

The Klingele Sustainability Report 2022



Timing. Technology. Teamwork.



Foreword by our Managing Partner

On behalf of the Klingele Group, I am proud to welcome you to our first Sustainability Report.

This document is the culmination of the company's long-term engagement with environmental and social responsibilities. I believe that putting sustainable development first is wholly aligned with the values and philosophy our family-owned business has fostered over the past 100 years.

The creation of a Sustainability Report is the logical next step in terms of bringing transparency to our environmental processes and projects. By creating a benchmark today, we challenge ourselves for further monitoring and goal setting in the future.

Under the forthcoming requirements of the Corporate Sustainability Reporting Directive, publications such as this will become a familiar sight. Some businesses may create these only from legal necessity but at Klingele, we embrace the opportunity to communicate with our stakeholders and colleagues. It is only by sharing information, that we improve our chances of reaching the common goal of a sustainable, responsible business community.

What you read here is thanks to the efforts of a highly qualified internal team, brought together to produce the best possible study of our sustainability credentials. It has been a lengthy process, both in terms of the complexity of data gathering, but also our desire that it should be done right.

My thanks go to this team – but also to our employees across the world. As an international company, we take pride in achieving the highest possible standards everywhere. The Klingele Group has taken steps to embed sustainable development not only in our products, practices, and values but also in our corporate processes, by hiring people in dedicated positions to drive our sustainability agenda.

My hope is that, by reading this, you will get a comprehensive understanding of the work we do every day to ensure that paper and corrugated board remains one of the most wonderful and sustainable packaging products for customers around the world.

Dr. Jan Klingele

About this report

The Klingele Sustainability Report 2022 aims to provide transparency to our stakeholders about the sustainable business practices of our company.

Scope

The data collected is from 2021 and 2022. Our intention in the future is to publish a new report annually. Please take note that specific production sites have been excluded from our Sustainability Report due to their recent construction (Senegal) or minority ownership status (Scandinavia). Furthermore, the three Cuban plants, as well as the Guadeloupe plant are in the process of being incorporated into the Sustainability Report as they are part of our financial statement's consolidation group. As such, their environmental and social impacts have not been integrated into the current report.

Methodologies

GRI standards: This report was prepared in reference to the guidelines of the Global Reporting Initiative (GRI).

Headcount & FTE: Headcount: number of people (heads), independent of contractual working time
Full Time Equivalent (FTE): dependant on working time and type of contract (full-time or part-time)

$$\text{Formula: FTE} = \frac{\text{number of contractual hours}}{\text{number of hours in fulltime contracts}}$$

The FTE method was used for all figures reported on employee numbers and social GRIs. If the headcount method was used, this is marked or explained.

Why we used FTEs in this report

- **Consistency:** FTEs provide a consistent way to measure employee headcount across different departments or business units, regardless of the number of hours worked by each employee.
- **Comparability:** FTEs enable easy comparison of employee growth across different time periods, enabling organisations to track changes in their workforce over time.
- **Compliance:** FTEs are often used to determine compliance with laws and regulations, such as those related to healthcare coverage or minimum wage requirements.

Carbon footprint: The Greenhouse Gas (GHG) Protocol was used as a basis for categorisation of emissions. The carbon accounting platform Futureproofed was used to support the determination of the best available emission factors. Scope 1 and Scope 2 are included. The calculation and integration of Scope 3 emissions is currently in progress.

Materiality

To implement our materiality analysis, we clustered business units with similar characteristics – for example, by manufacturing specialism. We also selected the paper facility at Weener as a pilot unit for modelling our process. Status quo analysis was delivered by taking into account existing documents and information along the entire value chain of the Klingele Group. We held workshops on areas of action with internal stakeholders from specialist departments, including plant management, technical development, energy, environmental and quality management, occupational safety, human resources, employee representatives and compliance.

In addition, for the Strasbourg plant, we held simplified workshops with the local QHSSE manager (Quality, Hygiene, Safety, Security & Environment). Analysis of Nova Campina was based on an extensive Environmental Social Due Diligence (ESDD) report published in 2022, after an external audit (RINA report).

In the fields of action of climate protection, employees, resources, circular economy and working conditions in the supply chain, our experts evaluated actual and potential negative or positive impacts, as well as financial risks and opportunities, in terms of their extent and probability of occurrence. In the case of negative impacts, we also assessed remediability.

The findings from our materiality analysis, including the matrix and results, are only partial at this stage and specifically relate to the three paper mills in Weener, Strasbourg, and Nova Campina. This selective focus is attributed to the ongoing nature of the analysis and the higher environmental impact of the paper mills.

Table of contents

Governance	6
Milestones	8
An impactful organisation	10
Key facts	11
A passion for packaging	12
A responsible leadership team	14
A collaborative sustainability	16
Blue Box Partners	18
The perfect cycle	20
Products	22
The Sustainable Development Goals	26
Materiality	28
Economic responsibility	30
Performance and impact	32
Environmental responsibility	34
Raw materials	36
Water	38
Energy	40
Emissions	42
Recyclables and residuals	44
Social responsibility	46
Employment insights	48
Strong values	50
Training and education	52
Health and safety	54
Annex	56
GRI index	58
Certificates	60



Publisher

Klingele Paper & Packaging SE & Co. KG
Group Head Office
Alfred-Klingele-Str. 56–76
73630 Remshalden
Germany

info@klingele.com

Containerboard and corrugated board
packaging manufacturer
Klingele Paper & Packaging Group

Date of publishing: November 2023
First edition

More about our sustainability
management:
sustainability@klingele.com

www.klingele.com

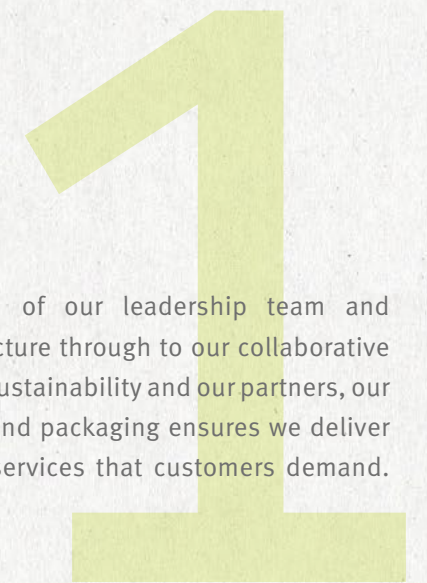
Governance is
key to delivering
over 100 years
of Klingele's
success.



Governance

Governance provides Klingele with the management and decision making processes necessary for the effective direction, control, and success of our organisation. Over the past 103 years it has been pivotal to our ability to embrace innovation, while staying true to our founding principles.

From the strength of our leadership team and organisational structure through to our collaborative approach towards sustainability and our partners, our passion for paper and packaging ensures we deliver the products and services that customers demand.



Klingele milestones

For over 100 years, Klingele's success has been founded on three strong pillars: our people, their ideas and their commitment. From humble beginnings to today's status as a global Group, the Klingele story continues to unfold with every apprentice or new employee who joins us.

This timeline offers only a snapshot of the many innovations and investments that have helped the Klingele name to become synonymous with expertise in corrugated board, paper, and packaging.



Foundation

Badische Wellpapierfabrik Klingele & Holfelder in Wiesloch, Alfred Klingele & Emil Holfelder

1920



Development

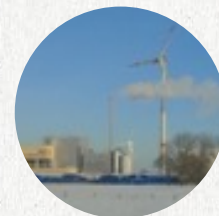
Nationwide presence in Germany and Dr. Brigitte Klingele joins the management team

1968

Investment

Start of the largest expansion programme. Investment in machinery, technologies, and sustainable energy supply

2000



RDF power plant

Commissioning of the energy power plant in Weener

2008



Light weight paper

Founding of Blue Paper in Strasbourg as a joint venture with VPK Packaging Group

2013

Investment in Cuba

Acquisition of Compacto Caribe in Cuba together with Trade Packaging

2017

KLINGELE PAPER & PACKAGING GROUP

Brand-relaunch

The Group appears together under the new umbrella brand

Entering the British market

Participation in the sheet feeder plant Onboard Limited in the UK

2019

Expansion in the Caribbean

Acquisition of the box plant in Guadeloupe: Klingele Cartonnerie des Antilles

Kraftliner in Brazil

Takeover of the Kraftliner mill in Nova Campina, Brazil

2021

1936

Expansion

Construction of the second factory in Remshalden, current Head Office for the Klingele Group

1961

New markets

Acquisition of the paper mill in Weener & expansion in Spain through company shareholdings

1992

3rd generation

Dr. Jan Klingele takes over the management of the Klingele Group



2006

European alliance

Foundation of Blue Box Partners as a European Alliance



2016

Steps to Scandinavia

Acquisition of Peterson Packaging together with VPK Packaging

2018

Investment

Blue Paper: construction of the Blue Circle SRF power plant

Takeover in Spain

Complete takeover of the Spanish Ondunova Group

2020

100 years

Company centennial anniversary



2022

Expansion in Africa

Construction of a new sheet plant in Diamniadio, Senegal



An impactful organisation



- Klingele Sites:
- ◆ Group Head Office
 - ◆ Paper mill
 - ◆ Power plant
 - ◆ Corrugated cardboard plant
 - ◆ Corrugated sheet feeder plant
 - ◆ Sheet plant
 - ◆ Logistics centre
 - ◆ Folding carton plant
 - ◆ Innovation centre

Key facts*

30 LOCATIONS IN
12 COUNTRIES

1.3 billion €
sales 2022

13 corrugated
cardboard plants

Production
capacity of
870,000 t
of paper per year

Producing
1 billion m²
of corrugated
cardboard
per year

Since 2011,
investments of over
400
million €

8 SHEET
PLANTS

3 PAPER
MILLS

3,200 employees

*Figures totalled from across Klingele sites.



A passion for packaging

Established over 100 years ago and still family owned today, the Klingele Paper and Packaging Group has a truly global presence with locations across several countries in Europe, Africa, and Latin America.

As a leading manufacturer of paper and packaging, we are aware of our responsibilities towards our external and internal stakeholders, the environment and society as a whole.



“At Klingele, our international presence allows us to effectively serve diverse markets through a combination of global scale and localised service.”

Carolyn Wagner, Chief Operating Officer, Packaging Division

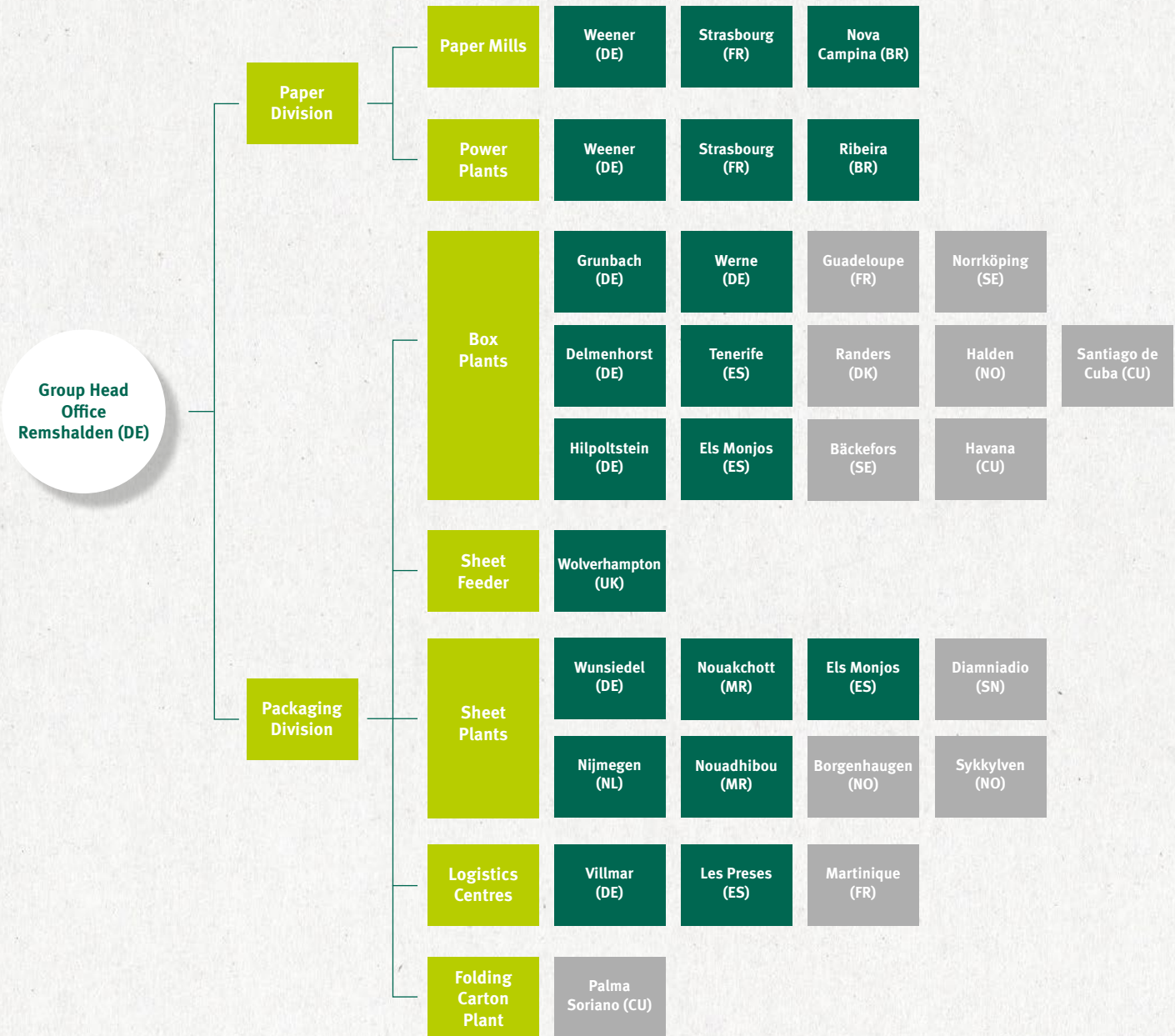
Our vision
Sustainability is at the heart of what we do. Not only in terms of developing the best possible environmentally friendly products using advanced machines and processes, but also in terms of employment. Sustainability is an integral part of our commitment.

