. The working conditions in other countries are also regulated in collective agreements. The coverage for all employees will be illustrated in the next Greiner Sustainability Report.	
GRI 102-42	Identifying and selecting stakeholders		20, 22
GRI 102-43	Approach to stakeholder engagement		20, 27
GRI 102-44	Key topics and concerns raised		20
Reporting practice			
GRI 102-45	Entities included in the consolidated financial statements	Other details in the 2018 annual report on the rear inside flap.	38
GRI 102-46	Defining report content and topic boundaries		22, 24–26
GRI 102-47	List of material topics		23, 24–26
GRI 102-48	Restatements of information	Not applicable – first report	
GRI 102-49	Changes in reporting	Not applicable – first report	
GRI 102-50	Reporting period		38
GRI 102-51	Date of most recent report		38
GRI 102-52	Reporting cycle		38
GRI 102-53	Contact point for questions regarding the report		38
GRI 102-54	Claims of reporting in accordance with the GRI Standards		38
GRI 102-55	GRI Content Index		28–33
GRI 102-56	External assurance		38

Topic-specific Disclosures – Material topics

Code	Material topics	Remarks & omissions	Page in the report
Product quality & safety			
GRI 103-1	Explanation of the material topic and its boundaries		88–89, 93–97
GRI 103-2	The management approach and its components		94–95
GRI 103-3	Evaluation of the management approach	The effectiveness of the management approach is constantly being assessed based on internal product tests, compliance with regulatory specifications and the evaluation of complaints.	
GRI 403: Occupational health & safety 2018			
GRI 403-7	Prevention and mitigation of occupational health and safety impact directly linked to business relationships		89–90, 97, 99
Customer satisfaction			
GRI 103-1	Explanation of the material topic and its boundaries		90–91
GRI 103-2	The management approach and its components		90–91
GRI 103-3	Evaluation of the management approach	The effectiveness of the management approach is constantly being assessed by communicating with customers and evaluating complaints.	
Product design			
GRI 103-1	Explanation of the material topic and its boundaries		83
GRI 103-2	The management approach and its components		86–90
GRI 103-3	Evaluation of the management approach		86–87
Occupational health & safety			
GRI 103-1	Explanation of the material topic and its boundaries		43, 56–57
GRI 103-2	The management approach and its components		57–58
GRI 103-3	Evaluation of the management approach	In the future, the effectiveness of the management approach will be measured by whether the respective objectives are met.	
GRI 403: Occupational health & safety 2018			
GRI 403-1	Occupational health and safety management system	No information available. The information will be provided in the next reporting cycle.	
GRI 403-2	Hazard identification, risk assessment, and incident investigation	No information available. The information will be provided in the next reporting cycle.	
GRI 403-3	Occupational health services		57–58
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	No information available. The information will be provided in the next reporting cycle.	
GRI 403-5	Worker training on occupational health and safety		58
GRI 403-6	Promotion of worker health		57–58



Code	Material topics	Remarks & omissions	Page in the report
GRI 403-8	Workers covered by an occupational health and safety management system	No information available. The information will be provided in the next reporting cycle.	
GRI 403-9	Work-related injuries		57
Employee satisfaction			
GRI 103-1	Explanation of the material topic and its boundaries		59
GRI 103-2	The management approach and its components		59
GRI 103-3	Evaluation of the management approach		59
Energy & climate protection			
GRI 103-1	Explanation of the material topic and its boundaries		63, 68–69
GRI 103-2	The management approach and its components		66–69, 72
GRI 103-3	Evaluation of the management approach	In the future, the effectiveness of the management approach will be measured by whether the respective objectives are met.	
GRI 302: Energy 2016			
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GRI 302-3	Energy intensity		70
GRI 305: Emissions 2016			
GRI 305-1	Direct (Scope 1) GHG emissions*		72–73
GRI 305-2	Energy indirect (Scope 2) GHG emissions		72–73
GRI 305-4	GHG emissions intensity		72–73
Resource consumption in production			
GRI 103-1	Explanation of the material topic and its boundaries		74–79
GRI 103-2	The management approach and its components		65–67, 74–75, 78–79
GRI 103-3	Evaluation of the management approach	In the future, the effectiveness of the management approach will be measured by whether the respective objectives are met.	
GRI 301: Materials 2016			
GRI 301-1	Materials used by weight or volume		78
GRI 301-2	Recycled input materials used		79
GRI 303: Water and effluents 2018			
GRI 303-1	Interactions with water as a shared resource		76–77
GRI 303-2	Management of water discharge-related impacts	No information available. The information will be provided in the next reporting cycle.	76–77
GRI 303-3	Water withdrawal		76–77

* Carbon accounting

Material topics

Code	Material topics	Remarks & omissions	Page in the report
GRI 306: Effluents and waste 2016			
GRI 306-2	Waste by type and disposal method		74–75
Company ethics & compliance			
GRI 103-1	Explanation of the material topic and its boundaries		13
GRI 103-2	The management approach and its components		13
GRI 103-3	Evaluation of the management approach		13
GRI 205: Anti-corruption 2016			
GRI 205-3	Confirmed incidents of corruption and actions taken		13
GRI 206: Anti-competitive behavior 2016			
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		13
GRI 307: Environmental compliance 2016			
GRI 307-1	Non-compliance with environmental laws and regulations	No information available. The information will be provided in the next reporting cycle.	
GRI 419: Socio-economic compliance 2016			
GRI 419-1	Non-compliance with laws and regulations in the social and economic area	No information available. The information will be provided in the next reporting cycle.	
Training & further education			
GRI 103-1	Explanation of the material topic and its boundaries		43, 52–53
GRI 103-2	The management approach and its components		52–55
GRI 103-3	Evaluation of the management approach		52–53
GRI 404: Training & education 2016			
GRI 404-1	Average hours of training per year per employee	Further education hours per employee according to gender; further education hours per employee according to employee category (worker, salaried, manager)	53
GRI 404-2	Programs for upgrading employee skills and transition assistance programs		53–55
Diversity and equal opportunity			
GRI 103-1	Explanation of the material topic and its boundaries		43, 46–49
GRI 103-2	The management approach and its components		46–51
GRI 103-3	Evaluation of the management approach		50–51
GRI 405: Diversity and equal opportunity 2016			
GRI 405-1	Diversity of governance bodies and employees		50–51



Code	Material topics	Remarks & omissions	Page in the report
GRI 406: Non-discrimination 2016			
GRI 406-1	Incidents of discrimination and corrective actions taken		49
Alternative materials			
GRI 103-1	Explanation of the material topic and its boundaries		78–79
GRI 103-2	The management approach and its components		78–79, 89–91, 98, 101
GRI 103-3	Evaluation of the management approach	In the future, the effectiveness of the management approach will be measured by whether the respective objectives are met.	

Other important topics*

Social & environmental standards for suppliers			
GRI 103-1	Explanation of the material topic and its boundaries		107
GRI 103-2	The management approach and its components		107, 115–119
GRI 103-3	Evaluation of the management approach		115–120
Social engagement			
GRI 103-1	Explanation of the material topic and its boundaries		126–139
GRI 103-2	The management approach and its components		27, 126–139
GRI 103-3	Evaluation of the management approach	The effectiveness of the management approach will be measured by the success of the supported partnerships in the future.	

* Topics which are discussed in the report, even if they were not defined as material topics according to the materiality analysis.

Glossary

atmosfair

atmosfair is a non-governmental organization which offers to compensate for greenhouse gas emissions from air travel, sea cruises, distant bus journeys or events on its website. In return, climate protection projects all over the world are implemented and financed with the money.

Business Social Compliance Initiative (BSCI)

The BSCI is a platform for improving social standards in global value chains. Every year, the initiative publishes, among other things, a ranking of high-risk countries, which rates areas such as corruption, political stability, or freedom of expression.

Carbon accounting

The term describes the recording of greenhouse gas emissions. Carbon accounting systems can include emissions over varying depth: Scope 1 emissions come from emission sources within the system boundaries under consideration. Scope 2 emissions arise from the generation of energy obtained from the outside. Scope 3 emissions are all other emissions, which are caused by company activity, but are not under the control of the company.

Carbon pricing system

The establishment of CO₂ prices is one method to charge those who emit CO₂. This should help reduce emissions. The fee, which is also called the carbon price, is the amount that must be paid for the right to emit a ton of CO₂ into the atmosphere.

CDP

CDP is a non-profit organization founded in 2000, which allows companies and communities to publicize their environmental data, such as climate-damaging greenhouse gas emissions and water consumption. Once a year, on behalf of investors and on a voluntary basis, CDP collects data and information about CO₂ emissions, climate risks, as well as the reduction goals and strategies of companies.

Circular economy

The circular economy is a model for production and consumption where existing materials and products are shared, leased, reused, repaired, reprocessed and recycled for as long as possible. This prolongs the life cycle of products so that fewer resources are used.

Compliance

Compliance refers to the compliance with legal regulations, regulatory standards and meeting other major, usually self-imposed, ethical standards set by the company. At its core, it describes company compliance with laws, guidelines and voluntary codes.

CO₂ emissions

CO₂ emissions are a major component of the global carbon cycle and, as a natural component of the air, a significant greenhouse gas in the earth's atmosphere. Due to human activity, the amount in the earth's atmosphere has increased from about 280 ppm (parts per million) at the beginning of industrialization to about 400 ppm in 2015. This increase has intensified the greenhouse effect which, in turn, is the cause for the current global warming.

Earth Overshoot Day

Earth Overshoot Day is part of a campaign of the Global Footprint Network and refers to calendar date on which humanity's resource consumption for the year exceeds what the earth produces. It is also the time at which society lives beyond its means from an ecological point of view.

Ecodesign

Ecodesign – also called ecological design or sustainable design – is oriented toward sustainability principles. The goal is to use the available resources intelligently with the greatest possible benefit for all players involved (along the value chain) with minimal environmental impact and under socially fair conditions.



Ecological footprint

The ecological footprint describes the biologically productive area on the earth which is required to make the lifestyle and standard of living of a person possible long-term. This is referred to as a sustainability indicator.

EcoVadis

EcoVadis provides companies with integrated ratings in the area of company responsibility using a platform. EcoVadis ratings rate companies and analyze a wide range of non-financial key figures which provide information about how a company handles topics, such as the environment, labor and human rights, ethics and sustainable procurement.

Ellen MacArthur Foundation (EMF)

The EMF was founded in 2010 with the goal of accelerating the transition to a circular economy. Since then, it has developed into a global pioneer, which, together with companies, is promoting the circular economy issue with decision-makers in companies, governments and science.

European Food Safety Authority (EFSA)

EFSA is an agency of the European Union which provides information about risks involving food and provides scientific advice concerning this. The work of the authority covers the effects on food and feed safety, animal health, plant protection and plant health, as well as nutrition.

Food and Agriculture Organization of the United Nations (FAO)

The FAO is a special organization of the United Nations. Its job is to globally improve the production and distribution of agricultural products in general, and food in particular, in order to safeguard the global food supply and to improve the standard of living of the people.

Greenhouse gases (GHG)

GHG are gases which contribute to the greenhouse effect and which have both a natural as well as an anthropogenic origin. The rise in the concentration of various greenhouse gases, particularly carbon dioxide (CO₂), intensifies the greenhouse effect and leads to global warming, which itself is associated with numerous consequences.

GRI standards

The GRI is an independent, non-profit organization, which encourages companies to voluntarily measure their economic, ecological and social performance based on strict guidelines and protocols and to report this. The GRI standards are guidelines for creating company sustainability reports.

Intergovernmental Panel on Climate Change (IPCC)

The IPCC was founded in 1988 as a intergovernmental institution, in order to summarize the status of scientific research on climate change for political decision-makers. The goal of the IPCC is to offer basic principles for science-based decisions without making recommendations for action.

ISO 14001

ISO 14001 is an international environmental management standard from the International Organization for Standardization. It contains numerous other standards for various areas of environmental management, including those for ecological assessment, environmental indicators or for environmental performance rating.

ISO 19600

ISO 19600 is an international standard. It contains guidelines for using compliance management systems. These systems help to detect non-compliant behavior, to understand it, and to properly react to it as a company.

ISO 45001

ISO 45001 is a standard published in March 2018 and describes requirements for an occupational safety management system as well as instructions for implementation. ISO 45001 will replace the Occupational Health and Safety Assessment Series (OHSAS) 18001.

ISO 50001

ISO 50001 is an important globally valid standard from the International Organization for Standardization, which is supposed to support organizations and companies in developing systematic energy management. It can also be used to verify that an energy management system meets the standard with certification.

Leitbetriebe Austria

Leitbetriebe Austria is an independent business network across all industries which honors exemplary companies of the Austrian economy. Sustainable company success, innovation and social responsibility are especially important as rating criteria for the certification.

LIMAK Austrian Business School

LIMAK was founded in 1989 in cooperation with business, industry, the public sector and Johannes Kepler University in Linz, and is the oldest business school in Austria. It offers an internationally oriented in-service qualification and further education of managers for companies and institutions.

Make-Use-Dispose

"Make-Use-Dispose" describes a linear economical system, where raw materials for manufacturing a product are used, and after their use, become waste and are disposed of (e.g., packaging). There is no re-use and is therefore the opposite of a circular business model.

Materiality analysis

A materiality analysis is fundamental to any sustainability strategy. It determines which sustainability topics are significant for a company and which should therefore be the focus of their sustainability management. With our materiality analysis, we ensure that our sustainability strategy addresses those topics most important to our business.

Plastic Bank

The Plastic Bank is an organization founded in North America. It makes the value of plastic waste visible by exchanging money and non-cash benefits for plastic. This stimulates recycling ecosystems worldwide and interrupts the discharge of plastic into our oceans. At the same time, it helps people in poverty to build a better future.

Plastics for Life

Plastics for Life is the name of the Greiner sustainability strategy, which was developed in 2015 after an intensive dialog with our internal and external stakeholders. The core of the strategy envisages reconciling plastics and foams with ecological, social and economic aspects, thereby ensuring their sustainability.

Polymers

Polymers are the main component for manufacturing plastics and can be classified into natural and synthetic polymers. Synthetic polymers are materials manufactured industrially through poly-reactions or on a laboratory scale – these include polyethylene (PE), polystyrene (PS) and polypropylene (PP).

Polyolefins

Polyolefins are polymers. In their polymer form, polyolefins are robust, flexible plastics with numerous applications. The most important representatives of this group of plastics are polyethylene (PE) and polypropylene (PP), which are increasingly being used as material at Greiner.

Polyurethanes (PU)

Polyurethanes are plastics or synthetic resins. Foams can be made of PU. These are also known as foam rubber, among other things, and are used as cleaning sponges, mattresses or seat cushions, but also for heat insulation in buildings, on refrigerating devices, heat and cold reservoirs, as well as in pipe systems (plastic sheath composite pipe, flexible composite pipes).

Primary raw materials

Primary raw materials are natural resources which have not been processed other than being removed from their natural source. They are extracted from nature due to their value and are either consumed directly or are used as starting material for other processing stages in production, construction or as fuel.



Red Cross

The International Red Cross and Red Crescent Movement is a humanitarian relief organization which includes the International Committee of the Red Cross and the International Federation of Red Cross and Red Crescent Societies as well as the national Red Cross and Red Crescent Societies. Their most important tasks in their home countries are disaster relief and the dissemination of the Geneva Conventions.

Secondary raw materials

Secondary raw materials are raw materials obtained by reprocessing (recycling) disposed-of material. They make up the starting material for new products and differ from primary raw materials (extracted from nature). These are then materials which are multiply used in a cascade within the framework of the raw material economy.

Sedex (Supplier Ethical Data Exchange)

Sedex is an online platform. It offers its members the option of presenting information about social and ethical processes and one's own performance to customers and partners. The goal is to provide more transparency and safety over the entire supply chain and beyond.

STEM

The term STEM is a summarizing name for academic subjects, fields of study and careers from the areas of science, technology, engineering and mathematics. The German abbreviation is MINT for Mathematik, Informatik, Naturwissenschaft and Technik.

Sustainable Development Goals (SDGs)

The SDGs are 17 goals set out by the United Nations. These include the fight against extreme poverty, high-quality education for all children, gender equality and equal opportunity, and the promotion of responsible consumption and production to protect the planet and to ensure prosperity for everyone.

Value chain

The term "value chain" refers to the sequence of activities that a company performs to design, manufacture, sell, deliver and support his products or services. The activities create value, consume resources and are interconnected in processes.

Water Risk Filter

The Water Risk Filter is a leading online tool which was developed by the World Wide Fund for Nature (WWF) and the German development financing authority, DEG (a German investment and development company). The Water Risk Filter allows users to investigate, assess and react to water risks.

World Economic Forum (WEF)

The WEF is a foundation known for the annual meeting they organize with the same name which takes place every year in Davos. On this occasion, internationally leading economists, politicians, scientists, social actors and journalists come together to discuss current global issues. In addition to the meetings, the WEF regularly publishes research reports.

About this report

 GRI 102-45, GRI 102-50, GRI 102-51, GRI 102-52, GRI 102-53, GRI 102-54, GRI 102-56

This document is the first Greiner Sustainability Report. This provides insight into the previously performed measures as well as Greiner's current environmental performance. We have set a number of ambitious goals. This will support us in being able to make an even bigger contribution toward doing business in a sustainable way. Our sustainability approach is based on the subject areas: "Supply Chain", "Environment and Resources", "Employees", "Products" and "Social Commitment". These five areas were identified in a materiality analysis framework and are particularly relevant to our stakeholders.

The reporting period goes from January 1, 2018 to December 31, 2018. For purposes of comparison and to clarify the development of important performance indicators over a longer period of time, a few key figures will also be shown from 2017. For this report, key figures have been collected from the biggest management sites as well as from production sites where Greiner has a stake higher than 50 percent. Joint ventures with a stake of 50 percent or less, as well as sales locations, are not included in this report. The three production sites: Greiner Packaging in Rastatt (Germany), Greiner Packaging in Wernberg (Austria) and Greiner MULTifoam in Linz (Austria) will be closed in 2019 and are therefore also not included in the report.

Furthermore, at the beginning of the reporting period, Greiner TechProfile and Greiner Extrusion Austria in Nussbach (Austria) merged. Accordingly, these two sites are considered to be one site.

The financial figures cover all consolidated Greiner companies. A corresponding list can be found in the Greiner annual report. This report was prepared in agreement with the GRI standard: option "core". This report did not undergo external review. The key figures were collected from key figure reporting, checked for plausibility and analyzed by external consultants. Any deviations in the key figures are due to being rounded.

The Greiner Sustainability Report is expected to be published every two years. The next sustainability report should therefore be presented in 2021. The report is published in German and English and is also available online at sustainability.greiner.com.

If you have any questions about our sustainability report, please contact Mr. Stefan Grafenhorst, Head of Sustainability & Corporate Responsibility of Greiner AG, at stefan.grafenhorst@greiner.com.

We are looking forward to your feedback.



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The infographics in this sustainability
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GRI standards:

The GRI standards relevant for the
respective articles can be found in the
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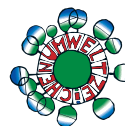


Glossary:

When reading the chapters, you will
find highlighted terms in the text,
which are explained in the glossary on
pages 34–37.



You can also find further information
about this sustainability report at
our Greiner sustainability website
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greiner 

Employees



"I can promise that trust, recognition and appreciation will always be the driving principles as long as Axel Kühner and I are responsible."

Hannes Moser
Chief Financial Officer Greiner AG



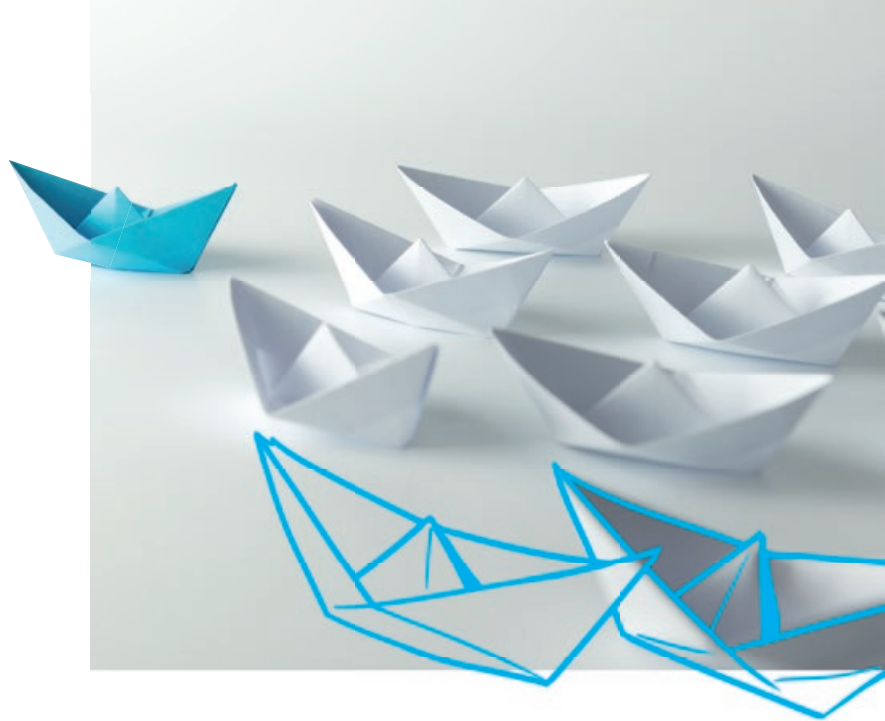
Our entrepreneurial success is based on the talent, passion and commitment of our employees. That is why we are uncompromising when it comes to the creation of a work environment that promotes the well-being and the inspiration of our employees. Since the day when our company was established in 1868, we have been an entirely family-run company. These roots have always defined our attitude towards our employees and have fundamentally influenced our corporate culture.

