



**LOGO** tape group  
**SUSTAINABILITY**  
**REPORT**  
**2022**



## DEAR READERS,

We are delighted to present the Sustainability Report from the LOGO tape group for the year 2022, which details our social and environmental impact, as well as our sustainability plan, in numbers and facts. The content described here covers all interests, starting with those related to the production and consumption of plastics, allowing a comprehensive understanding of our contribution to solving global sustainability challenges. This report is intended to serve as a reliable source of information.

For many years, our company's approach has been to prioritize sustainability and measure success by our ecological and social impact. We strive to continuously improve both indicators of success. To achieve this, we have made sustainability a key element of our business strategy. This includes not only the responsible use of natural resources but also the regular incorporation of environmentally friendly methods into our production and processes.

The year 2022 was a pivotal year for the LOGO tape group as we continued our sustainability journey, developing new solutions and technologies that anticipate future market needs.

We are grateful for the efforts of our team and partners who have supported us in our commitment to sustainable innovation, enabling us to maintain our production without compromising our sustainability goals.

Some of the decisions we make as a business have a worldwide influence. Therefore, it is important to align our company actions with comprehensive, sustainable guidelines. At the LOGO tape group, we are particularly committed to the UN Global Compact and the goals (SDGs) for sustainable Development from the United Nations in its 2030 Agenda. We also support sustainability initiatives such as the Carbon Disclosure Project (CDP) and the Science Based Targets Initiative (SBTi).

We are proud to announce that last year, the LOGO tape group was awarded a gold medal in recognition of our sustainability achievements by Ecovadis. This recognition serves as a great motivation to continue our path towards sustainability. As such, we are excited to present our Sustainability Report for the year 2022, which outlines our efforts towards sustainable business practices and our commitment to making a positive social and environmental impact. The purpose of this report is to show how we have made progress toward achieving our sustainability goals compared to last year.

In our most recent Sustainability Report, you can see how far we have come. We hope you find it enjoyable to read.

Sincerely,

Dr. Ulrich Wesselmann  
CEO

# ABOUT THIS REPORT

This report provides an overview of the LOGO tape group's global commitment and the environmental, economic, and social impact of our business activities in 2022. We focus on key topics such as anticompetitive practices, occupational safety, climate protection, CO2 emissions, human rights in the supply chain, and product safety.

The next pages of our sustainability report are organised into important concerns for the organisation and its stakeholders, as it summarises our management approach, key measures, results, and key figures in five fields:

## COMPLIANCE

Defined as our ability to implement rules and processes that ensure an ethical business conduct, respect for human rights and environmental stewardship across the supply chain. In this section, you will find information about our code of conduct, how we ensure the protec-

tion of human rights throughout our operations, and the measures we take to guarantee environmental sustainability. We will also detail our efforts to prevent anticompetitive practices and corruption.

## EMPLOYEES

Defined as the set of actions made to safeguard our employees' health and safety in the workplace, whilst also encouraging their well-being and professional development. In this section, you will find details on our occupational health and safety policies and practices, including training programs and protective equipment. We will also cover our employee wellness initiatives, such as mental health support and work-life balance programs. Additionally, we will outline our commitment to providing equal opportunities for all our employees and promoting diversity and inclusion within our workforce.

## ENVIRONMENT

It is not defined just by the production equipment, but also by a set of practices, aimed at reducing pressure on natural resources, that reduce climate change effects through special initiatives. In this section, you will find information about our environmental regulations. Moreover, we will detail our efforts to reduce our carbon footprint and minimize waste, as well as our initiatives to conserve biodiversity.

## PRODUCT RESPONSIBILITY

It is about providing high-value packaging to our clients, considering social and environmental impacts during the lifecycle of the product. In this section, you will find details about our product design and development process. Our approach includes assessing the environmental impact of our products and incorporating sustainability considerati-

ons into the design. We will also cover our efforts to improve the sustainability of our packaging materials. In addition, we will cover our initiatives to reduce waste and promote recycling and reuse.

## SOCIAL COMMITMENT AND INVOLVEMENT

This is a set of initiatives designed to protect and invest in our community's well-being. This section informs about our social responsibility and community engagement, including partnerships with local organizations and our contributions to social causes. We will also detail our efforts to support education and skills development in our communities, as well as our initiatives to promote social justice and human rights. This online report is available at <https://www.logo-tape-group.de/en/>

# INDEX



## WHO WE ARE

Page 8-27

### ABOUT US

- Our history
- LOGO tape group
- Company profile
- Company culture

### WHAT WE DO

Business model

### COMPLIANCE

- Code of conduct
- Compliance
- Ethical principles

## OUR PEOPLE

Page 28-37

### EMPLOYEES

- Attracting the next generations
- Diversity & inclusivity in our work-space
- Age distribution
- The safety of our employees
- Career management

## ENVIRONMENT

Page 38-51

### SUSTAINABILITY

#### ENVIRONMENTAL FACTSHEET

#### SUSTAINABLE INNOVATION

#### GREEN MEASURES

- Reducing emissions through eco-friendly transportation
- Warehouse renovation to lower greenhouse gas emissions
- Ergonomic offices for employee well-being
- Expansion of electric car charging infrastructure

#### SUSTAINABLE MOBILITY

- E-cars
- E-Bike leasing

## PRODUCT RESPONSIBILITY

Page 52-57

### SUPPLY CHAIN

#### PRODUCT SAFETY



## SOCIAL COMMITMENT

Page 57-67

### COMMUNITY SPORTS SUPPORT

#### SOCIAL CAUSES SUPPORT

#### SUSTAINABLE PARTNERSHIPS

# WHO WE ARE

## ABOUT US

[Our history](#)

[LOGO tape group](#)

[Company profile](#)

[Company culture](#)

## WHAT WE DO

[Business model](#)

## COMPLIANCE

[Code of conduct](#)

[Compliance](#)

[Ethical principles](#)



# OUR HISTORY

What began as a management buyout from tesa AG, is now a group of companies working nationally and internationally for numerous customers.

The LOGO tape group is managed by Dr. Ulrich Wesselmann as the CEO and Alexander Messerschmidt-Lühr as the Managing Director. In the course of its 25-year history, this group has been creating individual solutions in the field of multi-layer films, printed adhesive technology and packaging material. The Company operates across three production sites in Germany, one in Poland, one in England and one in Lithuania. The main industries the LOGO tape group serves are: Industrial, food & beverage, tobacco, automotive, point of purchase, healthcare, transport and logistics.

As a result of the know-how and experience acquired in the field of adhesives from tesa AG, LOGO tape was born in

the 1990s as a manufacturer of printed adhesive tapes. In 1998, the opportunity arose for Dr. Ulrich Wesselmann, to make a management buy-out of the tesa plant in Harsislee, Germany, making from this opportunity a successful partnership between LOGO tape and tesa. In fact, this is still part of LOGO tape groups strength today; which production takes place in-house and its best products are exported from Germany to the rest of the world.

Last year, the LOGO tape group achieved a nominal turnover of €47,3 million. As for our corporate profitability, the operating result of the EBITDA resulted in €3,63 million.



# LOGO tape group

## OUR SUBSIDIARIES

The LOGO tape group is a diverse and innovative company that is conformed of highly specialized sub-companies. Each of these sub-companies provides unique solutions and services to customers in a wide range of different industries. The following companies are part of our family:



### LOGO tape Vertrieb GmbH

Headquarters At the LOGO tape plant in northern Germany, the company produces and prints self-adhesive tape and carry handles.