Our mission
Our mission is to be the leader in packaging for our customers. We develop sustainable packaging that offers optimum protection, avoids waste, delights the customer, and always reaches its destination safely. Our partnership approach – where every project is tailored to customers’ specific requirements – offers an exceptional level of service, added value and innovation.

Our key to success
Our success can be summarised in three words: Timing, Technology, and Teamwork. Timing represents the speed and agility of our service. Technology highlights our innovation and investment in technologies and working practices. Teamwork describes how we cooperate with employees, customers, and suppliers alike. Together, these characteristics ensure we work tirelessly to deliver value for our customers.

Our global presence

To best serve our customers, Klingele comprises several complementary entities, each specialising in different technologies or applications. The following chart displays our organisational structure based on business divisions and the various productions sites that Klingele, including its affiliated partners, has in Europe, Africa, and Central and South America. Production sites in green are included in this report, the grey ones are not.



Please note that the production sites marked in grey have been excluded from our Sustainability Report due to their recent construction, current consolidation, or being a minority ownership (please see page 4).

A responsible leadership team

Management committee

Our management committee comprises six members, who confer regularly to lead the affairs of the Klingele Group. With diverse backgrounds and well-defined responsibilities, committee members collectively counsel on everything from operations and innovation,

through financial performance and regulatory issues – and of course, all matters pertaining to ESG, to ensure a comprehensive and considered approach to our commitments.



Dr. Jan Klingele
Managing Partner and CEO

As Managing Partner and CEO, and a third generation member of the founding family, Dr. Jan Klingele is responsible for the overall strategic leadership of the Klingele Group. Dr. Klingele is a prominent industry name, having served as president of the German, the European and the global corrugated cardboard associations.



Carolyn Wagner
Chief Operating Officer, Packaging Division

Carolyn Wagner has responsibility for Klingele's corrugated board and sheet plants worldwide. With 20 years in leading positions with packaging manufacturers, and a degree in packaging engineering, Ms Wagner focuses on how innovation and technology can be harnessed to deliver responsible, high-quality packaging solutions to customers.



Robert Alexander Sieger
Chief Operating Officer, Paper Division

Robert Sieger oversees Klingele's global paper activities, including the Nova Campina paper mill in Brazil and Blue Paper in Strasbourg (a joint venture with our partner VPK). As such, he is responsible for the sustainability of paper production, from supply to manufacture. He studied business administration in Passau and at the ESCP in Paris.



Steffen Gehring
Chief Financial Officer

As head of the Group Finance Division, Steffen Gehring plays a central role in ensuring that the Klingele Group balances its financial performance with ESG responsibilities. The Stuttgart-born economist has worked for the business since 2005. Previously, Mr Gehring worked as an auditor at Ernst & Young and in financial management for various technology companies.



Thilo-Hubertus Kuhl
CSO Weener Paper Mill and Power Plant

With direct responsibility for the Weener Paper Mill and Power Plant's sustainability, Thilo Kuhl has been instrumental in driving forward Klingele's adoption of renewable energies and energy-efficient supply of power to the Weener paper mill. At the same time, the forestry graduate pursued the expansion of the paper mill's product range and entry into new markets.



Christina Lauber
Chief Services Officer, Group Integration & Services

Christina Lauber looks after Klingele's central functions, including IT, Marketing, Human Resources, Sustainability and Compliance. With 30 years of experience in the consumer goods industry, including 10 as a Managing Director, Ms Lauber has valuable expertise in strategic management and the development of synergies in complex corporate structures.

Sustainability

Sustainable development forms a regular and prominent part of every management committee meeting. Under the broad umbrella of ESG, subjects range from energy management and strategies for reduction of emissions, to employee

well-being, supply chain transparency, and ethical governance. In addition, our management committee consults our internal experts on various sustainability matters whenever needed.



“At Klingele we are committed to engaging with all our stakeholders in an ethical and transparent way. It is fundamental to our values that we operate with integrity and accountability.”

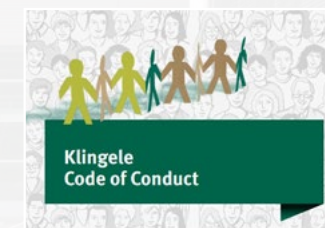
Dr. Jan Klingele, Managing Partner and CEO

Policy commitments

Our comprehensive policy commitments and Code of Conduct – signed by Dr. Jan Klingele to ensure accountability at the highest level – set the standards for all employees. These policies are also an important basis for our business relationships, reinforcing the company's holistic approach to sustainable development and ethical business practices. The Code of Conduct is available in German, English, Portuguese and Dutch, demonstrating our commitment to ensuring that everyone understands and upholds the company's values and

standards. The different Klingele production sites also adhere to various international standards and certifications to provide a framework for continuous improvement and responsible business practices such as ISO 9001 for quality management systems, ISO 14001 for environmental management, FSC® Chain of Custody (CoC) certifications (Forestry

Management and Controlled Wood certified suppliers in Brazil) for responsible forestry, and ISO 50001 for energy management (please see page 60).



Whistleblowing

Transparency and accountability are critical to maintaining a positive workplace culture and ensuring that our business operates with integrity. We take ethical behaviour extremely seriously and encourage all employees to speak up if they witness any

wrongdoing. Our whistleblowing processes includes the availability of an EQS Integrity hotline for anonymous reporting, as well as the appointment of a Human Rights Officer to oversee the process.

klingele.integrityline.com



A collaborative sustainability

A holistic approach

There is no economy without people – and no people without the planet we share. That’s why, when we talk about collaborative sustainability, we include our internal colleagues and partners as much as working with external organisations, and stakeholders. We recognise that addressing complex

sustainability goals requires partnership, dialogue, and cooperation. Through leveraging our strengths and resources in combination with those of others we strive to drive positive environmental, social and economic outcomes.

Integrated sustainable management

Responsibility for sustainability extends across Klingele with our company structure enabling us to prioritise and promote sustainable thinking at every level. We achieve direct communication across departments and locations through a flat hierarchy, and

regular meetings aid swift decision making processes. For example, Plant Managers report directly to our Chief Operating Officers, facilitating greater productivity and access to expert knowledge on our material sustainability topics.



“Sustainability is a continuous journey that is much more likely to succeed if there is close collaboration, both internally between different departments, as well as externally with industry associations and other stakeholders.”

Christina Lauber, Chief Services Officer

Memberships

We are committed to being an active voice within the corrugated board sector, collaborating on sustainability solutions to improve our industry’s collective carbon footprint. Our Managing Partner Dr. Klingele plays a central role in this effort, having served as Chairman until 2022 and Vice Chairman until June 2023 of the International Corrugated Case Association (ICCA). Dr Klingele has also served as President of both the European Federation of Corrugated Board Manufacturers (FEFCO) and of the German association of the corrugated board industry – Verband der Wellpappen-Industrie (VDW).

The Klingele Group is also a member of the German paper industry association “die Papierindustrie”, the Confederation of European Paper Industries (CEPI), and the World Containerboard Organisation (WCO), reflecting its dedication to supporting the German, European and worldwide pulp and paper industries. Through its active involvement in these organizations, Klingele underscores its dedication to influencing the future of the corrugated board industry and fostering positive transformation. This commitment is deeply ingrained across generations, as Dr. Werner Klingele, the forebear of our current managing partner, played a significant role in founding both the FEFCO and ICCA.”



The “Modellfabrik Papier” initiative:

Klingele is committed to sharing responsibility for achieving climate targets and shaping the process towards more energy- and resource-efficient paper production. As an active shareholder in the “Modellfabrik Papier” initiative, we are supporting future solutions for paper production, that aim to save 80 per cent of energy use by 2045, develop alternative methods of energy, and create additives that dewater the paper faster. The Innovation Centre in Düren near Cologne (scheduled for completion in 2025) will focus on increasing energy and resource

efficiency, identifying alternative raw materials, and maximising digitalisation. The “Modellfabrik Papier” initiative also ties in with the German



government’s national bioeconomy strategy, which aims to use only natural resources in the production process.

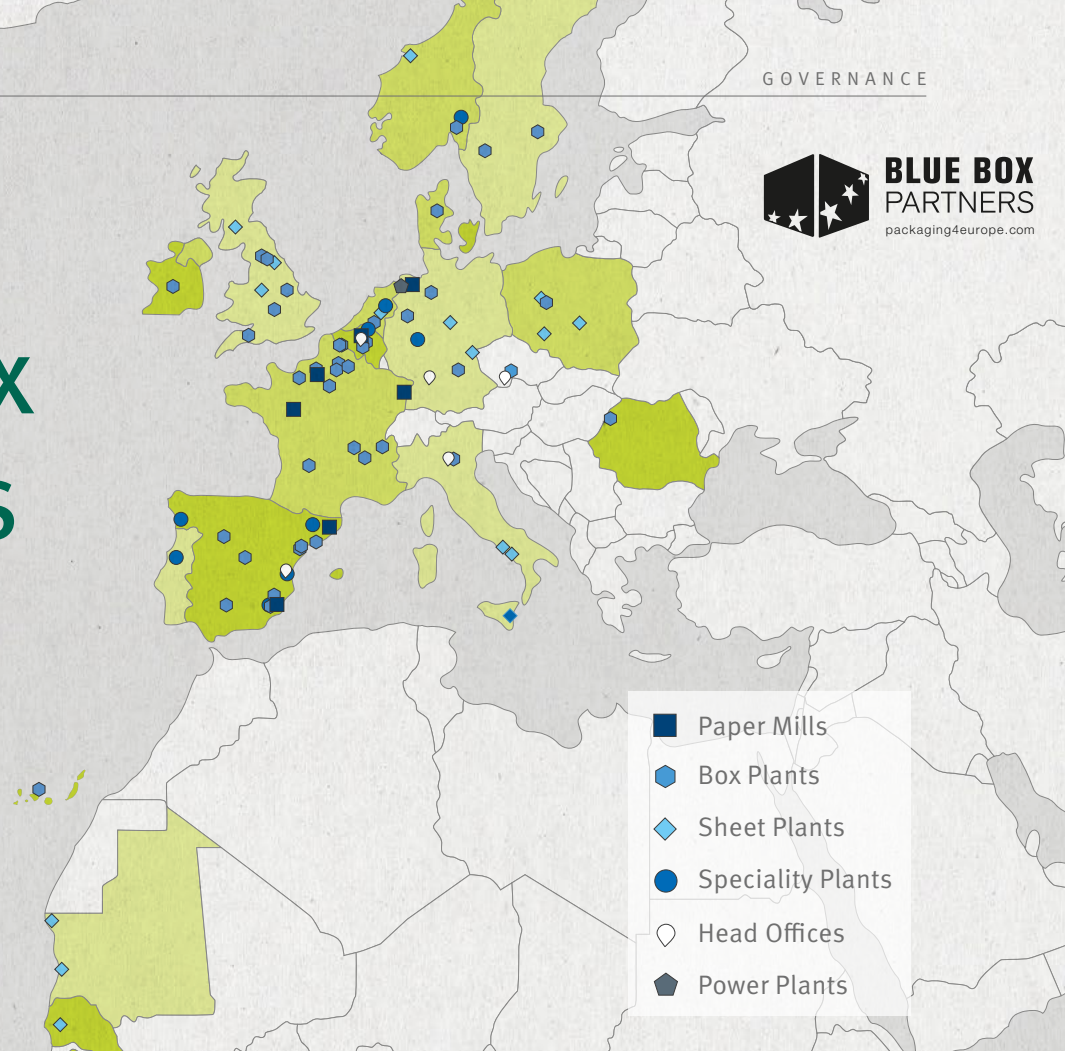
“With our ultimate goal of achieving climate-neutral production by 2050, we are shaping the future of paper,” says Peter Bekaert,

Managing Director Modellfabrik Papier GmbH.