Social and economic trends such as the demographic change, the change in values and a growing percentage of working women are generating a continuous change in the world of work. Sustainability means for us that as a company, we constantly adapt to these changed circumstances anew and develop further together with our employees.

We build on highly motivated, competent employees who remain loyal to us over years and are enthusiastically active for Greiner. "What characterizes a good sustainable employer today?" is therefore the higher-level question regarding our activities. In this context, diversity, possibilities for professional further development but also company healthcare and occupational safety are central aspects that we concentrate on across the Group. Diversity is promoted in all areas, and a broad range of further education and development possibilities creates the basis for individual career planning. In addition, preventative measures for preserving health and the occupational safety of our employees play an important role.

We have a great responsibility for our employees. Our goal is to be a reliable and fair employer that offers its employees maximum possibilities for development. In order to underscore this goal, we have decided to integrate sustainability criteria in the target agreements of our managers by the end of 2020.

 GRI 103-1, GRI 403, GRI 404, GRI 405, GRI 406



Greiner bears the "karriere.at seal of quality for open insights". The seal of quality is an award presented by the biggest Austrian job portal karriere.at. The award honors employers with above-average commitment to facilitating transparent employer reporting with authentic insights for candidates.



Greiner is *Leitbetriebe Austria*-certified. *Leitbetriebe Austria* is a cross-sector business network that honors exemplary companies in Austrian business. In the assessment and subsequent certification, long-term company success, innovation and social responsibility are top priority.



Hannes Moser
Chief Financial Officer Greiner AG



The goal:
To be a modern,
sustainable
employer



A good corporate climate, flexible working hours, fair remuneration: These topics are on the wish list of the young generation. In order to gain talented employees, the aim as a company is to find an answer to these requirements.

Interview with Hannes Moser

Mr. Moser, flexibility, work-life balance, carrying out a gainful activity, and appropriate remuneration are important to the young generation. How do you handle that at Greiner?

The requirements of companies have changed, and it is now about finding answers to this. I am convinced that it is still also very important to express respect to the employees. Our employees should know that we are grateful for their dedication. We have to give them the opportunity to express their opinion, which means that we guarantee genuine participation. We thus meet the requirements of young people in our corporate culture. We must also show a clear career path. Forging new paths so that flexibility is not just a buzzword must also be our goal.

Leadership is the buzzword today of the management world. How do you want to promote good leadership at Greiner?

People are different, and we all have our strengths and weaknesses. For me, leadership is always about creating an environment in which our employees are inspired to contribute to solving the problems of our time. That is precisely what we want to see at Greiner. With our managers, we want to develop a common vision that motivates our employees in the long term with empathy and responsibility that is lived.

The world around us is changing at a tremendous pace. How do you ensure that the people at Greiner support these numerous changes?

The change is huge. A glance at our packaging business is the best example: the transition from a linear to a circular business model. In order to make this change a success, we have to win the hearts and minds of everyone. We want to understand and manage change and mobilize people. We have to constantly explain how we want to respond to the changed conditions. It is our task to promote a lively exchange on the topics that occupy our employees. I also consider it to be important to permit a healthy and positive attitude towards mistakes. Because only if we are not afraid of making mistakes and learn from such mistakes, can they be a huge asset.

As a family-run company, Greiner has a special culture of trust, recognition and respect. Will this culture remain when Greiner becomes even more international?

This company will never be like any other. The people and our history make it unique. I can promise that trust, recognition and appreciation will always be the driving principles as long as Axel Kühner and I are responsible. However, our strategy of globalization and diversification brings new cultures and people with different identities and backgrounds into the company. I hope very much that we as a company accept the new ideas that this brings and make the best out of the diversity that the world offers.



We love diversity

Every person is unique, and we respect the individuality of our employees. Different approaches in thinking and actions are the basis for our entrepreneurial success. That is why we see diversity as an enrichment and engine for growth.

 GRI 103-1, GRI 103-2, GRI 405

More than 10,785¹ people work at Greiner worldwide. Every employee is different and contributes ideas and inspiration to our company. We perceive this diversity as a great asset because innovation and sustainable success are based on different skills, experiences and perspectives.

We are convinced that the diversity of different people is the basis for our entrepreneurial success. Particularly as an internationally active company, we benefit from intercultural competences, the diversity of the languages,

different life concepts and different approaches of our employees. We know that heterogeneous teams succeed better in understanding the requirements of our international customers and successfully developing the right solutions. That is why we proactively advocate diversity, multiple perspectives and equal opportunities. We create an organizational culture in which individual, social and cultural diversity are appreciated, and people are not rated according to stereotypical prejudices. We see the competent handling of diversity as an enrichment and as a quality feature in management competence. We welcome different perspectives and are strengthened by a diversity of culture and ethnic origin, age, gender, skin color, sexual orientation, gender identity/expression, mental and physical skills as well as different life and work circumstances.

¹ The number of employees indicated is consolidated data from the 2018 Greiner Annual Report. It incorporates all joint ventures on a proportionate basis as well as the sales sites in addition to the global production sites. Further information on the system boundaries of this report can be found on page 38.



Our guiding principles for greater diversity

We respect the individuality of our employees and want to promote diverse teams. To strengthen our organizational culture, we have therefore developed a diversity guiding principle that constitutes a formulation of values and attitudes and is intended to help us create a common and uniform understanding of diversity.

// *Promoting diversity*

We respect and appreciate the diversity of our employees. We do this independently of gender, sexual orientation, age, skin color, culture, origin, religion, ideology, physical impairment or other characteristics.

// *Creating links*

We encourage our employees to contribute their individual diversity. We want to actively use their diverse experiences, perspectives and competencies. They reflect the diversity of our customers, suppliers and other stakeholders.

// *Perceiving diversity as an enrichment*

We consider the opinion of others to be equal. This means that we do not tolerate discriminatory opinions under any circumstances. We understand cultural differences as an opportunity to learn and try to combine the best from different cultures.

// *Mixed teams work*

We live from commonalities and differences. We want the cautious and the adventurous, the younger and the older ones, the experienced and the inexperienced ones, women and men. What is the saying? It's the mix that matters.

// *Facilitating individual life plans*

We want to make both possible: an exciting professional career and time for one's private life. We want to support the reconcilability of family, studies and job in all ways of life and life situations in the best possible way – from becoming a parent to caring for relatives.

// *Promoting gender equality*

The different perspectives of the genders enlarge our potential for innovation. We therefore promote the efficient collaboration between women and men and contribute to gender equality.

// *Preserving transparency and equal opportunities*

We create equal opportunities and transparent procedures in the filling of vacancies, elections for bodies and incentive measures. Selection focuses on the talent, ability and hard work of the employee.

// *Replacing age as a criterion*

We want to bring together different age groups with different claims, qualifications and work as well as life experiences. Young talents with new, unconventional ideas and older employees with experience and expertise pull together.

// *Eliminating prejudices*

We want to try to combat unconscious prejudices and nullify them because all our behavior is influenced by subconscious prejudices. Recognizing and reflecting on them is something that we want to achieve together.

What we do in order to meet our requirements as a sustainable employer

GRI 103-1, GRI 103-2, GRI 405

Developing management competence

For an internationally active and growing corporate group, management is a central topic, and intercultural management competence is a decisive success factor. We support and encourage our managers in their experiences, accompany them and want to show development paths. Training programs (on the topic of leadership) for managers as well as young managers are therefore a fixed component.

Achieving goals together with young and old

The contribution of different experiences and perspectives of people from different age groups and career levels is decisive for our corporate success. Within our 150-year corporate history, the workforce has become substantially more heterogeneous with regard to age. Among others, older people are remaining increasingly longer in employment. Different age groups with different requirements, qualifications, and work and life experiences are thus working together.



A glance at the age structure of the employees in 2018 shows that most of our employees are in the age group of between 30 and 50.¹

¹ Employees of joint ventures and the global sales sites are not part of this analysis. Further information on the system boundaries of this report can be found on page 38.



In the Greiner crèche, there are up to 24 places available for children of working parents.

Leaving no room for discrimination

In order to guarantee equal opportunities in the best possible way and not leave any room for discrimination, a whistle-blowing platform has been established at Greiner. The Greiner whistle-blowing system not only offers the opportunity to report **compliance**-relevant incidents but also any cases of discrimination. Information can be reported in an anonymous form via our whistle-blowing system **tell-greiner.com** by all employees but also by customers and business partners of Greiner.

Reconciling job and family

The reconcilability of family and job is a special concern of ours as a family-run company. We want to support parents who have a duty of care and in particular women to rejoin the workforce. At the site in Kremsmünster (Austria), for instance, the company has had its own crèche since 2003. A total of 24 places are available for children between the ages of one and three. Both employees as well as parents who do not work for the company can use the facility. In 2018, there was not one but two groups for an average of 20 young children. Our Greiner crèche is open all year round and strives to offer optimum opening hours for our working parents.

Our employees (2018)

In 2018, an average of 10,785 people were employed at Greiner in a direct or indirect contractual relationship. The overriding number of employees has a direct employment contract and a full-time employment relationship.

GRI 102-8, GRI 103-2, GRI 103-3, GRI 405, GRI 405-1

657 Employees (indirect contractual relationship ¹)	9,159 Employees (direct contractual relationship)
<u>2017: 759</u>	<u>2017: 8,765</u>



25%
Women with
leadership
and/or
management
responsibility³
2017: 29%



36%
Women in
production
2017: 34%

43%
Women in
administration
2017: 43%

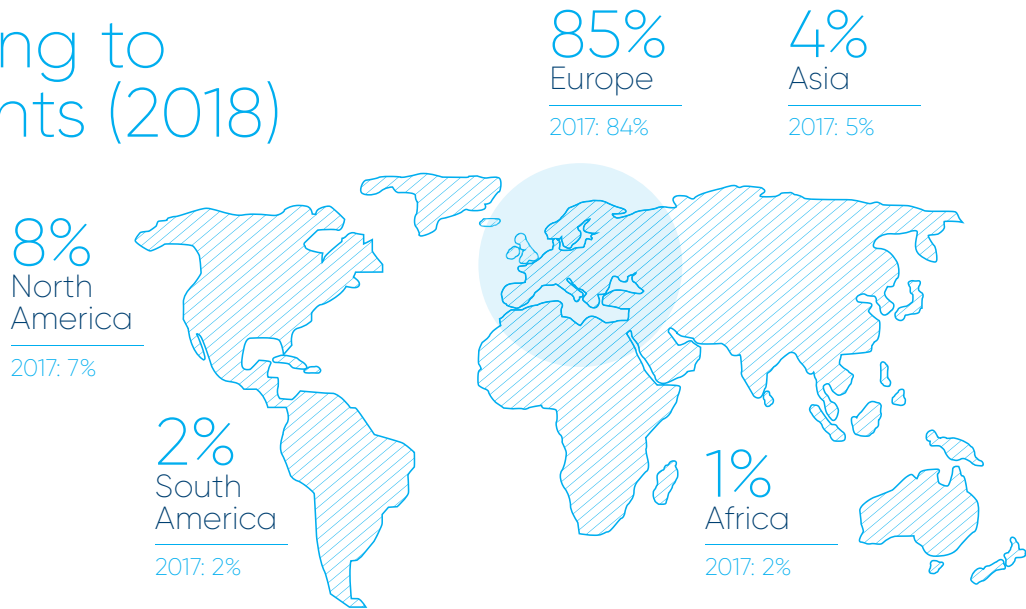
¹ Employees with an indirect contractual relationship include people who do not have a direct contractual relationship with Greiner. In other words, these people work for Greiner but have a contractual relationship with an external company.

² Employees of joint ventures and the global sales sites are not part of this analysis. Further information on the system boundaries of this report can be found on page 38.

³ Leadership and/or management responsibility includes the people who have personnel or budgetary responsibility. These include the following positions: CEO, General Manager, Executive or Managing Director and the level below the company management.



Employees according to continents (2018)



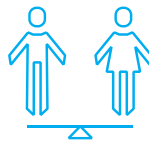
Promoting diversity

The different perspectives of the genders enlarge our potential for innovation and make it possible for us to develop better solutions for our customers. We would therefore like to sensitize employees to the benefits of gender diversity and promote efficient collaboration. In order to support equality, and in particular the promotion of women, we have therefore set ourselves the following goals:



35% of managers are to be women by 2025

We champion gender equality and are striving to increase the percentage of women in all management positions from 25 percent in 2018 to 35 percent by 2025.



50% of our employees outside of production are to be women by 2025

A high percentage of activities in the area associated with production are staffed with men. We would therefore initially like to increase the percentage of women outside of production to 50 percent by 2025.



Training & further education as a success factor

Our committed and qualified employees contribute to the success story of Greiner to a very high degree. We therefore invest intensively in the training and continuing education of our employees and support them in exploiting their full potential.

 GRI 103-1, GRI 103-2, GRI 103-3, GRI 404, GRI 404-1, GRI 404-2

Our corporate strategy, focusing on diversification, innovation and globalization, requires the most ambitious and clever employees. We want responsible and motivated employees, who actively participate in the company's development. We therefore have to create a work environment for our employees that offers space for the development of talents and potential.

That is why we are investing in the training and continuing education of our employees on all levels. As a corporate group with four different divisions, we can offer our employees development opportunities in very different areas.

Today and in the future, we want to be an outstanding employer where all Greiner employees can develop in the long term. In order to achieve this, we promote the abilities and skills of our employees and support them in making full use of their potential. That is why we have developed a large number of training formats and opportunities as well as cooperation programs with universities, tertiary institutions and external, high-quality training centers.



Highly qualified managers and specialists are the foundation for the existence and the successful development of Greiner. Our employees are thus supported by specific measures and diverse training courses that extend their career development opportunities further accordingly.

In 2018, 2,198 training and further education courses were held at Greiner.¹ This corresponds to an increase of 19 percent compared to the year 2017. The training opportunities offered were used by a total of 12,873 training participants. The total volume of the training and further education courses in 2018 totals 77,218 hours – this corresponds to just under 8 hours of further education per employee and year.

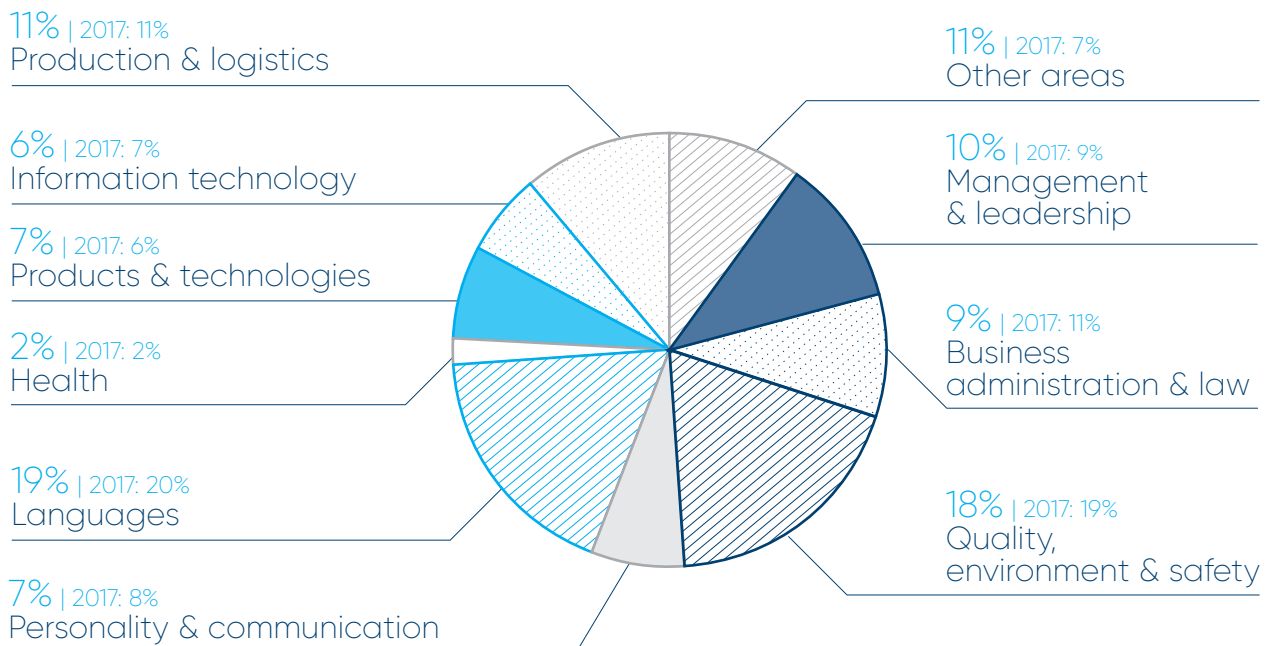
The areas of training and further education are divided as follows: languages, quality, environment and safety, production and logistics, management and leadership, business administration and law, products and technologies, personality and communication, information technology and health.

Creativity and innovation are clear success factors for us. In the process, the latter requires continuous learning and competence development. Our goal is that our employees can fully develop their creative potential both for new ideas as well as for the development and optimization of our products and processes.

The average number of hours of further education per employee in 2018 is around one working day (8 hours). We want to double the hours of further education per employee and increase them to 16 hours per year by the end of 2025.

Split according to thematic areas (2018)

¹ Workplace-related, compulsory training measures are not counted as training or further education. Data from joint ventures and the global sales sites are not part of this analysis. Further information on the system boundaries of this report can be found on page 38.



Our training and further education formats

 GRI 103-2, GRI 404, GRI 404-2

Greiner Academy

As a family-run company, we have been investing in comprehensive training and continuing education for many years. As early as in 2000, we created our own Group-internal continuing education facility with the Greiner Academy. The goal of the Academy is to give employees the opportunity to develop further within the corporate group in accordance with their qualifications and skills. In the process, the promotion of creativity and innovative thinking is an important element alongside business-related focus areas. Various courses of training convey the know-how and the tools in order to make something specific out of an idea: an innovative product, a new business model or improvements in processes and in the organization. In addition, training courses that cross divisional and country boundaries convey not only the corresponding know-how and methodology knowledge but also a culturally broader view.

Greiner Expert & Management Succession

Greiner Expert and Management Succession (GEMs) is a program for sustainable and quality-oriented staffing of specialists and managers. Within GEMs, we identify key positions in the company that have a fundamental influence on development and long-term success. In the process, we check whether there is a succession regulation for the respective functions in order to avoid loss of know-how. At the same time, GEMs is a program for structured development of the employees' potential. In the GEMs interview, employees and managers speak about achievements to date, their satisfaction at the workplace and their need for development.

General Management Program

The General Management Program is an internationally oriented training and further education program for existing and future managers of Greiner in collaboration with the renowned LIMAK Business School in Austria. It is aimed at experienced specialists and managers who are preparing for a generalist management task or have recently taken over such a position. In addition to the development of in-depth specialist and management know-how, the focus of the holistically oriented program is also on the individual development and support of the participants. Sustainable know-how and learning transfer through joint project work, development discussions and coaching round off the management training courses that cross divisional and country boundaries.



Three fundamental tasks of HR management are covered via GEMs:



Identification of key positions



Potential analyses of the employees



Definition of the individual career and succession planning



Greiner Next Generation – Apprentice training

As early as 1991, we decided to set up our own apprenticeship workshop and to give all apprentices at Greiner the opportunity to acquire basic technical knowledge – and to do so under the same conditions, with uniform standards and in collaboration with qualified trainers. Up to now, we have thus been able to meet a large part of our need for specialists. With a new apprentice center in Kremsmünster (Austria), we have also created a suitable space that meets all requirements of a modern working environment. In 2018, we trained 124 apprentices in Austria in diverse apprenticeship professions (electrical engineering, mechatronics, plastic molders, plastic technology, process engineering, metal technology, tool construction technology, office clerks, industrial clerks, IT technicians and logistics specialists).

Greiner Professional Program

Our international trainee program has already been running since 2011. The target group is university graduates with technical or business degrees such as industrial engineering, plastics technology or technical chemistry as well as university graduates majoring in plastic technology, production, logistics or supply chain management. The focus of this one-and-a-half-year training program is cross-divisional and international job rotation. That way, our trainees get to know diverse specialist departments at various sites. Starting in 2019, the trainee program will be conducted with three specializations – International Business, Digitalization Management and Information Technology – and is thus to be aligned even more closely to the current training requirements.



Focus on occupational health & safety



The health of our employees has the utmost priority. As a company, we pursue ambitious goals and know that these require healthy and motivated employees. That is why we are active for our employees in the area of occupational health & safety protection on a global scale.

 GRI 103-1, GRI 103-2, GRI 403, GRI 403-3, GRI 403-6, GRI 403-9

We are responsible for our employees and of course ensure that the valid statutory provisions as well as occupational safety provisions are complied with. We want to guarantee a safe working environment in which people remain physically and mentally healthy. We therefore have to ensure that all operating facilities and operational premises, work processes, work machines and equipment correspond to the highest safety standards. In future, manage-

ment systems will help us to minimize accidents and constantly increase workplace safety. In addition, each site has a person responsible for employee protection on site. The key performance indicators regarding occupational safety are collected and analyzed accordingly by the responsible persons on a regular basis. Potential risks (work risks and health risks) can thus be recognized and solutions actively developed and measures taken to prevent accidents and evaluate workplaces.

In the medium term, we intend to introduce a management system for occupational safety and health protection at all production sites and also to have it certified according to [ISO 45001](#).



