



POSITIVE IMPACT THROUGH SYNERGY

Runden Group | CSR-Report 2022

Runden[®]
Group

OUR PATH TO SUSTAINABILITY

1 THE FUTURE IS NOW	3
2 WE ARE ONE GRI 2-1 2-6	8-9
3 SUSTAINABLE ALL THE WAY GRI 2-6	10
4 CHANCES AND RISKS GRI 3-3	11
5 THINKING CIRCULAR GRI 2-6 2-23 2-26 204 205	12-13
6 IN COMMON GROUND WE TRUST	14-20
7 KEY FACTS GRI 2-7	21
8 ONE GROUP ONE TEAM ONE PLANET GRI 2-23	22-25
9 WHAT WE CARE ABOUT GRI 2-2 2-3 2-30 3-1 3-2	26-29
10 THERE IS NO PLANET B GRI 301	30-33
11 GREENER AND SMARTER GRI 302	34-35
12 SAVE WATER GRI 303	36-37
13 TOWARDS NET ZERO GRI 305	38-43
14 KEEP IT CLEAN GRI 306	44-45
15 TEAMSPIRIT GRI 401	46-47
16 SAFETY FIRST GRI 403	48-51
17 GROW[ING] TOGETHER GRI 404	52-55
18 EMBRACING UNIQUENESS GRI 405	56-57
19 GRI-INDEX	58-59

THE FUTURE IS NOW

Dear readers,

our world is subject to constant change. Events and crises are overflowing, negative reporting in the media prevails. Industries are changing rapidly and are facing global challenges.

In these turbulent times, we at Runden Group want to represent a safe, reliable constant – for our employees, business partners and, above all, for our environment.

You can't close your eyes to the obvious: It's time for acts. Acts with a positive impact. Acts that have a comprehensive impact. Acts that strengthen our community and diversity. Acts that shape our future.

Because our future is now.

Improving the world from the Oldenburg Münsterland? Ambitious, but possible. Our companies are already ensuring on a day-to-day basis that disposable waste is avoided, transport links are shortened all over Europe or even zero energy buildings are being built. We want to help shape the future on the basis of the European Green Deal.

In order to be able to do this, the conviction and the help of all employees and (potential) stakeholders are required. Because we believe not only in the force of our actions, but also in the force of synergy effects.

In our day-to-day work, we repeatedly experience how excellently our companies complement each other with different business fields and contribute to our overriding goal.

Our products and services fit in where it makes sense and where it is necessary to establish more sustainable processes at the corporate and industrial level.

The guiding theme of our first CSR report is therefore **"Positive impact through synergy"** – with the bundled efforts of our employees, our Europe-wide network and innovative technologies, we are already making the world a little more sustainable.

We mean business and take responsibility for our acts.

We are pleased to be able to present to you with this report which milestones we have already achieved and which goals we are still pursuing.

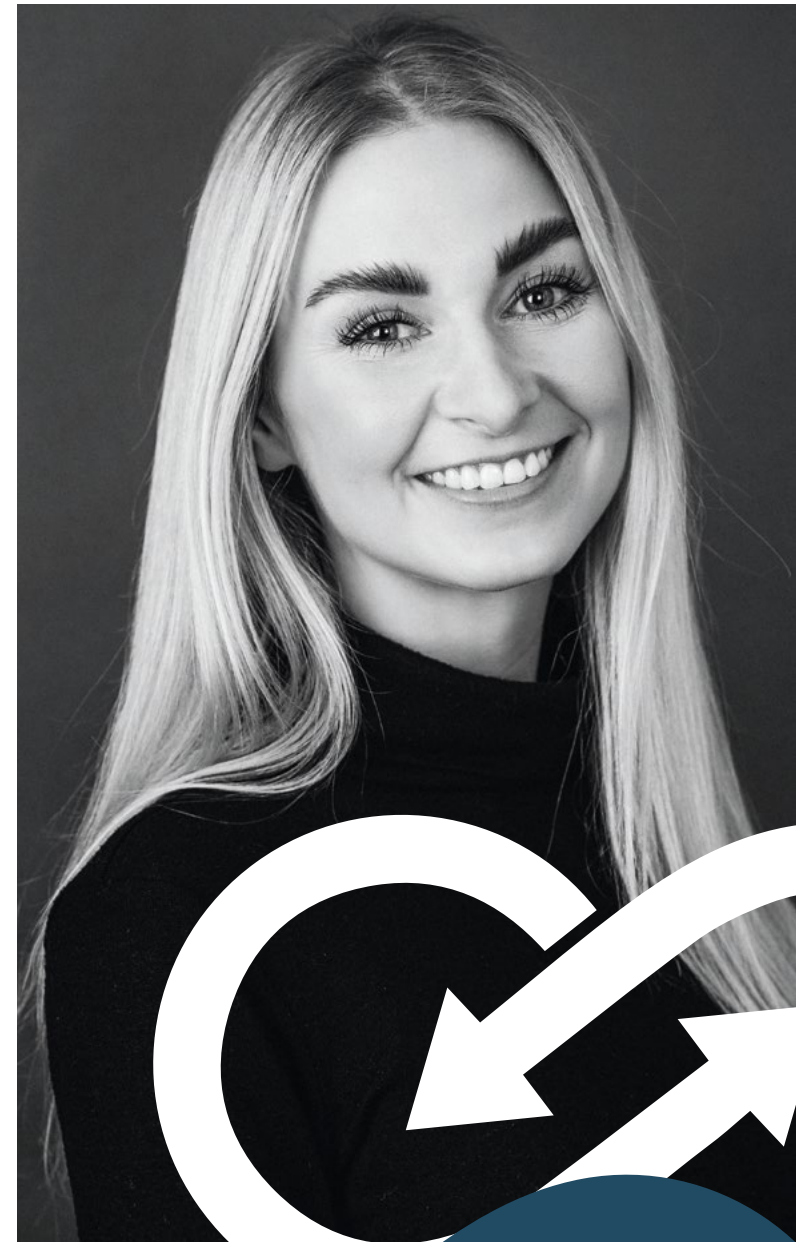
I wish you informative moments with our sustainability report and hope that it will open the dialog to all interested parties and perhaps even create unimagined synergy effects.

Please feel free to contact us using the contact details listed in the report.

Let's create a more positive future together.
I am looking forward to a constructive exchange!



Your Lisa Runden
ESG | Sustainability Management



Runden^{ca} Group

8
companies

1
Group

6
locations in
Germany

372
employees

19
countries
supplied in
Europe

73
MIO.€
sales 2022

ONE VISION

climate-neutral
properties and
mobility

Green
logistics

greenhouse
gas reduction

careful use
of resources



Basis and future.
The Runden family combines reliable quality and sustainability in their corporate group.





WE ARE ONE

GRI 2-1 | 2-6

What began in 1978 with a passion for agriculture and the founding of the Warden & Runden OHG for the packaging and sorting of eggs has today become a Europe-wide operating group of companies with products and service offerings that have a clear sustainability reference:

Runden Group has grown organically with its eight companies and has never lost touch with its origins; the organization is based at Gewerbering 1 in 49439 Steinfeld.



The parent company **Runden Group GmbH & Co. KG** represents above all the overall management as well as the shared service for all companies, through which marketing, HR, finance and controlling as well as quality management activities are controlled. At the same time, due to history, importance is attached to ecological forestry and agriculture – the preservation of existing forests and the production of Naturland apple juice are intended to give something back to people and nature in the region.

In 2020, the holding company was not only founded, but also a first generation change was executed. Lisa and Florian Runden officially succeeded Bernhard Runden as directors in the following years.



WBG-Pooling GmbH & Co. KG committed itself to the topic of re-usable transport packaging (RTP) for the food industry. Through standardized products and good networking within Europe, the pooling service provider succeeds every day in ensuring that supply chains not only become more sustainable and cause fewer CO₂ emissions, but also reduce food waste thanks to shorter transport routes and durable robust products. This is proven by studies by the Stiftung Initiative Mehrweg (foundation initiative reuse) and the Fraunhofer Institute, which will be discussed in the report later. Several services are intertwined to achieve this effect: The provision, renting and transport of RTP, pooling, carrier management, the cleaning and disinfection, as well as the storage, sale and recycling of RTP.



LHM-Pooling GmbH complements the pooling offer of the Runden Group with further product lines. From here, industries such as automotive industry, pharmaceutical market, packaging industry or agricultural technology are supplied with load carriers tailored to them and circulated Europe-wide, so that optimized logistics processes are also made possible for these industries.



The **Runden Group** also has its own forwarding agent: **Rubetrans Logistics GmbH & Co. KG**. The transport of foods and feed is represented by means of refrigerated transports as well as push floor and silo logistics. Certified warehouse logistics also matter, as comprehensive order picking and cross-docking of food items always ensure a full-service range with the highest quality standards. The principle of cross-docking also has lasting effects, as transport links and thus CO₂ emissions can be saved, goods can be pre-picked and bundled in one place, and thus multiple warehouses no longer have to be approached locally.

RPL Weiterbildung & Personalservice®

By people for people – at **RPL Weiterbildung & Personalservice GmbH** (training & personnel service) the focus is above all on the appreciative support and further development of employees. In addition to classic personnel services such as the relaying of auxiliaries and experts as well as recruiting, language courses and other qualifications opportunities are also offered – internal trainings as well as the possibility of lateral entry minimize social discrepancies



An architect's and engineering office that not only takes the planning and project of new construction and redevelopment properties, but also has the manual expertise to implement them: This is the **PLANWORKS GmbH & Co. KG**. The planning office focuses primarily on the design of net zero emission buildings with KfW energy consulting and CAD drawings. This means that less raw materials are wasted and space for sustainable and, above all, future-oriented living is created. This is accompanied by the field of electrical engineering, which is responsible for the installation of power stores, PV installations, charging infrastructure as well as smart home and smart business automation.

These services are completed by sanitary and heating technology as well as air conditioning, for example for heat pumps and technical service.

RPL Digital & IT Solutions®

There is no future without IT. **RPL Digital & IT Solutions GmbH** supports the Runden Group in the optimization and digitalization of work processes, modern workplaces, agile project management methods and software development as well as the implementation of the digital circular economy (DCE).

The house-made system myDCE, for example, also enables external customers to implement a positive

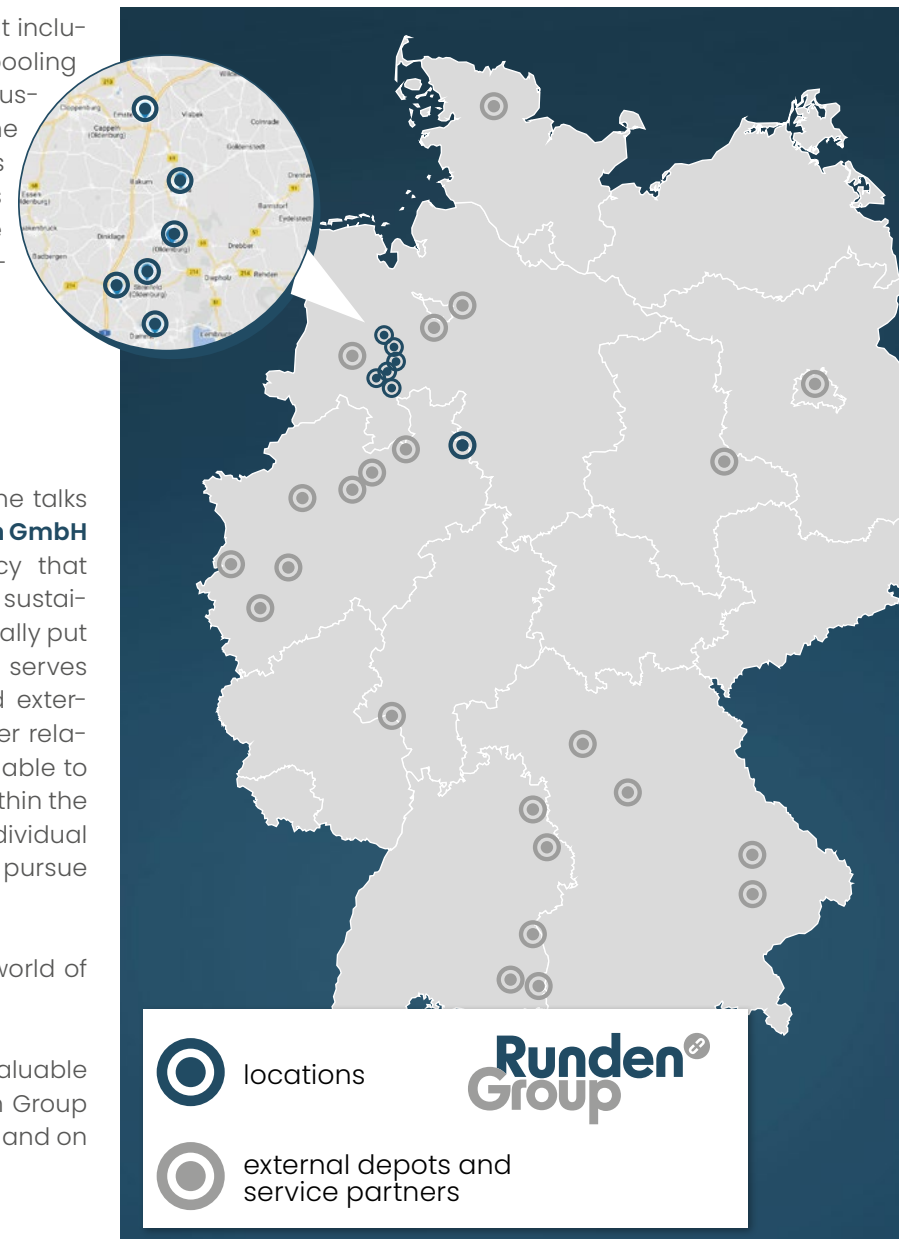
climate strategy in their logistics processes. It includes smart tools to make the logistics and pooling processes of the Runden Group even more sustainable and customer-friendly. At the same time, the company is also positioning itself as a system house for customers of all kinds. As an official Microsoft partner, support for the Microsoft 365 software as well as cloud computing and managed services is offered.