<https://modellfabrikpapier.de/>



Blue Box Partners



KLINGELE
PAPER & PACKAGING GROUP

CART-ONE

vpk

HINOJOSA

For client companies who operate across Europe, a packaging partner capable of delivering consistent quality and guaranteed supply accross Europe is highly desirable. Equally, individual factories of these companies value the shared language and personal service they get from a local contact.

But how can this be best achieved? Well, since 2006, Klingele has been proud to be part of one answer. We are a founder member of Blue Box Partners, an alliance of European manufacturers that share a clear objective: to supply customers with corrugated cardboard packaging throughout Europe in the best possible way.

Our fellow partners pursue the same progressive philosophy and strategy. We are all family businesses, well-established and successful in our respective markets. Alongside Klingele Paper & Packaging Group headquartered in Germany, there is Cart-One S.R.L. (Italy), Hinojosa Packaging Group, S.L. (Spain), and VPK Group NV (Belgium). By aligning innovation, reliability and partnership, with well-structured organisational, working and communication structures, Blue Box Partners has developed into a powerful strategic alliance in Europe that delivers corrugated packaging for customers where and when they need it.



“As an alliance, we take the concept of sustainability far beyond mere environmental protection. For us, it describes business that is aligned with long-term value creation.”

Armin Höttges, European Sales Manager of Blue Box Partners

Sustainability at Blue Box Partners

A commitment to responsible and sustainable business unites the Blue Box Partners. We understand that sustainability, in all its forms, is the framework for success.

We build trusting relationships with our customers, provide our employees with a safe and supportive workplace, and actively engage as a pioneer for climate and environmental protection.

Our corrugated packaging solutions are developed not only to add value to our customers but to contribute towards a closed loop circular economy. This has enabled us to set trends in packaging across Europe and provide an innovative approach to every challenge. Whether highlighting alternatives to plastics or optimising the efficient use of materials, we are the ideal partner to achieving a resourceful and innovative path for the future.

Facts & figures

Blue Box Partners play an important role in the European packaging market. Collectively, we are among the top three providers of corrugated packaging in Europe. The Blue Box Partners sustainability reports are available at: <https://www.packaging4europe.com/>

111
Box plants

10
Paper mills

12,200
Employees

Corrugated board production of **5.1 billion m²**

Paper production of
2 million tonnes

Sales of
3.5 billion €

Investment of more than **600 million €** in 2022 and 2023

The Blue Box Partners



Dr. Jan Klingele
Managing Partner
Klingele Group



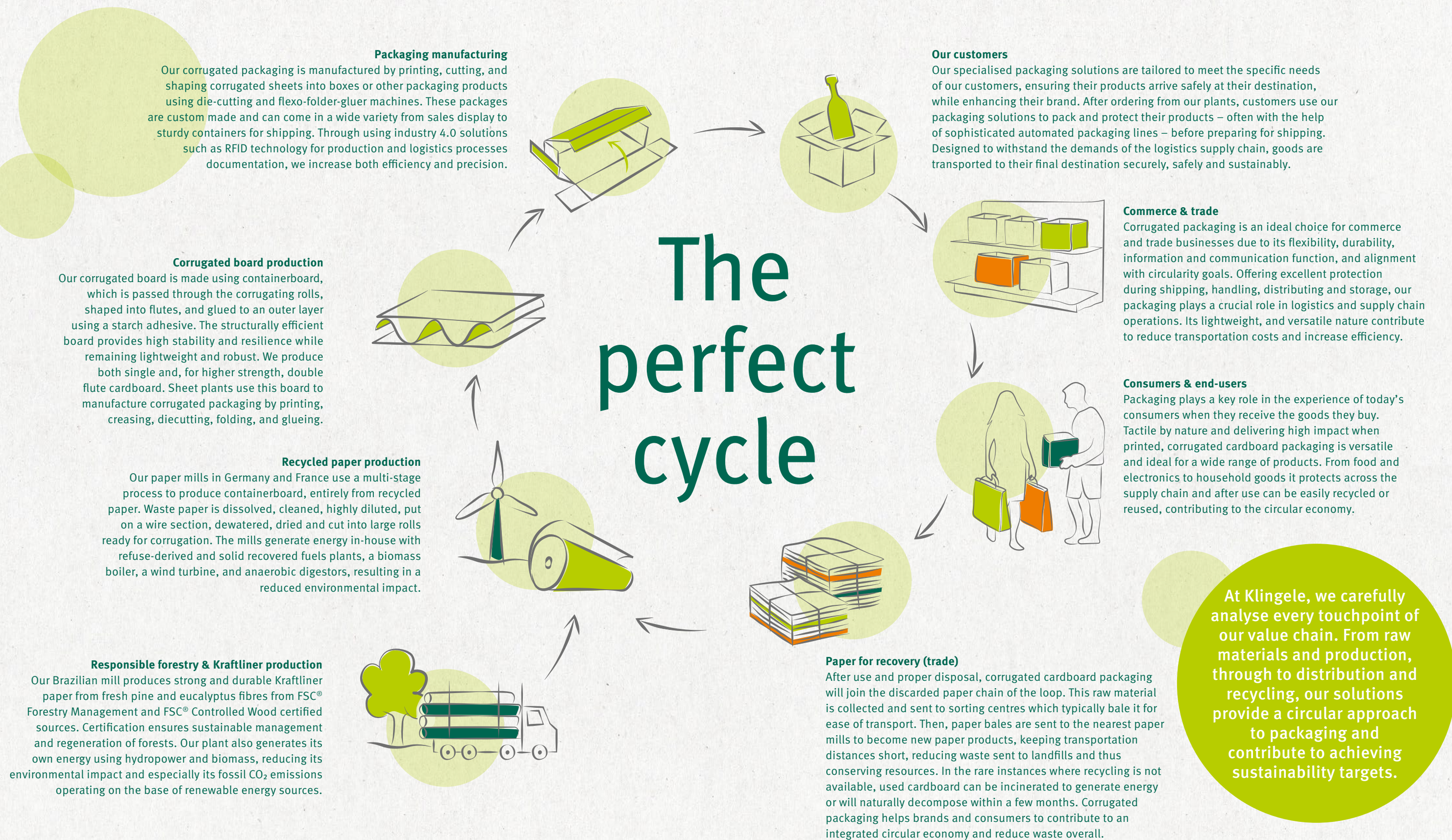
Antonio Sada
Managing Partner
Cart-One Sada Division



Jean Paul Macharis
Managing Partner
VPK Group



Ruben Martinez
President of
Hinojosa Group



Closed loop recycling management is a key element in the European Commission's strategy for a climate neutral Europe by 2050. The future belongs to packaging materials that are part of a circular flow

of materials. The proven circularity of corrugated cardboard, saving resources and energy, makes Klingele a pioneer in recyclable packaging.



“Any chain is only as strong as its links. All our paper mills are powered by our own energy production.”

Thilo-Hubertus Kuhl, CSO Weener Paper Mill and Power Plant

Products and solutions across the Klingele Group

Expertise

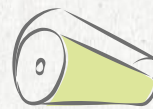
The Klingele product portfolio comprises a range of containerboard, from recycled paper produced in Europe and virgin fibres from FSC® Forestry Management and FSC® Controlled Wood certified sources in Brazil (please see page 60), as well as packaging solutions made of corrugated board. All of this is supported by a wide range of services along the supply chain, from consultancy to co-packaging. By identifying and meeting specific market needs, we develop innovative, sustainable and tailored solutions for our customers' applications across sectors in many different industries. Our high-quality production facilities and years of experience, ensure we can offer our customers a wide range of production options, within our service portfolio.



Product range

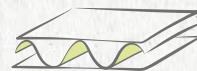
Corrugated base paper (Containerboard)

- Testliner
- Fluting
- Kraftliner
- Special solutions



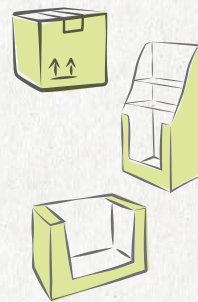
Corrugated sheets

- Various flute profiles (single-flute, double-flute)



Corrugated packaging

- Regular slotted containers
- Displays
- FMCG packaging
- E-commerce packaging
- Packaging for groceries (Hygiene standards approved)
- Industrial packaging
- Standard packaging according to FEFCO standards
- All 100 per cent recyclable



Services

- Packaging development and optimisation
- Printing consultancy
- Supply chain management
- Klingele Academy
- Co-packaging
- Packaging machinery technical consultancy
- Optimised business processes (Logistics and transport)
- CO₂ optimised packaging with reduced transportation volume
- Timely deliveries of desired quantities, including small and minuscule
- Inventory management and warehouse control
- RFID support

Sectors

Whatever the industry or application, we develop products that deliver value for our customers. While the specifics might vary from project to project, our promise remains

the same: to consider every commercial, environmental, aesthetic and technical factor and create the optimal solution.

We meet the packaging needs of numerous industries:



“We innovate across sectors by listening to our customers’ unique challenges, using technology and teamwork to develop solutions that truly meet their needs.”

Jürgen Weick, Head of Key Account Management, Packaging Division

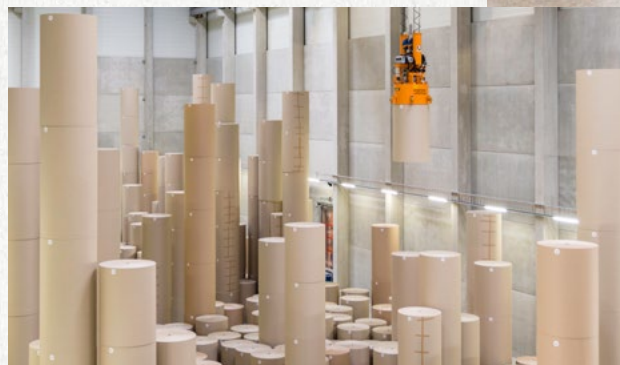
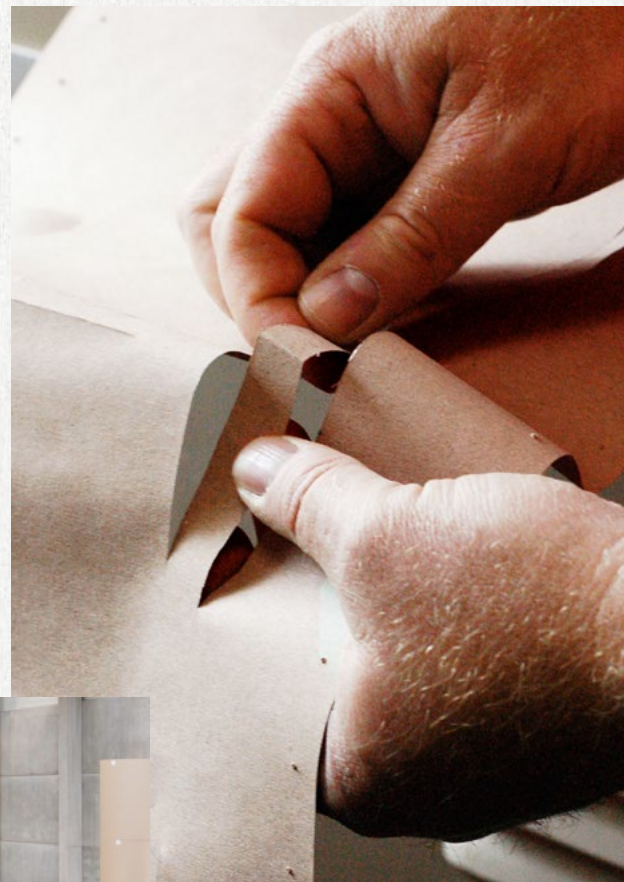
Paper – the base for our packaging

A significant proportion of paper used in our products is manufactured at our three paper mills located in Weener Germany; Strasbourg, France; Nova Campina, Brazil. The mills offer complementary expertise to bolster the diversity of our offering. Weener specialises in recycled paper of higher grammages, the Strasbourg 'Blue Paper' facility focuses on lighter recycled materials, while in Brazil we produce packaging papers from virgin fibres for their higher strength and purity level for the food industry.