Occupational safety

We see a safe workplace as being a basic right of our employees. Regarding work accidents, we at Greiner differentiate accidents according to the duration of the downtimes. As a general principle, we at Greiner differentiate between near-accidents, minor accidents (accidents with downtime of less than 8 hours), serious accidents and accidents on the way to work. Our definition of a serious accident is an incident that results in a loss of work of more than 8 hours due to an accident.

On average across the Group, the accident frequency is 13.2 (based on a million hours of work performed). We cannot be satisfied with this rate. For this reason, we have set ourselves a binding target: a reduction of accidents (with a downtime of more than 8 hours) by 50 percent by 2025. Through a continuous improvement process and measures in occupational safety, the accident frequency (measured based on one million hours of work) is to be reduced by half. In the reporting period, there were no work-related fatal accidents.



¹ The total number of accidents in 2018 includes accidents with downtimes of more than and less than 8 hours as well as accidents on the way to work.

² The total hours of work performed in 2018 amounted to 16,056,342 overall.

³ Data from joint ventures and the global sales sites are not part of this analysis. Further information on the system boundaries of this report can be found on page 38.



Thematic areas of the measures implemented:



Health protection

We attach great importance to safety and active healthcare. That is why we promote and support the measures in order to preserve the health of our employees. The focus is on active measures for prevention and raising of awareness with regard to health-conscious behavior, disease prevention as well as training and further education on the topic of health protection.

In 2018, more than 49 percent of all our sites conducted voluntary health measures. The thematic focus areas were the improvement of medical care and the areas of activity and sport, and nutrition.

Our goal is for 100% of all sites to introduce measures for healthcare.

In a first step, all sites will implement at least one measure in the area of health protection in 2020. All Greiner sites will develop and implement at least two health measures by the end of 2021. The focus is on active measures for prevention and raising awareness at the respective site. Depending on the size of the location, there is a number of quantitative minimum requirements on the timeline (cf. information chart on the right).

 GRI 103-1, GRI 103-2, GRI 103-3, GRI 403, GRI 403-3, GRI 403-5, GRI 403-6

Focus on health prevention

Site size (employees)	Number of health measures		
	2021	2022	2023
1 to 50	2	3	5
51 to 100	3	4	7
101 to 299	4	5	9
≥ 300	5	8	11

Healthy life, longer life – with the FIT.CARD

Just under half of our sites offer comprehensive health activities that can be used by our employees. For instance, Greiner Extrusion has introduced a FIT.CARD with the slogan “Gesund leben, länger leben” (“Healthy life, longer life”). The goal is to offer a broad spectrum of ideas and services so that employees can enjoy a long life in a healthy body. In the process, various activities such as check-ups, vaccinations, fitness training

courses, hikes, canoe tours, yoga, back fitness and also avalanche drills are offered all year round. The organization is done centrally by a team of eight ambitious employees. For participating in events, the employees receive a points stamp in their personal FIT.CARD. The points collected are added up at the end of the year. These points can then be used for health-related purchases. The amount paid will be reimbursed in cash.



Feedback & employee satisfaction

In order to promote the development and thus the satisfaction of our employees, we regularly conduct feedback discussions. An open discussion on performance, analysis of potential and individual development requests are part of the dialog.

A high level of employee satisfaction is of particular interest for us. As Greiner has very diverse positioning, our four divisions conduct employee surveys independently and at different intervals.



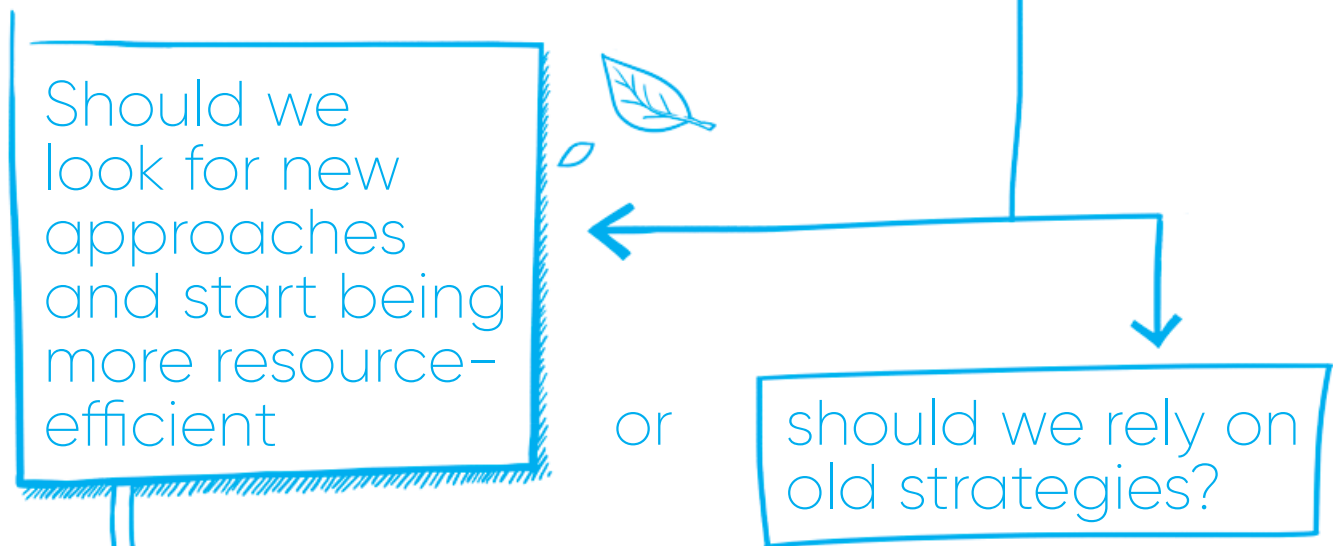
greiner 



Environment & Resources



"We are at the point where we all have to make a decision:



We have made a decision at Greiner!"

Michael Schleiss
CEO Greiner Foam International GmbH



Global warming and the related climate change will be the central challenge for environmental policy in the coming decades. Since the beginning of the 20th century, the average recorded temperatures have risen by 1°C, measured against the temperatures of the preindustrial era. Floods, tropical cyclones, heat waves and cold snaps are the noticeable consequences worldwide of this development. In addition to the effects of climate change, the pollution of water, air and soil is another global problem which we can no longer ignore.

The slow but steady progress towards so-called **Earth Overshoot Day** (the day on which we exceed the capacity of the Earth to regenerate consumed resources) should also give us food for thought. It is another sign that we should urgently reflect on how we do business and especially how we handle available resources. In light of limited natural resources, it is an ecological and economical necessity to minimize resource consumption, but also emissions and

waste overall. The central global question will therefore be how we can transition to a climate-neutral and more environmentally friendly economy to limit global warming.

We all bear shared responsibility for the state of the environment. We at Greiner would like to do our part to fight climate change by reducing our **CO₂ emissions** and producing with greater energy efficiency as a company. Our plans are to use renewable energy sources almost exclusively in a few years, and also to increase our share of self-produced renewable energy. By doing what we're doing and making the case for positive changes, we want to be a role model to others and encourage others to act as well.

 GRI 103-1, GRI 302, GRI 305



*Michael Schleiss
CEO Greiner Foam International GmbH*



Using resources
in a more sustainable
manner, reducing
effects on the
environment



Growth at the expense of the environment is not a sustainable business model. Reducing our ecological footprint must therefore become a stronger focus of the company.

 GRI 103-2, GRI 301, GRI 303, GRI 306

Interview with Michael Schleiss

Mr. Schleiss, the global environmental challenges have never been greater or more complex. What can a single company like Greiner do to help?

I don't think it matters how big a company is. All companies must do their bit to solve environmental problems. We are at the point where we all have to make a decision: Should we look for new approaches and start being more resource-efficient, or should we rely on old strategies? We have made a decision at Greiner! Highly diverse measures are required in my opinion. We know, for example, that fossil fuels make up about three quarters of all global emissions that are causing climate change. Therefore, one measure must be to take steps to speed up the transition to the use of clean energy.

Resource efficiency is the key to a sustainable future. What exactly are you planning in order to become a resource-efficient company?

We are living in a time when more and more people are consuming more and more, which means more and more resources are being used. We are clearly overstressing the regenerative power of our planet. We at Greiner are trying to tackle the problem with a whole raft of measures.

More resource-efficient production systems are one aspect, so we will continue to invest in new machines. In addition, we are closely examining

what the product design of tomorrow has to look like. We want to make sure that we develop products that can be recycled. We are currently turning everything upside-down and scrutinizing all processes and structures.

Is circular economy the solution to saving the planet?

*We are convinced that increasing resource efficiency will not be enough on its own. A more comprehensive change in how we handle resources is required. It is obvious that our economy is wasteful with its value-added model, and mostly runs as a *make-use-dispose* system. I am convinced that such a system cannot be sustainable. In a *circular economy*, resources extracted from the Earth would always be continually recycled, while renewable resources would be used for as long as possible and recycled in a biologically healthy way.*

What's next on the Greiner agenda to make the company more sustainable?

One thing must be clear: The cost of doing nothing will be higher than the cost of doing something now. We must keep focusing on the effects the materials we use have on the environment. We will continue to reduce the waste we produce, and of course we have to keep an eye on our emissions. In short: It's about sustainable resource management.

The key will be to better integrate sustainability in our daily business decisions. We have to encourage our customers and suppliers to do more and to act more quickly.

A closed loop

GRI 103-2, GRI 301, GRI 302, GRI 303, GRI 304, GRI 305, GRI 306

Our objective is clear: We intend to reduce our effect on the environment and simultaneously drive our growth forward. We at Greiner do not consider efficient growth and the reduction of our **ecological footprint** to be contradictory. We are convinced that one solution to reaching our objective is a circular business model.

Contrary to outdated linear logic, the circular economy reduces waste and uses resources more efficiently. In a circular business model, resource use, waste, emissions and energy losses are minimized by slowing down, closing or constricting the energy and material loops.





32
production sites without
ISO 14001 certification

23
production sites with
ISO 14001 certification

We are aware that we won't be able to make substantial progress without implementation and investment in our management processes. To that end, we have already taken big steps in the past, invested heavily in processes, and have resolved to continue to do this in the future. Today, 42 percent of our production sites worldwide have an environmental management system according to ISO 14001. Our goal is to introduce an environmental management system at all production sites which already have a certified quality management system and to have these certified by 2023. This investment will help us be more resource-efficient, and therefore protect the environment.



Focus on green energy

The burning of fossil fuels, such as coal, oil and gas, is inextricably linked to the rise in greenhouse gases in the Earth's atmosphere. This substantially contributes to climate change and therefore fuels global warming. A challenge for us all.

 GRI 103-1, GRI 103-2, GRI 302, GRI 305

Energy is decisive to our production process. At the same time, the burning of fossil fuels for energy poses great challenges to the global community. As a company, we therefore want to press ahead with the transition to clean, renewable energy. Our objective: stop using energy from fossil fuels. Nothing short of an energy revolution will be required at some sites.

At Greiner, we have ambitious goals. A central building block of our measures involves the development of management systems. We have vowed to provide all of our production sites, which already have a certified quality and environmental management system, with an energy management system and also to have this certified according to ISO 50001 by 2023 .

Renewable energy sources especially play a decisive role in emission reduction, since fuels such as coal, gas and oil produce CO₂ emissions. Currently, we get 161 gigawatt hours from renewable energy sources and 289 gigawatt hours from non-renewable energy sources. The energy obtained from renewable sources consists of electricity, district heating and





district cooling. This comes from energy sources such as water, wind and sun or biomass. Obtaining electricity produced from renewable sources is key. Today, already 41 percent of our electricity consumption comes from sustainable, renewable sources. We want to continuously increase our goal for renewable energies in purchasing electricity. By 2025, this amount should be 70 percent, and by 2030, 90 percent. Furthermore, by 2025, we want to increase the renewable electricity power we produce ourselves to 1.5 percent and by 2030, to 2.5 percent of our total electricity power consumption. This contribution toward the fight against global warming and climate change is the focus.

Pressing ahead with our energy efficiency is also very high on our agenda. For decades, we have striven to reduce the energy that we require and at the same time increase our performance. We want to handle energy more efficiently. Therefore, we are investing strongly in new technologies and production systems worldwide. Further savings result from process efficiency and optimization. By 2025, we want to improve our energy efficiency (kWh/TEUR turnover) by 10 percent and by 2030 by 20 percent. Since the percentage of energy sold (e.g., by feeding it into the power grid) has not yet been taken into consideration, we will also gradually improve the data quality to that effect.

Breakdown of energy consumption in 2018

6,976,506 kWh

(2017: 7,352,683 kWh)

Heating oil and fuels¹

8,713,585 kWh

(2017: 10,481,476 kWh)

District heating, cooling and steam

36,969,544 kWh

(2017: 38,253,583 kWh)

Natural gas (natural gas, LNG, CNG, LPG, propane)

397,455,764 kWh

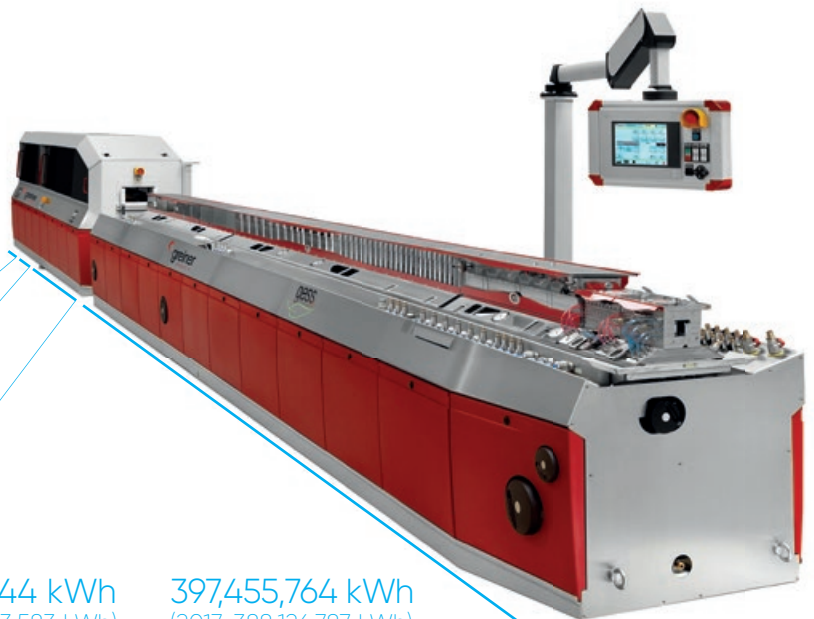
(2017: 388,126,787 kWh)

Electricity

Total energy consumption²

450,115,399 kWh

444,214,529 kWh in 2017

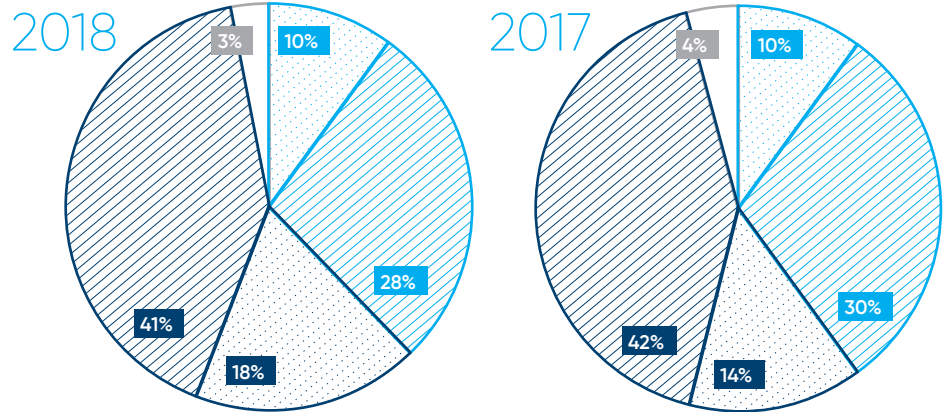
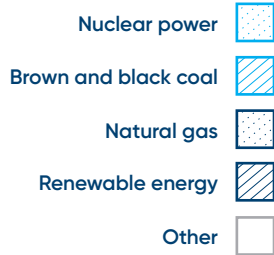


¹ In the case of fuel consumption (gasoline, diesel), only those fuels were taken into consideration which were used in the production area. The fuel consumption for the vehicle fleet was not documented.

² The following sources were used to calculate the individual energy consumption values: Federal Environmental Agency for heating oil, natural gas, diesel and gasoline; TRANSPORTATION ENERGY DATA BOOK: EDITION 36.2–2018 for LNG and CNG; ELGAS for LPG and propane.

Energy mix (electricity)

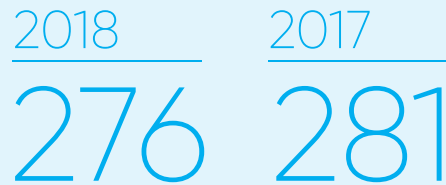
GRI 302-1, GRI 302-3



Energy efficiency

Greiner's specific energy consumption¹
(kWh/TEUR turnover)

¹ To calculate the specific energy consumption, that energy consumption was used which was already given in the illustration of the total energy consumption.



Breakdown of energy consumption in 2018

(in percent, according to division)



71%
Greiner Packaging
2017: 71%



18%
Greiner Bio-One
2017: 17%



9%
Greiner Foam
2017: 9%



2%
Greiner Extrusion
2017: 3%



Energy efficiency in practice



Greiner Bio-One, Kremsmünster:

Replacement of fluorescent lights with LED in hall lighting²

The production site in Kremsmünster (Austria) manufactures a series of medical products for customers in the health sector all over the world. Energy efficiency is an important topic at the Kremsmünster production site since this is among the biggest at Greiner Bio-One. At this Greiner Bio-One site, a total of 470 old fluorescent lights were replaced by LED track systems with 273 LED lamps in 2018.

Thanks to this measure, the energy consumption was reduced by 196,308 kilowatt hours per year, the CO₂ emissions were reduced by 54.97 tons per year and an annual cost savings of over 15,000 euros was achieved. With this project, we have taken an additional step towards improved energy efficiency and emissions reduction.



Greiner Packaging, Wartberg:

Reduction of system pressure in the compressed air network²

The production site in Wartberg (Austria) manufactures plastic containers (bottles and cans) for customers from various industrial sectors. To make sure the plastic parts maintain their desired shape, compressed air at various pressure levels is needed to inflate them. The production of compressed air requires a lot of energy and is therefore expensive: The higher the network pressure, the higher the costs.

As the pressure in the high-pressure network was reduced from 40 bar to 33 bar, the option arose to also reduce the pressure in the low-pressure network, which produces the majority of the amounts required, from 12 bar to 10.6 bar. In this way, energy consumption could be reduced by 269,409 kilowatt hours per year, and CO₂ emissions by 43.64 tons per year, and an annual cost savings of nearly 25,000 euros was achieved.

² These energy efficiency measures were performed according to the Austrian energy efficiency law (EEffG).

Reducing emissions worldwide

To limit global warming, drastic measures must be taken: Emissions from using products or manufacturing materials must be put to the test.

 GRI 102-12, GRI 103-2, GRI 305, GRI 305-1, GRI 305-2, GRI 305-4

Global warming is caused by a massive rise in emissions. According to the latest IPCC report, a temperature rise below 1.5°C would mean that the global CO₂ emissions would have to drop by 45 percent by 2030 compared to the level from 2010, and would have to reach a net zero point by 2050. Recommendation of the authors: The human race must decouple economic growth from environmental effects and resource use.

We at Greiner are convinced that our products help to lower emissions worldwide. Nevertheless, as a global player, we have to do more. We must and want to do our part to fight climate change. Our response has two priorities: Firstly, we want to reduce our direct emissions. This is achieved by improving overall energy efficiency and substituting non-renewable energy sources with renewable energy sources. Secondly: Emissions can also be reduced by rethinking our business travel, for example, and utilizing video conferences and reducing our vehicle fleet.

Reducing emissions also depends on optimizations along our supply chain. Hotspots in our supply chain where emissions are high include material manufacturing and the disposal phase of our products. In both cases, the effects are indirect. Nevertheless, we will push the use of recycled material instead of new material, and also further develop our product design to ensure efficient recycling.