### MULTIFLEX folien GmbH & Co. KG

At the production centre in Flensburg, Germany; the company produces and develops multi-layer, co-extruded barrier films of the highest quality for the food & beverage and automotive industries.



### mapack Packmittel GmbH

At the production centre in Mannheim, Germany; the company produces and prints packaging tape and water activated tape (WAT).



- **LOGO tape Ltd** | West Midlands, England
- **UAB LOGO tape Baltic** | Kaunas, Lithuania
- **LOGO tape SP.z.o.o** | Pawlowko, Poland
- **LOGO tape Ges.m.b.H** | Vienna, Austria



### Steadfast tapes Ltd

At the production centre in Huddersfield, England; the specialises in the production, design and printing of self-adhesive and water activated tapes. As well as the supply of packaging products.



### Scharnau City Shop GmbH

Supplier for special tapes in Kreuzberg, Berlin.



### fl:pack GmbH

Supplier for packaging materials in northern Germany.


# COMPANY PROFILE

## EUROPEAN PRESENCE

The LOGO tape production sites and sales offices are located all over Europe:

### ENGLAND

#### Steadfast tapes Ltd


Huddersfield, England  
[www.steadfasttapes.co.uk](http://www.steadfasttapes.co.uk)  
Production site 

#### LOGO tape Ltd

West Midlands, England  
[www.logo-tape.com](http://www.logo-tape.com)  
Sales office 


### LITHUANIA

#### UAB LOGO tape Baltic

Kaunas, Lithuania  
[www.repro.lt/en](http://www.repro.lt/en)  
Production site 

### POLAND

#### LOGO tape SP.z.o.o

Pawlowko, Poland  
[www.logo-tape.com](http://www.logo-tape.com)  
Production site 


### AUSTRIA

#### LOGO tape Ges.m.b.H

Vienna, Austria  
[www.logotape.de/de/](http://www.logotape.de/de/)  
Sales office 


### FRANCE

#### LOGO tape S.a.r.l.


Illkirch, France  
[www.logotape.de/en/](http://www.logotape.de/en/)  
Sales office 

### GERMANY


#### LOGO tape Vertrieb GmbH

Harrislee, Germany  
[www.logo-tape.com](http://www.logo-tape.com)  
Production site 


#### MULTIFLEX Folien GmbH & Co. KG

Flensburg, Germany  
[www.multiflex-folien.de](http://www.multiflex-folien.de)  
Production site 


#### fl:pack GmbH

Harrislee, Germany  
[www.flpack.de](http://www.flpack.de)  
Sales office 

#### Scharnau City Shop GmbH

Kreuzberg, Germany  
[www.scharnau-berlin.de](http://www.scharnau-berlin.de)  
Sales office 

#### mapack Packmittel GmbH

Mannheim, Germany  
[www.mapack.de](http://www.mapack.de)  
Production site 





# COMPANY CULTURE

## OUR MISSION STATEMENT

To create innovative, customised adhesive solutions that improve the day-to-day for our customers in the various aspects of life.

## OUR VISION

Our vision is to make our customers' lives easier through customised solutions. Further technical developments and increasing customer requirements characterises our markets. We accept this challenge and, with our experience and expertise, always strive to offer our customers the best possible offer. We see ourselves as pioneers and lateral thinkers, and by conviction we are breaking new ground to develop optimal solutions. In order to build upon our competitive advantages, we focus on our values:

## OUR VALUES

### INTEGRITY

Ethical and responsible behaviour is the foundation of our corporate culture. Our integrity only allows business operations and actions that are consistent with our values, which our partner companies such as tesa®, IPG and 3M have been benefiting from for a long time. The LOGO tape group is a company that you can trust.

### QUALITY

Whether established or new products - the LOGO tape group is known for high-quality products that deliver what they promise. Consistent corporation-wide quality management enables the development, processing and handling of our products to the highest of standards.

### FLEXIBILITY

As a decentralised group of companies, we can implement the requirements of our customers and partners, and react flexibly to demanding and special requests. We always find the right solution for every challenge.

### INNOVATION

Our innovations are based on sound scientific know-how that has been developed across companies.

With our innovative solutions we respond to the global challenges of the adhesive and packaging industries. The know-how and skills of our employees is our most valuable resource. We invest continuously in R&D projects focusing on innovative solutions that create added value for our customers and society.

### PARTNERSHIP SOLUTIONS

Cooperatively and on equal terms, we grow in tasks and challenges. We cultivate all our business relationships as long-term partnerships based on fairness, trust and reliability. Identifying, understanding and fulfilling the needs and expectations of our customers is what determines our actions.

### ENVIRONMENT

As a specialised company in the production of co-extruded multi-layer films and the self adhesive tape industry, the LOGO tape groups mission is not only based on the manufacturing of innovative product solutions, but is also committed to meeting strict quality requirements by taking responsibility for our environment and therefore, our people.





## OUR BUSINESS MODEL

The LOGO tape group is a European-company with a focus on the European market.

Our brand philosophy pillars are reliable quality, outstanding service, a high innovation capacity, and the application of top technology. Through the lucrative selling of meaningful and sustainable solutions, we aim to increase the value of the LOGO tape group in the interests of our workforce customers, and shareholders.

### OUR VALUE PROPOSITION

Is the capacity of creating innovative, sustainable and customized solutions for our customers.

### OUR STRATEGY

We aim to provide innovative and sustainable solutions in the adhesive technology field that evolve with consumer needs.

### OUR VALUE CREATION MODEL

Our long-term wealth creation strategy is built on a balanced approach to sustainable innovation, as well as increased capital efficiency. We add value to our company by doing the following:

- Continuous innovation
- Research and Development activities
- Enhancing operational effectiveness.

# CODE OF CONDUCT

Due to our company's continued expansion in Europe, we see the need to implement and comply with the rules of conduct.

The LOGO tape group main goal is to work and maintain the highest regard for the ethical ideals the company advocates. Therefore, we expect all of our collaborators, such like administrators, workers, and third parties to respect the rules outlined in our Code of Conduct, which is the primary source for our workplace standards, since it implements a compliance-specific framework, where rules are meant to be clearly and transparently defined. In order to fulfill our responsibilities, the following three core topics have been implemented into formal policies and measures:

- Prevention of anti-competitive practices
- Corruption Prevention
- Data Protection

The LOGO tape group Code of Conduct helps our employees and subsidiaries adhere to our principles and values in our day-to-day operations, so they can tailor their behaviour towards them.

The Code of Conduct was defined and implemented as part of our socially and ecologically responsible corporate governance and as a way for us to support the

long-term sustainability of society.

The LOGO tape group Code of Conduct is always given to new workers on their first day of work, as a part of their introduction.

Our Code of Conduct sets out the minimum standards that all companies of our companies recognise, actively driving the compliance of all suppliers and other partners of the LOGO tape group. It is expected that all activities comply with national laws, rules and regulations. Employees and suppliers of LOGO tape group are included in this.

## AUDITS

Our Quality Management Department is responsible for performing audits, which include an examination of compliance-related matters. In order to improve the audit themes in the field of compliance they are annually reviewed.

# COMPLIANCE

The Code of Conduct of the LOGO tape group is based on the following generally accepted guidelines:

- The United Nations Universal Declaration of Human Rights
- The United Nations Global Compact
- ILO Declaration on Fundamental Principles and Rights at Work
- RIO Declaration on Environment and Development
- United Nations Convention against Corruption

## COMPLIANCE MANAGEMENT SYSTEM

Through our compliance management system, we want to guarantee that all our employees and institutions comply with the applicable legal regulations and internal norms in their daily work. To achieve this, we adopted a systematic management strategy.