In total we can produce up to 870,000 tonnes of paper per year, converted into high-quality containerboard. We support our commitment to a circular economy by using recycled paper, optimising the operational efficiencies of our paper machines and investing in a number of energy saving initiatives.

In 2019, our environmental strategy and its implementation were recognised at the World Corrugated Awards, where we took the prize for the worldwide best "Environmentally Friendly and

Intensive Production Contribution." Customers can be confident in the consistent quality of our base materials, which are used to produce our packaging. Our comprehensive internal processes, from the management of materials to stringent quality control and reliable delivery, ensure our finished products meet the high standards which our customers expect and to which we are dedicated.



Innovative, sustainable solutions

Our family business places great importance on innovation and sustainability. We remain committed to pursuing these, both in our overall strategy and in our daily operations. Through this, we continually strive to develop product solutions for our customers,

with a focus on environmental protection, product presentation, and handling qualities. Our products have received recognition through industry awards, reinforcing our dedication to continue on this path and to perfect our offerings.



The Wellbag provides a recycled and attractive reusable carrier bag whose LCA scores much higher than alternatives on the market. Made from 100 per cent corrugated cardboard, it is sturdy enough to be re-used many times, and is available in three sizes to suit the preferences of many different types of commercial outlet.

Our innovative individual single-item delivery e-commerce packaging for La Vita bottles impresses by combining maximum product protection with effective promotion. The single material packaging comes with a full greenhouse gas emission compensation and is easily recyclable once safely opened by consumers.



Our 1/4 pallet eco display system provides Zarelo with a ready-made transport system, without the need for plastic. Easily assembled by hand, its high impact print delivers maximum branding and is easily recyclable once all products are sold.



“As technologies advance, we work as a team to develop concepts in packaging. By collaborating with our customers we provide packaging solutions that are innovative, recyclable and effective.”

Christian Hössle, Head of Packaging Development

The Sustainable Development Goals

The United Nations' Sustainable Development Goals (SDG) are a comprehensive framework for addressing the world's most pressing environmental, social, and economic challenges. Accordingly, we are integrating SDGs into our existing business strategies.

Using the popular SDG compass to orientate our process, we have catalogued recent projects and large investments, evaluated these as part of our ongoing ESG materiality analysis, and then compared and correlated the findings both to the 17 overarching SDGs and Klingele's own values. We then categorised our relationship to the Goals into three levels.

Level 1 represents commitment: the seven SDGs that are central to Klingele's sustainability focus. This means we are actively investing in and implementing projects. Subjects include employee wellbeing, renewable energy, innovation, reducing emissions and ensuring responsible consumption and production.

Level 2 covers engagement, where we have identified five SDGs that represent a high level of material impact, including partnerships, workforce diversity, a responsible supply chain, and water treatment. These topics are also integrated into our thinking on sustainability.

Level 3 refers to endorsement, with the five SDGs demonstrating a lower level of interaction, as our material impact is less, however we still support these goals.



“Quality data and robust reporting drive positive change towards sustainable development by enabling progress tracking and informed decision-making.”

Maren Moch, Sustainability Project Manager



Materiality

Materiality analysis identifies the sustainability issues that are germane to Klingele, to help us define strategic priorities. Our analysis aligns to both the European Sustainability Reporting Standards (ESRS) and Corporate Sustainability Reporting Directive (CSRD). We use double materiality to better analyse topics, comparing impact and financial materiality:

Impact Materiality (y-axis): What negative or positive impacts does Klingele have on people and the environment through its industrial activities in relation to the sustainability topics?

Financial materiality (x-axis): What financial risks or opportunities arise from the sustainability topics for Klingele?

The analysis is guided by Klingele’s Sustainability Management team and supported by an external consultancy specialising in sustainability and risk management. The presented results are partial and only cover the three paper mills. For further details on our materiality process, please read “About this report” on page 4.

Summary of results

1 Climate change
We identified a negative material impact due to high energy consumption; however, this is moving in a positive direction thanks to our growing investment in green energy production.

2 Resources
Analysis confirmed a mixed impact. The negative was due to high water consumption and industrial processes. More positive outcomes came from the circularity of Klingele’s products and from the three mills’ FSC® Chain of Custody certifications (please see page 60), which guarantee the highest standard of forest management to minimise impacts on ecosystems and biodiversity both on site and in our value chain.

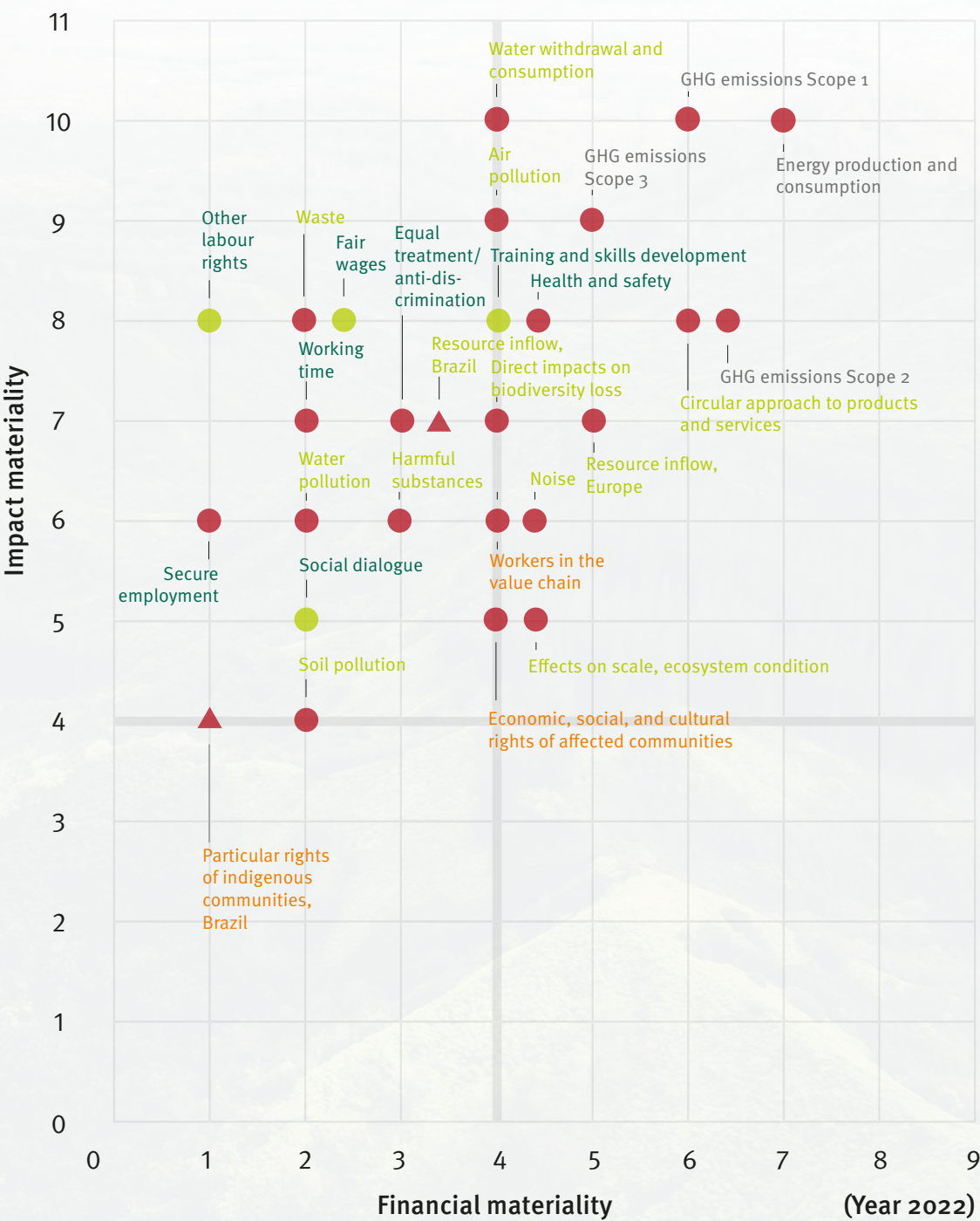
3 Our workforce
This registered an overall positive impact, thanks to collective bargaining agreements, workers’ councils, and the possibility for further professional and personal development. While we are focused on implementing the highest standards for our Health & Safety, we recognise that there is always work to do and we remain fully committed to consistently seeking opportunities for further improvement.

4 Value chain workers and communities
We noted a mixed impact but acknowledged that deeper insights are needed. We defined as positive the FSC® CoC certifications of all three paper mills (please see page 60), which also considers human rights in its audits, and an Environmental and Social Due Diligence analysis in Brazil, as well as our overall good relationship with residents around the paper mills.



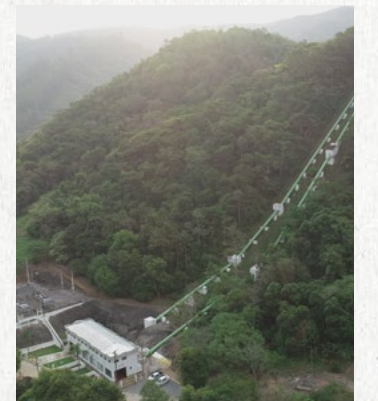
“Materiality is hugely valuable to our ongoing efforts in ESG. By gaining an overview of our impact, we can better target areas for improvement and refine our overall sustainability strategy.”

Alexandre McKay, Sustainability Manager



- Paper mills consolidated
- △ Assessment for one paper mill separately
- (Potential) negative impact
- (Potential) positive impact
- Climate change
- Resources
- Our workforce
- Value chain workers and communities

Economic responsibility is central to Klingele's corporate strategy.



Economic responsibility

Economic responsibility is central to the Klingele Group's corporate strategy and we demonstrate great care to achieving our desired business results while also operating sustainably. From highlighting our sustainability-oriented approach to international

investment at our Nova Campina site in Brazil, to the latest data on the generation and distribution of economic value, we explore our performance and impact over the following pages.