We will make a point of further reducing our ecological footprint. Our plan of action includes the following objectives and measures:

- // Specific CO₂ emissions reduction of 38 percent by 2025 and 53 percent by 2030
- // Introduction of an internal carbon pricing systems by 2020
- // Inclusion of scope 3 data in our reporting about greenhouse gas emissions by 2020
- // Further integration of climate-related risks and opportunities in our management processes

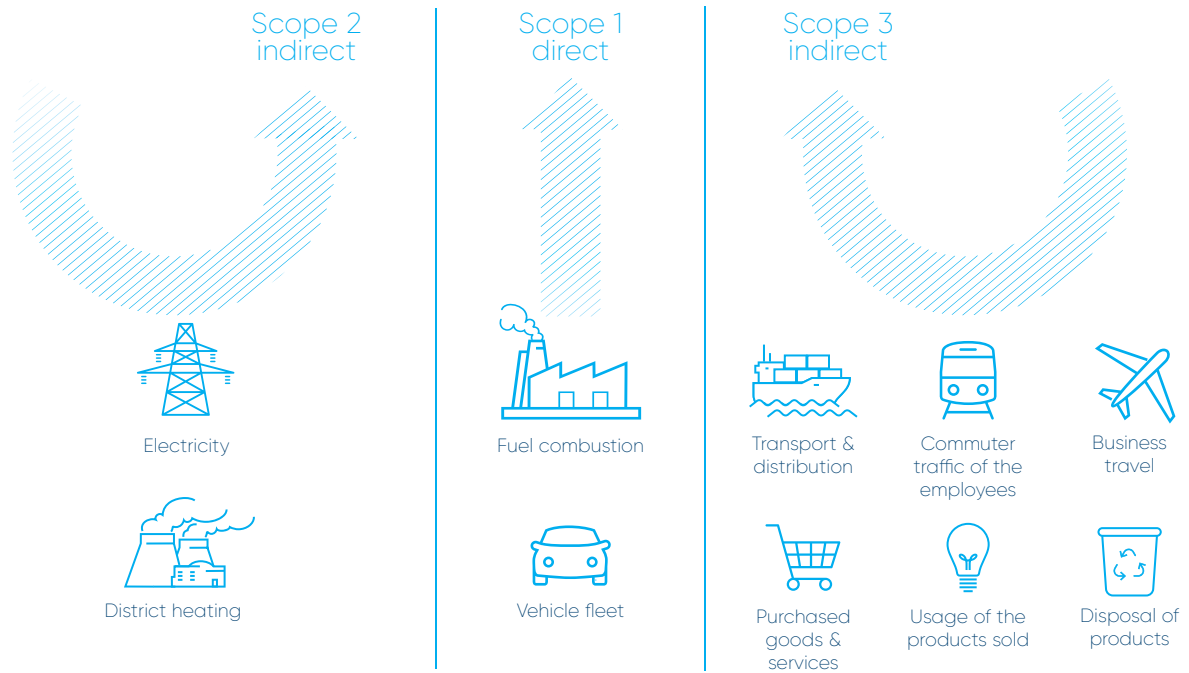
C

2018 CDP score

We will help our customers understand the CO₂ footprint in their supply chain. This is why we have been disclosing our emissions data to CDP since 2017. In 2018, Greiner was given a score of "C", which is above the sector average of "D", and above the regional average of "D" in Europe. We will continue to make adjustments and strive to attain a CDP score of "B" by 2020.

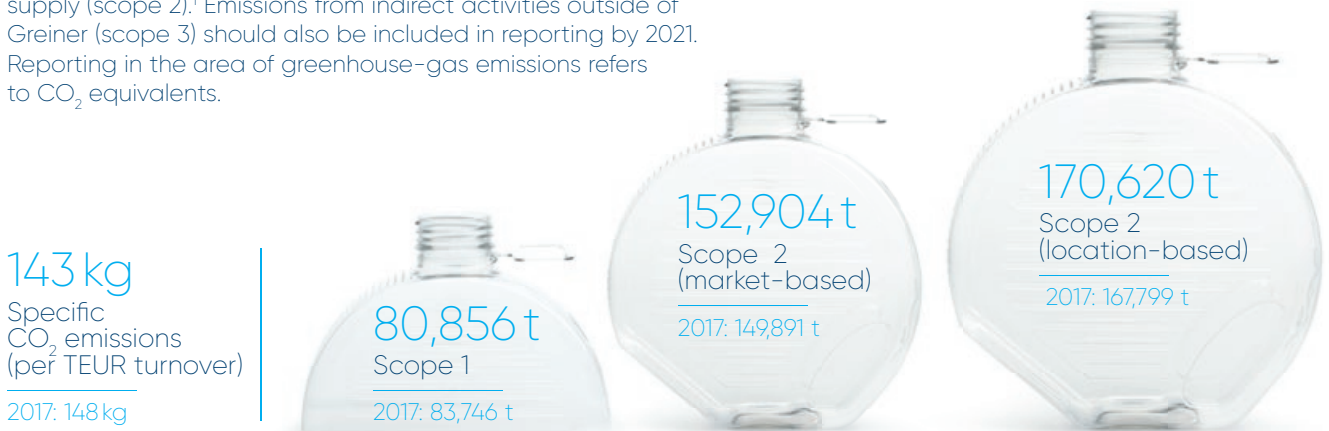


Emissions



Our worldwide CO₂ emissions 2018

Here, we are reporting about the emissions from our internal company activities (scope 1) and the emissions from our energy supply (scope 2).¹ Emissions from indirect activities outside of Greiner (scope 3) should also be included in reporting by 2021. Reporting in the area of greenhouse-gas emissions refers to CO₂ equivalents.



¹ The CO₂ values shown were determined according to the GHG protocol and include all process-related emissions traced back to the vehicle fleet. Emissions caused by refrigerants and the vehicle fleet were extrapolated for Greiner based on representative sites. Gases

included: CO₂, CH₄, N₂O, SF₆, as well as gas groups HFC and PFC. Sources for the emission factors: International Energy Agency (IEA), Federal Environmental Agency (GEMIS-Austria), ecoinvent; GWP factors according to the IPCC 2013 standard.

What a waste

Reducing waste is good for the environment and also saves money. Unfortunately, waste in industrial production cannot be completely avoided. Therefore, we must constantly look for new ways to reduce or recycle waste.

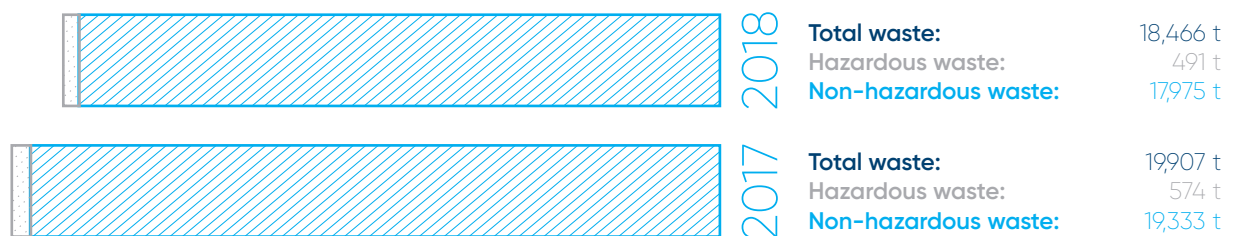
 GRI 103-2, GRI 306, GRI 306-2

The Food and Agriculture Organization of the United Nations (FAO) estimates that one third of all food produced worldwide is lost or wasted. While the causes of food waste are numerous, the correct packaging of food can help prevent such waste. We think that our products can greatly help to avoid waste.

As a production company, we also create waste ourselves, of course. Therefore, our main goal is to reduce precisely this generation of waste. In the case of unavoidable waste: Promote reuse or recycling for expedient use or thermal recovery. Disposal at landfills is to be absolutely avoided. This goes hand in hand with our intention to reduce our waste management costs and to make this a potential source of revenue. We are convinced that our waste can be potential raw material for the production of other new products.

Our goal is for no waste from our production to end up in a landfill. This might be difficult in some countries; still, we won't leave anything untried and are convinced that we can support the development of the required facilities and processes in these countries. Nevertheless, we have made it our goal to not send any waste to landfill, by 2025 in Europe, and by 2030 worldwide. In 2018 we introduced a new reporting system. It is used to centrally collect data, track environmental performance and also identify areas that need improvement. What's more: We will do anything we can to enlarge the share of recycled waste, and plan to define a goal for increasing recycled waste by 2021.

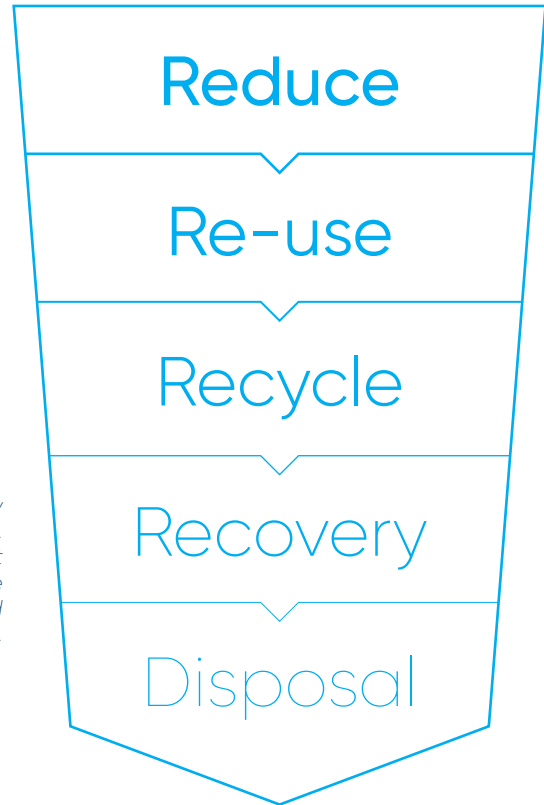
Total waste and waste types



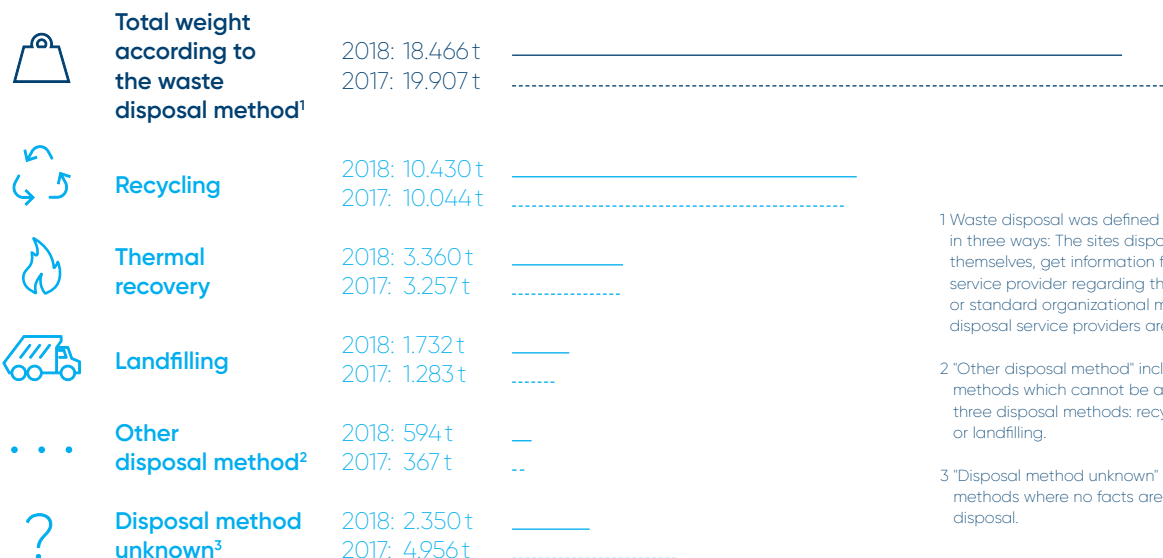


One of the most prominent initiatives we have taken part in is the Zero Pellet Loss Initiative. This campaign was started in 2015. The project is an initiative of European industry to prevent the loss of plastic pellets from industrial plants. Optimization processes and large-scale information campaigns should help minimize material loss, thereby better protecting the environment. Furthermore, the pact highlights the serious environmental effects caused by the contamination of the oceans. This is one of those initiatives that we support to counteract material loss and environmental pollution.

We at Greiner strictly follow the European waste hierarchy defined in the European Waste Framework Directive. The avoidance and reduction of waste is paramount in our daily work routine. If this is not possible, the waste management options shown on the right are used (listed in the order of least impact on the environment).



Total waste according to disposal method



1 Waste disposal was defined by the sites themselves in three ways: The sites dispose of their waste themselves, get information from the waste disposal service provider regarding the waste treatment or standard organizational methods of the waste disposal service providers are known.

2 "Other disposal method" includes those waste methods which cannot be allocated to any of the three disposal methods: recycling, thermal recovery or landfilling.

3 "Disposal method unknown" refers to those waste methods where no facts are known regarding its disposal.

Water is life

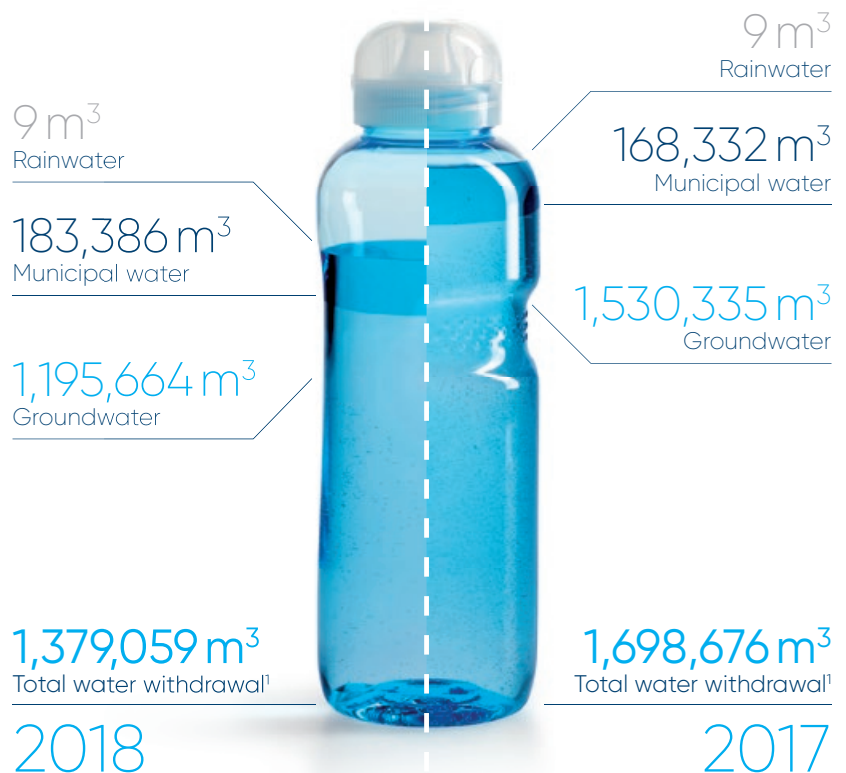
Currently 884 million people live in this world without a basic water supply. Another 40 percent of the world population, according to the UN, are affected by a water shortage – an amount which is expected to go up. It's time to do something.

GRI 102-12, GRI 303-1, GRI 303-3

In addition to hundreds of millions of people without access to water, over 1.7 billion people currently live in river areas in which the water consumption exceeds the natural regeneration, i.e. the natural water supply. That's why we at Greiner are working toward sustainable water management. Our objective: reduction of our water consumption. An ambitious plan requiring a lot of dedication.

Water is a valuable resource and is essential for our manufacturing process. At Greiner, water is used for heating and cooling circuits, as well as for the operation of our sanitation facilities. The majority of the water we consume is groundwater. This is mainly used for process cooling. By using plate heat exchangers, it is possible to take the chill from the groundwater, thereby operating our closed cooling circuits more efficiently. As a result, we can return over

Total water withdrawal (in m³)



¹ Readings from water meters, water bills, and estimates of the water volumes form the basis for the survey on water withdrawal.



97 percent of the groundwater extracted back to the source. If cooling with groundwater extraction is not possible, the closed cooling circuits are operated at the sites with a wide variety of technologies, such as free cooler systems or cold pumps. The total volume of our water consumption has most recently dropped overall. By fixing leaks, the water withdrawal in 2018 fell by nearly 20 percent.

In the Risk Report 2018 of the [World Economic Forum \(WEF\)](#), water is among the top 5 risks. In many regions, companies can no longer rely on a steady supply of high-quality water. Even if water plays a subordinate role in our production process as compared to other resources, we are naturally responsible for handling it efficiently. We at Greiner recognize that our water consumption affects the ecosystem in various ways and influences the quality of life in a certain area, including social and economic consequences for the local communities near our sites.

The water supply is a local challenge. Therefore, every strategic reduction in water must follow a local approach and build on local solutions. At Greiner, we use the [Water Risk Filter](#) of the WWF to identify sites in areas with water risks. Based on this analysis, we are concentrating our initiatives to save water at the production sites in the affected regions and are ensuring more than ever that water is used efficiently.

C- | 2018 CDP score

Since 2017, we have been disclosing our water data to CDP and have thus been tackling our water-related risks. We at Greiner have been given a score of "C-". To improve our water security, we have defined plans and measures in the following areas: monitoring the water consumption at our sites, performing risk assessments, development of goals at the company level, and integration of our [value chain](#) in water-related questions.

Total water withdrawal in "water-stressed areas" (in m³)



1,379,059 m³
Total water withdrawal

2018

1,336,426 m³
"non-stressed areas"

42,633 m³
"water-stressed areas"²

² Locations which, according to the WWF Water Risk Filter 2018, are in areas with a physical risk and general operational risk/ drainage area risk above factor 3.

Rethinking materials

Due to the growth in the world's population, billions of people are joining the consumer society. Their hopes and dreams will further increase resource requirements, and especially the demand for materials.

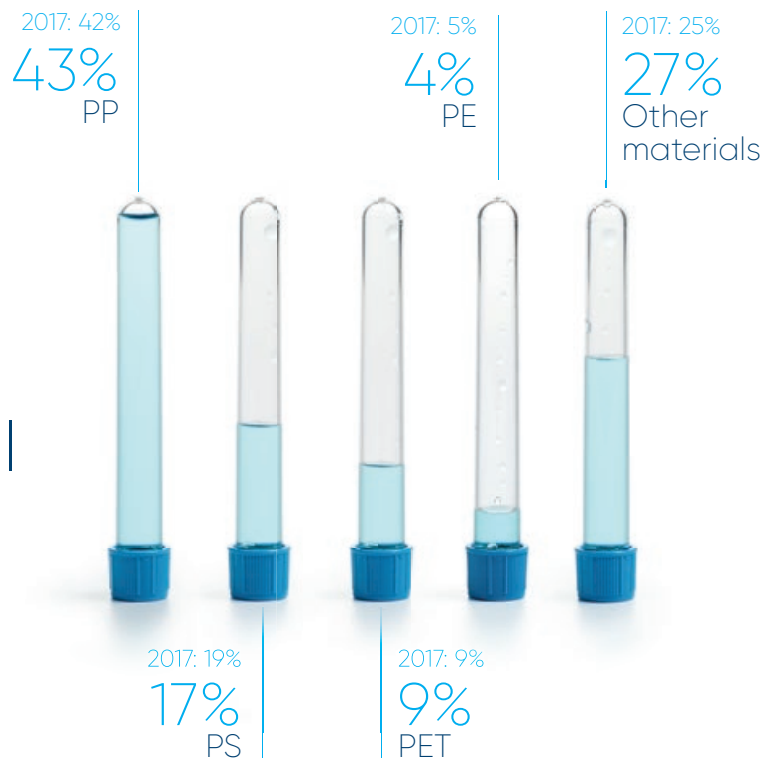
GRI 103-1, GRI 103-2, GRI 301, GRI 301-1, GRI 301-2

More people make more resources necessary for their nutrition, healthcare and desires for a high quality of life – as exemplified in the rich countries of the world. In order to be able to meet the demand, it is important that we as a global society handle the existing materials and resources more efficiently. The reuse of resources, i.e. the use of recycled materials, is the order of the day.

Closed recycling cycles, meaning the preparation and return of product residues to the production cycle, are not only an ecological matter of course for Greiner, but also an economic necessity. But there are limits. While we can manufacture non-food packaging from recycled granulate, recycled materials are currently not a solution for many food packagings, which we make from PE, PP or PS. In Europe, food packaging must adhere to strict rules set

Proportion of materials relative to total consumption (2018)¹

¹ For reasons of confidentiality, the material consumption data is given in percent and not in absolute numbers.





by the [European Food Safety Authority](#). Another example are medical products, which have strict guidelines to protect patient health. Nevertheless, we want to increase the percentage of recycled materials in our production. The proportion of purchased recycling material for the four most common plastics, PP, PS, PET and PE, is currently at nearly 2 percent.

At Greiner, the named [polymers](#), but also cardboard, chemicals, steel and other materials play a special role: They form the basis for our products. We purchase them from world-renowned and innovative suppliers and business partners.

Together with them, we have been developing and are constantly looking for ecologically beneficial alternatives. We are fervently testing new and more effective raw materials, with which we can lower costs and reduce the effects on the environment. We are also working with our customers themselves, as well as with leading research institutes, and we are researching and developing in our own laboratories – all with the goal of testing new raw materials and designing high-quality products, which allow sustainable value creation and increase the efficiency of our production processes.



Product innovation: Shampoo bottle from recycled milk bottles

We have made it our goal to use more recycled materials in new products. The focus of our product development is to always use and prioritize recycled materials wherever possible and ecologically reasonable.

The most current example is a shampoo bottle, which is used for hair products of the Norwegian brand Define®. The bottle is made of 100 percent r-HDPE. It has an attractive design, optimal product protection and excellent environmental sustainability. The recycled material of the product, which is also fully recyclable, was obtained from plastic milk bottles which were collected in Great Britain. Under the slogan "Designed for Recyclability", attention was paid to recyclability from the outset during development.



greiner 



Products

81

"We must ensure that products used by consumers never become waste, but are the raw material for new products."

Manfred Stanek
CEO Greiner Packaging International GmbH



In times of decreasing availability and, most importantly, increased demand for natural resources, these resources are becoming increasingly precious. Against the background of climate change and increasing pressure on the environment, it is important to make our economic system with its production and consumption patterns fit for the future. In December 2015, the European Commission therefore presented an ambitious agenda for transforming the European Union's economy into a **circular economy**. The EU's so-called circular economy package pursues the objectives of promoting Europe's transition to such a circular economy, strengthening global competitiveness, promoting sustainable economic growth and creating new jobs. In contrast to the linear model, which follows the path of production, use and disposal, a circular approach uses resources for as long as possible, keeping them in the loop until the end of their useful life.