The LOGO tape group Compliance Management System is constantly being revised and updated.

We assessed our compliance requirements for practicality and acceptability along the process and made any required adjustments.

- **Prevention of Anticompetitive Practices:** In our business model, we constantly study and evaluate potential compliance issues that could lead to anticompetitive practices.
- **Corruption Prevention:** which purpose is to prevent probable incidents of corruption from occurring in the first place.
- **Data protection:** one of our most important priorities is the discreet, honest, safe, and appropriate processing of personal information entrusted to us.

In 2022 we had no compliance incidents.



# ETHICAL PRINCIPLES

The Code of Conduct is binding for all LOGO tape group employees.

All business partners of the LOGO tape group are required to comply with these principles. The following principles should be considered for the assessment of potential and existing business partners.

## CORRUPTION AND UNFAIR COMPETITION

In our worldwide business activities, we condemn all methods which are not based on trust, integrity and fairness. Corruption and an unfair competition do not contribute to a long-term harmonious partnership. All our partners are aware of these principles and are required to refrain from such unfair practises.

Transparency and ethical business practices are integral to our commitment to sustainability. In our report for 2022, we have analyzed the purchasing volume of our different companies and identified the countries where we conducted our purchases. To ensure transparency and accountability, we used the Corruption Perceptions Index (CPI) to assess the level of corruption in each of these countries. The CPI scores countries on a scale of 0 (highly corrupt) to 100 (very clean), and the results are illustrated in our report.

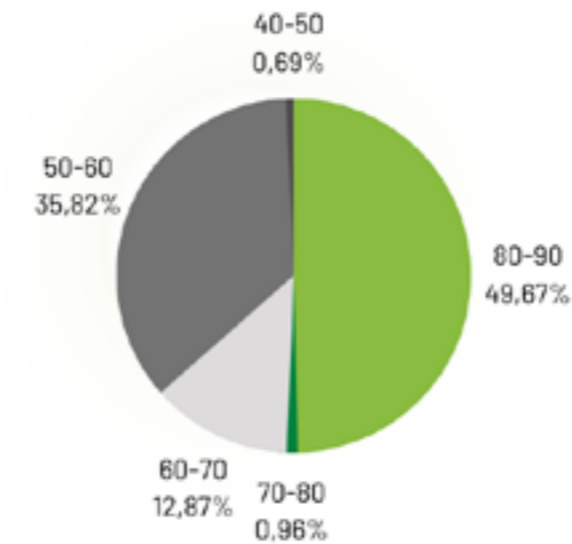
We are pleased to report that our purchasing activities were conducted in regions with high CPI scores, indicating a low level of corruption. This not only ensures that we are not contributing to corrupt practices but also promotes fair competition in the market. We understand the negative impact of corruption and unfair competition on society and the environment, and we remain committed to maintaining high ethical standards in all our business activities.

The Corruption Perceptions Index (CPI) is created by the International Secretariat of Transparency International and ranks countries based on the perceived level of corruption in politics and administration. We have used this evaluation in our sustainability report for 2022 to identify the degree of corruption in the countries where we made our purchases.

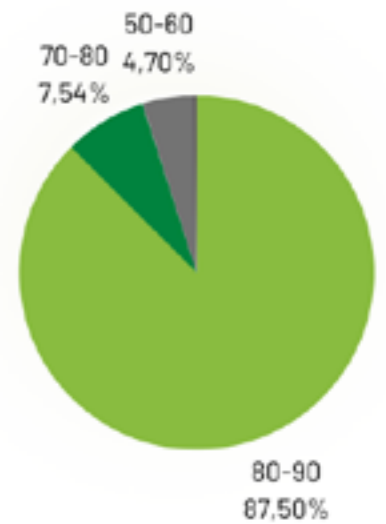
Our results show that we have made our purchases in regions with high CPI scores, indicating low levels of corruption.

As responsible corporate citizens, we believe that transparency and accountability are critical for building trust with our stakeholders. We will continue to monitor our performance and take action to improve our practices wherever necessary.

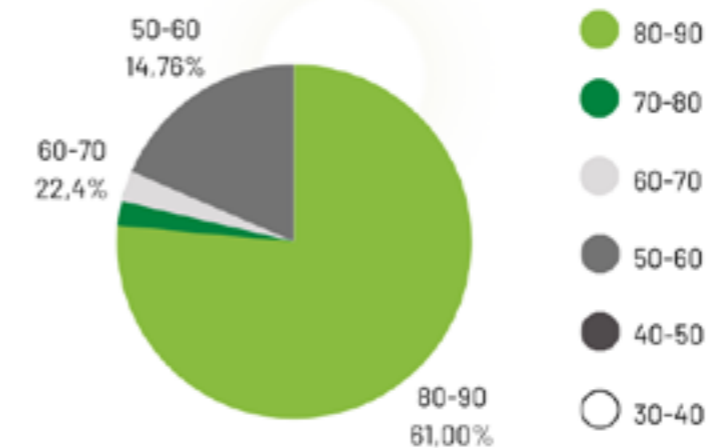
### LOGO tape Vertrieb GmbH



### MULTIFLEX folien GmbH



### mapack Packmittel GmbH



100 CPI points is very clean  
0 CPI points is highly corrupt

## LOYALTY

Loyalty means mutual trust. We pursue a lot of common mains with our customers, guests, employees, companions and suppliers. This happens on the basis of mutual trust. Trust promotes fair and loyal relationships between the interested groups; this loyalty is one of the foundations of our enterprise and lines of business.

## LEGAL OBSERVANCE

In every country in which the LOGO tape group is represented it should operate in full compliance with the laws, rules and regulations of the country in which it operates. In case of a contradiction between legally binding laws and these principles, it is to be traded according to the land-customary law.

## BASIC HUMAN RIGHTS

The LOGO tape group recognises the Universal Declaration of Human Rights. Every person who directly or indirectly works for the LOGO tape group is entitled to these basic human rights.

## EQUAL TREATMENT

At the LOGO tape group, we believe in treating all our employees with respect and dignity, without any form of discrimination. Our commitment to equal treatment is reflected in our policies and practices, looking always to comply with local legislation on disciplinary practices.

We affirm that our employees are not discriminated against based on gender, race, religion, age, disability, sexual orientation, national origin, political affiliation, union membership, social and ethnic origin, or any other personal characteristic. Discrimination is never tolerated in hiring, compensation, training, promotions, terminations, or retirements.

Any form of harsh or inhumane treatment of our employees is prohibited. This includes physical abuse or discipline, the threat of physical abuse, sexual or other harassment, and verbal abuse or other forms of intimidation. We recognize that such behavior is unacceptable and have put in place policies and procedures to prevent it.

Our commitment to equal treatment is ongoing. We conduct regular audits of our practices to identify and address any

areas for improvement in our companies. We recognize that promoting diversity and inclusion in the workplace is not only the right thing to do but also makes business sense. In order to serve our customers better, we value and leverage the diverse perspectives and experiences of our employees.

As part of our commitment to uphold human rights and equality in our operations, we will continue to make this a priority in all areas of our business, ensuring that all our employees feel valued, respected, and supported.

## FORCED LABOUR AND CHILD EMPLOYMENT

At the LOGO tape group, we believe that every employee has the right to work in a safe and healthy environment and to be treated with dignity and respect. As such, we are committed to upholding the highest standards of labor practices and human rights.

LOGO tape group's ETI Code explicitly prohibits forced or child labor under any circumstances. As well as complying with ILO Nos. 29, 105, and 138, we follow the laws of the countries we operate in.