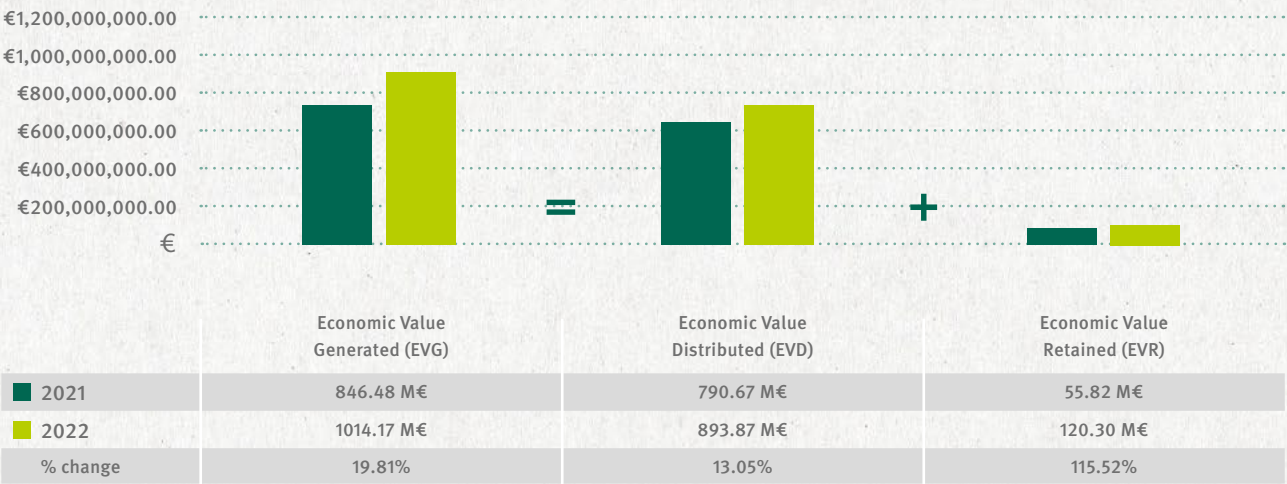


Key data

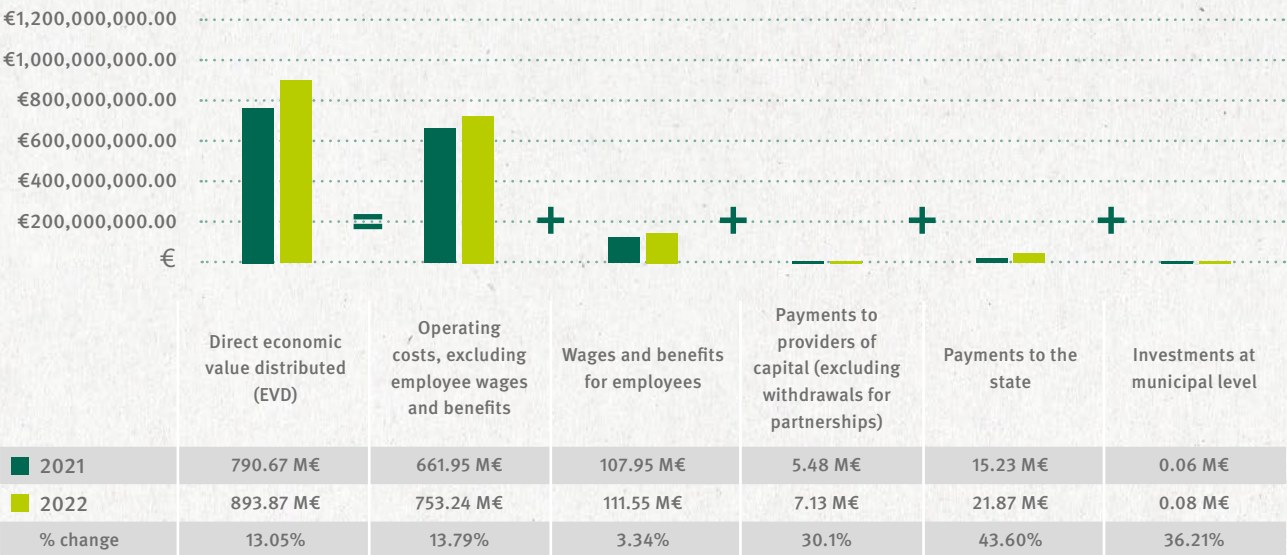
Economic performance and impact

This summary of our economic performance and impact is based on the Klingele Group’s financial statements. These were prepared using the accounting records of our constituent companies and include all adjustments and reclassifications necessary to ensure consistency (in terms of timing and valuation) with the Group’s accounting policies. The data is a purely summary view, i.e. no consolidation has taken place. In the reporting period, there were no legal proceedings due to anti-competitive behaviour or infringements of antitrust and monopoly law.

Direct Economic value generated: Revenues (EVG)



Direct Economic Value Distributed (EVD)



Case study

A pioneering international investment

Our paper production facility in Nova Campina, São Paulo state, Brazil, is making tremendous strides towards becoming energy self-sufficient – representing a triumph for Klingele’s commitment to international investment. Our investment began in February 2021, when we acquired the Kraftliner paper mill. With over 600 dedicated employees, we are modernising the facility to meet Klingele’s customary high sustainability standards.

The facility produces FSC® Mix labelled fresh fibre paper products using locally grown, FSC® Forestry Management and FSC® Controlled Wood certified pine and eucalyptus wood (please see page 60), with a focus on delivering high quality and strength for cardboard production. To improve the air quality and enhance its energy efficiency, in April 2024, we

will replace the site’s existing biomass boilers with a state-of-the-art fluidised bed boiler. This boasts steam capacity of 120,000 t/h, operating at a temperature of 495 °C and a pressure of 67 bar. Its design minimises particulate emissions with an electrostatic precipitator (ESP) and has the capability to burn sewage sludge from Nova Campina’s onsite wastewater treatment plant, reducing resource consumption and disposal costs.

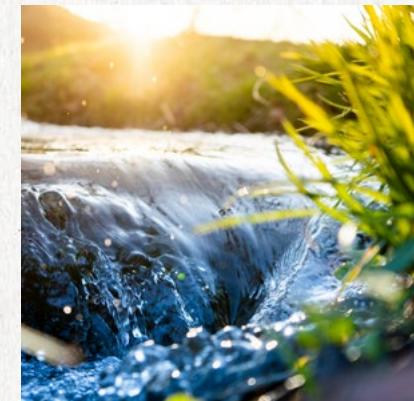
By equipping the new biomass boiler with an additional 15MW capacity steam turbine, and working alongside the existing steam turbines and hydropower plant, the Nova Campina facility will meet 100 per cent of its electricity demands, through its secure, uninterrupted energy supply.



“We are proud to witness Nova Campina’s transformation into becoming energy self-sufficient and it sets an inspiring example for sustainable international investment.”

Robert Alexander Sieger, Chief Operating Officer, Paper Division

At Klingele,
we take our
environmental
responsibility
seriously.



Environmental responsibility

As the Klingele Group's business activities have a direct impact on the environment, we take our environmental responsibility extremely seriously. We are pleased that, in accordance with the GRI 307-1 standard, there have been zero incidents of non-compliance with environmental laws and regulations that led to monetary sanctions in the last two report-

ing years. In this chapter of the report, we highlight how we achieve compliance and work to improve our environmental profile. Topics include the use of raw materials; forest management; water consumption and treatment; energy production and consumption; the reduction of emissions from exhaust gases; and our handling of recyclable materials and residues.



Key data

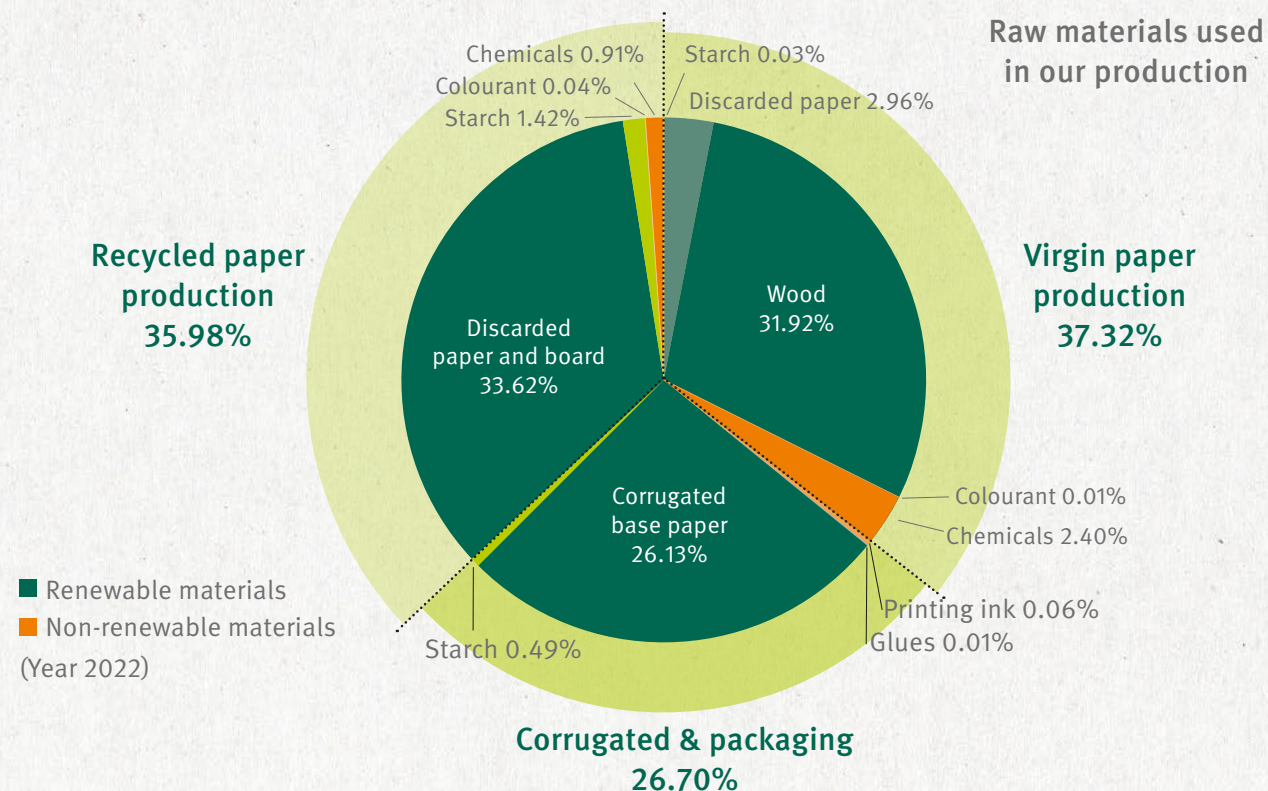
Raw materials

Paper

In 2022, we processed 525,382 tonnes of waste paper to produce containerboard. Our Weener and Strasbourg sites produce 100 per cent recycled paper. In Nova Campina 30 per cent of the fibers come from discarded paper and board, while the remaining 70 per cent are virgin fibres. For the manufacture of virgin paper, we use pulpwood, wastepaper, starch, and chemicals as our raw materials. For recycled paper production, we use discarded paper and board, starch, colourant, and chemicals.

Corrugated board

Corrugated board is produced in our sheet feeder and our integrated corrugated box plants using containerboard and starch. Of the 375,296 tonnes of containerboard used in 2022, 167,280 tonnes were produced in our own paper mills, equating to 45 per cent of the total input from plants covered by this report.

**Packaging**

Our packaging is produced in our integrated corrugated box plants and our sheet plants. During board processing for packaging, we also use 174 tonnes of glue and 870 tonnes of printing inks across nine of our sites.

Renewable and non-renewable

96.57 per cent of our raw materials are renewable – this includes fibres, whether recycled or virgin, and starch. The remaining 3.43 per cent are from non-renewable sources, and include colourants, chemicals, glues, adhesives, and printing ink.

Case study

Responsible forestry

Our facility in Nova Campina, Brazil is the only Klingele site where virgin fibre papers are produced – and therefore the only location globally where we process wood.

With 70 per cent of paper made using virgin fibres, we pay close attention to environmental protection and sustainability. We use only certified safe sources and sustainably managed forests, meaning we can audit our entire wood supply chain. The assistance of the Forest Stewardship Council® certifications is instrumental in helping us attain the highest level of scrutiny in our procurement process.

Before using any of our raw materials, we either check the origin ourselves or validate with our certified partners. New suppliers must meet strict requirements including financial stability, customer history, working conditions, and any possible legal conflicts or environmental offences.

fsc.org/en/

Currently, 60 per cent of our wood is FSC® Forestry Management certified via our suppliers, while the remaining is certified using the Controlled Wood Certificate, mitigating the risk of illegally harvested wood. Our ultimate aim is 100 per cent FSC® Forestry Management certification with our wood suppliers and we are looking to support our wood farmers in obtaining their own certification (**please see page 60**).

We have plans in the future to manage our own plantations to achieve greater self-sufficiency in fibre and energy forests. Alongside ensuring the quality of our raw materials, we've also invested in conserving resources and energy-efficient manufacturing processes. For example, in Nova Campina, we do not bleach pulp. By focusing on the provenance of our raw materials and conserving resources and energy, we are taking significant actions towards improving our environmental profile.

search.fsc.org/en/



Key data

Water usage

Combining the Klingele Group's paper and corrugated board production sites covered by this report, almost 13 million cubic metres of water is withdrawn annually. To ensure responsible usage, we analyse our water consumption in several ways:

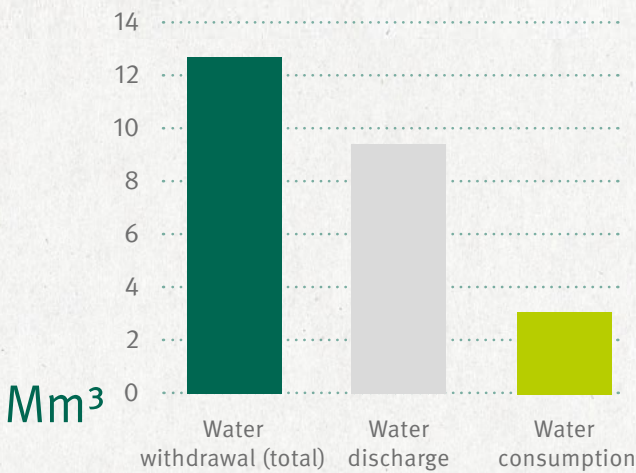
- The ratio of water discharge and water consumption to water supplies (total)
- Individual categories of water supplies (total)
 - Surface water usage
 - Groundwater extraction
 - Rainwater harvesting
 - Municipal water extraction

We consume 26.9 per cent of our water with the remaining 73.1 per cent being discharged.