And what's the point in doing good, if no one talks about it? For this reason, **RPL Communication GmbH** was established. A communication agency that completely rethinks marketing and creates sustained values through measures that authentically put the core of every company in a nutshell. It serves both the companies of Runden Group and external companies – in either case, the customer relationship is aimed at durability in order to be able to achieve actual successes and milestones within the communications division. Away from pure individual services towards all-inclusive concepts that pursue clear goals.

Many divisions, one objective: to make the world of tomorrow liveable for future generations.

The departments of all companies lead to valuable synergy effects in order to carry the Runden Group into the future sustainably, socially, resiliently and on the basis of the European Green Deal.



 locations

 external depots and service partners



SUSTAINABLE ALL THE WAY

Similar standards and basic requirements regarding supply chains apply to all companies of the Runden Group. Within all purchase processes and procurements, emphasis is put on sustainable framework. The companies buy in Germany in order to ensure short transportations and thus to act in a resource-saving manner. Our demands regarding ethical business conduct are recorded in our code of practice. In addition, we are currently working on the introduction of a compliance management system according to IDW PS 980.

For this purpose, a first risk analysis and a kick-off workshop were conducted at managerial level in order to determine compliance elements and guidelines. The final implementation and documentation will take place in the course of the year 2023. Where it is not possible otherwise due to quality differences, we purchase in contiguous foreign countries in the EU – special emphasis is put on long-term and cooperative business relationships. For some products, especially those with branding marking, there is only one long-standing supplier in order to be able to guarantee consistent quality.

In the course of the procurement of trucks and other technical equipment, of course energy efficiency also plays a decisive role in addition to quality, price and delivery time.

Runden Group wants to continuously expand and optimize its supply chains – flexibility, adaptation of innovations and new technologies as well as the integration of more sustainable options are constantly in focus. Both the long-term perspective and the courage to adopt lasting innovations at the earliest possible point characterize the purchasing of all companies.

We are in regular direct contact with all suppliers in order to get to know the on-site processes and compare them with our standards at appropriate intervals.

In the reporting years described, there were no significant changes in the organization and supply chains.

GRI 2-23

We consider it our entrepreneurial duty to take responsibility for our acts – for one thing throughout our European value chains and secondly for all people who are involved in it in any way. Our objective is to proactively take measures to avoid or minimize possible negative business impact on the environment or society. The purpose of the precautionary principle is therefore to offer our employees, among other things, various health actions, which are discussed in more detail in the topic of occupational safety and health protection.



Hygienic and sustainable.

Felix Borgerding and his team get their customers all over Europe enthusiastic about their returnable system.

GRI 3-3

CHANCES AND RISKS

The business models of Runden Group are exposed to internal and external factors that can harbor both risks and opportunities. In addition to circumstances that we cannot directly affect, such as pandemics, wars or delivery times, there are also many situations that we can actively work on.

In order to identify these and to take appropriate measures and processes, a professional risk and

opportunities management with a previous actual state analysis was established.

For this purpose, a status analysis was executed, risks were assessed accordingly, security measures were elicited and, in the future, the implementation of measures will be monitored, and possible findings taken into account and integrated into ongoing processes.

Through a qualitative survey conducted by an independent external service provider, we were able to involve around twenty representatives of the various companies and evaluate the answers. This means that we can first assess a status quo and then classify and evaluate developments and changes in the follow-up report.

The following risks affect all divisions:

- high level of manual work and insufficient digitalization
- plastic price is unstable (mainly affects WBG-Pooling)
- unsatisfactory data quality for evaluations
- IT system
- Skills shortage

The following opportunities are recognized within the companies:

- continuous service due to our own vehicle fleet management and workshop (concerns Rubetrans Logistics)
- reuse topic contributes to the EU Green Deal (mainly concerns WBG- and LHM-Pooling)
- sustainable business models
- fair and equitable salary structure
- implementation of new IT systems
- wide product range of the entire corporate group
- internationalization
- conversion / new construction of net zero emission buildings



In the next step, further priorities of compliance management and its implementation will be developed and important measures will be integrated into multi-project management. The updates will follow in the group's upcoming CSR report.

THINKING CIRCULAR

GRI 2-6

Our claim: to combine responsible corporate management and positive effects on people, the environment and business.

In the course of its product and program development, the Runden Group takes sustainable aspects into account and continuously sets itself sustainable goals that are linked to innovations, ecological and social compatibility.

In essence, we are guided by a circular economy in the development of our business models in order to go easy on resources and avoid waste. The starting point for this objective is the specially created and lived seven R's, which accompany us significantly in our daily business:



GRI 204

We consider sustainability as a process that is always being worked on – long-term character and resilience form the basis of our daily doing and are also reflected in the activities of sustainable company management.

Although there are no determined procurement directives or specific supplier audits, we convey our principles and attitude towards nondiscrimination, disadvantage and forced labor within the code of conduct, which can be viewed on the Runden Group website.

In the selection of suppliers, attention is also paid to the corporate philosophy and similar objectives as pursued by the Runden Group. For example, it is important to us that our suppliers also strive for climate neutrality in production, use the latest units to con-

sume fewer resources, produce their own electricity and are certified with the Blue Angel, for instance. Especially in the course of our cradle-to-cradle certification of the BigBoxes, we committed to a partnership with one supplier in order to ensure consistent quality and to establish long-term supply relationships.

GRI 2-23 | 2-26 | GRI 205

Code of Conduct

With the code of conduct, we provide our employees with a guideline and thus set the framework for all entrepreneurial activities.

The principles of the Runden Group are defined in a binding and transparent manner and form the ethical

basis for the conduct of all persons working for Runden Group.

We demand from ourselves as well as from our business partners and customers that no contraventions, harassment or discrimination are tolerated.

With the code of conduct, we would also like to provide assistance for difficult situations – for example, it contains a guide to morally and legally correct decision-making as well as instructions on how employees can address concerns and report violations, as well as contacts in the local working environment whom they can approach. A chief compliance officer has also been appointed within the group of companies, who takes care of all matters comprehensively and centrally.

It is highly relevant for the Runden Group that employees can express their opinion and topics frankly without having to worry about reprisals and that all stick to applicable law at the local level, nationwide and on an international level.

The full code of conduct can be found on our website.

Furthermore, the implementation of a compliance management system according to IDW PS 980 is planned. The concrete implementation and documentation of the guidelines took place in the first half of 2023. The basis for this was a kick-off workshop within the management, in which compliance elements and guidelines were developed. In this course, a risk and opportunity analysis were also carried out.



Trustful and transparent.
Together with our suppliers, we maintain a cooperative relationship that focuses on durability.

IN COMMON GROUND WE TRUST

Making a big difference together: In 2015, the 193 member states of the United Nations (UN) adopted the 17 Sustainable Development Goals (SDGs).

For the Runden Group, the SDGs represent the basis of all companies and their actions. We are convinced that we can achieve a lot with our business models nationwide and on the European scale, but we also want to contribute to the big picture, because peace and prosperity for people and the planet do not stop at German or European borders.

We can only drive actual change and make climate neutrality and its positive effects on our environment tangible and achievable by thinking globally and

raising awareness of the challenges of the current era.

There are various goals that the Runden Group has already fulfilled and others that are to be achieved both in the short and long term. The already fulfilled ones are always optimized and developed.

The Runden Group divides its goals into three pillars, as its business activities are not only geared purely to financial factors, but are also more comprehensively positioned.

ESG stands for environmental, social and governance and thus combines economic as well as ecological and social factors.

Within the **“Environment”** pillar, we combine the goals for clean water and sanitation, climate protection measures, life underwater and ashore.



Due to the conversion of the building at the Osterfeine site, where the companies WBG- and LHM-Pooling are located, a cistern with a capacity of 12,000 liters was installed for outdoor irrigation and toilet flushing – drinking water is no longer used here.

The drinking water extraction of all employees via water coolers happens in close collaboration with the Oldenburgisch-Ostfriesischer Wasserverband (OOWV (Oldenburg East Friesian water board)), which purifies 32.5 billion liters of wastewater annually and thus protects resources and groundwater at the regional level.

Two other Runden Group sites are also to be optimized accordingly in the short term by the end of 2024. The long-term goal was the construction of a new service center for the RTP of WBG-Pooling. The site will also be equipped with a cistern and thus enables water-conserving cleaning of the RTP with rainwater, as well as water treatment and circular use.

SUSTAINABLE DEVELOPMENT GOALS

practiced and implemented by the Runden Group

ENVIRONMENT

for our environment



SOCIAL

responsible & social action



GOVERNANCE

ethical corporate management



With regard to climate protection, various color versions of the WBG-Pooling BigBoxes were cradle-to-cradle certified for the first time in 2022, which ensures a circular treatment and fabrication of the

products: The RTP are used several times, repaired and, if they are irreparable, processed into granules, which is reused for new BigBoxes.

The entire fleet of Runden Group has been expanded with electric cars and the afforestation of its own forests as well as the flowering meadows and orchards certified according to Naturland are intended to promote biodiversity and protect the regional environment.

Next, further re-usable transport packaging will be certified cradle-to-cradle and up to three electric trucks will be integrated into the fleet for the first time. The short-term objectives also include the sustainable renovation of existing properties, which will save emissions.

In the long term, both the car and truck fleet will be holistically converted to alternative drive types. For this purpose, there is already a close and regular exchange with manufacturers about innovative technologies and new developments.



The use of RTP in various supply chains ensures that nonreturnable plastic in the seas is prevented all over Europe. The aim is that further EU countries and Great Britain will be developed and further expanded in order to further establish the reusable system and permanently replace disposable solutions. At the same time, we are constantly working on educational work together with Reusable Packaging Europe (RPE) and the Stiftung Initiative Mehrweg (SIM (foundation initiative reuse)).



By afforestation of forests and organic agriculture, the Runden Group is making its contribution to the 15th goal, which is to be increasingly focused in the coming years. In the short term, the acquisition of additional land areas and their enhancement are planned, and the implementation of sustainable buildings will also contribute to the protection of biodiversity and water consumption in the future.

In the **“Social”** pillar, we are already fulfilling elements of the goals of health and well-being, no hunger, quality education, affordable and clean energy and gender equality.



The production of our own organic apple juice certified according to Naturland was a regional cross-company pioneer project. Some of the employees picked the apples themselves on our own orchards.

These were collected and stored in the RTP of WBG-Pooling and brought by the logistics company Rubetrans Logistics to a regional processor. This shows that the business models of the Runden Group are intertwined and that they can ensure a sustainable supply chain with short transport links without external influences. In the long term, the production of organic honey, which is produced on our own premises, is also planned. These implementations are accompanied by resilient agricultural methods that protect the environment accordingly.



The health of all employees plays a major role within the Runden Group. For one thing, there are offers for the prevention and treatment of psychological stress and addictive disorders with a regional clinic, secondly, regular check-ups, ergonomics consulting, ergonomic workstations and company fitness are offered. The measures are already taking effect: The sick leave in 2022 was already lower than in 2021. As a short-term goal, it was also agreed on the implementation of ISO 45001, which includes the field of occupational safety, and the organization of blood donor campaigns at the locations was made possible. As soon as the building renovations are completed, these also affect the health and well-being of all employees, e.g., through a carbon filter and fresh air supply.