We affirm that employment is freely chosen by our workers. We do not tolerate forced, bonded, or involuntary prison labor. Additionally, we do not require our employees to lodge „deposits“ or surrender their identity papers to their employer. Our workers are free to leave our employ after reasonable notice.

Our supply chains are free of child labor in any form, and we unequivocally condemn child labor. We do not recruit child labor, and we participate in programs that enable children performing child labor to transition to quality education until they are no longer children. Furthermore, children and young persons under 18 are not employed at night or in hazardous conditions. These policies and procedures conform to the provisions of the relevant ILO standards.

Maintaining fair and ethical labor practices is an ongoing commitment. Our labor practices are audited regularly to identify and improve any areas of weakness. We are committed to upholding the highest standards of labor practices and human rights in our operations, and we will continue to prioritize this commitment in all areas of our business.

## COMMITMENT TO FAIR AND SAFE EMPLOYMENT PRACTICES

Sustainability is at the core of our operations, and our commitment to ethical practices is evident in every aspect of our business. We believe in providing a safe and dignified workplace for our employees, and we adhere to the ETI Code, which sets out the standards for ethical and sustainable practices.



Living wages are an essential component of our ethical practices. We pay wages that meet or exceed national legal standards and industry benchmark standards, ensuring our workers are compensated fairly for their work. We provide our workers with written and understandable information about their employment conditions, including wages, before they enter employment. They receive information about their wages each pay period. We do not allow deductions from wages as a disciplinary measure, and all disciplinary measures are recorded.

We respect freedom of association and collective bargaining. Workers have the right to join or form trade unions of their own choosing, and we adopt an open attitude towards trade union activities. Workers' representatives are not discriminated against and have access to representative functions at work. We facilitate the development of parallel means for independent and free association and bargaining. This is where the right to freedom of association and collective bargaining is restricted under the law.

We provide safe and hygienic working conditions for our employees. Our workers receive regular and recorded health and safety training. They also receive access to clean toilet facilities, potable water, and, if appropriate, sanitary facilities for food storage. We provide clean and safe accommodation for our workers where necessary, and we assign responsibility for health and safety to a senior management representative.

We ensure that working hours are not excessive, and we comply with national laws and benchmark industry standards. Workers are not required to work in excess of 48 hours per week regularly, and they are provided with at least one day off every seven days on average. Overtime is voluntary, compensated at a premium rate, and not demanded regularly. We provide regular employment, and we do not avoid obligations to employees under labor or social security laws and regulations. We establish recognized employment relationships, and we do not use labor-only contracting, subcontracting, or home-working arrangements to minimize labor obligations. We do not avoid such obligations through the excessive use of fixed-term employment contracts or apprenticeship schemes where there is no real intent to impart skills or provide regular employment.

We believe that our commitment to ethical and sustainable practices is essential to our success as a business. We will continue to adhere to the ETI Code and promote sustainability in all aspects of our operations.

## SUSTAINABLE DEVELOPMENT GOALS

In order to achieve the Sustainable Development Goals (SDGs), we prioritize to have open communication and the support of our stakeholders, including our employees, customers, and suppliers, so that our actions and policies are aligned with our common sustainability goals.

As part of our commitment of building trust and engagement with our different stakeholders, we continue to report on our sustainability performance each year. Looking always forward to share our progress and to be open for suggestions and new ideas.

Therefore we will be achieving our self-imposed goals by working collaboratively towards a more just and sustainable future for our company and the industry.



## SUSTAINABLE DEVELOPMENT GOALS



# OUR PEOPLE

## EMPLOYEES

Attracting the next generations

Diversity & inclusivity in our workspace

Age distribution

The safety of our employees

Career management



# EMPLOYEES

A highly motivated and qualified team is essential to the success of the LOGO tape group. It is the enthusiasm, commitment and competence of our people behind the excellence and quality of our products.

Safe working conditions, proactive health management, long-term employee loyalty, competitive salary with social benefits, as well as on-going training, are all part of our company strategy in the personnel field. Additionally, the company seeks to continuously attract and retain highly skilled and motivated individuals while also increasing our desirability as an employer.

As well as global concerns such as climate change, consumer needs are also rapidly changing, and the expectations on our adhesive solutions are growing. In order to meet and surpass our customers' expectations we must continue to innovate in our products and processes; which is only made possible through our dedicated personnel. This is the reason workers represent the key company cornerstone on which the LOGO tape group constantly invest in order to make it distinctive. To further support our commitment to our employees, we work with an open door policy in order to facilitate open and better communication, and to foster a closer working relationship. This policy ensures that all employees feel comfortable sharing their ideas, concerns, and feedback, which ultimately benefits the entire com-

OUR WORKFORCE		
TOTAL WORKFORCE	137	100%
MEN	95	69%
WOMEN	42	31%
OTHER NATIONALITIES	8	6%
LEADERSHIP POSITIONS	18	13%
WOMEN IN LEADERSHIP POSITIONS	10	33%

pany. We believe that this policy is an important part of creating a positive work environment and maintaining strong relationships with our employees.

## ATTRACTING THE NEXT GENERATIONS

As part of its efforts to attract younger generations, the LOGO tape group has developed strong connections with local educational institutions. This gives students a variety of workplace training options. As part of our selection process, we also participate in regional recruitment events. Flensburg's IHK (Chamber of Industry and Commerce) apprenticeship rally, for example.



Additionally, we are an Erasmus+ training partner since 2020, which enables our trainees to gain valuable international experience through internships in other European countries.

As an auditor at the Chamber of Industry and Commerce, we play an active role in shaping the future of the economy in our region. In the long run, this will ensure a steady flow of highly skilled, motivated employees.

It is worth mentioning that many of our former interns have secured permanent positions at the LOGO tape group.

## DIVERSITY & INCLUSIVITY IN OUR WORKFORCE

All of our employees, full-time or part-time, at LOGO Tape group enjoy safe and comfortable working conditions. We recognize that our people are our most valuable asset and are committed to their well-being. The average compa-

ny service length is 18 years. This speaks to our commitment to fostering a positive and supportive work environment. In our workforce of 137 employees, we welcome employees from different nationalities and backgrounds. We also provide opportunities for people with severe disabilities to work and contribute to our team. Our goal is to create a diverse and inclusive workplace where everyone's unique skills and experiences are valued.

In addition to our diverse workforce, we are also proud to commit to gender equality in our leadership positions. Out of our 18 leadership positions, 10 are held by women. This reflects our belief in equal opportunities for all, and our recognition of women's invaluable contributions to the workplace.

WORKING CONDITIONS		
FULL TIME	118	86%
PART TIME	19	14%
AVERAGE LENGTH OF YEARS OF SERVICE IN THE COMPANY	18	X
NUMBER OF APPRENTICES	4	3%
EMPLOYEES WITH SEVERE DISABILITIES / EQUIVALENT STATUS	8	6%





Furthermore, in 2022 we had the opportunity to expand our company group by acquiring Steadfast Tapes Ltd. in Huddersfield, UK. As part of this exciting new venture, our Sales Manager in the UK, Victoria Talbot, was promoted to General Manager of this new subsidiary. We are confident in Victoria's leadership and expertise, and we believe that under her guidance, Steadfast Tapes Ltd. will thrive as a member of the LOGO tape group.