As part of its recycling package, the European Commission has also developed a comprehensive plastics strategy that sets ambitious targets for the plastics industry. Among these targets:

- // All plastic packaging in Europe is either reusable, recyclable or compostable by 2030
- // More than half of Europe's plastic waste is to be recycled by 2030
- // The use of recycled materials is to be expanded in the coming years.

The circular economy is an issue of central importance for the plastics industry: experts estimate that since the early 1950s more than 8.3 billion tons of plastics have been produced worldwide, of which about 60 percent can be found in landfills or in the environment. For this reason, it is important to us that our products circulate as long as possible in a circular economy and do not end up as waste in nature. When moving towards a circular economy, it is particularly important that we take the entire life cycle into account when making decisions about new, innovative solutions. It will not be enough just to rethink disposal after use. Rather, an improvement in the overall eco-balance is our guiding principle.

 GRI 103-1



Rethinking products

The demand of consumers for sustainable products is increasing: sustainability plays an increasingly important role in the selection of products. But which products meet this demand? And: Which criteria does a sustainable product actually meet?



*Manfred Stanek
CEO Greiner Packaging International GmbH*



Interview with Manfred Stanek

Mr. Stanek, what characterizes sustainable products?

*I think sustainable products are those that leave as small an **ecological footprint** as possible. They are products that offer environmental, social and economic benefits in their entirety. It also seems important to me that the effects of material production, the use phase and the disposal of the respective product have been brought into focus. A food packaging that is produced from recycled materials, guarantees a longer shelf life of the contents, and is recyclable meets these requirements. A medical device that requires little material, is safe and sterile to use, and prevents infections is sustainable.*

Plastics have become the material of the modern economy. But the ecological consequences of our use are becoming increasingly visible.

There is no doubt that the consequences of plastics can no longer be ignored. One thing is important to me personally: any one plastic packaging that is not properly disposed of and released into the environment is one too many. It is shocking that at least eight million tonnes of plastics end up in the oceans every year. But even if some of the criticism of plastics is understandable: we are convinced there are environmental benefits of plastics. Anyone taking action against global warming must consider plastics as a solution, as they reduce emissions. Should plastic packaging become, for example, replaced by other materials, environmental pollution usually increases. This cannot be our aim.

The majority of our consumption follows a make-use-dispose approach. Obviously, such a system is not sustainable. What is the solution?

*I completely agree with the thesis. As a global society, we need to think about our consumption habits. Some of our consumer behavior is obviously unsustainable and we need a broad social debate. I think we need to get rid of the **make-use-dispose** mentality. We must ensure that products used by consumers never become waste, but are the raw material for new products. Creating an effective circular economy through better product design and recycling is crucial. I am confident that many companies have understood this and are developing new circular solutions.*

In view of an increase in the world population, it is to be expected that the demand for products will continue to rise. This is obviously good news for companies – but what does it mean for the environment?

I think the challenge for almost all companies is to broaden their perspective. Whether in the automotive, healthcare or packaging industries: we need to make sure that when we develop products, we examine the environmental impact of the product throughout its life cycle. In short, we are talking about ecodesign. We at Greiner have made great progress here. Each individual product must prove that it offers a sustainable advantage. Otherwise, this one product cannot have a future. For too long, we have only been concerned with ourselves by increasing the efficiency of production rather than focusing on the service life and disposal of our products. But that time is finally over.

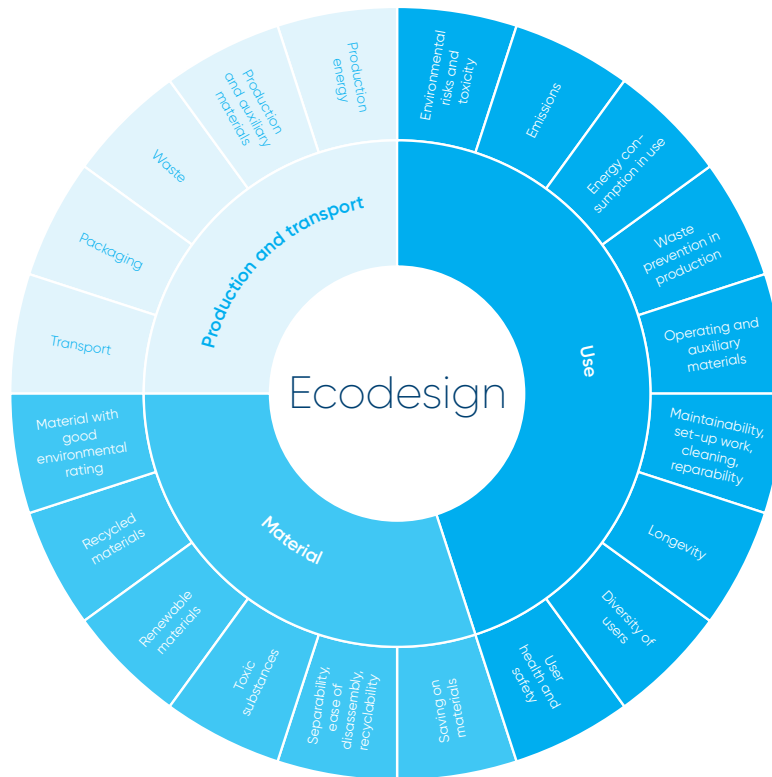
Ecodesign & innovations – our daily life

Material-efficient, energy-efficient, waste-preventing, recycling and disposal-friendly, logistics-friendly – if product design is thought of in this way, sustainable products become reality.

 GRI 103-2, GRI 103-3



The term **ecodesign** describes the integration of environmental aspects into product design. The aim is to improve the environmental performance of the product throughout its whole life cycle. Since this must be viewed from an integrated perspective, representatives from a wide range of areas, including research, development, design, production, marketing, purchasing and project management, work together within an ecodesign process. This interdisciplinary approach to a product offers a great opportunity to predict the holistic effects of product changes and their effects on the environment. The entire life cycle of a product – including production, transport, use and disposal – must be taken into account in a wide variety of ways (see infographics). We strive to incorporate these aspects into all our product innovation processes and thus minimize the ecological footprint of our products in the long term. As part of our sustainability strategy, we have set ourselves the goal that by 2020 our product developments will follow a Greiner ecodesign guideline that is currently still to be developed.



Our employees are full of ideas that are just waiting to be implemented. In order to channel the innovation potential and these ideas, we have established the Greiner Innovation Community – a platform for digital idea management. Since the fall of 2014, all Greiner employees have been invited to present their ideas online. The aim is to collect ideas, to discuss them across all areas and location boundaries, network with colleagues from all over the world, promote developments and further develop Greiner as a whole. In this way, the entire workforce is involved in the innovation process. The first idea campaign under the motto Plastics for Life already generated several hundred ideas.

Once the ideas have been submitted, a transparent evaluation process is applied to filter those ideas that contribute most to drive us

forward based on defined criteria such as sustainability, market attractiveness and differentiation potential. The idea creators of the ten highest rated ideas are invited to present their concepts. The best idea ultimately receives the Greiner Idea Award. A project budget is then made available to check the feasibility and implementation of the idea. In addition to the annual Idea Award, a prize will also be awarded for the most promising project in the field of research and development as well as a prize for the most successful innovation at Greiner.

In addition to the Greiner Innovation Community, a 48-hour Ideation Hackathon was held in the fall of 2018, applying the concept of Open Innovation. Fifteen teams with a total of around 50 participants developed exciting concepts on the topic of Business models for plastics with Printed Electronics.



Greiner Packaging. Do the Innovation.

The transition to a circular economy is of strategic importance for all Greiner divisions. For Greiner Packaging, as a leading European packaging manufacturer, there are great opportunities in a special way to develop new products and thus win new customers and markets.

 GRI 102-2, GRI 103-1, GRI 103-2, GRI 403-7



Greiner Packaging, our division with the highest turnover, is one of the leading manufacturers of plastic packaging in the food and non-food sectors. In the course of our efforts towards sustainability, it is particularly important to us here to keep an eye on the entire ecological balance of a packaging unit. We place the highest demands on product quality and are always on the lookout for new and innovative packaging solutions for food and non-food applications. Our guiding principle: We develop innovative packaging that protects the product and is in harmony with the environment. The product design is of decisive importance for increasing the environmental compatibility of our products.

Our goal of Designed for Recyclability means for us that every day we work to ensure that our packaging solutions are not only recyclable, but also that the overall environmental footprint is improved. An important step was the integration of product recyclability analysis into our product development process. In addition to this recyclability, the use of recycled plastics (recycled materials) as raw materials for our production processes is important. It must be ensured that

our solutions with recycled material meet the highest requirements and quality standards – here we will not make any compromises. In the non-food sector, we were one of the first packaging companies worldwide to produce packaging solutions with almost 100 percent recycled material. We see the increased use of recycled polyethylene terephthalate (r-PET), but also recycled polyethylene (r-PE) and recycled polypropylene (r-PP) as an opportunity to initiate a sustainable circular economy for plastics. Even in the food sector, which is subject to stricter regulations, we have already taken steps to take sustainable packaging solutions to the next level. The regulations of the [European Food Safety Authority \(EFSA\)](#) for the use of recycled materials in food packaging are strict and specify exactly which materials can be used. Recycled materials can currently only be used to a very limited extent in the food industry. However, we are already able to offer new solutions and have focused on the use of r-PET as we believe this is the future of packaging in the food sector.



At Greiner Packaging (here in the picture the innovation and conference center in Oberwaltersdorf, Austria), great importance is attached to recycling.



To underscore our ambitions, we signed the [Ellen MacArthur Foundation's New Plastics Economy Global Commitment](#) in 2018. This makes us one of the first packaging companies in the world that has committed itself to establishing a circular economy for plastic packaging to protect the environment. The aim of this voluntary commitment, which is being implemented in cooperation with the United Nations Environment Program, is to coordinate a global approach to solving the problem of plastic pollution. More than 250 key players along the plastics [value chain](#) have already joined the initiative.

As part of its commitment to the Ellen MacArthur Foundation, Greiner Packaging is concentrating in particular on the following objectives:

- // We are taking measures to eliminate problematic or unnecessary plastic packaging by 2025.
- // 100% of our plastic packaging should be 100% reusable, recyclable or compostable by 2025.
- // By 2025, a significant part of our material usage should be covered by recycled material.

Environmental protection and sustainability play an increasingly important role for many consumers. We can guarantee our customers that we know the latest solutions and technologies, pick up on trends, and recognize and promote new guidelines accordingly.

 GRI 103-1, GRI 103-2, GRI 403-7

Greiner Packaging develops innovative packaging solutions for customers.





We have stood for innovative and forward-looking packaging for decades – and we continue to work on this every day. The New Plastics Economy is led by the Ellen MacArthur Foundation in collaboration with a broad group of leading companies, cities, philanthropists, policy makers, scientists and non-governmental organizations. The organizations' efforts focus on the transition from a linear economic model to a circular economy. We have been part of the Ellen MacArthur Foundation for several years and are working intensively on sustainable solutions.

For example, we are involved in a project that focuses on post-consumer polyolefins: since around 50 percent of all plastic packaging is disposed of with household waste, the partners are looking for technologies that can recover [polyolefin](#) waste from waste and turn it back into usable material. The aim is to make polyolefin in such a way that plastic packaging can be made from it again. One of the most recent projects, as we imagine a circular future, is our product innovation listed below.



Product innovation: Ketchup bottle made of 30% r-PET

Environmental protection is an increasingly important aspect in everyday consumer choices. The food retail trade is increasingly demanding packaging from its suppliers that meets the demands and objectives of a sustainable circular economy. Jütro GmbH, a Greiner customer and traditional company with over 100 years of history behind it, reacted to this and, in cooperation with Greiner Packaging, developed a squeeze bottle for ketchup and mayonnaise with a 30 percent recycled content.

The r-PET for the 500-gram bottle comes from a material flow approved by the EFSA and thus approved for food. The bottle, which is produced by the stretch blow molding process, is already available on the market in Germany.

Greiner Bio-One. Your Power for Health.

Recent decades have seen massive gains made in the fight against diseases and epidemics and the improvement of global healthcare. Innovations in medical devices and pharmaceuticals have contributed significantly to this success story.

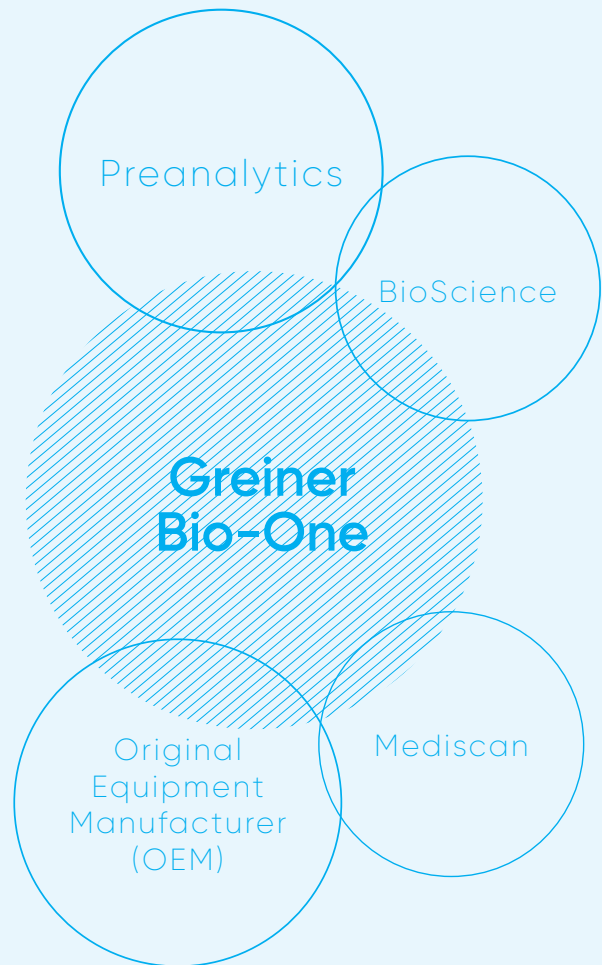
 GRI 102-2, GRI 103-1





The four divisions of Greiner Bio-One:

- // *Preanalytics develops innovative collection systems for human and veterinary samples, which make everyday routine tasks in hospitals, laboratories or medical practices easier and safer.*
- // *BioScience is a technology partner for universities and research institutions as well as for the diagnostic and pharmaceutical industries and is also a leading supplier of special products for the analysis of cell cultures and microtitre plates.*
- // *Mediscan is a expert service provider in the field of sterilization of medical products, food packaging or functional improvement of plastics.*
- // *As an Original Equipment Manufacturer (OEM), Greiner Bio-One offers solutions in the field of customer-specific design developments and production processes for the life sciences and medicine sectors.*



Our colleagues at Greiner Bio-One contribute to improvements in healthcare worldwide. Greiner Bio-One is an international medical technology company active in the fields of biotechnology and life sciences, diagnostics and pharmaceuticals, medicine and in vitro diagnostics. The products are used in more than 100 countries around the world. The company is divided into four business divisions (see info chart above).

One cause of accidents in hospitals is needle stab injuries. A survey conducted in 2008 showed that one in ten caregivers suffered a needle stab injury in the course of a year, regardless of the environment. The consequences of an infection can have far-reaching consequences – with social and financial consequences. The cost of aftercare for a needle stab injury (without lost work time and depending on the intensity of the measures required) can range from 300 to 3,000 euros (laboratory tests, examinations, counseling, medication, etc.). A comparison of the cost of care after an injury with the cost of prevention shows that prevention has a clear financial advantage.



*Greiner Bio-One
(here the headquarters
in Kremsmünster, Austria)
stands for innovative solutions
in the field of medicine.*



The Greiner Bio-One business unit Preanalytics has therefore focused on the development of safety products in response to healthcare needs and the needs of medical personnel. These are product solutions to prevent needle stab injuries during blood collection. By using these products, the number of stab injuries can be reduced to a minimum. The European social partners have concluded a framework agreement on prevention, which became a European Union directive in 2010. In other countries, such as the United States, similar rules apply. With our broad portfolio of safety products, we want to help reduce the number of needle stab injuries. The aim is to create safer working conditions in the healthcare sector.

 GRI 103-1, GRI 103-2

Safety products are subject to strict selection criteria:

- // *No impairment of patient care and reliable function*
- // *Safety mechanism must be part of the product*
- // *Safe to operate and require only minor changes to the removal technique*
- // *Safety mechanism must be easy to activate*
- // *Do not cause safety hazards or new sources of exposure*
- // *Single-handed or automatic activation preferred*
- // *Signal must indicate correct activation of safety mechanism*
- // *The activated safety mechanism should be irreversible.*



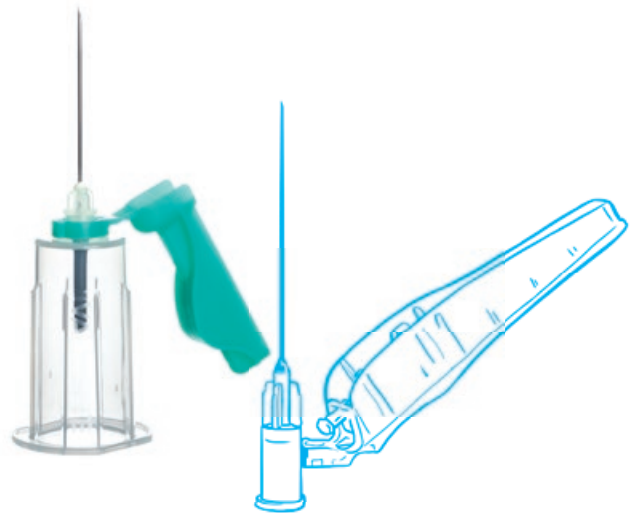
Our safety products are ergonomically designed and offer benefits that simplify use and increase safety.

VACUETTE® QUICKSHIELD

The safety tube holder is particularly suitable for routine blood collection. Nothing changes in the usual collection technique. The protective shield is activated either with the aid of a stable surface or with one hand with the thumb.

VACUETTE® CLIX

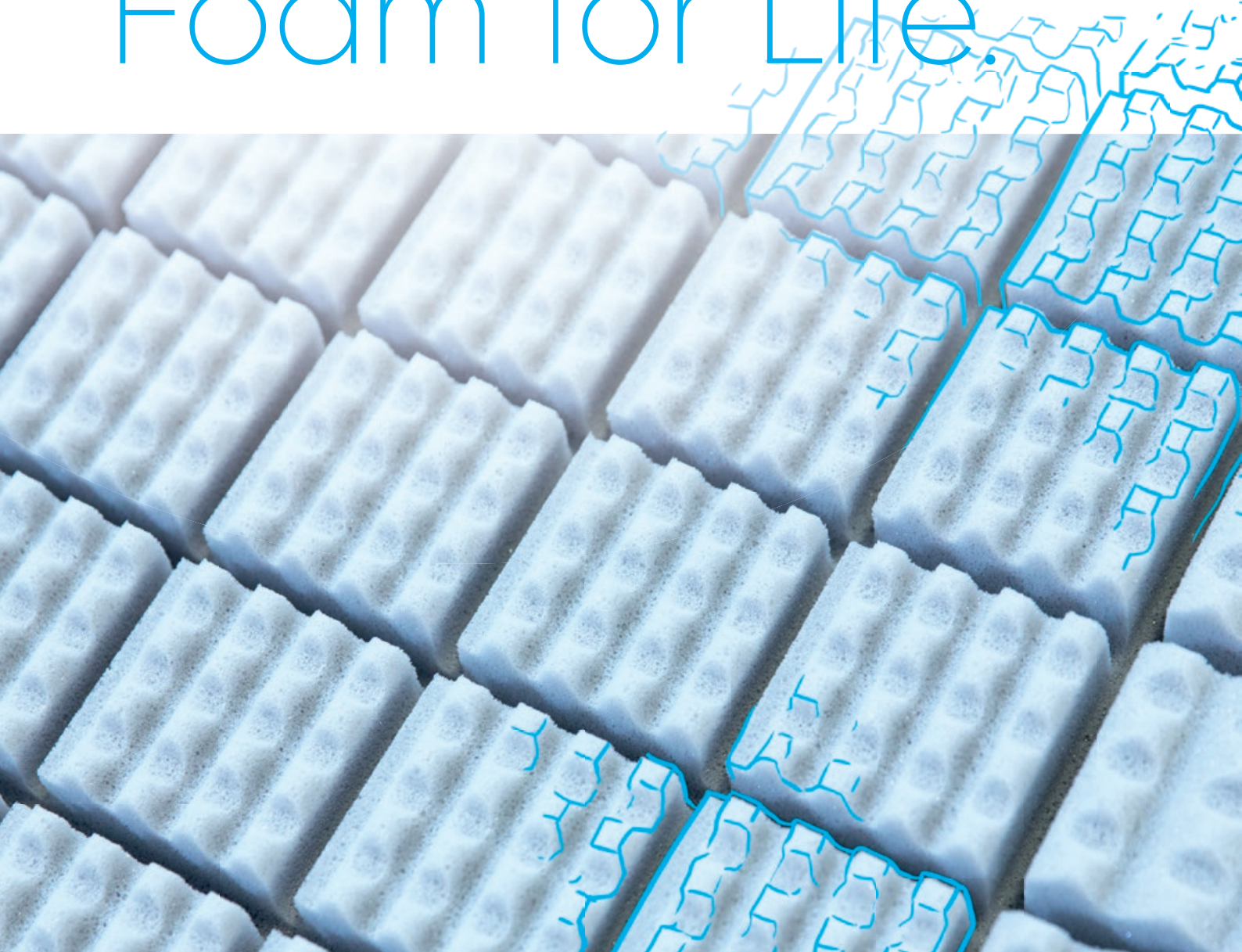
The safety cannula can be used both for venous blood collection and for injection purposes. The safety mechanism is an integral part of the product and is operated with one hand. With a broad portfolio, Greiner Bio-One is well positioned to offer maximum functional safety to both healthcare professionals and patients.