All companies also have the opportunity to provide their employees further training. Language courses are offered for team members with a migration background. In the long term, the continuous promotion of all employees should be a standard.



We already have a female quota of 50 % on average in the commercial department. The holding company is led by a dual leadership consisting of Florian and Lisa Runden, which strengthens equal opportunities for women and men. The future goal is to significantly strengthen the number of women in the commercial sector as well.



We rely on the use of photovoltaics: The Osterfeine site is already being supplied with ¼ of PV energy, while the next step is to implement ISO 50001 for the holding company, WBG-, LHM-Pooling and Rubetrans Logistics in order to be able to set up further sites more energy-efficiently and thus further minimize greenhouse gas emissions. In the first step, the certification only refers to the designated companies, since the remaining subsidiaries are still in the process of structural development and certification is therefore of little use at this time.

Of course, the initial situation is regularly revalued at fixed intervals. First of all, however, it is the Runden Group's concern that both the companies and their employees can grow organically and at a healthy pace. We are also promoting the expansion of renewable energies by promoting technologies and services related to this, as evidenced by the use of electric trailers in our forwarding agency.

The Runden Group acts very reliable in this field and contributes in social respect to access to affordable and clean energy.

In the long term, all buildings should be fully equipped with PV installations and thus be able to feed themselves energetically. The use of wind energy is also a long-term goal.

Within the third pillar **“Governance”** we focus on the following goals: Humane working conditions and sustainable economic growth, innovation, industry and infrastructure, sustainable consumption and production as well as partnership to achieve the goals.



In the spirit of the New Work system, we equip all our employees with high-quality and the same work tools, so that work is possible from anywhere and everyone has the opportunity to work at all sites. Runden

Group employees are adequately paid in their occupational field and leadership workshops are offered to strengthen competencies and empathic communication also within the individual departments.

The mission statement of the group of companies was finally elaborated and a compliance management system (CMS) was introduced, which ensures that structures and processes are effectively combined and that all binding obligations of the company are complied with.

In the next step, the mission statement is now integrated, communicated and realized in in every department.



Innovation orientation and openness are among the essential values of the company. Various innovations reflect this attitude: With the specially developed digital circular economy system, traceability of the supply

chains for WBG- and LHM-Pooling can be ensured – smart assets make the different load carriers intelligent and can thus output information about the location. RPL Digital & IT Solutions has also developed and introduced a transport management system for customers that optimizes processes and no longer requires the use of paper.

Of course, this tool is constantly being further developed and optimized. In addition, a warehouse management system and an ERP system for pooling will be introduced, into which the customer platform can be integrated. As regards quality management, the ISO 9001 certification is being worked on.

Another point that we will address: The charging infrastructure at all locations – in order to be able to successfully convert the fleet to alternative types of drive, this must be available and sufficient.

All buildings will be rebuilt, renovated or newly built according to the latest standards and technologies “green & smart”.



Many people are not aware that avoiding the use of raw materials is much more important than recycling them, due to the positive connotation of recycling. The Runden Group has been developing its business models for many years in such a way that the focus is on avoiding the use of commodities. This is already part of everyday life thanks to the RTP, some of which are cradle-to-cradle certified, which also significantly reduce and prevent food waste.

This approach is confirmed to us by several publications in terms of meaningfulness: The Stiftung Initiative Mehrweg (foundation initiative reuse) and the

Fraunhofer Institute have worked out the “Save Food” study which comes to the conclusion that package breakage is 35 times higher for cardboard boxes than for RTP – 4.2 % breakage rate versus 0.12 %.

The short-term goal should be that all tools for cleaning the RTP are ecological and the corresponding service center locations are converted to terrestrial and air source heat, so that fossil fuels can be completely dispensed with in this field as well.

As a long-term goal, new buildings according to the “green & smart” principle can be considered here, which are also being planned in addition to the renovation of existing properties.



What we have learned as Runden Group through all measures and partly achieved goals is that, above all, you can achieve a great deal together within no time and should definitely use potential synergy effects.

That is why we have already intensively expanded our regional partnerships, work closely with stakeholders and our management is active, among others, at the Stiftung Initiative Mehrweg (foundation initiative reuse) and Reusable Packaging Europe. In the future, we will further accelerate the expansion and our dedication in order to be able to promote circular supply chains and sustainable action even more. The expansion of the EU network can be mentioned as a concrete long-term goal here. We currently serve 19 countries and would like to expand our actions to 27 EU countries and the UK by 2030.

Furthermore, we participate in various sustainability initiatives:

Stiftung Initiative Mehrweg (SIM)
(lobbying in Berlin)



Reusable Packaging Europe
(RPE) (lobbying in Brussels)



Naturland (organic certification according to EU-organic production-regulation since 2022)












Various investments in research projects and studies







Optimistic and future-oriented.
The teams can always rely on each other and appreciate the importance of the overall objectives of the group of companies..

ENVIRONMENT

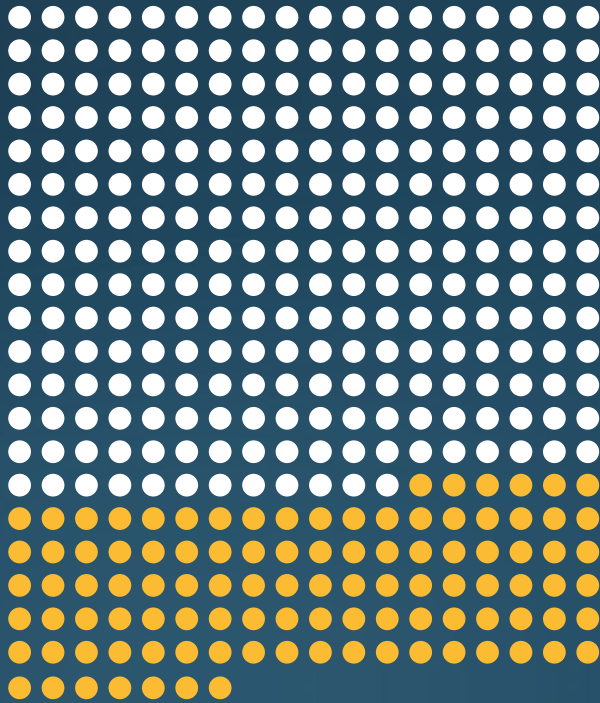
column	SDG	specification	meaning	already achieved	short-term goal	long-term goal
	 6 CLEAN WATER AND SANITATION	clean water and sanitation	<p>Ensure sustainable extraction and supply of fresh water.</p> <p>considerate handling through water collection and storage, water efficiency, reprocessing and reuse technologies</p>	<p>location Osterfeine (WBG- / LHM-Pooling); 12000 l cistern - for toilet flush;</p> <p>outdoor irrigation via existing well; drinking water extraction only by water coolers of OOWV; kitchen in general (Quooker)</p>	<p>rapid implementation at two further existing properties by 2024</p>	<p>construction of a washing center in the Ecopark: installation of cisterns</p> <p>water-saving cleaning of RTP with rainwater; water treatment, circular use; reduce water consumption through new / more efficient machines</p>
	 13 CLIMATE ACTION	climate action	<p>Include climate action in national policies, strategies, and plans.</p> <p>improve education, awareness, and staff and institutional capacities in the field of climate change attenuation</p>	<p>cradle2cradle certification (C2C); vehicle fleet now includes electric cars; reforestation of our own forests; flowering meadows and orchards certified by Naturland (promoting biodiversity)</p>	<p>ISO 14001 certification (environmental management system);</p> <p>C2C certification of additional products, expansion of vehicle fleet to include more electric cars, integration of up to 3 electric trucks for first relations,</p> <p>expansion and reforestation of woodland; emission savings through sustainable renovations of our existing properties</p>	<p>in the future, our whole car fleet is to be converted to alternative drive types; in addition, our truck fleet is to be converted to alternative drive types (constant exchange with manufacturers and their technologies and developments)</p>
	 14 LIFE BELOW WATER	Life below water	<p>prevent and significantly reduce types of marine pollution, in particular from land-based activities and especially marine waste and nutrient pollution</p>	<p>circular economy</p> <p>by using returnable transport packaging, single-use packaging is reduced, thus plastic waste is avoided and the oceans are protected</p>		<p>expand business in EU countries + UK; continue to promote returnable transport packaging, do educational work with the collaboration of RPE and SIM</p>
	 15 LIFE ON LAND	Life on land	<p>Promotion of sustainable use of all forests, ending deforestation, restoring damaged forests.</p> <p>take immediate and significant measures to reduce the degradation of natural habitats, stop the loss of biodiversity</p>	<p>reforestation of our own forests: organic farming (flowering meadows); orchards</p>	<p>purchase and restore more woodland; promote biodiversity, through organic farming; support biodiversity and protect water resources and forests through, among other things, sustainable buildings</p>	

column	SDG	specification	meaning	already achieved	short-term goal	long-term goal
SOCIAL		zero hunger	ensure sustainability of food production systems and apply resilient agricultural methods that increase productivity and yields	production of organic apple juice, harvested from our own orchards; food waste breakage rate is reduced by using stable returnable transport packaging in the supply chain		production of organic honey, obtained from our own grounds
		good health and well-being	intensify the prevention and treatment of substance abuse, especially narcotic abuse and the harmful use of alcohol	(EAP) prevention and treatment of addictive disorders and support in case of psychological stress by regional partner; check-ups; ergonomics consulting / ergonomic workstations; sports offers; sick leave - 2022 lower than 2021	ISO 45001 certification (occupational safety); organize blood drives within the company; building renovations to positively affect and reinforce health and well-being	
		quality education	Ensure equal access for all women and men to affordable, quality technical, vocational education. - ensure that all learners acquire the necessary know-how and qualifications to promote sustainable development	learning opportunities for all employees via interconnection companies as well as external providers; further development of employees with a migration background; language course offerings for integration		continuous promotion of our employees
		gender equality	ensure the full and effective participation of women and their equal opportunities to assume leadership roles at all levels of decision making	in the commercial sphere, a female quota of 50 % on average achieved		significantly increase the female quota in the commercial setting
		affordable and clean energy	Increase the share of renewable energy. - expand infrastructure and modernize technology	Location Osterfeine already 3/4 equipped with PV 280 kWp; still need to be connected; 330 kWp planned at the site; sustainable buildings can be operated more cheaply.	ISO 50001 certification (energy management)	equip all existing properties with PV by 2024 and scheduled new buildings; ambition - wind energy

GOVERNANCE

column	SDG	specification	meaning	already achieved	short-term goal	long-termin goal
	 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>decent work and economic growth</p>	<p>Achieve productive full employment and humane working conditions for all women and men and people with disabilities, as well as equal pay for equal work. – protect labor rights and ensure safe working environments for all employees</p>	<p>conduct leadership workshops for employees</p> <p>good and fair pay</p> <p>very good equipment with work tools; expansion of green infrastructure generates jobs and boosts the economy; introduction of a compliance management system</p>	<p>integrate and practice the mission statement</p>	
	 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>industry, innovation and infrastructure</p>	<p>modernize infrastructure and retrofit industries to make them sustainable with more resource efficiency and increased use of clean and environment-friendly technologies and industrial processes</p>	<p>digital circular economy (traceability of supply chains and activities; introduction of transport management system</p> <p>ERP system pooling introduced, customer platform integrated)</p>	<p>optimization of the digital circular economy</p> <p>introduction of a warehouse management system</p> <p>expansion of the charging infrastructure at the sites; building refurbishment “green & smart”</p>	<p>ISO 9001 (quality management) certification sought</p>
	 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	<p>responsible consumption and production</p>	<p>Significantly reduce waste generation through prevention, reduction, recycling and reuse.</p> <p>Achieve environmentally sound handling of chemicals throughout their whole life cycle.</p> <p>subsidize fossil fuels</p>	<p>returnable transport packaging – cradle2cradle certified, reduction of food waste</p> <p>sustainable building renovations to implement recyclable approaches to not waste resources</p>	<p>use of ecological detergents for RTP cleaning</p> <p>conversion of all sites to geothermal / air source heat (abandonment of fossil fuels)</p>	<p>build new buildings “green & smart”</p>
	 <p>17 PARTNERSHIPS FOR THE GOALS</p>	<p>Partnerships for the goals</p>	<p>expanding the global partnership for sustainable development</p>	<p>foster and establish regional partnerships; strengthen EU network /associations (MIV, VDF, RPE, SIM)</p>	<p>establish strong global partnerships through green buildings</p>	<p>expansion of the EU network (currently we serve 19 countries actively, goal is all 27 EU countries + UK by 2030) / expand partnerships in order to generate further positive synergy effects through, among other things, cycles</p>