## AGE DISTRIBUTION

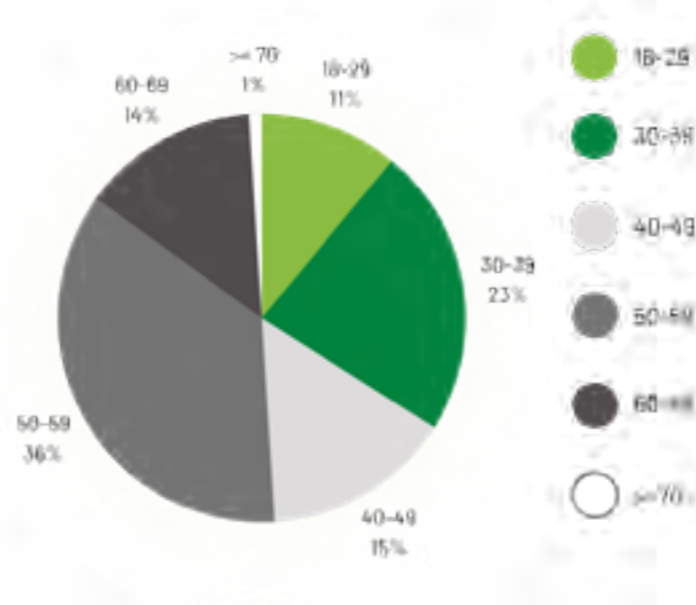
At LOGO tape group, we value diversity and inclusivity in our workforce. We are proud to have a team of employees who bring a range of skills, experiences, and perspectives to the table. As part of our commitment to transparency, we are pleased to share with you the age distribution of our workforce.

As of 2022, 11% of our employees are between the ages of 18 and 29, while 23% fall between the ages of 30 and 39. The age

group of 40 to 49 makes up 15% of our workforce, while 38% of our employees are between the ages of 50 and 59. Additionally, 14% of our employees are between the ages of 60 and 69, and only 1% of our workforce is 70 years old or above.

We recognize the importance of building a diverse and multigenerational workforce, and we are committed to fostering an inclusive environment where all employees can thrive. We believe that our employees' diverse backgrounds and experiences enable us to better understand our customers and serve them effectively. Because of this, we create opportunities for employees of all ages to contribute their unique perspectives.

Moving forward, we will continue to monitor the age distribution of our workforce and take action to ensure that we maintain a diverse and inclusive workplace. Every employee deserves equal opportunity, regardless of age.



## THE SAFETY OF OUR EMPLOYEES

At the LOGO tape group, the safety and wellbeing of our employees are of utmost importance. Our Quality Management Department regularly conducts risk assessments across all departments to identify potential hazards and take steps to prevent accidents and injuries. We believe that a safe working environment is essential to ensure our employees remain motivated and productive, and we take pride in our commitment to workplace safety.

To equip our employees to handle potential risks, we provide comprehensive occupational health and safety training, including

risk-specific training for hazardous tasks or circumstances. We also provide access to a Company Doctor who is responsible for the wellbeing of our employees. The doctor visits our facilities once or twice a year to ensure that our employees' health is being monitored and cared for.

Our employees have access to ergonomic offices with desks, chairs, and two screens to promote good posture and prevent work-related injuries. Additionally, our production workers are provided with safety equipment such as security shoes and earplugs, while other departments are equipped with lab robes, gloves, security glasses, hair nets, and other protective gear.

We maintain clean and hygienic working conditions that meet the industry's prevailing knowledge and specific hazards. Workers have access to clean toilet facilities, potable water, and sanitary food storage facilities, where appropriate. Accommodation, where provided, is clean, safe, and meets the basic needs of workers.

The LOGO tape group takes its responsibility for employee health and safety seriously. Safety and health are essential to employee wellbeing, productivity, and satisfaction. In addition to regular safety training, we give our employees opportunities to learn more about occupational health and safety.

In 2022, we dedicated 2,8 hours to training our employees in occupational health, ensuring a team of experts ready to mitigate workplace risks and hazards. We firmly believe that investing in our employees' development and wellbeing not only benefits our workforce but also enhances the overall success and sustainability of our company.

EMPLOYEE HEALTH & SAFETY	
ACCIDENT FREQUENCY (LOST TIME INJURY RATE)	8,1
ACCIDENT SEVERITY	2,2
TRAINING PER EMPLOYEE IN OCCUPATIONAL HEALTH AND SAFETY (HOURS)	2,8



Our commitment to employee health and safety is further demonstrated by our parental leave policy, which provides support and flexibility to all eligible employees, regardless of their gender or position within the company. We offer flexible work arrangements and phased return-to-work options to help parents balance their work and family responsibilities. Providing access to paid parental leave not only promotes work-life balance but also helps us attract and retain the best talent in our industry.

PARENTAL LEAVE		
ELIGIBLE EMPLOYEES WHO USE PARENTAL LEAVE	6	86%



By continuously improving our employees' skills and knowledge, we are better able to prevent workplace accidents and create a safer work environment. At the LOGO tape group, we are committed to prioritizing the health and safety of our employees, and we will continue to invest in their development and wellbeing.

## CAREER MANAGEMENT

We are committed to supporting the professional growth and development of our employees. We believe that investing in our employees' career management not only benefits them individually, but also strengthens our company's overall sustainability efforts.

We promote a culture of continuous learning and growth by offering regular feedback and performance evaluations to our employees. This helps them to identify areas where they can improve and provides them with the guidance and support they need to succeed.

We believe that by investing in our employees' career development, we can create a highly skilled and engaged workforce that is capable of driving innovation and growth for our company. We benefit from this approach as a company as well as our employees.



LOGO food group

fl:pack

mapack

LOGO tape

MULTIFLEX folien

SCHARNAU

DEINE QUELLE FÜR GUTES KLEBBAND

10 jähriges Jubiläum

# OUR ENVIRONMENT

## SUSTAINABILITY

### ENVIRONMENTAL FACTSHEET

### SUSTAINABLE INNOVATION

### GREEN MEASURES

Reducing emissions through eco-friendly transportation

Warehouse renovation to lower greenhouse gas emissions

Ergonomic offices for employee wellbeing

Expansion of electric car charging infrastructure

### SUSTAINABLE MOBILITY

E-cars & E-Bike leasing

### SUSTAINABLE PRODUCTION



# SUSTAINABILITY

At the LOGO tape group, sustainability is at the heart of everything we do. Our commitment to the environment, social equity, and economic efficiency is reflected in our long-term business strategy across all areas of operations. We are dedicated to developing innovative and efficient adhesive solutions that prioritize sustainable resources and materials while upholding human rights.

Our sustainability goals and actions are regularly audited by an external independent institution to ensure we are meeting our commitments. We are proud to have earned the following certifications:

- Quality - DIN EN ISO 9001
- Environment - DIN EN ISO 14001
- Energy - DIN EN ISO 50001,
- Systematic Safety - ILO-OSH 2001

To minimize our environmental impact, we have set ambitious targets for energy conservation, efficient resource management, raw material usage, waste avoidance, and recycling. We are constantly working to optimize our supply chain and develop sustainable products. As a specialist in co-extrusion of multilayer films and the self-adhesive tape industry, we recognize our



responsibility to meet strict quality requirements while also protecting the environment and the well-being of our employees. We are proud to report that our sustainability efforts continue to improve. We have made significant progress in promoting recyclability, using renewable raw materials, and practicing responsible procurement. We also continue to ensure that our quality-environmental management and energy requirements are regularly audited and improved.

At the LOGO tape group, sustainability is not just a buzzword - it's a core value that we take seriously. We are committed to continuing to make progress towards our sustainability goals and to set an example for others in our industry to follow.



