



# Together.

Sustainability at Pöppelmann – an overview.

# We do it. Better. In joint responsibility for tomorrow.

We are not looking for short-term business, but a long-term partnership that is profitable for all parties. That is how we have laid it down in our corporate policy – and that is how we understand sustainable management. This attitude is best described by the notion of “responsibility”. We assume this responsibility every day anew – for our products and our employees, for the resources of our planet and for the region which we call home.



*The management (from left): Henk Gövert, Norbert Nobbe and Matthias Lesch.*

With the growth of the company over the past decades, our responsibility has become ever greater. Yesterday's answers do not suffice any longer. In order to ensure the quality of life of future generations, we must pose new questions. Against the background of the current debate on plastics in society, the political debate on legal regulation and the technical issues of a recycling economy, we now want to strategically focus our responsibility and enter into stronger dialogue with each other.

Henk Gövert  
Senior management

Norbert Nobbe  
Senior management

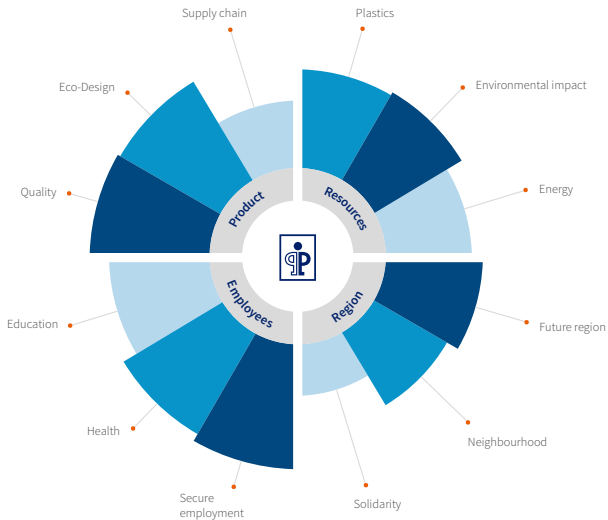
Matthias Lesch  
Senior management

# Our sustainability strategy.

The core of our sustainability report, which we have published on our website at [poeppeimann.com/sustainabilityreport](https://www.poeppeimann.com/sustainabilityreport), is our company's sustainability strategy.

We developed this strategy in a moderated process. In doing so, we have incorporated the expertise of important internal and external players. The result: We have identified four key fields of approach for our responsibility. They are mutually dependent, build on our corporate policy and thus express our fundamental values. To be able to more precisely define these fields of approach – product, employees, resources and region – we have divided them into three subject areas.

The aim is to transfer the requirements of the complex topic of sustainability both to our company as a whole and to our core business, and then to derive a concept for the most important tasks.



*As part of our strategy development, we have categorised our responsibility into twelve key topics. We then assigned them to the four fields of approach. The graph clearly shows the weighting: the darker the plot, the more relevant the topic with respect to the results of the analysis.*

Discover the  
**sustainability strategy** also online:



A man with short grey hair and glasses, wearing a blue jacket over a blue patterned shirt, is holding a blue bucket with a blue ribbon. He is surrounded by many other blue buckets. The background is a blurred office setting with a window.

# Product

**Günther Orschulik,**  
Head of TEKU® Product Management

# Long-term responsible solutions.

We have a broad product portfolio: It ranges from protective elements that protect our customers' products from damage during production, transport or storage (KAPSTO® division), plant pots and trays for the gardening industry (TEKU® division) and high-precision technical plastic parts amongst others for the automotive industry (K-TECH® division) to packaging and highly complex functional parts for the food, pharmaceutical and medical technology industries (FAMAC® division). We currently manufacture more than 5,600 products across all divisions.

This bandwidth alone makes it clear: Each business division must find solutions for very specific

**Over 5,600**

**products in our portfolio**

applications – tailor-made and customised answers both to our customers' requirements and to our demand for quality and responsible use of plastic as a material. This also includes a quality assurance manufacturing process.

We are firmly convinced: If used responsibly, plastic is the most sustainable material for many applications. For us, this also includes the development of new concepts to close material cycles and to use as much recycled plastic as possible. In the PÖPPELMANN blue® initiative, we combine all activities throughout the company to drive forward our aim of completely closing the raw material cycle.

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***“We are ready and have the technology to optimally process the available quantities of collected recyclables.”***

*Günther Orschulik, Head of TEKU® Product Management*

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In our sustainability report, we focus on three subject areas within this field of approach: Quality, eco-design and supply chain.

Discover the **Product** field of approach also online:







# Employees

**Thomas Hannöver,**  
Head of Initial Sampling at K-TECH® and  
German Champion in cycle-cross

# A dynamic and reliable partnership.

As an industrial company placed in a globally dynamic market and in a sector that is in the public eye, we have been facing great challenges every day for 70 years. To be able to take on this task responsibly, we rely on our committed and actively motivated employees.