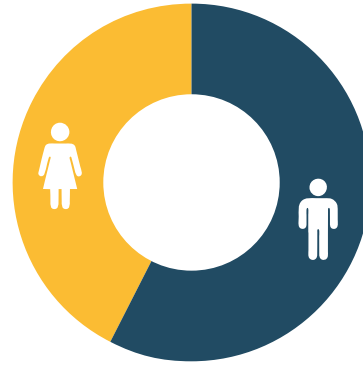
KEY FACTS



 264 men |  103 women | = 367 employees [2022]

28% women's quota [2022]

People at Runden Group

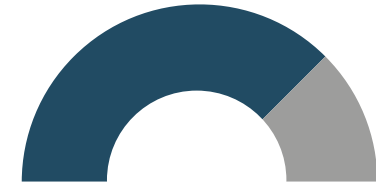


41 men in management positions



30 women in management positions

42% women's quota in management positions [2022]



71% re-entry rate after parental leave [2022]

567.708,02€

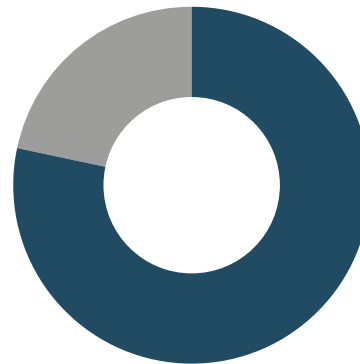
training costs since 2019

10

reportable occupational accidents in 2022

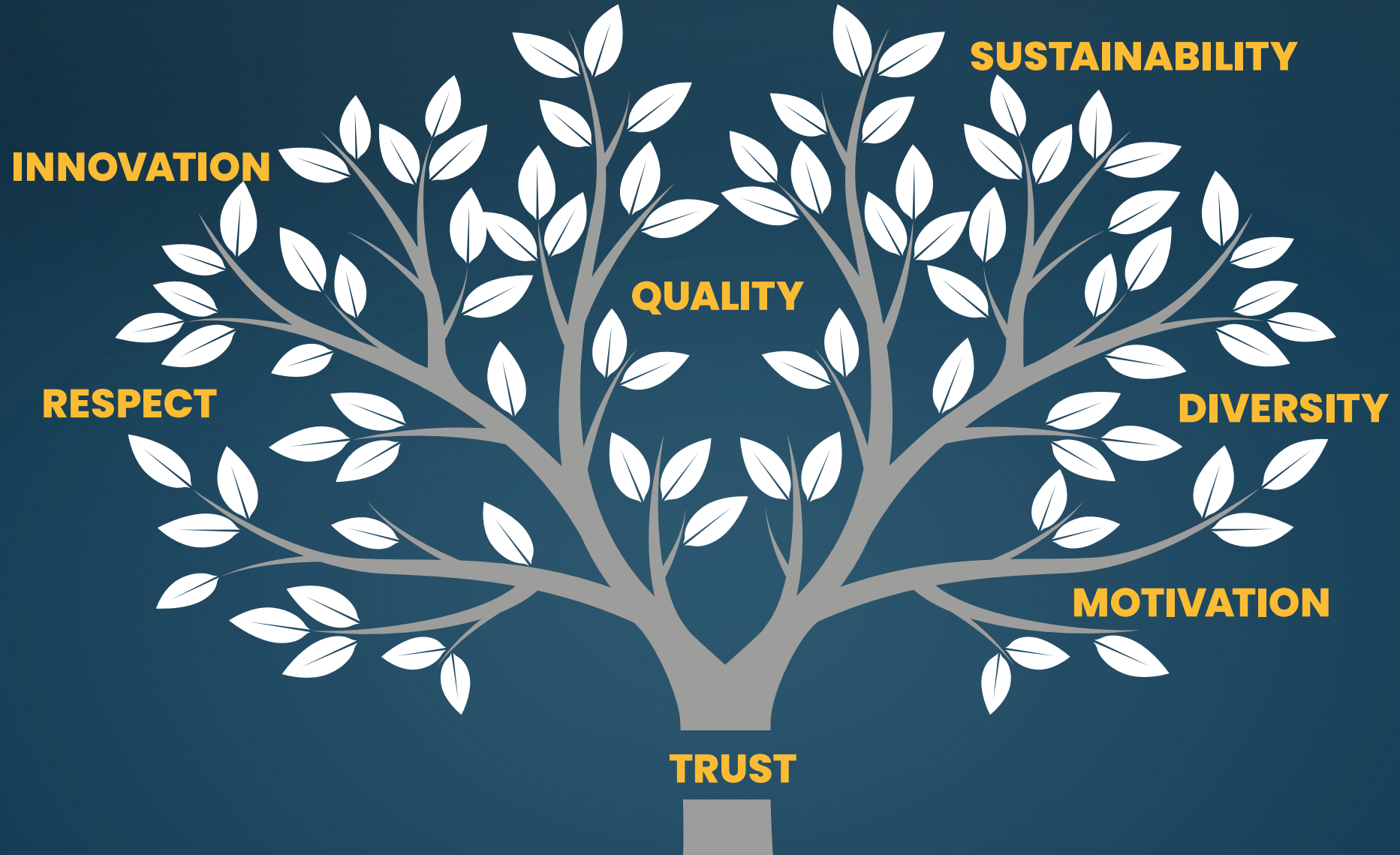
25

different nationalities within the group of companies



79 employees with non-German nationality

21% diversity rate [2022]



ONE GROUP ONE TEAM ONE PLANET

ONE GROUP ONE TEAM ONE PLANET

When the holding company of the Runden Group was founded, this was the superordinate ideal that united all companies in their orientation and attitude.

The more diverse the group of companies had become, the more concrete were the individual goals and activities with regard to climate protection, social interaction with employees or customer loyalty, which are reflected in the seven restated values of the group.

DIVERSITY

Runden Group operates Europe-wide and especially excels in international exchange of customers by native speakers. For us, diversity is not a challenge or a goal to be fulfilled, but a gift on the basis of which we were able to align our businesses accordingly in the first place. Diversity is therefore also the source of our high-quality results in the service sector.

INNOVATION

Great things have never happened within the comfort zone – at least not with us. Every day, our employees are actively shaping the future of all of us. It is expressly permitted to live a healthy mistake culture and to create free spaces for inspiration and exchange, so that creativity and new ideas can arise.

MOTIVATION

All people within the group of companies work superior for the mindful handling of our environment – this not only creates a sense of purpose, but also motivation. By daily work, you are not only doing good, but you are also part of a change.

QUALITY

Due to the quality of our services towards customers, we establish ourselves within the different markets, build business relationships with stakeholders and intensify them. Within the Runden Group we bundle different competences and expertise – further education and promotion are first priority in order to strengthen a forward-looking team that implements projects enthusiastically and sticks to the values.

TRUST

Holistic and inter-divisional view: This is the only way to successfully work together within a group of companies, so that synergy effects arise. In addition to the subgoals, the employees never lose sight of the big picture.

RESPECT

Transparent communication, freedom of expression and an honest culture of discussion form the basis for interpersonal cooperation.

SUSTAINABILITY

The Runden Group assumes responsibility. In their daily doing, in cooperation, in growth and with this report. We want to leave the world a little better than we entered it and every business unit is actively working on this.





THIS IS WHAT WE DO FOR IT



- ▶ we focus on meaningful and sustainable business models
- ▶ we invest in innovations and in sustainable, efficient and smart technologies as well as buildings
- ▶ we are promoting digitalization
- ▶ we promote and integrate diversity
- ▶ we go easy on resources within the entire value chain and rely on renewable energies to reduce greenhouse gases
- ▶ we foster a trusting cooperative bond with our customers and suppliers and focus on the durability
- ▶ we deliver high quality for our customers together in our team
- ▶ we promote the development and education and training and the respective skills company-wide
- ▶ we are expanding international networks

These values and mission statements result in the vision of the entire corporate group:

As Runden Group, we are working together to create a better future in order to leave a livable world for our following generations. A world in which diversity is a matter of course and the careful use of all resources is in accordance with economic and sustainable action.



STAKEHOLDER

PRIMARY

customers
suppliers
employees
applicants

SECONDARY

community
banks | capital providers
unions
associations
consumer organizations
partners



MISCHA TELSEMEYER

SALES & BUSINESS DEVELOPMENT | LHM-POOLING

„By involving our stakeholders, we create synergy effects in terms of transparency and target orientation right from the start. Together we are looking in the same direction, looking left and right and continuously optimizing our sustainability strategy.“

Even though the group of companies has boomed in the past years, it is very important to the management that all employees are treated in an approachable and individual manner.

There is a compendium for all companies. This regulates, among other things, working hours, recruitment / dismissals, overtime, illness, vacation, allowances, travel expenses, wage determination as well as work safety and health protection.

For persons who are employed via RPL Weiterbildung & Personalservice, the main pay scale of the tariff community iGZ-DGB (association of German temporary employment agencies – Federation of German Trade Unions).

Through the company, primarily people with a socially deprived or migrant background are conveyed to various companies in the region. They benefit from the collective agreement not only in terms of higher wages, job opportunities or shorter working times – above all, their entry into structured working life is made easier, they have a strong negotiating position in advance through the collective and are not affected by arbitrariness and discrimination.

Furthermore, the standard wages are higher than the legal minimum wage, which additionally reduces discrepancies.

GRI 2-29

In addition to the regular exchange of the Runden Group with stakeholders who influence the economic and social benefits as well as ecological services of the group of companies, the sustainability council has identified and subdivided all stakeholders for this and the following reports.

WHAT WE CARE ABOUT

The inclusion of these will ensure that the report gains credibility, relevance, clarity and comprehensibility. A quantitative survey was conducted as part of a master's thesis.

The poll was made online and sent to stakeholders in the entire European area.

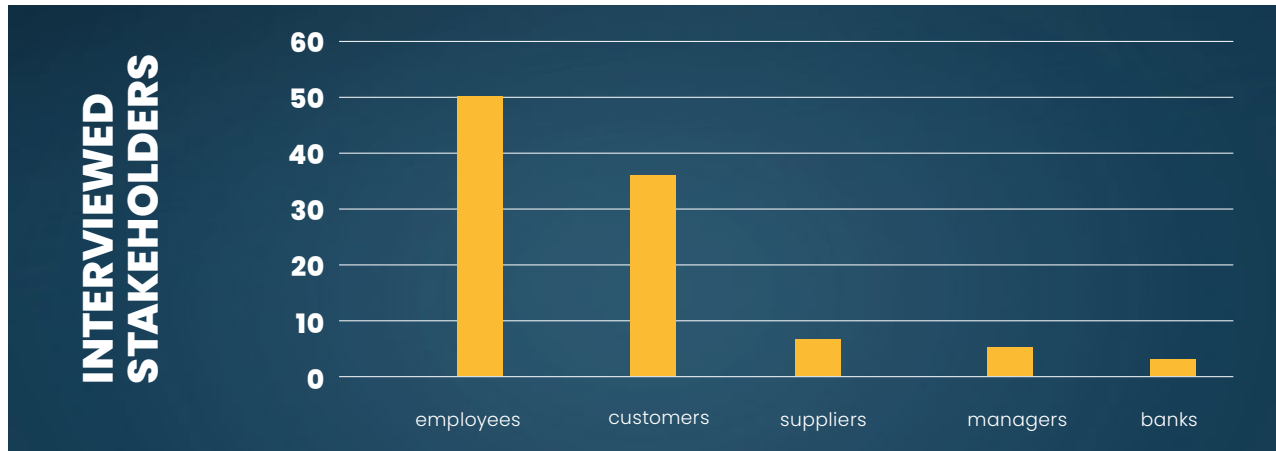
In order to achieve high significance, the stakeholders were prioritized according to their current influence. As a result of the survey, the following five groups have emerged:

- customers • supplier • employees
- managers • banks | capital providers

In all, 105 participants completed the 29 questions which were used for the materiality matrix.

The focus was on closed questions, where the stakeholders had the opportunity to answer the questions in a personally prioritized way. Each of the three sustainability dimensions (ecology, economy, social issues) was concluded with an open-ended question in order to give the respondents the opportunity to include topics that were not considered in the survey.