Paper production		Amount
Water withdrawal (total)	m³	12,858,056.5
Surface water withdrawal	m³	9,989,065
Ground water withdrawal	m³	2,546,627
Rainwater usage	m³	35,325
Municipal water withdrawal	m³	287,040
Water discharge	m³	9,419,352
Discharged to sewers	m³	830,029
Discharged to surface water	m³	8,589,323
Water consumption	m³	3,438,705

(Year 2022)

Water usage (Year 2022)



Case study

Water withdrawal

Water is a critical resource and responsible management of its use will be a growing topic over the next decade. That is why we are thinking far into the future, investigating new and more sustainable water sources for our manufacturing processes. As an example, we are looking to treat municipal wastewater and use it as a source of fresh water in production at our paper mill in Weener, by partnering with the municipal sewage treatment plant to conduct trials.

Another innovative approach, at the same site, involves harnessing the Rheiderland surface water and the possible opportunities for dyke sluice water management. The aim of this project, funded by the state of Lower Saxony, is to store and use freshwater for industry and agriculture, rather than to discharge

it into estuaries where it will ultimately mix with salt water, rendering it unusable.

Our ultimate aim is to draw as much water as possible for our processes from surface water that accumulates in the drainage region of the Rheiderland, and which is available in more than sufficient quantities. The state of Lower Saxony has funded a high six-figure sum for Klingele and our project partner to continue investigative work as we continue our focus on this important issue. An exchange of knowledge on similar investigations with other riparian states, such as the Netherlands and Denmark, where wetlands can provide sustainable fresh water sources for manufacturing processes is planned.





Case study

Solar panels

Over recent years we have invested in ways to responsibly and sustainably cover our own energy requirements. Thanks to a series of projects dating back to 2014 – and continuing into 2023 – we generate an increasing proportion of the energy we consume through solar photovoltaic (PV) panels. There are sound reasons for this shift, both commercial and ethical. Investing minimises our dependence on fossil fuels and purchased electricity. In a period of fluctuating prices, this helps us to stay independent of the market and more stable in the event of a crisis. It also ensures greater control over our production, so we can continue to support customers.

More importantly, prioritising renewable sources means fewer emissions, lowering our carbon footprint and contributing to the fight against climate change. Projects have begun, and in many cases already completed, across sites in Germany, the Netherlands, the United Kingdom and the Canary Islands. On average, generating up to 15 per cent of the energy consumption for each site in 2022. To date, over six million euros have been invested in conversion to photovoltaic generation. Where new building work is planned, we have installed PV panels as part of the

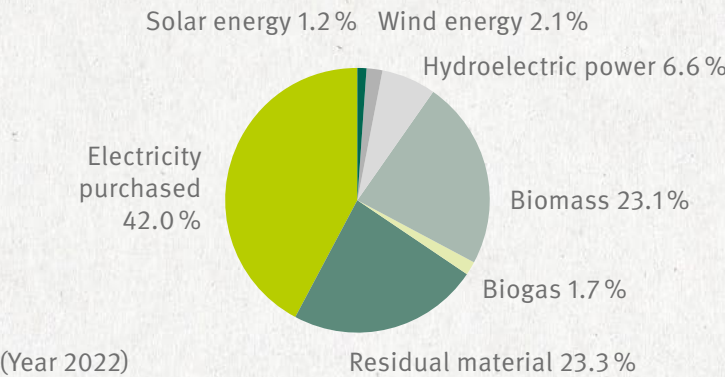
wider investment. Examples include the warehouse built in 2016 at our Delmenhorst facility, and in 2019 at our site in Grunbach where PV panels were retrofitted to an existing building. During a project at our site in Wolverhampton, the load bearing capacity of the existing roof was found to be insufficient to carry the weight of the planned PV installation – therefore, we had to change both the roof structure and bulkhead to accommodate the addition of the PV panels.

The results of these projects are worth such challenges. Not only do they reduce our emissions and improve the stability of our energy costs, a commitment to renewable energy also improves our brand reputation, especially in the local regions where our factories are located. For example, our PV project in Nijmegen won the area’s first Zonnedak Award, bringing positive media attention – and we are currently in talks with the municipality about placing a Smart Energy Hub at the site to build on the work already in place. PV is just one way we can make a difference and further initiatives are planned in 2023, with a combination of additions to sites already benefitting from solar energy, and initiating entirely new projects.

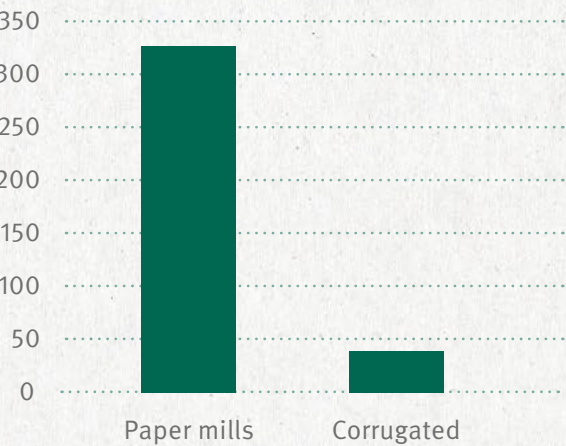


Key data

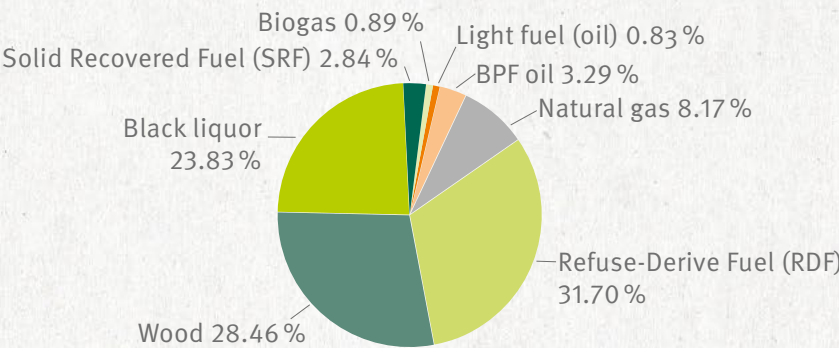
Electricity generation & energy consumption



Electricity consumption compared (in GWh) (Year 2022)



Combustion (Year 2022)



Electricity generation & consumption

At Klingele we produce more than half of all the electricity we consume, and crucially, we do this sustainably from:

- A refuse-derived fuel (RDF) plant in Weener
- Biomass use in Strasbourg and Nova Campina
- Hydropower in Ribeira
- A wind turbine in Weener
- Biogas use in Weener and Strasbourg
- Solar pannels across five sites

Overall, 90.29 per cent of the electricity we produced we consumed ourselves, with the remaining 9.71 per cent fed into the grid.

As 90.21 per cent of the electricity we consume is required for paper production, we focus our efforts on saving energy and CO₂ at our three paper mills.

Combustion for energy generation
87.71 per cent of our energy derived from combustion is generated from renewables (biogas, biomass, substitutes) with only 12.29 per cent coming from the use of fossil fuel (oil and gas) sources.



Case study

Flue gas cleaning

At Klingele we have long been committed to sustainability – as proved by the success of our emissions reduction project which was implemented in 2008 and continues to demonstrate its value to this day. In a move that was truly pioneering, we commissioned an advanced flue gas cleaning system as part of the energetic valorisation process within our thermal refuse-derived fuel (RDF) power plant, adjacent to our paper mill in Weener, Germany.

The plant generates 80 million kilowatt hours of electricity annually – or around 90 per cent of the mill's energy needs – reducing reliance on fossil fuels. Instead, low-emission electricity is generated from the steam created through the processing of 180,000 tonnes of refuse-derived fuel per year. These are residual materials from the associated paper production, as well as processed commercial and industrial waste.

An integral part of the power plant is the flue gas cleaning system, built to reduce atmospheric emissions of substances hazardous to the environment or public health.

Typically, flue gas cleaning is carried out by means of a single filter stage to remove harmful particulates. In the installation at Weener, we also use a second filter stage to intercept possible pollutant peaks. Emissions are closely monitored and since opening, values have remained below the required standards, as defined in the 17th Ordinance of the Federal Immission Control Act (BImSchV), regarding the Incineration and Co-incineration of Waste.

While the use of the flue gas cleaning system is, first and foremost, to ensure clean exhaust gases, it is also important to Klingele that the local residents understood that power plants do not have to be polluters. Through implementing ambitious environmental measures, we are proud of the efficiency and sustainability benefits, driven by our 'power plant with the glass chimney'. Construction of the flue gas cleaning system took approximately 14 months, at a cost of 6.5 million euros. Today, we continue to invest considerably in the maintenance of the flue gas cleaning system, to ensure its continued efficacy. The annual maintenance costs are in the region of 50,000 euros and are a small price to pay for the ongoing benefits it brings to the community, environment and our production.

0.5%

The flue gas cleaning system has significantly reduced emissions below the specified limits since commissioning. On average, these are reduced to about 0.5 per cent compared to the raw gas' original value.

1/3

We release only 1/3 of the permitted pollutant load into the environment at the Weener power plant.

Key data

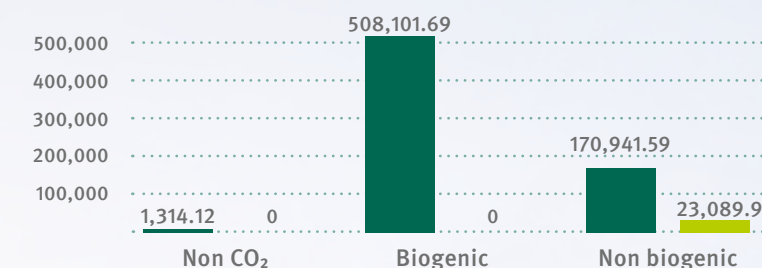
Emissions

Both Scope 1 and Scope 2 emissions were accounted for comprehensively in the assessment, and emissions data is represented in this report. Emission factors were defined using the Futureproofed platform. By using this system, we have access to a broad range of emission factors following the widely used Greenhouse Gas (GHG) Protocol. Scope 1 emissions included all company facilities under the Klingele Group and any subsidiaries which are 50 per cent or more owned by Klingele, with the exceptions of Guadeloupe and Cuba as explained on **page 4**. Company vehicles were initially excluded as they were estimated to contribute less than 5 per

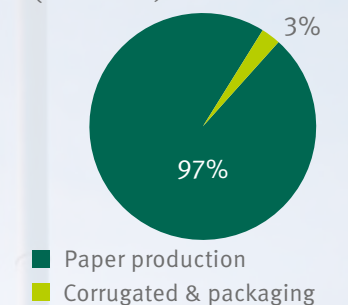
cent of Scope 1 emissions. However, measures were taken to account for company vehicles' emissions in the future. Scope 1 amounts to 158,532 tonnes of CO₂ equivalent emissions, and Scope 2 is 35,500 tonnes of CO₂e.

We have already started to compute Scope 3 data as well, such as inbound emissions from the purchase of goods and services, capital goods, fuel and energy used in our activities, and outbound emissions resulting from product transportation and processing. We are continuously working to improve our capabilities and will expand to include Scope 3 and all relevant categories in the next report.

Emissions overview (in tonnes) (Year 2022)



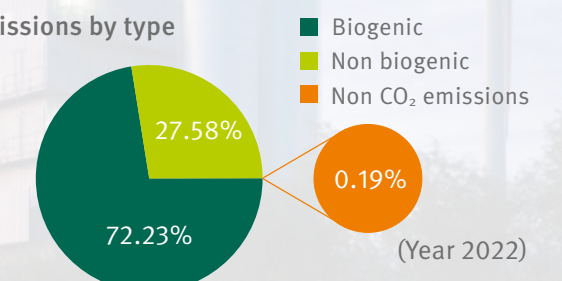
CO₂ emissions by segment (Year 2022)



Paper mill emissions includes a small part of non CO₂, such as NO_x, particulate matters among others. Klingele's constant efforts to reduce emissions are shown through our investments in renewable energy production and filtering technology. 72 per cent of our emissions are biogenic (not derived by fossil fuels burning). Biogenic emissions relate to the energy generated from biological sources in our paper mills (such as biomass boilers). Our commitment to transparency, authenticity and progress in reducing our carbon footprint is

an integral part of our work towards improving our business operations, and Futureproofed has played a key role in supporting our efforts towards proper GHG accounting.

