

Sustainability Programme 2019

Action plans for our strategic targets: Interseroh's sustainability programme assigns specific objectives to each of the strategic points of focus of our sustainability strategy.

Responsibility for the action plan is assigned in each case to the designated business unit or department at Interseroh.

Contribution to SDG	Point of focus	Goals	Deadline	Status
no waste of resources 	Discover new upcycling solutions for plastics every year to increase the quality and quantity of secondary raw materials	Commercialisation of recycling material to replace primary material for at least three new types of plastic (and for at least three new customers)	End of 2019 and annual goal	●
	Every year, close new material and logistics loops enabling us to save at least 5.5 million tonnes of resources or 800,000 tonnes of CO ₂ -e (carbon dioxide equivalent)	Annual savings of at least 5.5 million tonnes of resources and 800,000 tonnes of carbon dioxide equivalent (evidenced retrospectively via the 'resources SAVED by recycling' study)	End of 2018 and annual goal	● 2018: 8.3 million tonnes of resources and 1.3 million tonnes of CO ₂ -e saved
		Innovative approach to closing a logistics loop for a large customer – Focus in 2020: Expansion of existing business	End of 2019 and annual goal	○
		Setup of an additional and separate collection for establishing new material loop	End of 2019 and annual goal	●
	Strive to achieve a significant increase in material recycling rates	Signing of medium and long-term contracts for secured sales channels and compliance with statutory recycling quotas	End of 2020	△
no waste of ideas 	Support customers as they professionalise their sustainable practices and integrate sustainability into their reporting processes	Acceleration of the certificate creation process to improve customers' control options	End of 2020	△
		Digitisation of internal processes and links to customers and suppliers	2019	●
	Develop new approaches to design-for-recycling with customers	Internationalisation of packaging consulting	End of 2020	△
		Increase the number of Check for Recycling use cases to over 1,500	End of 2020	△
		Increase the number of certificates / examinations according to the bifa model	2019	●
	Extend the lifetime of products, and by doing so achieve annual revenue growth of at least 20% with new markets and business models	Development of a new business model for reverse logistics	End of 2020	□
		Expansion of the ReUse business models	2019 and annual goal	●

△ New goal ● Goal achieved ↻ Goal postponed ○ Goal not achieved □ In progress

Contribution to SDG		Point of focus	Goals	Deadline	Status	
no waste of knowledge	   	Establish knowledge about the circular economy in education, politics, business and civil society	Continuation of engagement in local communities (by domestic and foreign businesses) to raise awareness about issues related to the circular economy	End of 2019 and annual goal	●	
			Continuation and expansion of existing teaching/ school collaborations	End of 2019 and annual goal	●	
			Establishment of sustainability ambassadors and increasing their number	End of 2019 and annual goal	●	
			Delivering presentations and lectures on the circular economy and recycling (fees are donated)	End of 2019 and annual goal	●	
			Develop and (internationally) scale up approaches and standards for circular economy solutions suitable for all industries	End of 2019 and annual goal	●	
no waste of talent	 	Promote the physical and mental health of our employees and provide a safe, value-oriented and innovative working environment that actively supports personal development	Draw up career development plans for staff and management	End of 2019	●	
			Implement career development plans for staff and management	End of 2021	△	
			Continuous health management • 'Zero accident' strategy • Staff turnover <10% • Sickness absence rate <8%	Annual goal	□ Next update in the 2020 Sustainability Report	
			Improve work-life balance	Postponed to end of 2021	☹ PME implemented, further measures in planning	
			Guiding all members of staff safely through the coronavirus crisis	End of 2020	△ □	
			Reflecting on the coronavirus crisis, deriving insights and measures	End of 2021	△	
			Ensure equal opportunities are truly equal for all (potential) employees	More flexible working time arrangements	Postponed to end of 2021	☹
			Establishment of transparent and fair succession management	Postponed to end of 2021	☹	
			Systematisation and modernisation of the salary and benefit structure	End of 2021	□	

△ New goal ● Goal achieved ☹ Goal postponed ○ Goal not achieved □ In progress