# ENVIRONMENTAL BALANCE SHEET

		2019	2020	2021	2022
<b>TOTAL ENERGY CONSUMPTION / CO2 equivalent</b>					
a) Non-renewable fuels	MWh	294	218	207	187
a) Non-renewable fuels CO2 equivalent	t CO2e	93	69	66	59
b) Non-renewable electricity	MWh	1.926	1.382	1.365	40
b) Non-renewable electricity CO2 equivalent	t CO2e	681	199	313	11
c) Non-renewable heating	MWh	2.412	2.391	2.545	2.263
c) Non-renewable heating CO2 equivalent	t CO2e	329	281	287	281
d) Total renewable energy	MWh	2.561	2.499	2.569	3.880
	%	55%	63%	62%	156%
Total non-renewable energy consumption	MWh	4.631	3.991	4.112	2.490
Total non-renewable energy CO2 equivalent	t CO2e	1.103	550	663	352
<b>TOTAL WASTE CONSUMPTION</b>					
a) Total waste generated	t	871	728	848	895
b) Total waste used/recycled/sold	t	594	475	612	661
Total waste disposed (A - B)	t	277	252	236	234
<b>TOTAL WATER CONSUMPTION</b>					
Total water used	m <sup>3</sup>	2.378	3.3003	3.219	3.285
Total industrial polluted water	m <sup>3</sup>	0	0	0	0

The consolidation scope is related to the own Industrial sites in Germany (Harrislee, Flensburg, Mannheim)



# SUSTAINABLE INNOVATION

LOGO tape group understands the importance of sustainable innovation in protecting the environment and creating a more sustainable future. As a specialist in self-adhesive tapes and film, we feel a responsibility to make a positive contribution through sustainable products, which is why we have developed our LOGO tape GREEN SERIES and mapack GREEN SERIES.

Our sustainable product line includes self-adhesive tapes, handles, and water-activated tape, and we are committed to expanding this line as we continue to research and develop new sustainable products.

In addition to offering our own sustainable products, we are committed to distributing sustainable products from our partners as well. We will continue to prioritize sustainable innovation and research and development to create new sustainable solutions such as rPET tape, HDPE tape, and paper tear tape. We are dedicated to giving our environment a green footprint and promoting a more sustainable future for all.

Our sustainable product line currently includes:

- BIO tape BT1350, which contains an impressive 87% biobased carbon content.
- LT 623r, which features an rPET carrier with 70% PCR, making it an excellent sustainable option.
- Water activated tape, which is made from 100% renewable resources.
- Paper tape, which features an FSC certified carrier.
- Sustainable carry handles, which contain 70% PCR.
- Sustainable Bundle Tape, which also contains 70% PCR.

mapack  
GREEN SERIES 





## GREEN MEASURES

At LOGO tape group, we are committed to sustainable practices and reducing our environmental impact. Over the past year, we have implemented several green measures to help us achieve these goals.

### REDUCING EMISSIONS THROUGH ECO-FRIENDLY TRANSPORTATION

One of our primary focuses has been on reducing emissions from our transportation. Our outside sales representatives are now encouraged to use eco-friendly modes of transport such as trains and electric cars when traveling to meetings with clients. This shift has not only reduced our carbon footprint but has also helped us to save on fuel costs.



### WAREHOUSE RENOVATION TO LOWER GREENHOUSE GAS EMISSIONS

We also started renovating one of our warehouses in Harsilee in 2022. This initiative will lead to a long-term reduction in our heating needs, which will, in turn, lower our greenhouse gas emissions. We are excited about the positive impact this renovation will have on our sustainability efforts. The warehouse is expected to be ready by mid-2023.

### ERGONOMIC OFFICES FOR EMPLOYEE WELLBEING

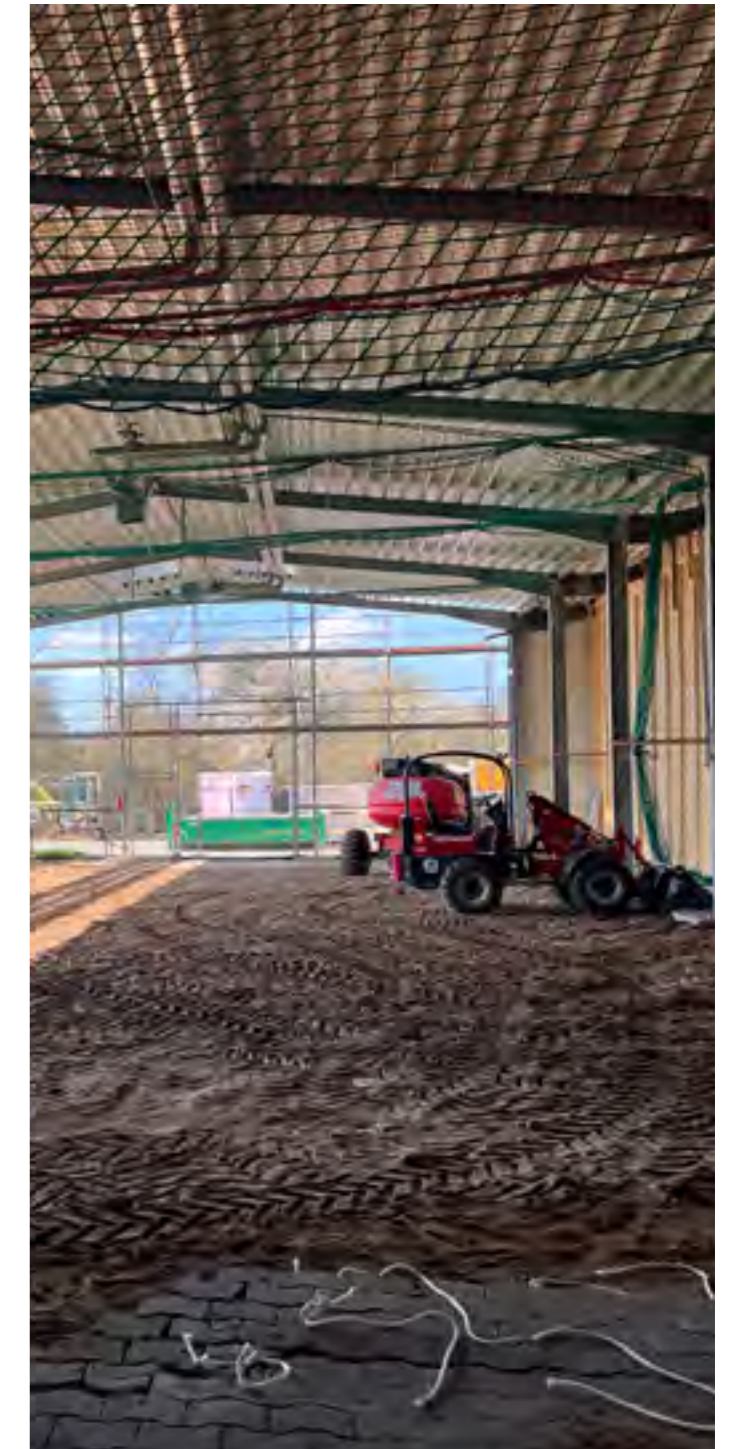
Finally, we have made efforts to create ergonomic offices in all of our LOGO tape group headquarters for the wellbeing of our employees. We have implemented height-adjustable desks and ergonomic office chairs to ensure that our employees are comfortable while working. We believe that healthy and happy employees are essential for the success of our company, and creating a comfortable work environment is an important part of that.

### EXPANSION OF ELECTRIC CAR CHARGING INFRASTRUCTURE

As our electric car fleet and that of our customers continue to grow, we have installed wall boxes at each of our LOGO tape group locations in Germany. This will ensure that our electric vehicles have a convenient and reliable charging solution, which is crucial in promoting the use of electric vehicles not just for our employees, but also for our clients, providers, and partners. Additionally, we are currently increasing the number of charging wall boxes to accommodate the

growing demand.