**26,018**

**years of experience and competence**

*(combined length of service of all employees in December 2018)*

Because it is not our halls, machines or moulds that have made us successful over the decades – it is the people who pave the way for a better future. We are successful because of our employees: This is a fundamental principle of our corporate policy. We also want to create long-term added value for those who make our business success possible in the first place.

So we believe that: Everyone is important. The fair working conditions on which our employees can rely are reflected in the close ties many of them have had with the company for many years: The 2,275 employees (as of December 2018) in the three plants at our headquarters in Lohne and in the Holdorf plant account for a total of 26,018 years of service and thus exceptional experience and competence to the benefit of our customers and business partners.

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***“The myriad of opportunities that everyone gets here create a strong sense of togetherness – a particular Pöppelmann feeling. I find that quite unique.”***

*Thomas Hannover, Head of Initial Sampling at K-TECH® and German Champion in cyclo-cross*

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In our sustainability report, we focus on three subject areas within this field of approach: Secure employment, health, education.

Discover the **Employees** field of approach also online:



A portrait of Otto Bavendiek, a middle-aged man with short, light brown hair and a mustache, wearing black-rimmed glasses and a dark blue polo shirt. He is smiling and looking directly at the camera. The background is a blurred industrial setting with white structural elements.

# Resources

**Otto Bavendiek,**  
Head of Compounding at Holdorf





## Efficient use of resources.

For us, responsible handling of plastics means: We minimise material consumption through innovative product development and thus conserve fossil resources – above all through the processing of recycled plastic waste, i.e. through the use of recycled materials.

Plastic is the material that we currently process into 480 different variants of high-quality products. We use new material (synthetically produced from petroleum), post-industrial recyclates for quite a while, and also post-consumer recyclates – produced from discarded packaging through household recyclable waste collections – for quite some time now.

**Over 60 million**

**plant pots delivered in  
Recycling Blue**

*(September 2018 to September 2019)*

But our aim to use resources efficiently and effectively goes even further: We take all production factors into account. Our energy requirements for generating electricity and heat create emissions. We also depend on water and soil as natural resources. Taking economic and

technical aspects into account, we have long pursued the aim of achieving the best possible ecological compatibility of our work.

Pöppelmann has voluntarily participated in the European Union's Environmental Management and Audit Scheme (EMAS) since 1996. Through this, we have been able to develop ourselves steadily, and sustainably improve our environmental impact.

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***“We can now use our own extensive and long-standing  
experience to work out new solutions aimed at improving  
the quality of the recycled materials.”***

*Otto Bavendiek, Head of Compounding at Holdorf*

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In our sustainability report, we focus on three subject areas within this field of approach: Plastics, environmental impact and energy.

Discover the **Resources** field  
of approach also online:



A young boy with blonde hair and glasses, wearing a blue hoodie with 'OCI U' and 'YOU' visible, is operating a large industrial popcorn machine. He is turning a hand crank on the side of the machine. A woman in a dark blue polo shirt with 'POEPELMANN' on it is standing next to him, looking on. Another man in a dark blue polo shirt is also present, looking at the machine. The machine is a large metal contraption with a hopper at the top, a rotating drum in the middle, and a collection bucket at the bottom. A stack of popcorn is visible coming out of the machine. The background shows other people, including children, and a blue sign with a sun icon and some text. The word 'Region' is overlaid in large white letters in the center of the image.

# Region

**1st Pöppelmann Researchers' Sunday**  
at the Lohne Industrial Museum on 18 November 2018

## Strong together.

We see ourselves as part of the local community. Just as the region strengthens us, we want to strengthen the region. Our entrepreneurial approach secures jobs and supports the economic life in our environment. We thus assume our share of responsibility for the quality of life and future opportunities of the people who live here.

**More than 1,000**

**museum guests on the 1st  
Pöppelmann Researchers' Sunday**

We see this as our contribution to preserving social stability and our democratic community. In this way, we want to give back what is granted to us: security and solidarity.

This applies in particular to our headquarters in Lohne – but also to the region. That is because we are networked with the local people at many levels – through our employees, our neighbours, our suppliers. The plastics processing industry has developed into one of the leading local industries. Today we are the largest employer at our main location in Lohne. We are aware of the responsibility we have, which we assume in all decisions on a daily basis.

With our social commitment, we want to give a positive impetus for the future of our region and face critical dialogue – as we did at the 1st Pöppelmann Researchers' Sunday in the Lohne Industrial Museum.

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***“It is important for the region to be  
included in the discussion of current topics  
in the plastics industry.”***

*Ulrike Hagemeier, Director at Lohne Industrial Museum*

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In our sustainability report, we focus on three subject areas within this field of approach: Future region, neighbourhood and solidarity.

Discover the **Region** field  
of approach also online:



# Together.

The entire sustainability report  
according to the Global Reporting Initiative (GRI)  
specifications is available online and can be downloaded from:  
[poeppele.com/sustainabilityreport](https://www.poeppele.com/sustainabilityreport)



**PÖPPELMANN**