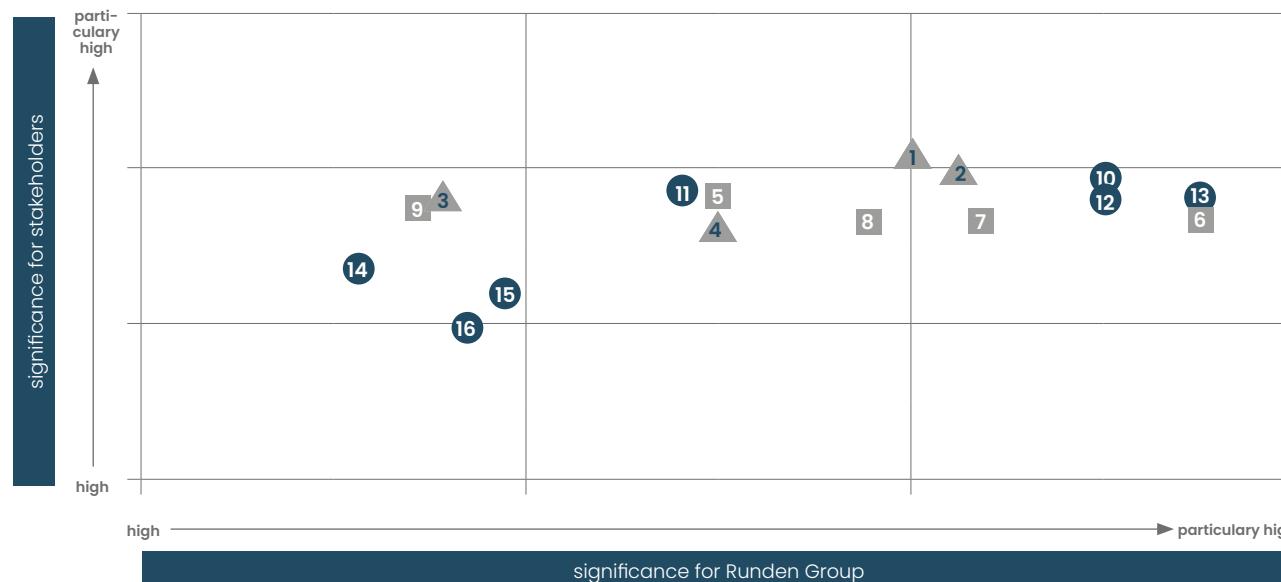
The interest groups were in the following relation to each other in the survey:



First of all, the results show that there is a balance within the sustainability dimensions. The points within the economy dimension predominate marginally, though this could be traced to the number of customers surveyed, since financial circumstances matter in addition to the aspect of environmentally friendly services and products.

GRI 3-1 | 3-2

The Runden Group is strongly believing that we can only ensure a more sustainable world together with many participants and interlocking business models. On the basis of the materiality matrix, the following priorities were adopted, which are examined in detail in this CSR report.



SOCIAL ISSUES ▲

- ▲ 1 fair working conditions
- ▲ 2 employee development
- ▲ 3 occupational safety and health protection
- ▲ 4 diversity and equal opportunities

ECOLOGY ■

- 5 waste management and recycling
- 6 climate change / energy / greenhouse gas
- 7 resistance towards climate change
- 8 recycling economy
- 9 water management

ECONOMY ●

- 10 consumer orientation, customer information
- 11 data security / cyber security
- 12 innovation / product development
- 13 sustainable business strategy and economic acting
- 14 money laundering and antitrust law
- 15 sustainable supply chains
- 16 compliance

In the spirit of the guiding theme **“Positive impact through synergy”**, in this report we focus on the following core issues that emerge from the materiality analysis:

focus topics	GRI-topics	scope / limit of quantitation
fair working conditions	employment	within the Runden Group
	diversity and equal opportunities	within the Runden Group
	nondiscrimination	within the Runden Group
	occupational safety and health protection	within and out of the Runden Group
employee development	education and training	within and out of the Runden Group
climate change / energy / greenhouse gas	emissions	within and out of the Runden Group
	energy	within and out of the Runden Group
innovation / product development	materials	within and out of the Runden Group
sustainable business strategy and economic acting	full report	within and out of the Runden Group

GRI 2-2 | 2-3

All companies of the Runden Group are covered by the reporting.

Since the period of the contents covered is from 2019 to 2022 not all enterprises are equally affected by every topic or, depending on the year of foundation, could not actively take part everywhere.

With the publication of the first sustainability report of the Runden Group, an annual reporting will be implemented in the future.

This report was implemented in accordance with the GRI standards of the reporting option “in reference”. The contact person and chairwoman of the sustain-

ability council is the managing director Lisa Runden, who is responsible for sustainability management within the holding company.

l.runden@runden-group.eu

2022	2021	2020	2019
RPL Weiterbildung & Personalservice	RPL Weiterbildung & Personalservice	RPL Weiterbildung & Personalservice	RPL Weiterbildung & Personalservice
PLANWORKS	PLANWORKS	Runden Group	Runden Group
Runden Group	Runden Group	Rubetrans Logistics	Rubetrans Transport
Rubetrans Logistics	Rubetrans Logistics	Rubetrans Transport	WBG-Pooling
WBG-Pooling	Rubetrans Transport	WBG-Pooling	LHM-Pooling
LHM-Pooling	WBG-Pooling	LHM-Pooling	
	LHM-Pooling		



Openness and exchange.
Only through honest dialog can we constantly improve ourselves and our acting.

THERE IS NO PLANET B

GRI 301

The message on July 28, 2022 was serious: The year drew not nearly to a close and yet humanity had already reached Earth Overshoot Day. This means that from that day on, more resources have been consumed than can be renewed naturally within a year. In Germany it was already May 4.

At this stage, humanity consumes 74 % more than ecosystems can regenerate – a staggering and alarming reality in other figures: Mankind consumes 1.74 earths.

So the fact is: We consume too many resources and have to rethink.

As a service provider in the field of re-usable transport packaging, WBG-Pooling has been rethinking for 30 years and is working every day to make re-usable systems the standard in industrial supply chains. However, in order to be able to serve all customers Europe-wide, material must be used. The advantage here is that the different plastic types are used for the products once and then survive at least 50 to 100 cycles or more unscathed. If a returnable transport packaging is damaged, it can be repaired without any problems until one day, sometimes after many years, it is irreparable.

Even then, however, the cost of materials was not useless and pursues the approach of a consistent circular economy: The irreparable product is granulated and later recycled to a new product. For all Property Of articles of WBG-Pooling, i.e., products that

have a branding, it is the case that the recycled material is used to produce the original article again. Since July 2022, WBG-Pooling has a cradle-to-cradle certification for its WBG-Pooling BigBoxes 1000 at the silver level, which once again underlines this sustainable interaction with finite recyclable materials. Cradle-to-cradle pursues a holistic circular economy approach. A distinction is made here between a biological and technical cycle. The goal in the technical cycle is to reuse the technical nutrients / raw materials again and again at the same level in order to create closed product cycles.

In the course of this certification, a total of five categories will be evaluated:

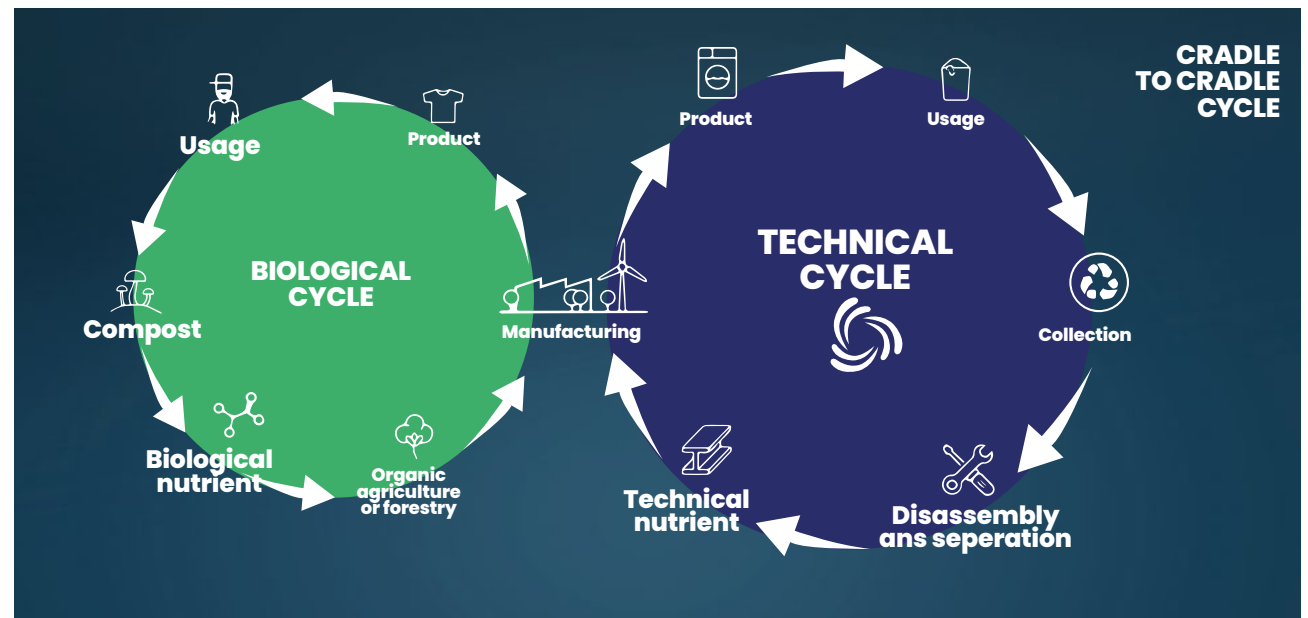
Material health: Here it is checked whether substances are used in production that could pose a potential risk to humans or the environment.

Material reutilization: This check concerns the repairability and recyclability of the material.

Renewable energy & carbon management: This category highlights to what extent renewable energies are used in production and the size of the product's CO₂ footprint.

Water stewardship: Responsible dealings with water includes how efficient and sustainable the production process is with this resource.

Social fairness: Here, emphasis is placed on compliance with statutory employee rights and occupational safety.





The certification for the WBG-Pooling BigBox 1000 red, green, light blue and grey is valid for two years. The meaningfulness and durability of our products are very important to us due to the material use, which is why we regularly

test them and have them evaluated in studies or other calculations.

For example, there is a computational model that was created with the collaboration of the Fraunhofer Institute for building physics IBP. This is used to calculate the CO₂ savings with each customer individually with regard to a conversion from disposables to reusables.



In addition, WBG-Pooling provides a CO₂ calculator on its website specifically for E crates, so that interested parties can use their basic requirements to what extent they can save CO₂ emissions in their supply chains.

Furthermore, we also have completed studies, for example, on the pooling of E2 boxes of WBG-Pooling. The elicitation was conducted by Steinbeis institute for applied systems analysis (STASA).

Actual orders from the years 2018 - 2021 served as the database. It was found that the considered supply relationships with the re-usable transport packaging of type E2 (red) have saved about 257 tons of CO₂, rising trend. In addition, considerable savings in route and fuel were found, which leads to an average of 50.5 % savings compared to disposable solutions.

We also want to continue to put the efficiency of our products on the test bench in the future and are constantly working on further studies, e.g., with regard to the digitalization of commodity flows.

GRI 301-1 USED MATERIALS BY WEIGHT FOR NEW LOAD CARRIERS 2022

plastic type	total weight in to
PE-HD (polyethylene high density)	2.710
PP (polypropylene)	642

WBG-Pooling GmbH & Co. KG does not have its own factory and purchases all the needed returnable load carriers externally. The load carriers used consist of the plastics PE HD (polyethylene high density) and PP (polypropylene). Based on the purchase quantities in 2021 and the individual weights of the load carriers, the total amount of plastic used was determined. 3146.4 tons of PE HD and 111.8 tons of PP were used for the production.

THERE IS NO PLANET B

At our company LHM-Pooling, one of the most important products is the euro pallet. The pallets are obtained from two suppliers from nearby EU countries, more precisely Poland, as well as a German manufacturer.

Softwoods are used for the production. The wood is mainly found in northern forests and is suitable for the construction of pallets due to its high endurance and low moisture absorption.

After shredding, the pieces of wood are sorted into required elements for production and waste for heating the drying chamber. What is considered “from nose to tail” in the restaurant trade is used here in the production process of European pallets: An integral utilization of the raw material in order not to generate any waste.

Upon mechanical completion of the pallets, they are placed in the kilns for heat treatment for 48 hours. Each individual pallet is also tested for resilience and stability within the quality controls, so that we can always guarantee maximum functionality and safety for our customers. In the selection of suppliers, emphasis was placed on transparency and personal contact, so that we see behind the curtain of production processes and procedures at any time. Compliance with the values from our code of conduct is also considered as a priority for every selection.

European pallets can also be repaired excellently – if they have reached the end of their life cycle after various cycles, the old wood is used for combustion, so that energy can still be extracted from a no longer useful raw material.

In addition, through the pooling system, LHM-Pooling contributes to the fact that the pallets are not used as a disposable solution, but can be exchanged and reused. This creates a circular economy for the product. Firstly, pallets end up in combustion much later, secondly, the resource of wood is handled more cautiously through multiple use and repair.