In conclusion, at LOGO tape group, we are proud of the sustainable measures we have implemented in the last year. We remain committed to reducing our environmental impact and promoting sustainable practices throughout our company. We will continue to explore new ways to minimize our carbon footprint and protect the planet for future generations.





# SUSTAINABLE MOBILITY

## E-CARS

The LOGO tape group sustainability journey starts with our daily commutes to work, as we are actively working towards reducing our carbon footprint by transitioning to electric cars.

The current share of electric vehicles in our fleet is 41%. We have also added charge stations for electric vehicles to our parking spaces in our different locations in Germany. We understand the importance of providing infrastructure to support sustainable transportation options, and we are proud to offer this service to our employees and customers.

In order to create a sustainable future, we will continue to work towards reducing our carbon footprint, exploring creative ways to harness renewable energy, and promoting sustainable transportation options, as we believe we can create a better future for everyone by working together.



## E-BIKE LEASING

This initiative is helping to reduce our carbon footprint and support a more sustainable future. Our employees now have the opportunity to lease an electric bike for their work commute. Currently, 18% of our workforce uses this program.

As an organization, we are committed to continuously improving our sustainability practices. We believe that small actions can lead to significant change, and this program is just one example of our efforts to create a more sustainable world. We are proud of our employees who have embraced this initiative and hope to see more individuals take advantage of this opportunity in the future.

# SUSTAINABLE PRODUCTION

In order to increase operational efficiency, the LOGO tape group invested in automation technology in 2022, enabling our employees to focus on their primary tasks. This has also allowed our staff to devote more time to research and development processes and leadership, ultimately leading to sustainable innovation. We can therefore say automation has improved employee productivity, lead times, and production efficiency. As a result of the system, our company has seen a positive return on investment.



# PRODUCT RESPONSIBILITY

SUPPLY CHAIN

PRODUCT SAFETY



# SUPPLY CHAIN

The LOGO tape group recognizes that supplier management is crucial not just for the company's success, but also for the quality of its products and its commercial performance. To manufacture their final products, they source raw materials and chemicals from various suppliers around the world, with their main procurement markets being in Europe.

To meet the growing demands of their customers and ensure sustainable procurement, the LOGO tape group has implemented a new approach to supplier selection and management. Their Purchasing Department has been trained to evaluate suppliers based on four main criteria: quality, safety and the environment, economic viability, and on-time delivery. They have also aligned their sustainable procurement strategy with the 2030 Agenda for Sustainable Development and the Paris Climate Agreement.

To ensure their suppliers' commitment to sustainability, the LOGO tape group requires them to sign a Supplier Agreement of Sustainability that ensures compliance with their supplier chain's health and safety conditions, fair wages, and working conditions, anti-corruption policies, and responsible sourcing.

In addition, the LOGO tape group expects its suppliers to adhere to the ten principles of the UN Global Compact, which include respecting human rights, avoiding forced and child labor, and promoting environmentally friendly technologies. They also prioritize the use of sustainable materials, such as FSC® or PEFC™-certified wood, in their key raw materials.

The LOGO tape group has a strict policy against working with suppliers who do not share their values regarding social responsibility, and they conduct regular audits of their manufacturing locations to ensure compliance with ISO 9001 management systems, regulatory documentation, and safe-

ty and environmental standards. Their supplier evaluation process takes into account sustainable procurement criteria, and they reserve the right to verify compliance with their requirements. The LOGO tape group works with a group of long-standing suppliers but also evaluates the sustainable business policies of new suppliers before considering them. Suppliers who fail to meet their criteria or engage in unfair business practices will not be allowed to join or will be removed from the supplier base

In our operational management, we prioritize providing excellent service with a strong focus on the customer. This includes offering after-sale services, customized products, product support, and reliable communication to ensure that customers' needs are met. We understand that keeping our promises to customers, such as delivery dates, prices, and information, is essential to building trust and maintaining strong relationships. As part of our commitment to quality, we strive for zero errors and actively seek support and clarification when necessary to ensure safety and compliance. If a customer or supplier raises a complaint or concern, we respond promptly and work with them to find a solution that meets their needs. Our dedication to customer satisfaction also extends to third parties and neighbors near our locations, as we strive to be a responsible and dependable partner in the communities where we operate. Our working hours and priorities are determined by customer requests, as we seek to provide flexible and responsive service to meet their needs.