Emissions by type





12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION

Key data

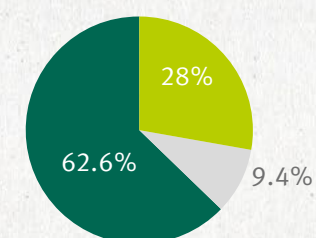
Recyclables and residuals

The Klingele Group is dedicated to end-waste reduction, which we achieve through a combination of energy recovery and a nearly closed loop recycling system. Energy recovery is defined as the responsible incineration of non-recyclable waste; this not only generates energy, but also reduces our reliance on

fossil fuels. Our recycling system is a vital component of Klingele's production cycle. By reusing wastepaper in our paper manufacturing process, we promote resource efficiency and reduce our environmental impact.

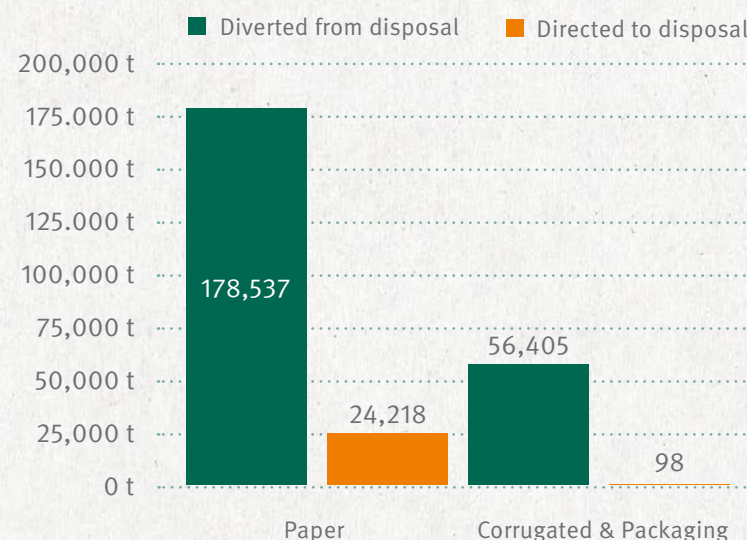
Waste and recovery method

(Year 2022)



■ Recycled/Reused
■ Energy Recovery
■ Directed to disposal

(Year 2022)



55,591

tonnes of discarded paper* were recycled/reused by Klingele in 2022

*paper generated as waste in Klingele's own production processes

90.6%

of waste generated by Klingele is diverted from disposal

Case study

Recycled paper

As Klingele's manufacturing process is circular, it is strictly connected to the recycling cycle of our paper, developed to promote sustainability and reduce waste. Our European paper mills use 100 per cent recycled material to produce new recycled paper.

Our paper mill in Nova Campina, Brazil, is a virgin paper mill that produces paper with approximately 30 per cent recycled material (pre-consumer waste) and 70 per cent wood-based cellulose. Nova Campina produces packaging papers for the food industry from virgin fibres, for their higher strength and purity level.

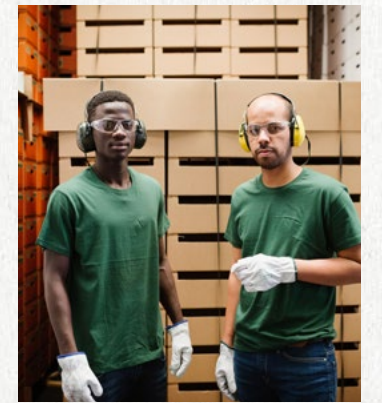


Our cycle in action

How a simple office note joins the wastepaper cycle to become part of a cardboard box.



Social responsibility shapes Klingele's vision for the future.



Social responsibility

Social responsibility shapes not only our day-to-day actions but our vision for the future. This section of the report explores how the Klingele Group strives to improve wellbeing and opportunities for our employees and the communities where we live and work. We highlight the Group-wide development of

our company values, and how these are implemented through our commitment to diversity, our investment in training and education and our “100 Years of Klingele” donations. We also document key data on employee demographics, occupational health, and the Klingele Safety Management System.





8 DECENT WORK AND
ECONOMIC GROWTH

Employees choose recipients for donations

Celebrating 100 years with donations to good causes

In 2020, we were proud to celebrate the 100th anniversary of the Klingele Group. To mark this milestone, a fund of over 50,000 euros was made available by the owners, allowing donations of 500 euros to more than 100 good causes under the title '100 Years for Each Other.'

Crucially, this was an opportunity to put our employees first, by asking them to nominate projects close to their hearts – and often with which they are personally involved – where 500 euros would make a real difference. Klingele would not be here after 100 years without the co-operation, hard work and team spirit

of our many employees and supporting their chosen good causes rewarded us all. With responses from across our plants in Germany, the Netherlands, the Spanish mainland and the Canary Islands we were overwhelmed by the response. Covering causes as diverse as sport, youth welfare, social affairs, health, education and animal protection.

From helping to equip schools with disinfectant supplies, surprising a single mother with an urgently needed washing machine, or sponsoring a children's football team, our employees have made a difference to those in need.



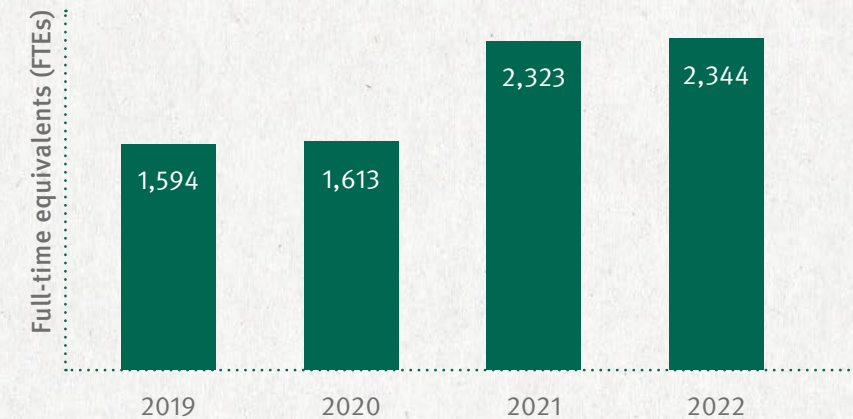
Project spotlights

Ludger Beische from our Werne factory, nominated a local outpatient hospice, whose 40 amazing volunteers work tirelessly to offer terminal and bereavement care. Our donation has helped the hospice to continue to train volunteers so that they support families in the most difficult times.

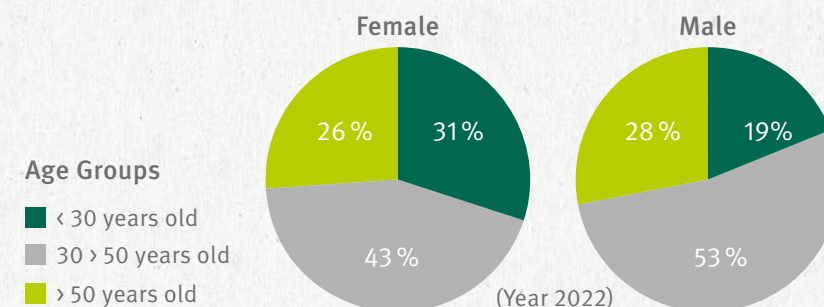
Karina Crespo Suarez, based at our Spanish subsidiary Ondunova, submitted a proposal involving an issue we have all experienced: COVID-19. Schools in Karina's local area of Sitges in the Catalonia region, were particularly hard hit by the pandemic and on reopening, did not have enough financial resources to buy vital disinfectants. The donation from Klingele provided four schools and two institutes with disinfectant gels and refill packs, to help them safely to educate pupils.

Key data

Employment insights



With the acquisition of our paper mill in Brazil, which initially added 588 employees in 2021 (and increased in 2022 to 594), we have seen significant growth in our workforce. In 2022, of 2344 full-time-equivalent (FTE) employees, 377 were female and 1967 male. The following graphs detail their profile by gender and age group.



Parental leave

Nearly all our employees, 98.7 per cent, are eligible for paid parental leave; in Mauritania, men are not eligible for paid leave due to national regulatory differences. In 2021, of 74 employees taking parental leave, 56 were male (2.8 per cent of male employees) and 18 female (5.2 per cent of female employees). In 2022, 93 employees took parental leave, thereof 66 male (3.4 per cent of males) and 27 female (7.1 per cent of females).

Employee benefits

At Klingele, we prioritise the well-being of our workforce, ensuring their needs are met through comprehensive packages that meet or surpass local regulations. Our benefits for example include health insurance, retirement plans, and paid parental leave, which provide the necessary support and environment for employees to flourish, both professionally and personally.



“By making these donations to projects chosen by the employees, we are proud to underline the company's belief that our workforce can create a powerful and lasting impact.”

Fiona Klingele, patron of the donation, '100 Years For Each Other'



Key data

Diversity in the workplace

At Klingele, we start with the belief that everyone, regardless of background, is valued, respected, and has the opportunity to flourish. Our diversity and inclusion plan sets out these principles, helping to build awareness and ownership, and embed them across all aspects of our people policies and practices. The table below shows the changes over the past year, according to gender by working time and type of contract. Part-time roles have decreased, with more full-time positions for both men and women.

As a company, we are also encouraged by the incremental improvement of our workforce gender balance. We will continue now to focus on ensuring a workenvironment where we can develop and retain more women, while also growing our leadership pipeline through greater talent identification, succession planning and market-driven remuneration.

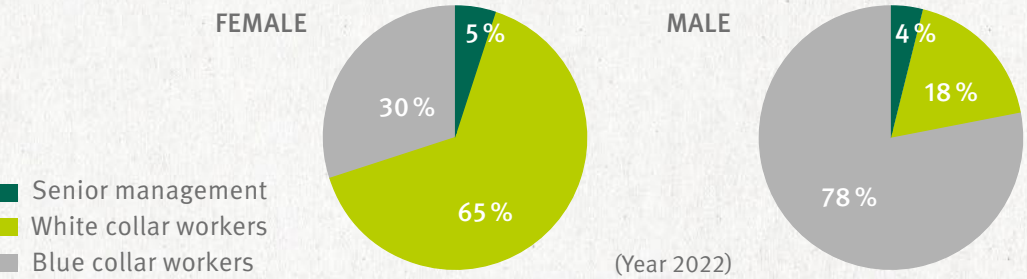


	Female		Male	
	2021	2022	2021	2022
Number of employees (FTE)	354	377	1969	1967
Permanent contract	95%	95%	94%	95%
Temporary contract	5%	5%	6%	5%
Full-time	78%	79%	98%	99%
Part-time	22%	21%	2%	1%

Diversity in management positions

Our management committee acknowledges the importance of diversity in its broadest sense in management positions as a driver of its effectiveness. Diversity encompasses diversity of perspective,

experience (including working internationally), background (including cultural, socio-economic and nationality), personality type, cognitive and personal strengths, and other personal attributes.



Case study

We shape our values

Our business activities are led by our values, which means it is vital that everyone across our business identifies with them. As we continue to grow, especially internationally, we have engaged with our employees to refine our values and create a strong sense of cohesion across all our facilities.

In 2021, and led by a team involving representatives from HR and marketing, a survey was sent to all employees, asking “What makes Klingele unique?” The responses were collated and evaluated – and the most common answers used to reshape Klingele’s values.

SOLIDARITY

In our culture as a family-run company, we treat each other with respect and are there for each other.

RESPONSIBILITY

We align our corporate goals in the long term and harmonise them with the sustainable use of natural resources.

CUSTOMER ORIENTATION

We stand by our customers as a reliable partner and help them to achieve their goals.

COMMITMENT

Inspiring our customers with outstanding quality and excellent service is our biggest motivation.

SINCERITY

Being honest and open with each other and all business partners is of utmost importance to us.

COURAGE

Time and again, we embark on new paths and shape the future of our company with courage.

PASSION

We face every challenge with enthusiasm and determination.



The fundamental principles and beliefs of our employees are incorporated in our Klingele values. They guide us in our daily work, support our corporate goals and are of high value for recruiting new employees.

Anke Püttmann, Head of People & Culture



Key data

Training and education

Klingele is committed to the training and development of our employees – and we monitor our performance carefully to ensure we meet this promise.

In 2022, our training hours per employee increased to an average of 20.9, up from 17.4 hours in 2021 and equating to a total of 49,165 hours of training during the year. Both external and internal training programmes are included in this data, as well as time spent in the Klingele Academy. Training opportunities are available to employees, regardless of age, gender, location or job function. Inevitably, there will be differences driven by the nature of the job roles – for example, our shop floor employees must undertake more compulsory training than our office-based colleagues.