In the case of the German manufacturer, a part of the unusable pallets is reused for chipboards, so that they get a second life. Specially, the proper disposal and recycling is of great importance in order to protect the environment – we can guarantee this through the suppliers of LHM-Pooling.

GRI 301-1 USED MATERIALS BY WEIGHT FOR EURO PALLETS 2022

	wood weight in to	nail weight in to	total weight in to
Euro Pallet, new	3.669,025	60,61	3.729,64
Euro Pallet, used	8.077,14	145,04	8.222,18



GERRIT HOFEMEISTER

PURCHASING & RECYCLING | WBG-POOLING

„Sustainability does not stop at the company gates, but must be considered holistically. WBG-Pooling also strives for this with its suppliers of returnable load carriers, so that the issue of sustainability becomes part of the corporate philosophy there as well.“

GREENER AND SMARTER

GRI 302-2 | GRI 302-3 | GRI 302-4 | GRI 302-5

GRI 302

With our resource use, we are changing our ecosystems – it is irrelevant whether they are regenerative or not. With every extraction and processing of a raw material, one must expect impacts on our environment.

Even now, the use of natural resources significantly exceeds the regenerative capacity of our earth – especially as a company, it is therefore important to continuously optimize the energy consumption and, ideally, drastically reduce it.

The development since 2019 alone sets a clear sign for the path on which the group of companies is on: change of energy sources and investment in the latest technologies.

The values in the electricity range are based on registered power points, which are recorded by the electricity supplier at 15-minute intervals, while other values are based on manual and monthly documented readouts. In the area of fuels, the figures could be recorded and documented by the service station operator.

Since 2020, LNG has been used in the forwarding industry at Rubetrans Logistics, which has a major impact on diesel consumption – both in 2020 and in the following year, the Runden Group succeeded in significantly reducing this and thus also saving CO₂ emissions, although the truck fleet has increased from 74 to 84 tractors during this time.

In the medium term, however, this is nowhere near sufficient: On the way to zero emission, the e-truck is the next step in the development of drive technology.

The first tractors have already been ordered and will soon be integrated into the fleet and used in interaction with e-axes on the trailers that feed the refrigerators.

Our Ecoliner (long truck) with 51 spaces is already successfully in use, which is a good alternative for volume transports.

During the first tours, Rubetrans Logistics was able to save up to 30 % CO₂ or replace up to one truck, depending on the ratio.

Based on this experience, an additional dolly axis was purchased in order to be able to connect a second Ecoliner with existing equipment. Four more Ecoliners are already planned for 2023.

The lower power consumption with a reduction of 5.27 % can be led back to the abandonment of a service center for WBG-Pooling in Bavaria.

No primary data is currently available for consumption outside the organization, or rather data from the upstream and downstream value chains. In the course of our planned transformation concept, we are working on scope 3 in order to be able to collect and disclose data in the future.

In addition, we are actively working to minimize transport links in particular by expanding our Europe-wide network.

Long trucks provide factual CO₂ and truck savings and the implementation of the Loxone smart system leads to immense savings in the field of electricity. (Re)construction of net zero emission properties, which are equipped with reservoirs, PV installations, power stores and heat pumps, is currently being implemented at various locations. The aim is therefore to be completely independent of fossil fuels.

Concrete specifications regarding the energy intensity cannot be made at the moment with the heterogeneous business models of the Runden Group and would be inconclusive, which is why it is waived.

GRI 302-1

Energy consumption within the Runden Group

consumption in kWh	2019	2020	2021	2022
electricity [kWh]	1.374.228	1.496.896	1.417.953	1.405.892
gas [kWh]	1.665.943	2.022.833	2.368.377	2.045.478
diesel [kWh]	31.921.550	27.850.787	25.019.037	19.257.774
fuel oil [kWh]	566.646	583.374	653.728	415.383
LNG [kWh]	-	1.826.797	4.353.265	12.529.088



MARCEL KURTH

TRUCK WORKSHOP MANAGER

„The fuel consumption of a vehicle is strongly depends on the technical condition.

Thanks to our efficient repair and maintenance management this is guaranteed for our fleet. Repairing instead of renewing is our motto and saves resources and the environment. Diesel was yesterday, LNG is today and electricity is tomorrow.

We look forward to the challenges that lie ahead with the electrification of our fleet. challenges that await us with the electrification of our fleet.

E-truck with e-trailer and electricity from our own own PV system is the goal, the course is set.”

SAVE WATER

GRI 303

Water scarcity is now also an acute problem in Germany: The groundwater level has fallen dramatically and water sanctions are already a reality in some federal states.

The dry summers and regulations around garden and field irrigation in recent years show a clear picture: We should also handle water gently to avoid so-called water stress.

The Runden Group obtains all of its water from the regional supplier OOWV. The smallest part is used for sanitation and drinking water. The Holdorf location was identified as the main consumer with the service center for WBG-Pooling.

Since all re-usable transport packaging and plastic pallets are cleaned and disinfected here after each use, significantly more water is used here than at the other locations. With the BigBoxes and pallets, it was possible to reduce the water consumption per item

water consumption within Runden Group

year	total consumption (in liters)
2019	23.676
2020	28.586
2021	33.491
2022	28.593



Consumption and efficiency.

The products of WBG-Pooling are cleaned and disinfected with state-of-the-art machines, so that resources can also be saved here.

from year to year. However, these saved quantities do not have a sufficient effect on the entire balance, which prompted the Runden Group to plan a more resource-saving system.

Retaining basins are currently being designed and implemented for this site and other locations in order to be able to use rainwater effectively, for example for the first cleaning stage of re-usable transport packaging. In addition, filter systems are being planned, so that we can purify water and use it several times.

With regard to water recirculation, care is taken to ensure that no dirt loads or fat residues get into the wastewater – the standards for this are country- and municipality-specific and are complied with by the Runden Group. The water is fed back through a public sewer to areas with water stress.

The detailed consumptions of the last few years are shown in the following table:

water consumption WBG-Pooling

years	Ø consumption per MTV (in liters)	total consumption (in liters)
2019	2,65	14.916.000
2020	2,60	18.477.000
2021	2,86	21.900.000
2022	2,78	24.882.000

In 2022, consumption increased due to technical problems with cleaning pallets and damages on high-pressure pipes for the milling system. Nevertheless, the consumption per item was reduced by 2.8 % compared to the previous year.



Food-safe and hygienic.
WBG-Pooling meets high standards when cleaning the products, so that customers and end consumers can expect safe food.

TOWARDS NET ZERO

The Paris Agreement of 2015 sets the goal of limiting the global temperature increase to 1.5 degrees. Runden Group proclaims this goal and relies on concrete and ambitious measures to contribute to it.

The Runden Group is already taking active measures in all companies: be it by conversion and renovation of the entire building infrastructure into net zero buildings or by implementing energy efficiency measures and using alternative fuels in the technologically more advanced business areas.

Prior to the publication of the report, the Runden Group, together with an external business consultancy, collected data on emissions for the first time. Even if we are still at the beginning of our efforts and only have fact-based key figures for relation in subsequent reports, this is one of the many steps towards a more sustainable group of companies that pursues the overriding goal of being completely climate-neutral by 2030.

In the following, the years 2021 and 2022 are considered using the accounting standard of the Greenhouse Gas Protocol (GHG Protocol) including scopes 1 and 2.

All energy and emission data included in the scopes 1 and 2 GHG balance were provided by the energy manager of the Runden Group and partly converted in order to obtain the resulting GHG emissions.

By using CO₂e factors, all GHG emissions are taken into account according to the Greenhouse Gas Protocol.

GRI 305

Our first analysis has shown that the greatest potentials for reduction of emissions will be in the field of transport, be it Rubetrans Logistics, WBG- or LHM-Pooling. The energy consumption of the individual locations can also still be significantly optimized.

Several measures must be adopted to reduce our emissions in the long term and to preserve the climate:

- **testing and implementing alternative drives in the transport sector**
- **CO₂ savings due to Europe-wide pooling network**
- **conversion / new construction of net zero emission buildings**
- **production of green electricity, widespread use of photovoltaics**
- **promotion of further cradle-to-cradle certifications for all Property Of re-usable transport packaging**

The first balance was mainly used for status quo recording and measure diagnosis in order to plan future steps.

In some cases, the emissions had to be allocated to the companies via distribution formula due to fewer measurement counters. If this was done, you will find the exact suppositions and allocation formula in the annex of this report.

GRI 305-1

Direct GHG-emission (Scope 1)

Direct GHG emissions (scope 1) amounted to 8,324 tonnes of carbon dioxide equivalents in 2021. We have already achieved a reduction to 8,075 tonnes of carbon dioxide equivalents for 2022.

The largest source of emissions here are the diesel and LNG consumptions of the fleet of trucks.

Despite the certified REFUEL fuel from Alvernoil (30 % less GHG emissions due to the use of bio-LNG compared to fossil LNG), we calculate the quantities of bio-LNG used in this balance in the same way as the usual fossil LNG. This is due to unclear specifications for certified (and unphysical) emission savings in the GHG Protocol balancing process. This serves transparency as well as true development of optimization potentials in our GHG balance.

The operational control was chosen as the consolidation approach for GHG balancing, with which we actively take responsibility for activities that are under the supervision of the company as well as those of our employees and can therefore also be influenced directly. In addition, the BAFA emission factors from the EEW emission factor list were used to convert the CO₂ factors from diesel to gasoline.

GRI 305-2:

Indirect energy-related GHG emissions (scope 2)

The scope 2 emissions (indirect energy-related GHG emissions) amounted to 623 tonnes of carbon dioxide equivalents in the location-based approach in 2021. This means, calculated with the German Federal electricity mix.

The scope 2 emissions according to the market-based approach are consequently 0, since the Runden Group both produces power itself and covers the additional need with green electricity. Market-based emissions are consistently 0 in 2022 as well. Location-based emissions were reduced to 593 tonnes in 2022.

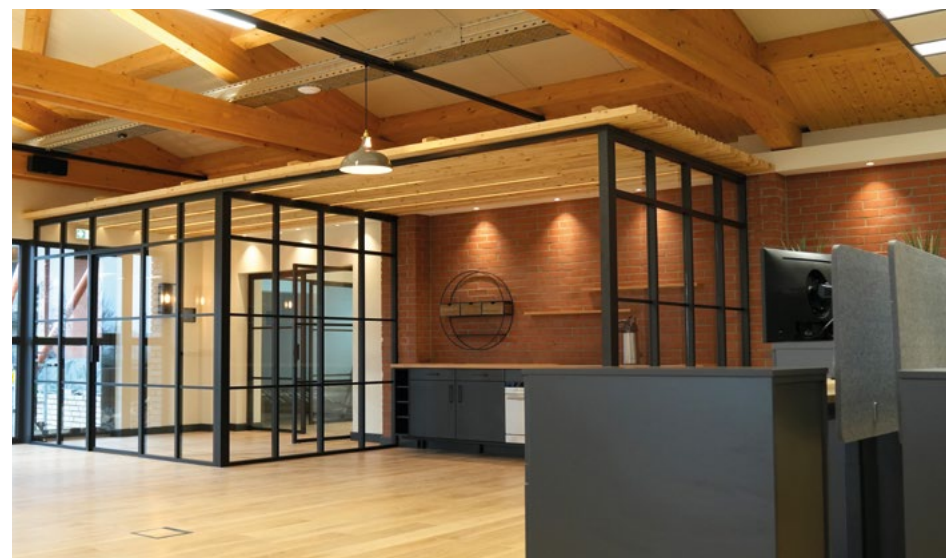
The emission factors used come from the following sources: Federal Environment Agency, BAFA, dena / Alternoil and Agora Energiewende, as the Federal Environment Agency has not yet provided a current value on emissions from the electricity mix Germany for the year 2022 at the time of writing the report.

The Runden Group is working on providing the data for scope 3, other indirect GHG emissions, until the publication of the next sustainability report.

	2021		2022	
	total emissions (l) in to CO ₂ e	total emissions (m) in to CO ₂ e	total emissions (l) in to CO ₂ e	total emissions (m) in to CO ₂ e
scope 1	8.324	8.324	8.075	8.075
scope 2	623	0	593	0
total:	8.947	8.324	8.668	8.075



Modern and sustainable.
The smart office is a communicative place with natural building materials and a pleasant ambience.



Contemporary and future-oriented.
With automation technology, resources are used gently.

MILESTONES



Lean & Green

The seal for sustainability in the transport and logistics sector. This was subsequently replaced by the ensured sustainability certification mark.

LNG will be used as a drive in the fleet

The first ten LNG vehicles were integrated into the fleet.