Product innovation:
Safety blood collection set

The safety blood collection/infusion set is a sterile single use wing cannula connected to a flexible tube with or without Luer adapter. It is used for blood collection and/or short-term infusion of intravenous fluids and is specially designed for patients with difficult venous conditions. Since the protective mechanism is activated while the needle is still in the vein, a high level of safety for the user is ensured. The acoustic activation signal of the safety mechanism and the visual puncture control in the viewing window provide additional protection.

Greiner Foam. Foam for Life





Foams can be found in countless applications. Mattresses and upholstered furniture are just two examples where we come into contact with foams in everyday life. But there are many more!

 GRI 102-2, GRI 103-1, GRI 403-7

Our world at Greiner consists of plastic, but also of foams. As a leading manufacturer of special foams, Greiner Foam deals with the latter on a daily basis. Our product portfolio is diverse and ranges from foams in mattresses, aircraft seats and functional trim parts for the automotive industry to various insulation applications and foam product solutions in the healthcare sector.

Our high quality products increase the safety and efficiency of the end products into which they are integrated. At Greiner Foam, we are specialists in the manufacture, conversion and development of functional flexible **polyurethane** foams and composite foams. We always focus on high quality, functionality and innovation. As part of the continuous development of our product portfolio, we always focus on finding more sustainable solutions and materials.



At Greiner Foam (here the Perfoam headquarters in Enns, Austria) the focus is on added value and environmental friendliness.

Greiner aerospace offers the best comfort and highest processing quality for seat cushions and seat covers.

In order to increase the use of renewable raw materials, we analyze renewable raw material sources with comparable structures and similar material properties to conventional plastics or foams. Vegetable oils are already used in the polyurethane industry. For many end products in which Greiner Foam products are used, weight is a decisive factor for energy efficiency and thus for the ecological footprint. Greiner Foam focuses on innovative solutions that support its customers in the manufacture of sustainable and energy-efficient products. Through innovative product examples that demonstrate Greiner Foam's commitment to renewable and recycled materials, our products contribute to more efficient end products.



PERmold® consists of 95 percent secondary raw materials and thus stands for maximum eco-efficiency.



PERmold®75

PERmold®75 – a product from Greiner Perfoam – uses PUR cut waste for the development of acoustic products for the automotive industry. It consists of 95 percent recycled [secondary raw materials](#) from foam packaging and thus enables an eco-efficient reuse of this valuable raw material. By optimizing the flake geometry and adapting tooling concepts, our solutions reduce material weight by 25 percent while maintaining the same acoustic and functional effectiveness, thus helping to reduce vehicle fuel consumption.

Modul® VIP

With Modul® VIP – the insulation solution from Greiner PURTEC – energy consumption of hot water tanks can be reduced by 50 percent. This corresponds to a saving of 910 kilograms of CO₂ equivalent over the average service life (15 years) for a standard storage tank with a water volume of 800 liters. This is comparable to over 3,000 washes with an A+++ washing machine for a 4-person household. This is made possible by the use of highly insulating vacuum insulation boards in combination with other high-quality insulating materials.



Greiner aerospace is a full-service provider for the development and production of components for aircraft seats. Cushions are the most important part of an aircraft seat and offer comfort, well-being and safety. A well-designed seat can be ruined by a poorly constructed cushion. Structural cushions from Greiner aerospace allow seat manufacturers to replace the

seat shell, which means an average weight reduction of about 600 grams per seat compared to conventional solutions. This results in a reduction of about 150 kilograms for an aircraft with 250 passengers. The lower weight allows airlines to save kerosene costs. For example, the fuel costs for an aircraft with 250 passengers can be reduced by around 33,000 euros per year. Reducing fuel consumption also has a significant impact on reducing CO₂ emissions from aircraft.

 GRI 102-2, GRI 103-2, GRI 403-7

Product innovation: PERcap[®] acoustic enclosures



Our PERcap[®] acoustic enclosures for automotive engines are a prime example of sustainability in the automotive industry. The sound insulation directly at the noise source allows other acoustic measures in the engine compartment to be carried out in lightweight construction, which means total weight savings of up to 25 percent. In addition, the well-insulated components ensure that the powertrain reaches operating temperature faster or cools down more slowly, resulting in considerable overall fuel savings.

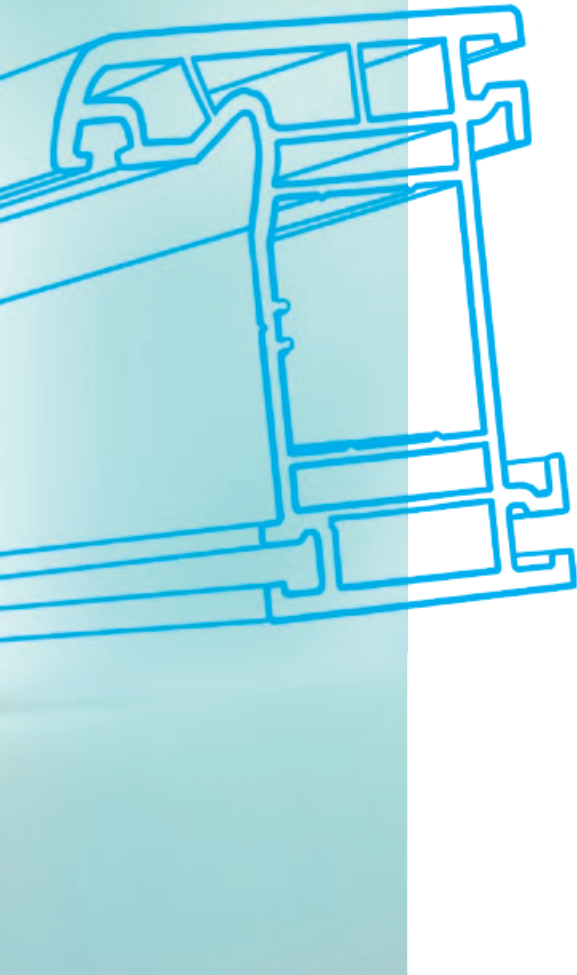
Not only is the effect of the components sustainable, but the product itself also consists of up to 30 percent renewable natural fibers and a further 30 percent secondary raw materials from plastics recycling. With PERcap[®], the end customer gains a lower noise level and greater efficiency in the passenger car sector. The environment costs are also reduced.



Greiner Extrusion. Keeping you ahead in extrusion.

Greiner Extrusion is the world's leading supplier of extrusion lines, tools and complete lines for profile extrusion. The core competence is the process know-how in profile extrusion – from development and design through to production.

 GRI 103-2



With six technology centers and 15 permanently available extrusion lines worldwide as well as one of the largest development centers in the entire industry, Greiner Extrusion offers its customers a complete range of services for the development of customer-specific solutions. This enabled the market launch of pioneering technologies for digital automation solutions to minimize the use of materials and process recycled materials. In addition, we are constantly on the lookout for new, innovative solutions to further reduce material consumption in profile extrusion.

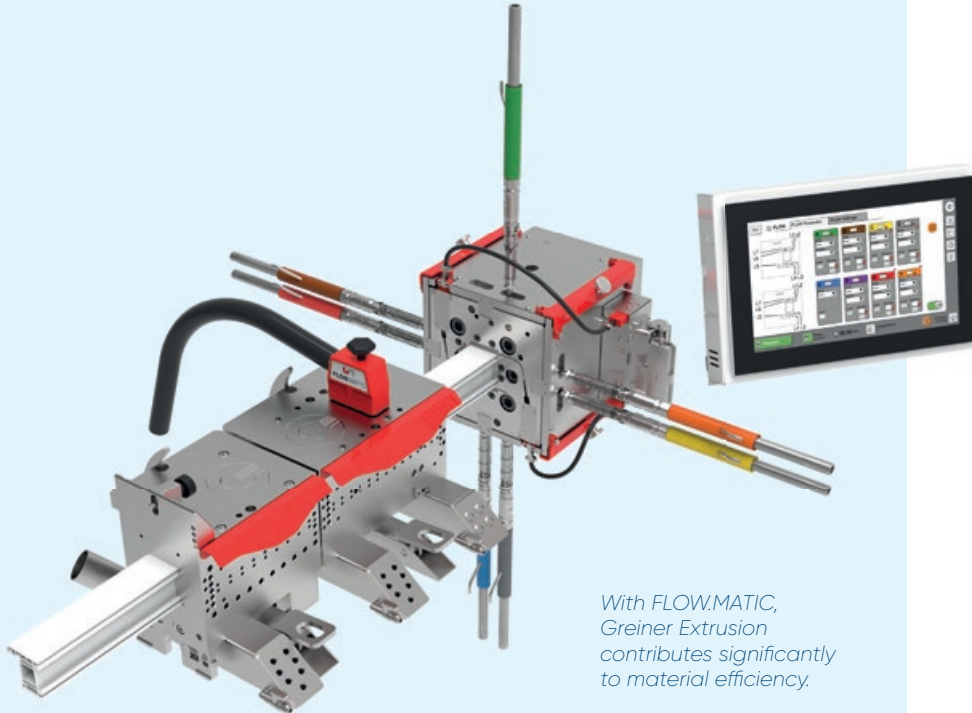
FLOW.CONTROL

One of these innovations is FLOW.CONTROL, our solution for melt flow control. With melt flow control, individual profile sections are specifically slowed down or accelerated with hot or cold air. This makes it possible to reduce material input, achieve precise profile geometries and shorten start-up times.



Resource conservation has always been a top priority at Greiner Extrusion (here the headquarters in Nussbach, Austria).





With FLOW.MATIC, Greiner Extrusion contributes significantly to material efficiency.

FLOW.MATIC

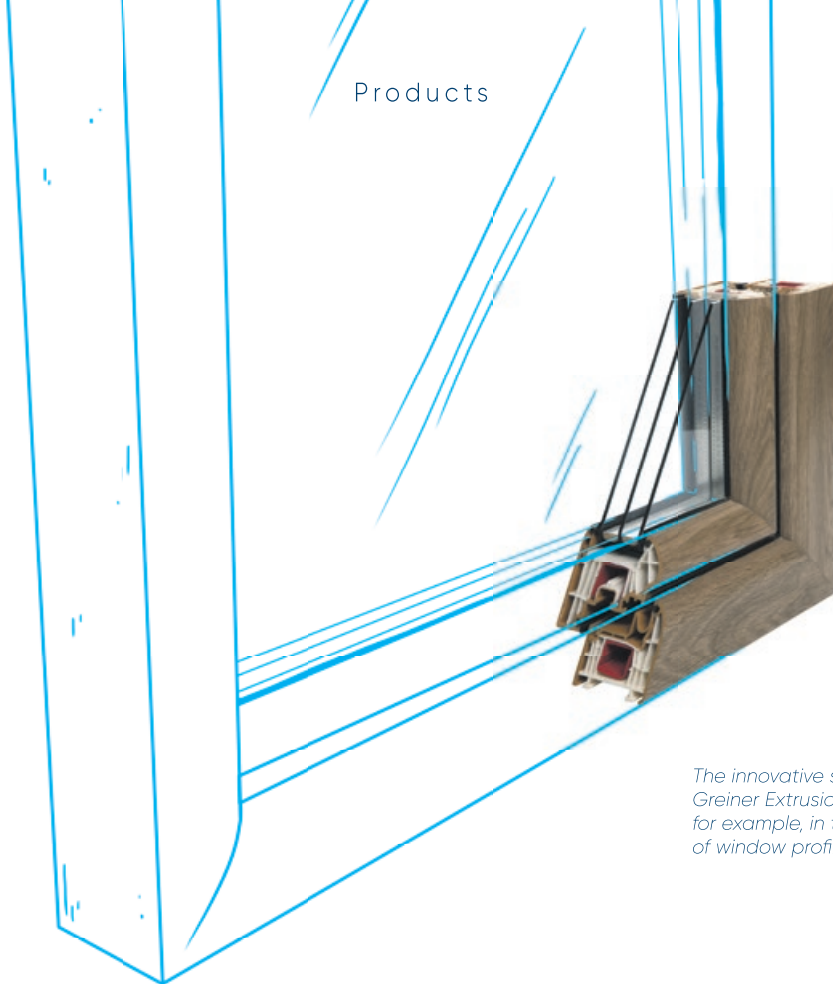
With FLOW.MATIC – a further development of FLOW.CONTROL – we demonstrate our innovative strength in the field of digitization: Functional dimensions of profile parts are ensured fully automatically and permanently within seconds. The temperature and thus the melt flow is controlled directly in the nozzle by heating or cooling. When doing this, FLOW.MATIC measures the filling level of the individual profile sections and, together with the FLOW.CONTROL nozzle function, creates a fully automatic control loop. The reaction is visible within a few seconds. The result is constant profile dimensions even when process fluctuations occur – without any manual intervention. The settings can be reproduced at any time. This makes it possible to reduce material usage to a minimum and at the same time reduce production waste, which significantly contributes to material efficiency. According to current internal calculations, the cost savings through material savings and lower scrap rate through FLOW.CONTROL are about 27,000 euros per year. By combining with FLOW.MATIC, the saving can even reach 48,000 euros per year.

GESS.TRONIC

Greiner Extrusion solutions can also contribute to an increase in energy efficiency. With GESS.TRONIC, the Greiner energy saving system, we enable significant energy savings in profile extrusion. Most of the energy used in profile extrusion is consumed by the vacuum pumps in the calibration table. GESS.TRONIC reduces energy consumption by up to 90 per cent by controlling these pumps as required and using side channel compressors for tank suction – this corresponds to up to 100,000 kilowatt hours per year, depending on the size of the plant. GESS.TRONIC can also be retrofitted into existing plants and thus represents an attractive option for any extrusion company.



Products

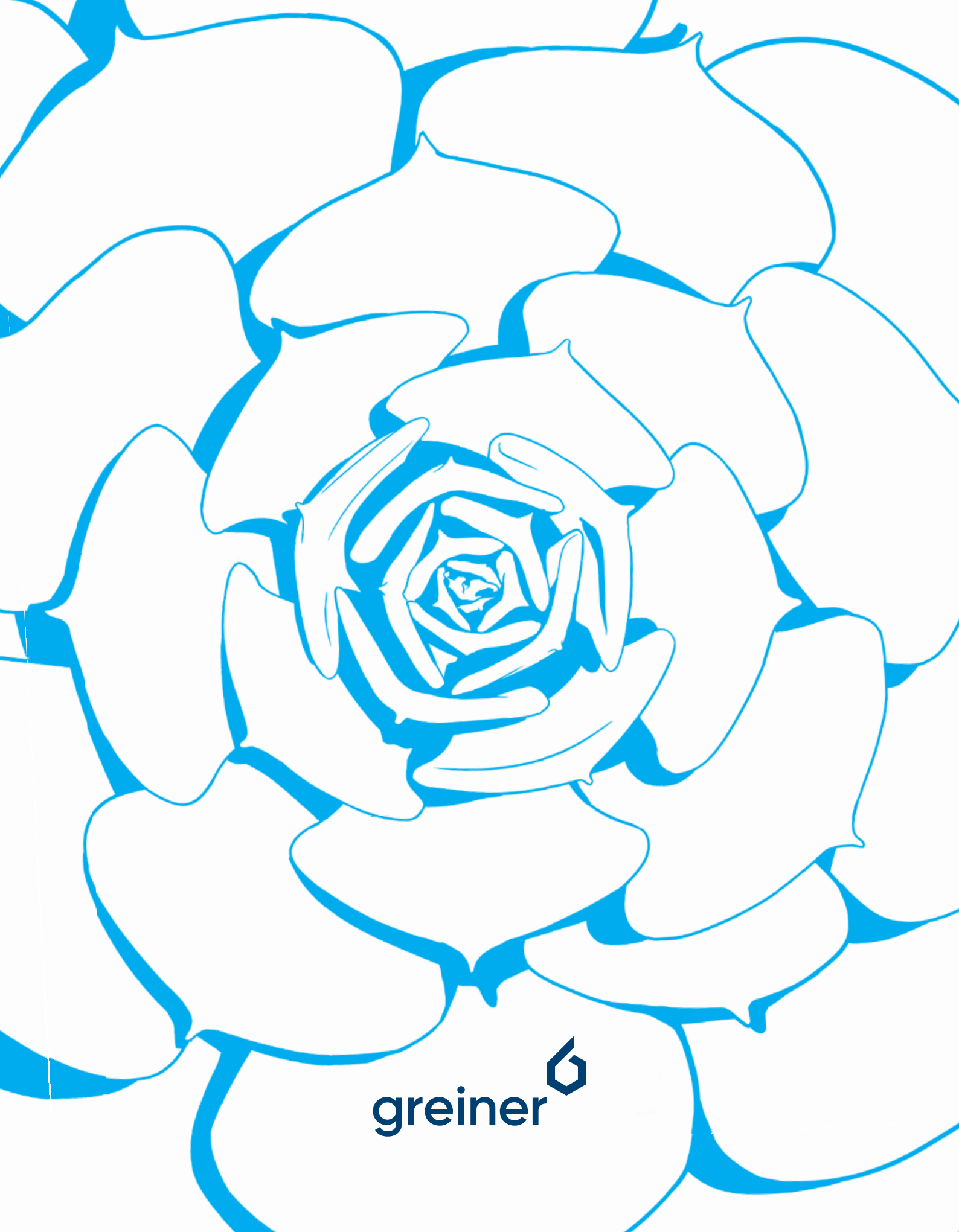


The innovative solutions from Greiner Extrusion are used, for example, in the manufacture of window profiles.



Product innovation: Co-Extrusion with LAYER.COEX plus

LAYER.COEX plus is the latest co-extrusion technology from Greiner Extrusion. Co-extrusion is a process in which two or more plastic materials are extruded simultaneously through a single extrusion die. This innovative technology is used in many plastic products, such as profiles for plastic windows. It enables a significant cost reduction through a high use of mixed base material. Compared to mono-extrusion with new polyvinyl chloride (PVC), costs can be reduced by up to 18 percent. The innovative Greiner solution enables the use of recycling materials while at the same time ensuring the highest product quality – thereby contributing to a circular economy.



greiner 

Supply Chain

105



“Most of the environmental and social impact occurs in our supply chain. Sustainable behavior is therefore not an option, but an obligation for all our suppliers.”

Rainer Perneker
CEO Greiner Bio-One International GmbH



At Greiner, we see sustainability as an engine for innovation and growth. As a company, it offers us great opportunities, but also enormous potential for solving the ecological and social challenges of the world. However, the potential can hardly be exploited on our own. What is needed is cooperation between all players along the **value chain**. We have therefore extended our sustainability approach to the entire value chain in order to create ecological, social and economic added value for all those involved.

As a global company, we bear a great responsibility for our employees, the environment, society and our stakeholders. Responsible procurement can have a positive impact on global challenges and the players mentioned. For this reason, we have committed ourselves to conducting all our business activities in a sustainable manner that is morally, legally and ethically sound. In our holistic approach, sustainability criteria such as environmental

protection and occupational safety as well as compliance with human rights are included in the selection and development of all suppliers and business partners. In this way, as purchasers, we exert influence on our suppliers so that they improve working conditions, the protection of the environment is strengthened and the sustainability of the Earth is secured.

Our cooperation with suppliers and business partners therefore follows clear principles. These are defined in our Code of Conduct for Suppliers and Business Partners. They apply to all companies that enter into a business relationship with Greiner and set non-negotiable minimum standards. In this way, we assume our responsibility and ensure that cooperation with our suppliers is ethically correct, ecologically sustainable and socially acceptable.

 GRI 103-1, GRI 103-2



*Download
Code of Conduct
for Suppliers and
Business Partners*



Global Player – Global Supply Chain

More than 8,500 suppliers from more than 50 countries worldwide are part of the Greiner success story as business partners. In a more complex world, the demands and expectations placed on them continue to grow. Transparency is therefore a key factor.

Interview with Rainer Perneker

Mr. Perneker, how do you ensure that your suppliers adhere to sustainable business practices?

Sustainability plays a central role in our supplier assessment. We have a long-term business relationship with most suppliers. There everyone knows about our high requirements. For new suppliers and business partners, the key is to communicate our expectations. For example, we have a Code of Conduct that clearly states what we expect from our partners. In addition to this bilateral approach, supplier assessments by third parties also play an increasingly important role. Sustainability ratings and, of course, audits are also opportunities to check whether our principles are being adhered to.

How do you integrate sustainable business practices in your supply chain?

As a globally operating company, we have a duty. Most environmental and social impacts occur in our supply chain. Sustainable behavior is therefore not an option, but an obligation for all our suppliers. That is why in recent years we have focused on further developing our supplier management. With an independent Sustainable Sourcing Policy, we have defined a framework for sustainable procurement. In addition to the Code of Conduct, this policy is an important internal pillar that contributes to greater transparency and thus to a more sustainable supply chain.

How do you deal with suppliers from the so-called risk countries?

The share of our purchases from risk countries is at a constantly low level. Less than 20 percent of our purchasing comes from so-called risk countries. In this way, we minimize the risks in our supply chain. Nevertheless, we are particularly vigilant when purchasing from risk countries and subject new suppliers to critical evaluation. Communication and the verification of compliance with our specifications are of particular relevance here.

Rainer Perneker
CEO Greiner Bio-One International GmbH



What major challenges do you see in purchasing?