Average hours of training per employee		
	2021	2022
Female	13	17
Male	18	22
Blue collar workers	19	23
White collar workers	10	11



Likewise, our business currently employs more men than women, and more of them work in production roles which, by their nature, require more training. Therefore, while the data suggests fewer training hours for our female employees, by taking a holistic view we ensure that women receive equal training opportunities relative to their roles.



“Nelson Mandela famously said that ‘education is the most powerful weapon to change the world.’ We wholeheartedly agree and that’s why we focus on continually developing our employees to help them achieve their very best.”

Debra Douglas, Marketing & Klingele Academy English Instructor

Case study

Building skills and ‘life-long learning’

Since 2013, the Klingele Academy has provided a range of training courses to help our employees and customers in Germany further develop their knowledge, strengths and skills.

The Klingele Academy offers both an external programme for customers and an internal programme for employees. To date, there have been nearly 1,500 participations across 200 seminars.



For our customers we provide a ‘crash course’ on corrugated board, with information on everything important to their everyday practices. Further topics include printing process and colour selection. These seminars are available at Klingele's sites in Germany or can be held at our customers' own premises, each tailored to their individual needs. While employees can also attend the introductory course on corrugated board, they also benefit from a more diverse range of subjects aligned to professional and personal development.

Indeed, for our employees the Academy has evolved into a much-loved arena for ‘life-long learning’, providing attendees the opportunity to strengthen their soft skills such as working methods, communication and management.

Interdisciplinary seminars available include project management, conflict management, IT and sales training. In addition, there are courses for personal development including ‘self-marketing,’ to help employees achieve a more confident appearance and improved public speaking skills. For those looking to develop their career into management, the Klingele Academy also offers appropriate courses in areas such as leadership and communication.

New topics are added regularly as soon as new know-how or qualifications are needed to reflect market changes, or in the world of work at Klingele. By helping our team to become better qualified and more motivated, we are improving our ability to assist customers and strengthen our business.





Key data

For long-term occupational health

We take the wellbeing of all our employees extremely seriously. That’s why we are in the process of developing and implementing the Klingele Safety Management System, a robust framework for occupational health and safety that covers all our

sites. By meeting all local legal requirements and following recognised international guidelines, we ensure our employees can work with complete peace of mind.

Training & accident prevention

We understand that effective safety starts with good training. That’s why we provide free annual safety training to all team members at our sites, with 99 per cent undertaken during working hours. Our training programme is tailored to each facility, ensuring its relevance and effectiveness in addressing site-specific hazards.



	2021	2022
Total hours worked	3,473,093	3,728,784
Number of accidents	108	81
LTIR	30.95	21.72

We use Loss Time Injury Rate (LTIR) as a measure of our safety performance, which calculates the number of occupational accidents resulting in at least one day of lost time, to the total hours worked. We’re proud to have reduced our LTIR from 30.95 in 2021 to 21.72 in 2022, achieved partly through an increase in hours worked, but also a significant 25 per cent decrease in accidents. While we continue to work towards a final objective of zero, our progress demonstrates our commitment to continuously improving our safety processes and ensuring the wellbeing of our employees.

Risk assessment

A risk assessment is a crucial step in ensuring workplace safety. In the Klingele Safety Standard, we define a risk assessment according to the following hierarchy: substitution, technical measures, organisational measures, personal measures, and instruction. By following this process, we identify and minimise potential workplace hazards to create a secure working environment for everyone.

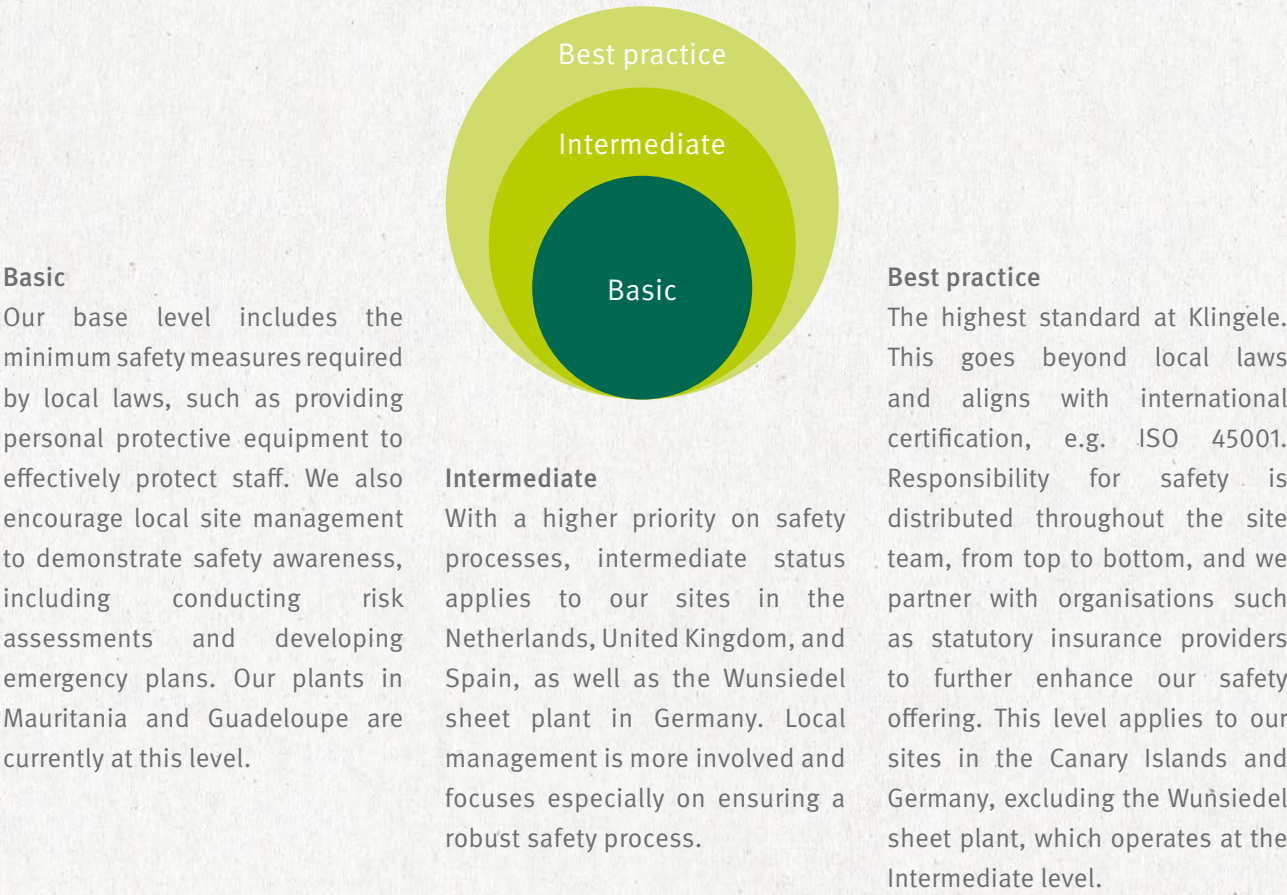
Every Klingele site has an occupational safety officer, while 11 sites also have a company doctor or medical service. This means that 90 per cent of our employees are covered by a company medical service, a number that has remained constant in both 2021 and 2022.

Case study

Our safety management system

We are proud to introduce our Safety Management System, now being implemented at all of the Klingele Group’s locations worldwide, demonstrating our commitment to employee health and safety.

Divided into three different levels – Basic, Intermediate, and Best practice – the Klingele Group Standard ensures each site is judged according to a transparent hierarchy of criteria.



“Our robust and transparent Safety Management System ensures everyone, everywhere aspires towards meeting the highest possible health and safety standards.”

Robert Tschullik, Project Engineer

Annex

GRI index
Certificates



GRI index

Disclosure	Name	Page
Governance		
2	General disclosures (2021)	
2-1	Organisational details	pp. 5-10
2-2	Entities included in the organisation's sustainability reporting	pp. 4-13
2-3	Reporting period, frequency and contact point	pp. 4-5
2-6	Activities, value chain and other business relationships	pp. 20-25
2-7	Employees	pp. 49-50
2-9	Governance structure and composition	p. 14
2-11	Chair of the highest governance body	p. 14
2-13	Delegation of responsibility for managing impacts	p. 16
2-22	Statement on sustainable development strategy	p. 3
2-23	Policy commitments	p. 15
2-28	Membership Associations	p. 17
3	Material topics (2021)	
3-1	Process to determine material topics	pp. 4, 28-29
3-2	List of material topics	pp. 28-29
Economic responsibility		
201	Economic performance (2016)	
201-1	Direct economic value generated and distributed	pp. 32-33
206	Anti-competitive behaviour (2016)	
206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices	p. 32
Environmental responsibility		
301	Materials (2016)	
301-1	Materials used by weight or volume	p. 36
301-2	Recycled input materials used	pp. 36-44
302	Energy (2016)	
302-1	Energy consumption within the organisation	p. 41
303	Water and effluents (2018)	
303-3	Water withdrawal	p. 38
303-4	Water discharge	p. 38
303-5	Water consumption	p. 38

Disclosure	Name	Page
305	Emissions (2016)	
305-1	Direct (Scope 1) GHG emissions	p. 43
305-2	Energy indirect (Scope 2) GHG emissions	p. 43
306	Waste (2020)	
306-3	Waste generated	p. 44
306-4	Waste diverted from disposal	p. 44
306-5	Waste directed to disposal	p. 44
307	Environmental compliance (2016)	
307-1	Non-compliance with environmental laws and regulations	p. 35
Social responsibility		
401	Employment (2016)	
401-3	Parental leave	p. 49
403	Occupational health and safety (2018)	
403-1	Occupational health and safety management system	pp. 54-55
403-2	Hazard identification, risk assessment, and incident investigation	p. 54
403-3	Occupational health services	p. 54
403-5	Worker training on occupational health and safety	p. 54
403-9	Work-related injuries	p. 54
404	Training and education (2016)	
404-1	Average hours of training per year per employee	p. 52
404-2	Programmes for upgrading employee skills and transition assistance programmes	pp. 52-53
405	Diversity and equal opportunity (2016)	
405-1	Diversity of governance bodies and employees	p. 50

Certificates

Entity	ISO9001	ISO14001	ISO45001	ISO50001	FSC® CoC	BRC	Others
Paper mills							
Blue Paper SAS, Strasbourg	yes	yes	yes	yes	FSC® C118465 WB-COC-001297	no	CEPI Good Manufacturing Practice (GMP) for the manufacture of paper and board for food contact ISEGA food contact certificate
Klingele Paper Nova Campina Ltda., Nova Campina	yes	no	no	no	FSC® C017777 SCS-COC-002363	no	
Klingele Paper Weener SE & Co. KG	yes	yes	no	yes	FSC® C043075 TUEV-COC-000032	no	ISEGA
Corrugated carboard plants							
Klingele Embalajes Canarias, S.A., Santa Cruz de Tenerife	yes	no	yes	no	FSC® C149173 AEN-COC-000271	no	
Klingele Paper & Packaging SE & Co. KG, Delmenhorst box plant	yes	yes	no	yes	FSC® C108153 TSUD-COC-000028/D	yes	
Klingele Paper & Packaging SE & Co. KG, Grunbach box plant	yes	yes	no	yes	FSC® C108153 TSUD-COC-000028/B	yes	
Klingele Paper & Packaging SE & Co. KG, Hilpoltstein box plant	yes	yes	no	yes	FSC® C108153 TSUD-COC-000028/C	yes	
Klingele Paper & Packaging SE & Co. KG, Werne box plant	yes	yes	no	yes	FSC® C108153 TSUD-COC-000028/E	yes	
Ondunova S.L., Els Monjos	yes	no	no	no	FSC® C154648 SGSCH-COC-060446	no	PEFC
Sheet plants							
Klingele Golfkarton C.V., Nijmegen	yes	no	no	no	FSC® C117448 CU-COC-828394	yes	
Norpack Verpackungsgesellschaft mbH Wunsiedel	yes	no	no	no	no	no	
Klingele Emballage Nouakchott	no	no	no	no	no	no	
Klingele Emballage Nouadhibou	no	no	no	no	no	no	
Sheet feeder plant							
Onboard Corrugated Ltd, Wolverhampton	yes	no	no	no	FSC® C131740 INT-COC-002045	no	
Logistic centers							
Envases Universal S.A., Les Preses	yes	no	no	no	FSC® C154648 SGSCH-COC-060446	no	PEFC
Klingele Plus GmbH, Villmar	no	no	no	no	FSC® C172898 GFA-COC-006843	no	

KLINGELE
PAPER & PACKAGING GROUP

Klingele Paper & Packaging SE & Co. KG | E-Mail: info@klingele.com | www.klingele.com