2005 to 2014

01|2018 – 12|2020

10|2019

2020

01|2020 – 12|2023

Truck fleet with rapeseed oil drive

Despite the mineral oil tax and thus rising costs compared to diesel from 2008, we decided for the rapeseed oil drive for another few years.



Reforestation of forests

This year we have carried out the first, joint and cross-group tree planting campaign with employees in the region.



Ensured sustainability certification mark

Lean & Green was followed by this seal, which we will also not extend in the future, as we are striving for ISO 14001 certification.



Conversion to green electricity

Through the use of photovoltaic systems and partial purchase, we guarantee the operation at all locations with green electricity.



cradle to cradle certification

The first BigBoxes of WBG-Pooling obtained the cradle-to-cradle silver certificate in different colors for a period of two years.

Start of renovation of the first net zero-emission building

The first construction phase of the WBG- and LHM-Pooling office building was started at the Damme-Osterfeine location in order to be able to operate the building completely with renewable energies.



Conversion to organic farming

In the course of our own organic apple juice production, we have joined the cultivation association Naturland. Our apple juice, which comes from our orchards, is therefore certified according to Naturland.

The truck fleet was increased to 37 LNG vehicles

Thus, there are 37 LNG trucks out of almost 80 vehicles at Rubetrans Logistics.

Calculation of the carbon footprint – establishment of the transformation concept

For the first time, we have identified scope 1 and 2 emissions and determined potential savings. Based on this, we started with our transformation concept.



GOALS

Increase the share of renewable energies by 50 %

referred to the total energy consumption of all locations of the group of companies.

until end **2023**

Energy savings of 20 %

at the Holdorf service center through the implementation of ecological cleaning agents.

until end **2023**

until end **2023**

100% renewable energies

Our locations should be fully supplied with green electricity and heat.

until **2024**

2025

GHG neutrality

According to the climate protection law, we want to be GHG neutral at least in scopes 1 and 2 according to GHG Protocol.

until **2030**

until **2045**

Introduction of an engagement rate for occupational safety

In this way, near misses, indications of unsafe situations and suggestions for improvement are to be made comprehensible and an exhaustive improvement in terms of safety at all locations is to be guaranteed.

2MWp PV installed on the roofs

In this way, we want to expand the power self-supply of our locations, including electromobility.



Reduction of GHG emissions in scope 1 and 2

According to the GHG Protocol, we want to reduce at least 40 % compared to 2021.





Decarbonization & future orientation.
Our goals for the coming years are clearly set.

KEEP IT CLEAN

GRI 306

Prevention

Re-Use

Recycling

Recovery

Disposal

The topic of waste is a constant focus at Runden Group. The business models, especially the pooling companies with their RTP, should proactively avoid waste and disposables in supply chains and establish themselves as a sustainable standard. At the center of our acting is the waste hierarchy from the Circular Economy Act, § 6 (KrWG), which is primarily aimed at ensuring that garbage is not created in the first place and thus does not pollute the environment. Our specially created philosophy of the seven Rs is also a corresponding part of this basis here.

However, it is currently not yet possible to work completely waste-free in all areas. The waste generated within the Runden Group is categorized as follows:

DOMESTIC WASTE

- biowaste (compost)
- yellow bag (recycled material)
- paper / cardboard (recycled material)
- residual waste

COMMERCIAL WASTE

- paper / cardboard (recycled material)
- CAT 3 (recycling)
- hazardous substances
- general commercial waste

In recent years, we have succeeded in steadily reducing our paper and cardboard waste. All savings relate to the respective previous year's figure. In addition, a compactor was purchased in 2022, so that the raw materials are directly recycled with the collaboration of an external service provider. Since 2022, the Woringen site has also been eliminated as the main cause of waste, which means a further major reduction in waste in this category.

Paper / cardboard

year	waste [kg]	saving [%]	waste [m ³]	saving [%]
2019	9.690	-	15,5	-
2020	6.375	- 34,2	16,4	+5,8
2021	5.234	-17,9	5,5	-66,5
2022	1.545	- 70,5	0	-100

year	waste [m ²]	saving [%]
2019	125	
2020	119	-4,8
2021	107	-10,1
2022	77	-28

CAT 3 refers to food waste that is not fit for human consumption. These are collected separately and cooled and fed by a certified waste disposal firm either to the animal feed production or to a biogas plant. The calculation is made here in m², since some of the foods are still packed and will only be separated at the disposer.

This waste is generated because the forwarding agent Rubetrans Logistics has a permission for transports for these animal by-products and regularly uses the push floor trailers of the vehicle fleet for customers.

Commercial waste

year	waste [kg]	saving [%]	waste location Woringen [m ²]	saving [%]
2019	23.013	-	468	-
2020	18.476	-19,7	467,5	-0,28
2021	19.532	+5,7	378,4	-19,1
2022	16.016	-15,9	313,4	-17,2

Due to the purchase of a compactor, we expected a drastic reduction for the year 2022, which was met with an overall saving of 33.03 %. This is due to the fact that the press can also process foil remnants. Previously, this part of the commercial waste was fed directly into the recycling process.

Hazardous substances

This type occurs only in the area of the service center of WBG-Pooling and in the workshop of Rubetrans Logistics.

In the service center, the detergent and disinfectant are consumed directly by use. The relevant transport vessels are exchanged and returned to the supplier one-to-one. The following substances are produced in the workshop area:

- waste oil
- oil separator
- oily waste
- batteries

These are disposed of via external service providers. The proofs of collection and disposal can be found in the annex to this report.

year	waste oil [m ³]	saving [%]	oily waste [item]	saving [%]
2019	2,5	-	1.400	-
2020	2,8	+13,5	1.400	0
2021	1,8	-37,3	2.250	+60,7
2022	2,4	+32,6	7.800	+246,7

The increase in oily waste can be explained by the change of provider of lamps – as a result, a higher lamp consumption is recorded. The oily waste has increased significantly in recent years – this is due to the change of supplier of oil rags in mid-2021, as they are now significantly smaller per item. Here we are striving for a clear optimization for the coming years.

In principle, it can be noted that the amount of waste has been reduced overall in recent years. Where possible, waste is processed with our own press for reuse and fed into the recycling process. Partially, waste can even be exchanged or biogas can be obtained. Thus, our waste management is always based on the waste hierarchy. At last instance, if no other utilization is possible, waste will be disposed of properly.

Here we are constantly optimizing our internal processes and pursuing the clear goal of further avoiding waste and being able to recycle it even more holistically.

TEAMSPIRIT

GRI 401

The shortage of specialists and personnel bottlenecks in industries of many kinds clearly show that nowadays no company can afford to live exclusively top-down management. The Runden Group is also affected by the war for talent – although the head offices in the Oldenburg Münsterland are attractive for many locals, families and people who live in close touch with nature, nonetheless more is needed to attract suitable specialists and to be able to retain them in the long term. As a result, a company-wide guideline was developed that applies to all employees subject to social insurance contributions and regulates transparent basic conditions for all employees equally. Here you will find, among other things, regulations on working hours, overtime, personal days or vacation, mobile working as well as occupational safety and health protection.

Following benefits are offered:

- contributions to capital formation
- company pension scheme
- free occupational supplementary health insurance
- childcare subsidy
- grants for lunch offer
- offers in the company employee shop with annual credit
- complimentary beverages and fresh organic fruit on a weekly basis
- company fitness
- bonus systems
- attractive online discounts via corporate benefits
- offer of sustainability projects and corporate events
- employees recruit employees bonus

Temporary employees are excluded here and have their own provisions and services within their wage agreements.

Especially in a booming group of companies, all involved are dependent on the fact that sufficient staff can always be recruited and is available for the load. Otherwise, the consequences would be too much workload for too few employees and thus a short- to medium-term dissatisfaction of individuals. The Runden Group absolutely wants to avoid this and has invested a lot of time and monetary resources in expanding the human resources department in order to attract enough specialists for upcoming assignments.

In this context, we also deal intensively with the labor turnover rates of recent years, in which we also include employees who voluntarily leave us and want to change personally. Basically, there is always a certain natural fluctuation, as people develop indi-

vidually and personally, are looking for other challenges or a change.

A high fluctuation rate is usually negative, since experiences get lost, new employees have to be hired and trained and this is associated with high costs. In addition, we would of course like to retain employees in order to be able to offer them a long-term and secure perspective as well.

At the same time, however, the significance of the individual key figures is quite limited, since the classification is only meaningful in comparison with other companies from the respective industries.

As the direct comparison with a group of companies from the same sector and in an equal dimension is not possible due to the diversity of the Runden Group's industries, we orient ourselves by means of the sector average for this purpose. It can be stated here that the labor turnover rates of the industries distribution / transport (WBG-, LHM-Pooling, Rubetrans Logistics) and electronics (RPL Weiterbildung & Personalservice) sometimes have high average quotas.

year	employees	new hires	fluctuation rate [%]
2019	317	113	11,68
2020	340	125	11,77
2021	327	123	17,12
2022	367	131	13,40



So in the years 2019 and 2020 we are below the respective industrial average, but just above it in 2021. This can be attributed to the necessary reorganization and -orientation of many companies. The fluctuation rate was already lower again in the following year 2022.

Here, too, we have recorded a stable re-entry rate of those who initially decided to change jobs but then returned to us because we can clearly differentiate ourselves from regional competitors with our trusting and positive working atmosphere, modern management, benefits and development opportunities.

The management systems of the Runden Group are also based on a high level of personal responsibility and independence. Every employee gets the opportunity to actively contribute ideas and suggestions

for improvement. The basic trust in all teams empowers people to work independently and flexibly. The open discourse and the contribution of innovative process improvements are desired and appreciated.

In this way, we create a pleasant working environment that also offers meaning, as all companies contribute to a sustainable economy.

The rapid growth of the group of companies makes demands on all employees, above all, with regard to cross-sectoral cooperation and further interpersonal elements.

With regular team activities, which are considered working time, we support the overall sense of community and would like to promote and raise awareness

for sustainable topics. In 2022, for example, the events organized included World Cleanup Day, an apple harvest for the production of the company's own Naturland-certified organic apple juice, and a tree planting campaign. In this way, employees have the option of leaving the desk or their otherwise assigned area and doing something good for the regional environment together with others outdoors.

This cohesion and the efforts associated with it are also increasingly evident when it comes to parental leave. All employees should be empowered to be able to focus completely on their offspring without having to worry about job-related consequences. The Runden Group endeavors to reintegrate all persons in the previous field of activity or to create new positions for returnees. In 2020, more male than female employees took parental leave, which speaks for an open and contemporary corporate culture. In recent years, a lot of work has been done on employee retention and compatibility of family and career, so that the Runden Group has been able to achieve high re-entry rates since 2020.

year	number of persons parental leave	re-entry rate [%]
2019	3	0
2020	9	89
2021	8	75
2022	10	71

SAFETY FIRST

GRI 403

Day-to-day challenges, a fast pace in the industry and overall uncertainty due to the corona crisis and other social circumstances – we are aware that our employees always meet high requirements for customer satisfaction and the company success. Therefore, it is important to us that we enable them a working environment in which work and private life are in harmony and there is a healthy balance between work effort and care.

Through individual processes, we ensure continued optimization and monitoring of occupational safety and health protection. Our occupational safety specialist advises the directors of all companies so that a consistent approach is guaranteed.

In 2022, we started to introduce the DIN standard ISO 45001 as a management system for this area. In this way, we want to fully document, analyze and further expand the protection of employees.

We believe that health, satisfaction and performance are deeply interwoven and attach great importance

to a safe, healthy working environment with appropriate facilities and suitable protective gear.

In addition to compliance with applicable laws and regulations, it is our aspiration to be able to react quickly and efficiently in order to minimize the effects of accidents as well as to identify and further limit dangers and security holes – for this we have clearly defined suitable targets for optimization as well as responsibilities and communication channels in such situations.

For the investigation of incidents, hazard identification and risk assessment, there are the following, primarily persons in charge:

**first responders
occupational safety specialist
medical officer
safety officers**

In principle, however, all employees are a part of industrial safety. Reporting dangerous circumstances, even those in which nothing has happened, is essential. Important conclusions are drawn from these so-called near misses in order not to let the next colleague get into a comparable situation in the first place, which can lead to risks and injuries.

Our safety committee meets four times a year together with the management.

The required competences for the exercise of the additional qualifications among the employees (first responders, e.g.) are imparted and regularly brus-

hed up through internal and external training. There is an initial and annual industrial safety instruction for all employees.

In terms of the independent working method of all colleagues, the work tools are checked for defects before each start of work. Anonymous reports or a direct replacement via supervisors is also possible. In addition, we cover obligatory check-ups and have been offering the desired precaution of the large blood count since 2022 in order to support employees in personal health provision and to proactively counteract or prevent risks.