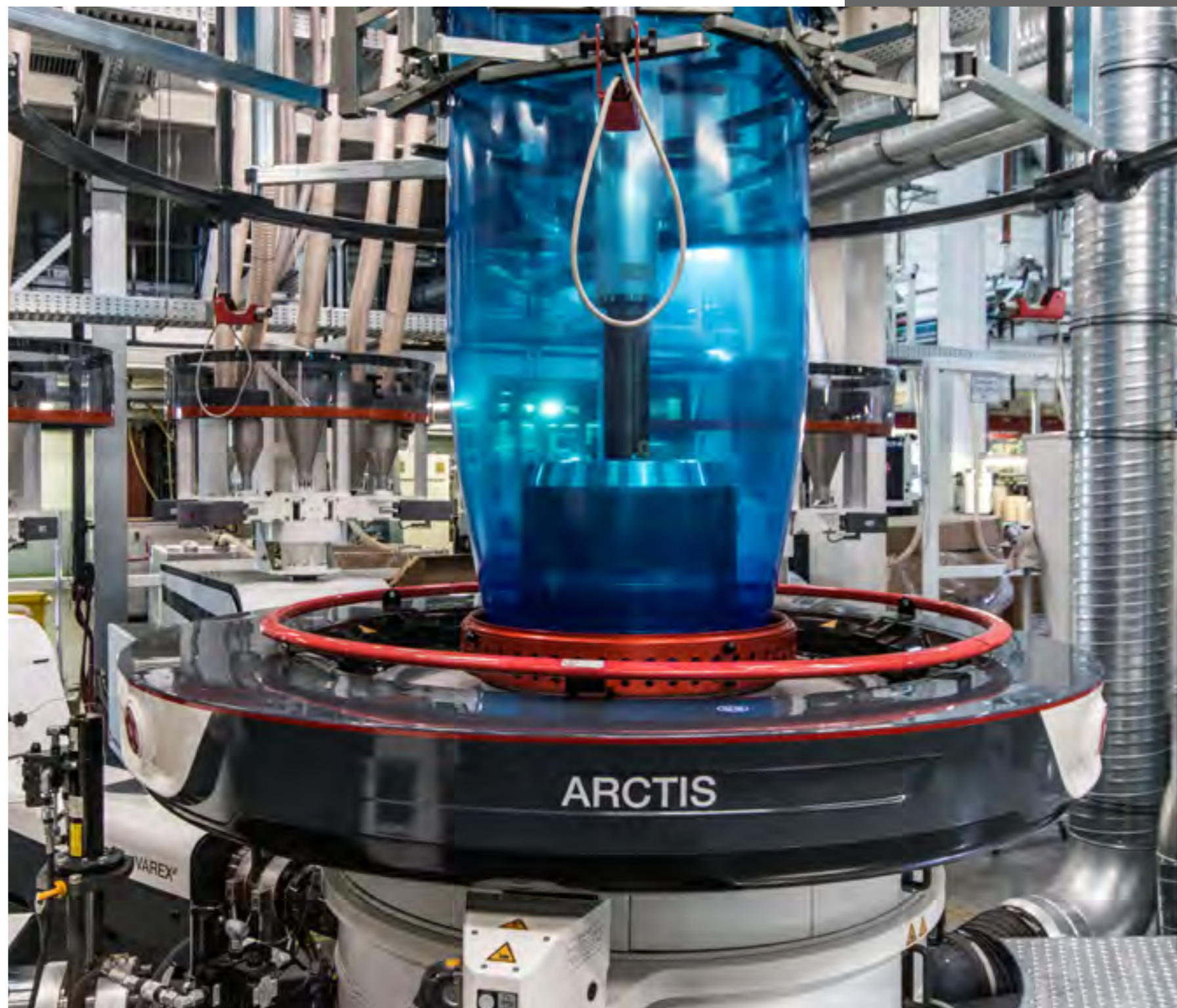
# PRODUCT SAFETY

In order to meet our customers' needs while minimizing our environmental impact, we take great pride in providing them with safe, sustainable products. In 2022, the LOGO tape group continued to implement strict internal audits to ensure our products meet all safety and quality standards, as a result of it, we had zero product recalls as well as zero customer health and safety incidents.

Our management system ensures quality and safety throughout the life cycle of our products. Including raw materials, manufacturing processes, packaging, transportation, and disposal. Through our continuous efforts in the matter of R&D, we have been able to implement new and improved designs and processes that are more environmentally friendly and sustainable.

We recognize the importance of ensuring that our products are safe for consumers to use on a daily basis. Our products undergo thorough testing to ensure that they meet all relevant safety standards and regulations.

At the LOGO tape group, we take product responsibility seriously, and we are continuously working to improve the sustainability of our products, while we are evaluating new materials and production methods to ensure that our products are as environmentally friendly as possible, while still meeting our customers' needs.



# **SOCIAL COMMITMENT**

COMMUNITY SPORTS SUPPORT

SOCIAL CAUSES SUPPORT

SUSTAINABLE PARTNERSHIPS



# COMMUNITY SPORTS SUPPORT



Our company recognizes that our success is closely tied to the success of the individuals and communities around us. That is why we engage in a variety of initiatives to promote unity, sustainability, and social impact.

Exercise is an important component of a healthy lifestyle, and we believe in providing young regional talents with the opportunity to compete at a high level within their sport. That is why we are proud to support the following regionally based organizations:

- The LOGO tape group is a business partner of the Flensburger Handball team, the SG Flensburg-Handewitt.
- We are also a business partner of the regional soccer team in Flensburg, the SC Weiche Flensburg.
- Additionally, we support the TSV Nord Harrislee "Die Nordfrauen", a 2nd liga female handball regional team.

We believe that supporting these teams not only promotes physical health and well-being, but also gender equality, social cohesion, and community pride. In particular, supporting a female sports team in

our region is important to us, as it addresses the gender pay gap and promotes the value of women's sports.



## SOCIAL CAUSES SUPPORT

For the past two years, we have proudly supported the Schleswig-Holstein Cancer Society by providing printed tape for their starter packs at the annual „Lauf ins Leben“ (Run into Life) event, a running event held in northern Germany to raise awareness and funds for cancer research and support programs. We believe in the importance of supporting those affected by cancer and promoting a healthy lifestyle to prevent the disease. Our partnership with the Schleswig-Holstein Cancer Society is particularly meaningful to us, and we are committed to continuing our support in the future.



In addition to our support for regional sports teams and the Schleswig-Holstein Cancer Society, we are also committed to other sustainability and social impact initiatives in our local communities. We believe that by working together with others, we can make a positive difference in the world and contribute to a better future for all. Being this also a way in which we strive to promote sustainability and positive social impact in our local communities.

## SOCIAL CAUSES SUPPORT

As part of LOGO tape group's commitment to social responsibility, we prioritize supporting social and sustainable initiatives within our region. Our company values emphasize the importance of making a positive contribution to society, and we recognize our responsibility to preserve our natural environment and promote positive connections within our community.

Last year, LOGO tape group supported the Katharinen Hospiz am Park (Katharinen Hospice at the park) new building project through a generous donation to the „Alliance for the Future“. This project will provide the hospice with additional space for beds, ensuring long-term inpatient care for seriously ill and dying people in our region. Additionally, we encouraged our customers and providers to donate instead of receiving Christmas gifts in December. we are excited about the future facility of the hospice.





the living conditions of children who are at risk of being victims of sexual abuse.

It is an honor to have contributed to such an important cause as part of this initiative. We believe that every child deserves a safe and happy childhood, and we will continue to support organizations like the World Childhood Foundation in their mission to make this a reality. Keeping our social commitment at the core of our business practices is important to us, and we do everything we can to make it happen.



**CHILDHOOD-HAUS  
FLENSBURG**

The LOGO tape group believes businesses have a responsibility to give back to communities. Because of that, and in order to meet with our values and Code of conduct, we take our social commitment seriously and do something about it.

Last year, we had the opportunity to contribute to an Easter raffle created by the different Rotary Clubs in Flensburg.

The Childhood House is part of the World Childhood Foundation, which was founded by Queen Silvia of Sweden in 1999. This organization is dedicated to ensuring that every child has the right to a safe and loving childhood. This is an ONG that works and serve in order to improve



## SUSTAINABLE PARTNERSHIPS

At LOGO tape group, we are committed to sustainable development and social responsibility. We have recently consolidated a cooperation with the Bachelor students from the Industrial Design degree at the Muthesius Kunsthochschule in Kiel to design and develop a sustainable tape applicator for our BIO tape product. This project aligns with our LOGO tape GREEN SERIES portfolio, which features environmentally friendly packaging tapes with a reduced carbon footprint.



The BIO tape product is our very first tape directly targeted for the end consumer. It is produced using sustainable materials with a total of 87% bio-carbon content,

and is certified by DIN Certco. To further reinforce our commitment to sustainability, we have been collaborating with the students to test the applicator using materials such as recycled plastic, MDF, and carton. We are proud to say that the carton applicator has been approved and we are currently exploring ways to produce it sustainably and regionally.



In addition to testing sustainable materials for the applicator, the students have also been experimenting with ghost nets as a potential material. We are thrilled to be part of a solution to reduce the impact of ghost nets on the marine ecosystem. By providing the students with the opportunity to test and experiment with these abandoned fishing nets, we are promoting circular economy practices and contributing to the protection of marine wildlife.



Our collaboration with the Muthesius Kunsthochschule in Kiel reflects our commitment to sustainable development and social responsibility. Due our work with the students, we are promoting innovation, creativity, and a culture of sustainability. Sustainable initiatives should have a positive impact on the communities where we operate, and our collaboration with this local university supports regional economic growth and consequently the development of local talent.

Taking all of this in consideration, we are proud to be part of this initiative and will continue to work towards creating a positive impact on the environment and society as a whole. By working with the Muthesius Kunsthochschule it is definitely an enriching experience, in which we get to learn from some of the creative and innovative young minds in Schleswig-Holstein.



# LOGO tape group

[www.logotape-group.de](http://www.logotape-group.de)

LOGO tape Management GmbH & Co. KG  
Industrieweg 30  
D-24955 Harrislee  
Germany

Tel.: +49 (0) 461 700 16 0  
Fax: +49 (0) 461 700 16 16  
E-Mail: [info@logotape.de](mailto:info@logotape.de)

Managing Director

Dr. Ulrich Wesselmann  
Registergericht Flensburg, HRA 8109

Personally Liable Company

LOGO tape GmbH  
Registergericht Flensburg, HRB 10188 FL