Purchasing represents a strong lever for us to stimulate positive, sustainable changes. From a business standpoint, procurement is of enormous importance for us as a company. Globally networked value and supply chains are becoming increasingly complex. In order to be able to deal with this, it is necessary to create appropriate internal structures. For this reason, we have strengthened our purchasing, developed a comprehensive procurement strategy and established clear guidelines for our business partners. In addition, we are currently pushing ahead with our processes for monitoring our specifications.

Our value chain

The value chain in the plastics and foam industry is complex and diverse, both globally and locally. Our globalization therefore brings with it new challenges time and again.



As processors of plastics and foams, Greiner requires raw materials such as plastic granulates, fibers, chemicals and steel. They result in a wide variety of products that are further processed or used by other players along the value chain.

Greiner Packaging

Manufactures plastic packaging for the food and non-food sectors. These include, for example, yogurt cups, drinking bottles, and plastic containers. These are delivered to the end consumer via the retail trade. If the packaging is correctly disposed of, collected and recycled, it can also generate added value after use. Either through thermal use or ideally through recycling for further use as a [secondary raw material](#).

Greiner Bio-One

Is a global player in the field of medical technology and life sciences. The product range extends from collection systems for blood, urine and saliva to special products for the analysis of cell cultures. The value chain of Greiner Bio-One stands out from the other plastics processing divisions: healthcare players such as laboratories or hospitals use these ready-to-use products. After they have been used, medical devices are mostly thermally disposed of.

Greiner Foam

Is a manufacturer of special foams for industries such as automotive, aviation and building technology. These include the manufacture and processing of **polyurethane** foam into mattresses or upholstery, foam components for the automotive industry and thermal insulation for the construction sector. These products are often used in the products of downstream players. The product portfolio is characterized by a comparatively long life cycle.

Greiner Extrusion

Is a supplier of extrusion lines, tools and complete lines for profile extrusion. It supplies companies worldwide with machines for the production of plastic profiles. Examples of the resulting products are cable ducts, plastic cladding for the construction industry or profiles for plastic windows. The durable products made by Greiner Extrusion systems or machines often have a long service life.

From production all the way to recycling



Overview of our purchasing

GRI 102-9

Total purchasing volume by continent (2018)

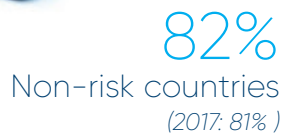
In 2018, we purchased materials, products and services from over 8,500 suppliers – more than 75 percent of them in Europe. This makes our supply chain as international and diverse as Greiner itself.





Purchasing volume by material group (2018)

Especially when purchasing materials, procurement plays an important role. Purchased materials, grouped into five material groups, account for around 40 percent of the total purchasing volume.



Total purchasing volume by risk and non-risk country (2018)

Business relationships with companies from countries with high levels of corruption or political instability can represent a risk. We currently source less than 20 percent of our purchasing volume from risk countries (according to the classification of the Business Social Compliance Initiative).

Sustainability & procurement – two sides of the same coin

Greiner
Code of Conduct
& supplier
questionnaires

External
supplier
evaluation

Performance
of
audits



For us at Greiner, sustainable procurement means purchasing necessary goods and services that have the least negative impact on the environment and human health.

GRI 103-2

Sustainable procurement integrates social, ethical and ecological criteria into the supplier selection process. This is why we at Greiner make responsible procurement an integral part of our purchasing and supplier management. Our goal: to understand and minimize risks in our supply chain.

The foundation is our Sustainable Sourcing Policy, which defines the framework for our procurement and our dealings with suppliers and business partners. It aims to ensure that all suppliers adhere to sustainable business practices. In this way, ecological, social and economic effects are optimized along our value chain. We achieve this by ensuring that our purchasing departments take sustainability criteria into account when purchasing goods and services.

Our sustainable procurement policy is based on three pillars:

- // *Greiner Code of Conduct as well as supplier questionnaires*
- // *External supplier evaluation*
- // *Performance of audits*

The principles from our Code of Conduct for Suppliers and Business Partners form the basis for Greiner's sustainable procurement policy. Based on these principles, our procurement policy contains clear instructions for the purchasing departments of the entire group of companies. This also includes how to deal with violations of the guidelines of our Code of Conduct.

The guideline covers all goods and services purchased or commissioned by Greiner companies or Greiner employees during our business operations. This includes all types of procurement such as purchasing, subcontracting or franchising as well as the conclusion of contracts. External supplier evaluation and audits complete the guideline.

Transparency creates added value for all stakeholders

At Greiner, we take responsibility for our ecological, social and economic impact. We expect the same from our suppliers and business partners as well as their business practices.

 GRI 103-2; GRI 103-3

At Greiner, we take our corporate responsibility seriously and think beyond our corporate boundaries. We regard sustainability in the supply chain as an important building block. We therefore expect our suppliers and their business partners to act responsibly and carry out their work in accordance with the guidelines and principles of our Code of Conduct for Suppliers and Business Partners.

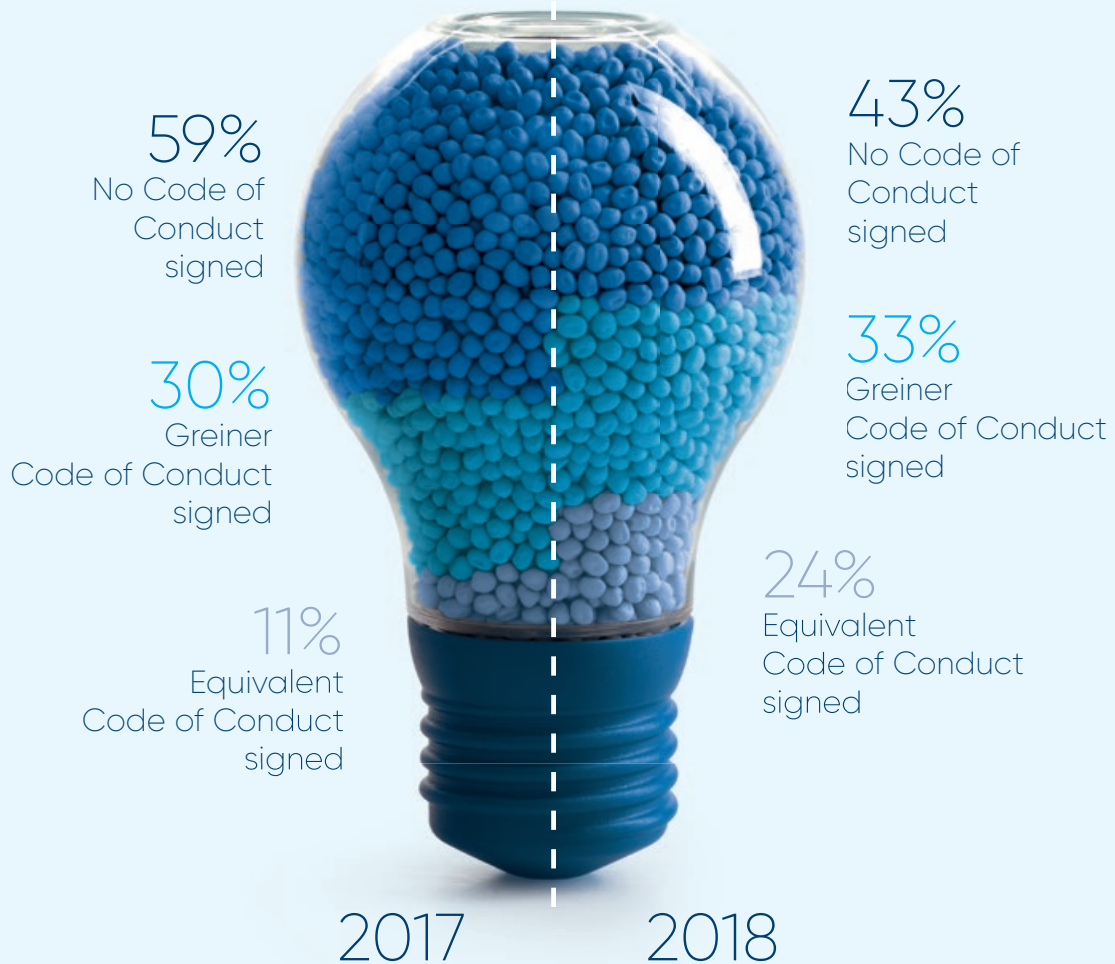
Our goal: A transparent supply chain that focuses on protecting the environment and improving people's working conditions. To ensure that we adopt an integrated approach, sustainability criteria such as environmental protection, occupational safety and respect for human rights are also taken into account in the selection, evaluation and development of our suppliers.

In our Code of Conduct for Suppliers and Business Partners, we have therefore set non-negotiable minimum standards that serve as the basis for our business relationships. This ensures that our actions and the activities of our suppliers and business partners are ethically, ecologically and socially sustainable. Accordingly, the Greiner Code of Conduct is based on three pillars: social, ecological and ethical guidelines and principles.



*Download
Code of Conduct
for Suppliers and
Business Partners*

Code of Conduct in Purchasing



At Greiner we regularly collect data about the signing of our Code of Conduct. Currently, almost 60 percent of our suppliers and business partners have signed the Greiner Code of Conduct or submitted their own equivalent code of conduct. We have set ourselves the goal that by the end of 2020, 80 percent of the

total purchasing volume will come from suppliers and business partners who have signed our Code of Conduct or an equivalent code of conduct. As part of our general sustainability obligations, we want to ensure that as many suppliers and business partners as possible adopt our Code of Conduct.

Social Guidelines and Principles

- // **We expect** our suppliers and business partners to respect and protect the globally applicable regulations for the protection of human rights as fundamental and universal requirements. This includes in particular that our suppliers and business partners use neither forced labor nor child labor.
- // **We expect** our suppliers and business partners to promote equal opportunities and equal treatment and to prevent any form of discrimination based on gender, age, skin color, culture, ethnic origin, sexual orientation, political opinions, disability, religious affiliation or ideology.
- // **We expect** our suppliers and business partners to respect the right of their employees to freedom of assembly and collective bargaining. Our suppliers and business partners must comply with Convention 87 (Protection of the Right to Organize) and Convention 98 (Right to Collective Bargaining) of the International Labor Organization (ILO).
- // **We expect** our suppliers and business partners to protect the health and safety of their employees in accordance with the applicable statutory requirements for occupational health and safety and to follow internationally recognized standards to protect the safety and health of their employees.
- // **We expect** our suppliers and business partners to pursue a fair remuneration policy that takes into account all local labor and wage laws, particularly with regard to minimum wages and working hours.

Ecological Guidelines and Principles

- // **We expect** our suppliers and business partners to take measures for a responsible approach to the environment.
- // **We expect** our suppliers and business partners to use natural resources sparingly, to reduce environmental pollution in the air, on land and in water and to make a contribution to reducing energy consumption and **greenhouse gas emissions**.
- // **We expect** our suppliers and business partners to consider waste prevention, reuse and recycling when developing and manufacturing products.
- // **We expect** our suppliers and business partners to take appropriate measures not to use raw materials in their products that are grown and promoted in conflict or high-risk areas and to finance armed groups that violate human rights.
- // **We expect** our suppliers and business partners to register chemical substances in a central database of the REACH authority (Registration, Evaluation, Authorization and Restriction of Chemicals) when manufacturing or importing chemical substances into the European Union in quantities of more than one tonne per year.
- // **We expect** our suppliers and business partners to comply with all applicable product safety regulations and requirements, in particular the legal requirements relating to the safety, labeling and packaging of products and the use of hazardous substances and materials.

Ethical Guidelines and Principles

- // **We expect** our suppliers and business partners to conduct their business ethically and fairly, to comply with all laws and regulations applicable to their business activities, and to obtain all necessary approvals.
- // **We expect** our suppliers and business partners to respect, support and monitor national and international anti-corruption efforts.
- // **We expect** our suppliers and business partners not to misuse invitations and gifts to influence us. The same applies to Greiner employees.
- // **We expect** our suppliers and business partners to comply with the relevant legal obligations to prevent money laundering and not to participate in money laundering activities.
- // **We expect** our suppliers and business partners to ensure compliance with all applicable laws for the import and export of goods, services and information.
- // **We expect** our suppliers and business partners to behave fairly in a competitive environment and to comply with applicable antitrust laws.



- // **We expect** our suppliers and business partners to make their decisions solely on the basis of objective criteria and not to be influenced by personal interests and relationships.
- // **We expect** our suppliers and business partners to comply with all applicable laws for the protection of personal data of employees, customers, suppliers and other concerned parties. In addition, the know-how, patents and trade and business secrets of Greiner and third parties must be respected.

Added value is created through evaluation

The early identification of risks, the assurance of quality, the strengthening of competitiveness and the optimization of supplier relationships: they are what motivated us when it comes to evaluating our suppliers and business partners.



We want to be a reliable partner for our customers, but naturally also for our suppliers and business partners. With our sustainable procurement strategy and our Code of Conduct, we have defined clear principles for cooperation. In order to check compliance with these criteria and take appropriate remedial action in the event of non-compliance, we evaluate our suppliers at regular intervals and evaluate their actions.

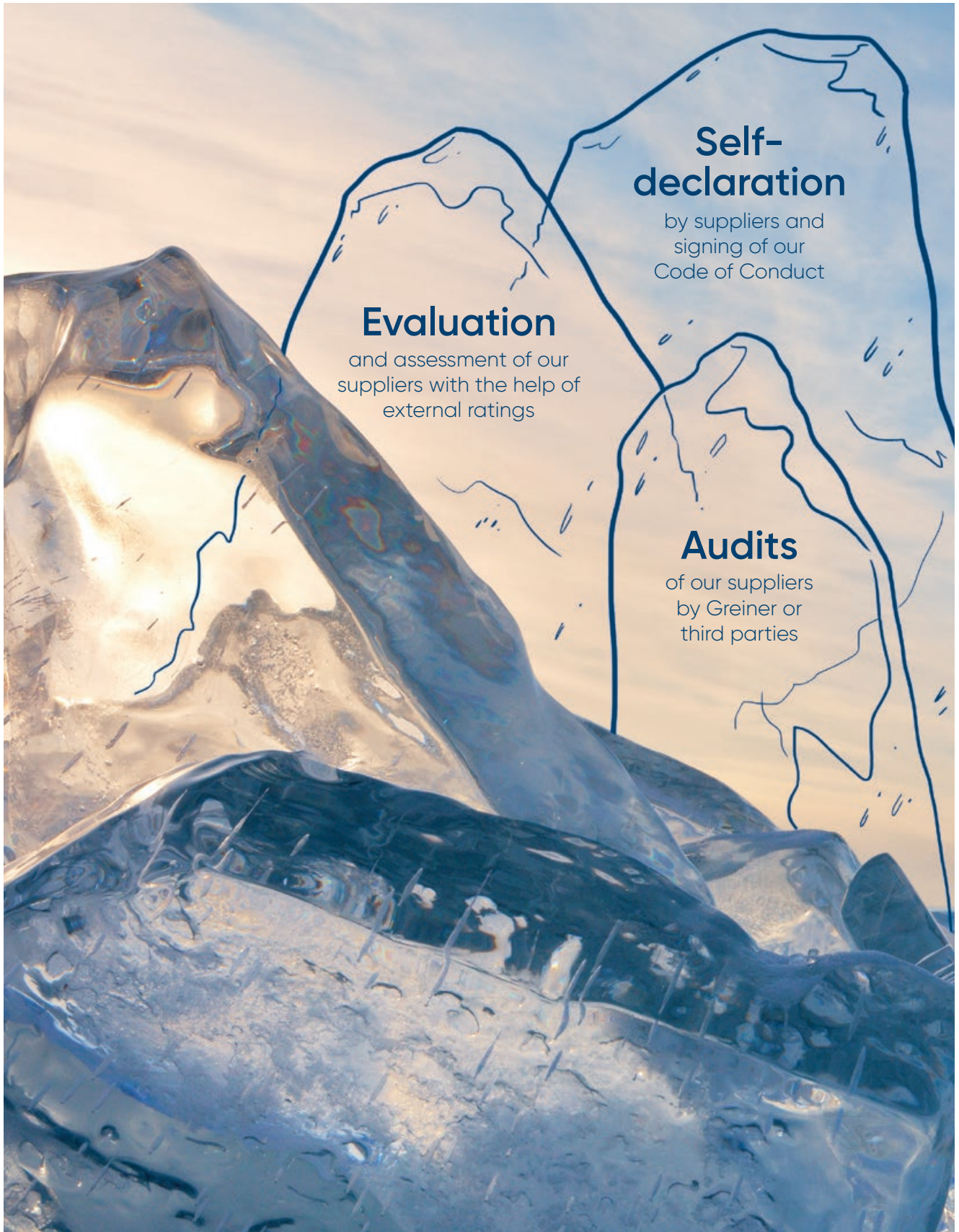
The supplier evaluation process comprises three elements:

- // *Self-disclosure by suppliers and signing of our Code of Conduct*
- // *Evaluation and assessment of our suppliers with the help of external ratings*
- // *Audits of our suppliers by Greiner or third parties*

Suppliers with a positive evaluation and compliance with all requirements are listed as preferred suppliers. Evaluation and evaluation as well as subsequent classification are carried out and updated on a regular basis.

In addition, we also use external supplier evaluations such as [EcoVadis](#) for the evaluation and evaluation of suppliers. The renowned EcoVadis sustainability rating is used to survey and evaluate a wide variety of areas. The results are part of a holistic view of our suppliers. We also want to integrate the EcoVadis evaluation of our suppliers into our own supplier evaluation processes. For Greiner Packaging, we have set ourselves the goal of having all strategic material suppliers evaluated by EcoVadis by the end of 2020. By 2023, we want to use an evaluation platform in all divisions.

Finally, audits also play an increasingly important role. We do not want to leave to chance the question of whether supplier processes, requirements and guidelines meet our required standards. We will therefore develop an action plan by 2020 and further intensify our activities in the area of audits. The issue of sustainability is to be firmly integrated into our audit processes. Whether audits are carried out by ourselves or by third parties must be decided on a case-by-case basis.



Self-declaration

by suppliers and signing of our Code of Conduct

Evaluation

and assessment of our suppliers with the help of external ratings

Audits

of our suppliers by Greiner or third parties



Transparency creates trust

We have set ourselves ambitious goals. Platforms such as EcoVadis or Sedex offer a good opportunity to monitor our progress. The results help us to achieve an even better rating in the future.



We not only place high demands on our suppliers and business partners, but also set the bar high for ourselves. The evaluation of our sustainability performance by third parties is one of the key figures that we have promoted and associated with ambitious goals. We have put ratings from [Sedex](#) and [EcoVadis](#) at the heart of our activities. This also meets the requirements of our customers.

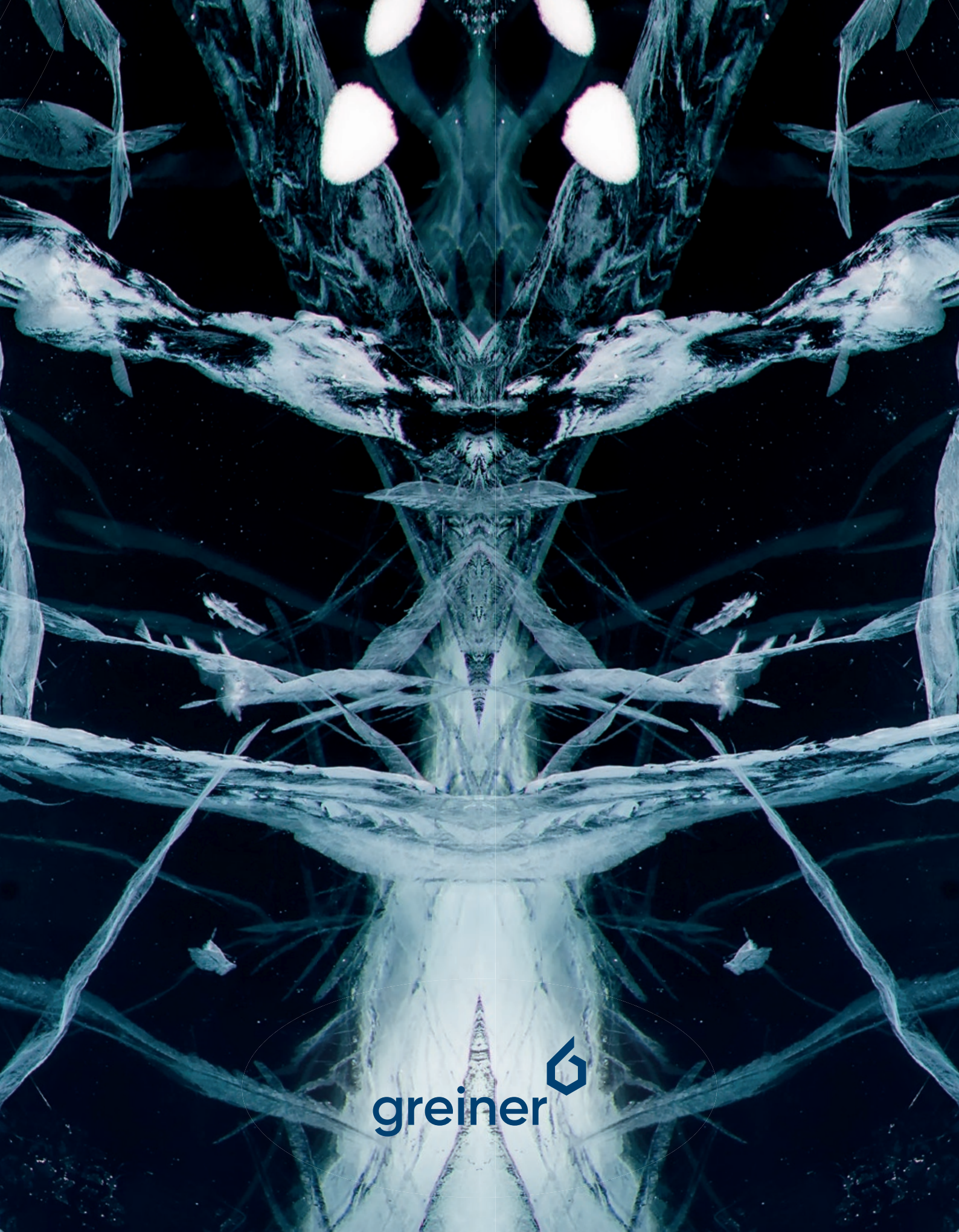
Sedex (Supplier Ethical Data Exchange) is an important benchmark for ethical and responsible business practices in global supply chains. Sedex is a non-profit organization that facilitates the exchange of ethical performance data between companies and their suppliers. Greiner is a category B Sedex member. This means that we provide our customers with access to our performance data.

Above all in the customer segment of our largest division, Greiner Packaging, we see a continuous demand for information on our processes. In order to meet this demand, 14 of Greiner Packaging's 23 production sites have already reported the information required by Sedex on labor standards, health and safety as well as integrity and environmental compatibility.

EcoVadis is another platform that provides an assessment of the social and environmental performance of companies. EcoVadis examines policies and measures as well as published reports on the environment, labor and human rights, ethics and sustainable procurement of companies. Greiner Packaging received a silver award in 2018, making it one of the top 14 percent of EcoVadis rated companies in the manufacture of plastic products. Our goal: To achieve a gold award by 2020.



Sedex Member



greiner 

Social Commitment



"Wherever we are in the world as a company, we want to be a good neighbor. The bar is a high one: We want to create added value through our commitment and contribute to the sustainability of society."

Gerhard Ohler
CEO Greiner Extrusion Group GmbH

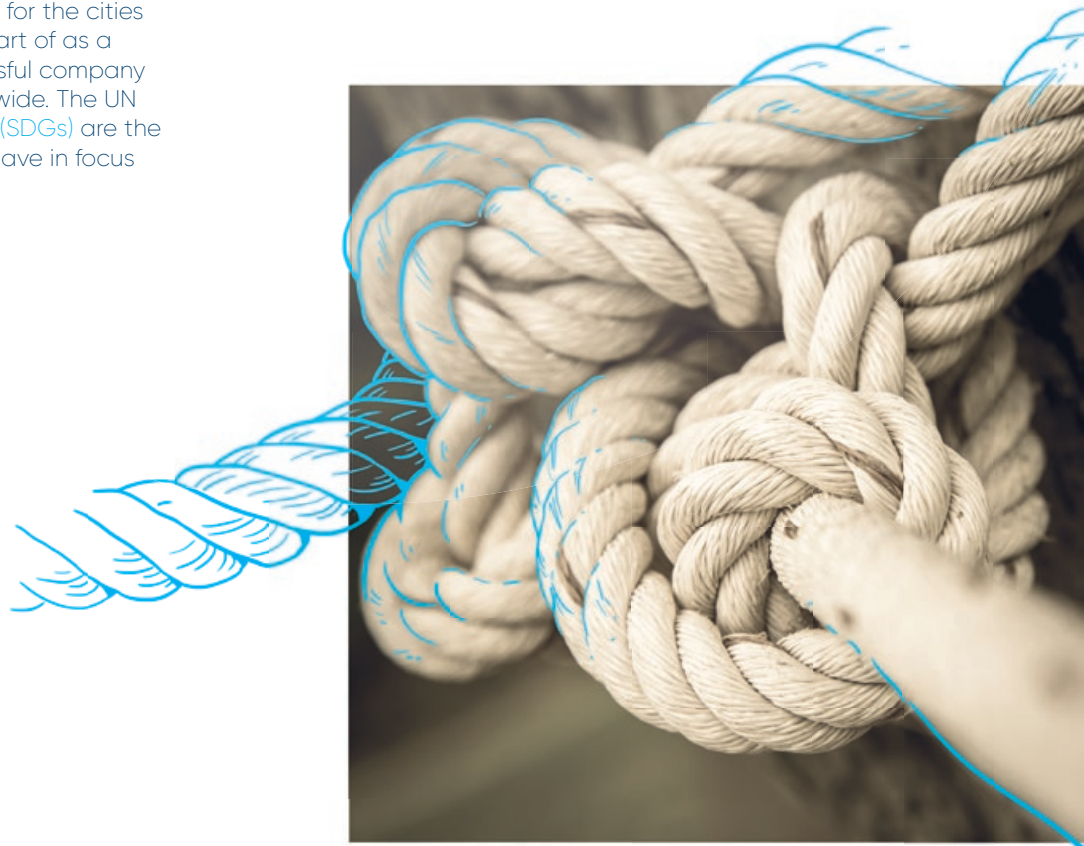


Success and profit as well as responsibility and commitment – for us as a company, these are two sides of the same coin. We firmly believe that our entrepreneurial success is immovably linked to strong communities and a functioning society offering equal opportunities. That is why in 2018, we supported 261 projects and initiatives worldwide with donations and sponsoring. Our commitment for social cohesion and for people in need is firmly established in our system of values and in our corporate culture. We want to be more than just a reliable employer. This has been the case for the last 150 years and will also continue to be so in the future. This historical obligation is respected by our owners but also by our employees and business partners. We are proud of that.

We want to be a reliable partner for the cities and municipalities that we are part of as a group. Our vision: to be a successful company and improve people's lives worldwide. The UN Sustainable Development Goals (SDGs) are the higher-level framework that we have in focus

and that we want to contribute to as a company. The projects and initiatives that we support aim to bring about permanent and sustainable changes in society. We want to promote measurable positive changes and have defined clear criteria for partner organizations in order to ensure credibility, expertise and added value. In general, we are active where we see a link to our core business. In the following, we present some of the latest partnerships that we have made and in the course of which we are active worldwide. This is only an excerpt.

 GRI 102-12, GRI 103-1, GRI 103-2



More than just an employer – a good neighbor

*Gerhard Ohler
CEO Greiner Extrusion Group GmbH*





Strong shoulders can carry more. Successful companies therefore have the moral obligation to take on social responsibility. Social commitment that contributes to promoting a sustainable society must be the benchmark.

Interview with Gerhard Ohler

Mr. Ohler, what is the motivation behind your social commitment at Greiner?

Our self-image is to be a meaningful company that is part of a sustainable society. We in management, but also our owners, attach great importance to this. We do not turn a blind eye to the social and ecological problems in the world. Social commitment therefore has a long tradition at Greiner. Wherever we are in the world as a company, we want to be a good neighbor. The bar is a high one: We want to create added value through our commitment – we want to contribute to sustainability. No more and no less!

What factors determine social commitment at Greiner?

There are very many and very different possibilities to be active as a company. We have defined a very clear framework for our commitment. It is important for us that we only promote credible and transparent organizations and work with partners of integrity. For us, it is also relevant that there is a certain proximity to our core business. That is because the commitment of companies is only authentic if it is associated with the company itself. In addition, we also always pay very close attention to what positive effect the projects and organizations supported by us generate.

What does the commitment at Greiner look like specifically?

The majority of our commitment is comprised of donations and sponsoring. A minor part of it is donations in kind. Overall, we are increasingly trying to contribute a broad range of resources and instruments in social partnerships. In addition to financial support, know-how, free company services, logistics or contacts are growing in importance. In addition to partnerships at local level that take up local topics, we are also active in the area of global, higher-level sociopolitical challenges. Problems such as climate change but also pollution of the seas cannot be solved locally. That is why all Greiner divisions have developed strategic partnerships that tackle the major challenges of our time.

Where does assistance start, where does it stop?

Social commitment is a very individual matter. We encourage all our sites worldwide to make a contribution in their community and to be a good neighbor. My experience is that this is perceived very positively. Because as a company, you are more than just an employer today. Our aspiration is to make a contribution beyond this. However, it is also clear to us that we will not solve all problems with it. No company meets this aspiration on its own.

Global challenges – global partnerships



In 2015, the member states of the United Nations adopted goals for sustainable development. The vision: An economic, social and ecological transformation of the world. The UN Sustainable Development Goals are therefore also the guiding principle for us. In each division, we have therefore established a development partnership that aims to contribute to achieving the UN goals.



Combating pollution of the oceans

Pollution of the oceans is not acceptable and is one of the most important ecological challenges of our time. Plastic waste in particular contributes to the pollution of the oceans. Primarily in densely populated Asia, a massively high influx of waste into the seas can be seen due to the lack of disposal systems. The Philippines are classified by the [Ellen MacArthur Foundation](#) as the world's third-largest plastic polluter after China and Indonesia. They contribute to the global plastic problem with almost 2,000,000 tons of plastic waste that is incorrectly disposed of every year. Experts estimate that 63,700 tons of plastic reach the ocean via the Pasig river alone every year. While regular cleaning activities along the river offer a response, this is only of a short-term nature. It is vital to systematically counter the causes of pollution and to tackle the problem at its root.

reusable material. The goal is to reduce the volume of plastic waste in the environment and at the same time alleviate poverty in developing countries. The organization has created collection points where people can swap plastic waste for money, services or products. Plastic Bank sells the collected plastic waste to companies. These companies in turn use it to make new products: A closed loop is created. Greiner Packaging and Plastic Bank pooled their resources in 2019 and set up a collection center for plastic waste on the Pasig river in the Philippines. The new collection point aims to prevent 165,000 kilograms of plastic from the Pasig and its tributaries entering the ocean. At the same time, the project supports the local municipalities in the river area and constitutes a source of income for informal collectors and junk shops.

Greiner Packaging is therefore collaborating with [Plastic Bank](#) – an organization that was established in 2013. The idea is a simple one: They want to convert plastic waste into a



Greiner Packaging together with Plastic Bank is taking action against pollution of the oceans. The picture shows as a symbol a collection center at the City of Naga (Philippines).



Greiner Bio-One supports the Swiss Red Cross in modernization of the blood donor service and a safe supply of blood products in Lebanon.

Supporting the health of people in crisis regions

All people on the planet share a desire for health. Over the last three decades, progress has been achieved worldwide regarding improvement to the health of hundreds of millions of people. Life expectancy has risen worldwide, infant mortality has fallen, and great successes have been achieved in combating illnesses such as tuberculosis or malaria. Progress has undoubtedly been made, but some regions still suffer from high maternal and child mortality, a high HIV rate and a constant burden caused by communicable and non-communicable illnesses. The support of people in need of protection and ensuring that billions of people receive better access to medical care is of decisive importance for our future. At Greiner Bio-One, we therefore see it as our task to make a fundamental contribution to people's health and to promote safety in the health sector. For this purpose, we entered into a project partnership with the Swiss Red Cross in 2019. The organization is part of the International

Red Cross and Red Crescent, which works with 191 national associations in the humanitarian sector – both in acute emergency situations (disaster aid) and in continuous development cooperation. Within the framework of the partnership, Greiner Bio-One is supporting a project of the Swiss Red Cross in which the focus is on the provision of safe blood reserves for Syrian refugees and the general public in Lebanon. In order to comprehensively guarantee this vital service with good quality and maximum safety against illnesses, the existing blood reserves system is being modernized. The population is being sensitized to donate blood voluntarily through promotions and mobile blood donation activities in the direct vicinity. Parallel to this, employees of the blood transfusion centers are receiving training and further education and are given a safe working environment with modern laboratory equipment. By supporting this project, Greiner Bio-One wants to contribute to strengthening the blood donation service locally and thus improve people's lives in Lebanon.

Swiss Red Cross



greiner
BIO-ONE



Reducing emissions & increasing quality of life

In its latest report from 2018, the [Intergovernmental Panel on Climate Change \(IPCC\)](#) once again pointed out that climate change is one of the biggest challenges in the history of mankind. Although there are contentious debates on how to respond to global warming politically in the individual countries, it is clear to leading scientists: [Global CO₂ emissions](#) have to be drastically reduced by 2050 in order to avoid catastrophic consequences for human civilization. That way we could manage to keep the average rise in global temperatures to less than 2°C. Although the reduction of CO₂ will be a decisive strategy, the compensation of emissions constitutes another important pillar in a multi-layered approach.

At Greiner, we pay close attention to our volume of emissions and have taken measures to reduce it. In order to reduce emissions, Greiner Foam has entered into a partnership with the non-profit organization [atmosfair](#).

The organization offers to compensate for emissions that are caused by travel, and has specialized in particular in the effect that flying has on the climate. Consumers can calculate the volume of carbon dioxide produced by a trip. The customer can then donate the amount that is required to compensate the calculated emissions to climate protection projects.

One of these projects that [atmosfair](#) is supporting together with Greiner Foam is located in Lesotho – one of the poorest countries in the world. Most households in Lesotho are not connected to the public electricity grid and therefore do not have any access to electricity. The majority of the people are dependent on candles and paraffin lamps that emit harmful carbon monoxide, which constitutes a massive health risk for the people. [atmosfair](#) is therefore collaborating with Solar Lights and offers households access to solar lamps and solar home systems. This is not only beneficial for the climate but also for the population's health.



Greiner Foam partner, [atmosfair](#), contributes to the reduction in emissions in Africa by using solar technology among other things.

Helping people in need in Mozambique

In the night of March 15, 2019, Mozambique was hit by cyclone Idai with gusts of wind of up to 160 kilometers an hour. This brought meter-high tsunamis and extreme volumes of rain and resulted in one of the worst natural disasters in Mozambique's more recent history. The consequences were disastrous. More than 100,000 houses destroyed, more than 600 people killed and 1,600 people injured in the region: that is the cyclone's sad result. The need for clean water, sanitation facilities and medical care was considerable after the natural disaster. In addition to the spread of malaria and diarrhea illnesses, it was highly contagious cholera which gave particular cause for concern. There were quickly more than 3,000 confirmed cases. The work of the helpers was therefore a race against time. Greiner Extrusion has therefore been supporting the emergency aid activities of the Red Cross in Mozambique since 2019. In addition to the United Nations and state authorities, the Red Cross is one of the largest operational aid organizations in

the country and is operating with seven rapid response teams and hundreds of volunteers from the Mozambique Red Cross. In order to prevent the worst, vaccination campaigns were carried out, and the Red Cross put numerous stations into operation where cholera patients received a salty drinkable solution for rehydration. The Red Cross helpers worked tirelessly to set up sanitation facilities, supply drinking water and combat disease carriers for 20,000 people. The focus was also on supplying hygiene products to the people and providing information to the population to reduce the spread of diseases. The region is also threatened by a food shortage as a result of the destruction of 715,000 hectares of grain fields caused by the water. As a result of the climate phenomenon El Niño, an extreme drought is to be expected in the course of the year.



**AUSTRIAN
RED CROSS**



Greiner Extrusion is supporting the emergency aid activities of the Red Cross in Mozambique.



Think Global — Act Local

At Greiner, we want to help shape the future and above all ensure that our neighborhood is a place full of opportunities. Through the local commitment of nearly all our locations, we want to contribute to a prospering community.

Dungannon (Northern Ireland)

"We assume responsibility for the society in which we are active every day." The Northern Ireland Greiner Packaging site in Dungannon has taken this guiding principle to heart. A charity committee has therefore been set up with numerous volunteers, which has made it its goal to collect a total of 30,000 pounds for charitable purposes by 2020. In an employee survey, the Niamh Louise Foundation was voted "Charity of the Year". The organization provides comfort and support to relatives after a suicide. The employees' goal was to collect a total of 10,000 pounds for the project. The result achieved was to be increased by another 10,000 pounds from the company at the end of the year. In order to reach the target amount, numerous activities were carried out ranging from selling cakes and holding raffles, sweepstakes, competitions and street collections, up to participation in marathons. Through the commitment of the many helpers, 20,000 pounds were indeed handed over to the Foundation at the end of 2018.



Monroe

(USA)

In the USA, there are more vacancies than candidates in the areas of manufacturing, IT, natural science and technology (MINT). In 2018, an estimated 2.4 million MINT jobs could not be filled. Together with other companies, Greiner Bio-One is trying to combat this problem and is therefore participating in the so-called Manufacturing Awareness Week. This awareness initiative is organized by the Union County (North Carolina) Chamber of Commerce. The joint goal is to promote understanding for the economic importance of manufacturing companies in the United States. In addition, pupils are to be inspired by MINT careers. In addition to financial support of the initiative, Greiner Bio-One employees visit local schools on a voluntary basis in order to talk about the company and its history. In addition, within the framework of a factory tour, Greiner Bio-One opens its doors to give pupils insight into the actual manufacturing of products and possible career paths.



Meadville

(USA)

A good education is the basis for a successful life and the development of our society. Greiner Extrusion therefore supports various educational facilities worldwide that are directed at young people. For instance, Greiner Extrusion is supporting the "Junior Achievement" project in Meadville (Pennsylvania). This provides young people with the knowledge and skills that they need in order to safeguard their financial success, plan their future and make intelligent academic and financial decisions. Another organization is the Ken Kull Scholarship Fund. The fund has been set up to provide scholarships for the residents of Crawford County in order to further develop their training in the area of tool and moldmaking or plastic injection molding. In the Czech Republic, Greiner Extrusion also provides financial support to the technical secondary school for mechanical engineering. In this way, training of young technicians in the region is supported and at the same time, potential young talent is secured for the company.



Nýrsko

(Czech Republic)

Children are our future. Greiner PURTEC and Greiner aerospace therefore support DDM Nýrsko, a non-government organization that operates a recreation center for children and young people. The recreation center offers a broad range of courses and events. The goal is to carry out recreational activities in the region on a regular basis. Among others, sports groups for ballet, gymnastics, stamina training and karate are offered. The artistic development of children and young people is also supported, for instance, through courses in drawing, pottery, handicraft techniques or theater. Greiner PURTEC and Greiner aerospace are supporting the organization with donations, but also with sponsoring by advertising at events in the "House of Children and Young People" of DDM and displaying the corporate logo on the posters. Donations in kind are also frequently handed over. In 2018 – to mark the 150th anniversary of Greiner – a children's program was also planned, developed and implemented together with the organization.





In dialog with industry partners & science

In a complex world, solutions require collaboration with diverse players. We therefore seek a dialog with industry partners and scientific institutions and work closely with others in associations. In the following, we show a number of initiatives that offer answers to future questions in a special way.

 GRI 102-12, GRI 102-13





Ellen MacArthur Foundation

(worldwide)

The Ellen MacArthur Foundation is a non-profit organization that was launched in 2010. The Foundation was set up to accelerate the transition to a [circular economy](#). Collaboration along the [value chain](#) in order to develop capacities, explore possibilities of collaboration and develop circular business initiatives, is the centerpiece of the Foundation. All this is being done against the background that experts estimate that by 2050 there will be more plastic than fish in the seas, if our usage and disposal of plastics is not questioned. At the end of 2018, more than 250 leading companies undertook to expedite another way of dealing with plastics – and Greiner was among them. The heart of the so-called Global Commitment is the vision of a circular economy for plastics in which the latter never become waste. Greiner is also a proud partner of the New Plastics Economy. Every signatory formally advocates the vision and the need to work towards it.



LIT Factory

(Austria)

The global economy is undergoing change. Digital technologies are becoming ever more important. In 2018, the starting signal was therefore given at Johannes Kepler University (JKU) in Linz (Austria) for the Austrian LIT Factory pilot factory. This is a test laboratory in which domestic companies can research innovative process technologies. The goal is to develop materials for new purposes. Starting in mid-2019, for instance, lightweight components made of plastic are to be developed for cars, which will connect the engine with the chassis instead of steel. There are other research projects in the areas of production technology, medical technology, mechanical engineering as well as construction and recycling technology. Together with 23 other companies, Greiner is supporting the LIT Factory. Located in the southwest of the JKU campus, the development of new technologies will be pushed forward on three stories and on an area of around 7,000 square meters. The LIT Factory sees itself as a learning, teaching and research factory and gives interdisciplinary research teams space for the smart process production of the future.





klimaaktiv pakt2020

(Austria)

The goal of klimaaktiv pakt2020 is for a company to take climate protection into consideration in its own operational process. Greiner Packaging is a partner of the klimaaktiv pakt2020 initiative. This climate pact brings leading large companies in Austria together who have undertaken to reduce their emissions of [greenhouse gases](#), to increase their own energy efficiency and to advance the percentage of renewable energies. The implementation follows a holistic approach. A broad package of measures is to result in the intended goals being reached overall. At Greiner, we take the following five areas into account in our energy management: energy saving and energy efficiency, construction and refurbishment, mobility, renewable energy carriers and renewable resources. Under the pact, progressive Austrian companies are active as pioneers for a sustainable future and thus become beacons of corporate climate protection.



UK Plastics Pact

(United Kingdom)

Greiner Packaging is a founding member of the UK Plastics Pact. With this unique initiative, the United Kingdom is taking over global leadership in the changeover from a plastics economy to a circular economy. At the same time, environmental pollution by plastic waste is actively combated. With its branch in Dunganannon (Northern Ireland), Greiner Packaging was one of the first companies – and only one of two packaging companies worldwide – to sign the Plastics Pact. The kick-off for the initiative was in May 2018. In addition to Greiner, other renowned companies along the value chain are also on board. Firstly, disposable plastics are to be eliminated as far as possible via redesigns, innovations or alternatives, and secondly, the aim is to ensure that plastic packaging is reusable, recyclable or compostable. In addition, collection and recycling of plastic packaging is to be improved and the recycling percentage in plastic packaging increased.





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