These additional services also include our employee assistance program (EAP), which offers employees support in psychosomatic issues in order to prevent long-term and serious illnesses, even in the context of mental health.

These offers apply to all employees of the Runden Group, excluding temporary workers who have their own regulations in their wage agreements.

All measures at a glance:

program item	prevention intent
ergonomic workstations	<ul style="list-style-type: none"> • reduction of postural defects • promotion of the stream of consciousness • prevent other illnesses
company fitness	<ul style="list-style-type: none"> • compensation for work • mobility promotion • stress reduction
Massage	<ul style="list-style-type: none"> • compensation for work • mobility promotion • stress reduction
employee assistance program (EAP)	<ul style="list-style-type: none"> • assistance in case of psychosomatic disturbances / abnormalities, in order to be able to take countermeasures at an early stage
desired precaution (blood count)	<ul style="list-style-type: none"> • support for personal health precaution in order to proactively reduce or even prevent health risks
obligatory provisions G37, G25, G20, G42, G39	<ul style="list-style-type: none"> • assurance of workplace-related health counseling • prevention and early detection of work-related illnesses or occupational diseases
operational supplementary health insurance	<ul style="list-style-type: none"> • improvement of the healing process • assistance in personal health provision
city cycling	<ul style="list-style-type: none"> • compensation for work • mobility promotion • stress reduction
serving fruit and water	<ul style="list-style-type: none"> • promotion of a healthy lifestyle

measures planned in future	prevention intent
e-bike leasing	<ul style="list-style-type: none"> • compensation for work • mobility promotion • stress reduction
expand lunch offer to include healthier dishes	<ul style="list-style-type: none"> • promotion of a healthy lifestyle
work safety day	<ul style="list-style-type: none"> • raise awareness for occupational safety • sensitization to potential hazards on the job
operational integration management	<ul style="list-style-type: none"> • support to overcome the incapacity to work and to prevent a de novo disablement as well as to maintain the working capacity
disability insurance	<ul style="list-style-type: none"> • proactive step to collateralize income in the event of occupational disability as well as to secure a possible partial acquisition capability for the company
workplace ergonomics training	<ul style="list-style-type: none"> • maintaining health and thus the working ability in order to proactively prevent postural problems or diseases



In the course of the implementation of DIN ISO 45001, we also bear responsibility with regard to occupational safety and health protection for all those who act within our sphere, including not only employees and temporary workers, but also service providers, suppliers and visitors to factory premises.

We point them and other external companies out to our work regulations and by permits to our standards, which must be adhered to, so that a safe working environment can be guaranteed to all involved.

Despite all precautions and arrangements, accidents can of course still occur in regular operation, which are fortunately manageable within the Runden Group. This shows us that the previous industrial safety management systems are working very well.

2019	2020	2021	2022
13 industrial accidents	13 industrial accidents	6 industrial accidents	10 industrial accidents
1 commuting accident	0 commuting accidents	1 commuting accident	0 commuting accidents

The most common injuries were bruises as well as cuts and lacerations. More rarely, serious injuries such as fractures or burns occur. The serious injuries were primarily sustained in the warehouse, workshop and during the driving mode of Rubetrans Logistics.

The following table shows that the accident rates have steadily decreased in recent years, which is also due to the continuous awareness of such topics.

	2019	2020	2021	2022
1000-man-quota	47,32	44,12	21,41	27,32
work accident rate at 200,000 hour	5,36	5,38	2,43	3,52
days lost per employee	8,56	10,87	10,04	12,42

Due to data protection, we do not record any personal data of our employees in relation to their illnesses. In order to be able to identify optimization potential within our occupational safety and health measures, we use anonymized third-party data from the health insurance companies most frequently represented at our company – AOK and BARMER. The health reports are regularly sifted, analyzed and appropriate programs are derived and planned.



JAN RIESENBECK

QUALITY MANAGEMENT | RUNDEN GROUP

„Leadership plays an important role in the introduction of a safety culture in the company. If leaders do not practice safety employees will emulate the same mimic behavior.“

Priorities and equipment.

These are the keystones, because occupational safety is our first priority and is constantly being expanded.

GROW[ING] TOGETHER

GRI 404

Further development, competitiveness and innovative ideas – the things that are fundamental to our business models are also important to us for our employees.

The shortage of specialists is a nationwide problem that we want to address and take appropriate countermeasures.

Our working environment is also subject to constant change and thus also the requirements and tasks within the individual companies – with focused continuing education programs and training courses, we would therefore like to offer all employees flexibility in order to promote professional and personal development.

For one thing, the topics junior staff and training are an important consideration with which we would like to inspire young professionals for the group of companies in the long term, as we invest a lot in our junior staff. Secondly, of course, the Runden Group also benefits from experienced experts and managers who see change as an opportunity and like to align their skills in order to challenge and promote themselves.

The average number of hours of our training measures and programs is deliberately not registered,

Training professions (mIfld) at Runden Group:

- industrial clerk
- office clerk
- forwarding agent
- IT specialist – system integration
- professional driver
- auto mechanic
- warehouseman / warehouse clerk
- electrician for automation
- electrician for industrial engineering
- electrician for energy and building technology
- marketing communication agent
- media designer image and sound
- dual curriculum – bachelor of business administration

because this is only poorly suitable for recording the individual training and development needs of employees and for developing necessary offers. In this field, we rely on needs-based individual measures that are equally approachable to all people – whether as employees or trainees. Quality over quantity is the guiding principle here.

In order to be able to assess the quality of the workshops, trainings and courses, regular evaluations are carried out.

Our different programs for education and training are divided variously.

Due to the important competencies of our specialists, we are able to map a part of it from our own companies:



KAJA HEINERT

HUMAN RESOURCE MANAGEMENT
RUNDEN GROUP

„For us, training means imparting skills to committed people and thereby making their careers more secure in the long term. So that they would like to develop courageously and motivated with us and we can achieve the defined goals together.“

RPL Weiterbildung & Personalservice offers trainee **workshops** on the topic of **business etiquette**. In this workshop, topics will be addressed concerning the career start: Phone & email training or a dress code. In addition, language courses are offered for employees who wish to further improve or deepen their German language skills.

Also **EDP training courses**, e.g., for Microsoft Excel, are organized and conducted by the company.

For professional drivers and warehouse staff, **regular training for different industrial trucks** are realized by RPL Weiterbildung & Personalservice .

In the field of **business English**, we offer cost absorption of the course and learning material for an online language training. As of 2023, additional offers of languages will be available through this language training institute. The demand was queried company-wide and we are pleased that we will be able to offer French and Italian in addition in the future. This offer is particularly relevant for WBG-Pooling, as the different European country teams communicate with their respective customers on a par and in their national language.

Content that we cannot provide internally is offered by professional external service providers. Employees of all companies and departments can benefit from the existing offers:

If employees express a request for further training, apt courses are researched, discussed and information on educational leave is shared. The management decides whether and to what extent expenses will be paid and exemption will be granted.

Exam preparation courses from regional educational institutions for trainees are supported and paid.

Annual health insurance seminars are regularly attended by the human resources department in order to be informed by experts about the innovations in the field of social insurance.

According to the professional driver qualification act, professional drivers must complete five education modules within five years. The module training courses take place on Saturdays and are completely paid by the employer, which is not obligatory.

In the field of EDP, the Power-BI tool is developed in cooperation with an external provider who offers **basic and advanced training courses** online. Here, employees are taught how to prepare larger data volumes clearly.

The Runden Group unites many young executives and therefore promotes regular **basic management trainings**. In the future, the trainings will be expanded and relevant topics such as leadership according to the mission statement, communication training and conflict management will be conveyed.

Especially in the commercial sphere, the attendance at lectures, conferences and fairs is desired and already being implemented in the main.

Of course, in order to remain competitive, not only onboarding and the induction of new colleagues are essential, but also continued training at the workplace. Professional drivers are trained in a sustainable environmentally friendly driving fashion in order to consume less fuel in their daily doing and thus contribute to environmental protection through CO₂ reduction, as well as less vehicle abrasion.

Within the **employee assistance program** (EAP), health management is important to us. Fortunately, mental health is becoming increasingly important in today's working world and ought to get more attention within the Runden Group.

A local medical center offers free, anonymous consultations on psychological stresses, addiction, stress and debt. In principle, our major concern is to protect the mental health of all employees and also to provide support for them when they face private challenges. We are convinced that prevention work and raising awareness of challenging phases leads to a better handling of one's own and others' health. Within the framework of workshops and management seminars, persons in corresponding positions were also trained in order to recognize signs of too much workload and stress among employees and to be able to deal with it competently.

tribute to environmental protection through CO₂ reduction, as well as less vehicle abrasion.

Total training costs Runden Group

year	amount (in €)
2019	131.410,05
2020	102.649,79
2021	148.162,41
2022	187.674,80
total	569.897,05

Partial retirement allows employees a fluent transition into retirement. This constitutes a socially acceptable job reduction, which for one thing leads to high satisfaction among older employees, and secondly offers a good basic condition for the induction of new employees.

After retirement age, it is possible to be part of the group of companies on a small basis. This gives former employees the opportunity to increase their pension. Knowing that you are still needed is an important component of mental health for many people. For the Runden Group, this has the advantage that expert knowledge is retained for a longer period of time.

Reducing hours after parental leave is an effective instrument to facilitate re-entry and the compatibility of family and career. Normally, full-time employees are only entitled to a full-time job after their parental leave – we make this more individual and pleasant by dealing with the needs of the new parents and developing appropriate solutions.

Reduction of hours for some other reasons, such as continuing education, is also conceivable. Employees have the opportunity to study full time or change their career, e.g., to live temporarily in another country and still work for the Runden Group. This way, they catch up and can count on and plan for lower, but still fixed, incomes.

If an employee is facing **sanitary challenges** and can no longer cope with the current job, a new task can be found within the group that resonates with the new life situation.

We also support **reintegration measures** in consultation with attending physicians.

The careful, confidential handling of trials and tribulations is an important part of our corporate culture. Further information on this is recorded in the code of conduct. This also includes regular feedback as well as the honest assessment of individual achievements and personal developments, which are indispensable means of personnel management for information acquisition and appreciating employees.



The discussions and feedback rounds are divided as follows:

Probationary period end interview

Before an employee is offered a permanent employment, an open exchange is scheduled with the respective (HR) managers. We do this primarily in the spirit of a continuous improvement process for our internal processes, since new people usually have an open view of grievances and challenges. At the same time, employees and trainees receive an assessment of their past performance – self- and external assessment are squared in personal conversations.

Annual appraisal

In this conversation, we focus on the development of employees and jointly develop long-term goals. The target agreements may result in shorter intervals for further coordination.

Annual eco training

In the course of the already mentioned training for a sustainable driving fashion, an assessment and review of the performance of professional drivers will be conducted.

The measures show that the Runden Group is aware of its responsibility as an employer: Working in the group of companies not only secures livelihoods and supports families, but also promotes interpersonal relationships and mental health.

The fact that the holding company evolved from a family business and is still run by the Runden family can be seen above all in the way they deal with each other: Managers are approachable at all times, have a sympathetic ear for problems and are uncompromisingly there for their employees.



ULRICH PAUL STEINEMANN
RPL WEITERBILDUNG & PERSONALSERVICE

„Our business segment offers long-term solutions in the field of human resources, which at the same time are sustainably oriented. We attach importance to building trusting business relationships, while focusing on employee satisfaction according to modern criteria.“

EMBRACING UNIQUENESS

GRI 405

The employees themselves are as diverse as the business areas of the Runden Group. Due to the networking within Europe and nationwide customers as well as partnerships, it is essential for the success of the Runden Group that we benefit from many cultures, attitudes and language skills. Especially from 2021, it is clearly perceived that the expansion of an international team is of huge importance for the qualitative performance of the group of companies towards customers and suppliers.

The diversity rate developed to 18 % in 2021 and to 21 % in 2022. So, there is a positive trend here.

We believe that different views, personalities and experiences have a positive impact on work results and are working consistently to ensure that further measures to expand diversity are implemented.

diversity rate 2019 [%]	diversity rate 2020 [%]	diversity rate 2021 [%]	diversity rate 2022 [%]
14	15	21	21
13 nationalities	20 nationalities	24 nationalities	25 nationalities

This is also the reason why we rely on a balanced sex breakdown at all hierarchy levels, which are significantly flatter at our company than at comparable enterprises.

women's quota 2019 [%]	women's quota 2020 [%]	women's quota 2021 [%]	women's quota 2022 [%]
19	23	25	27

As can be seen, we are continuously working on an increasing female quota and are therefore particularly proud of the development within the areas of responsibility of leading positions: We employ 42 % women on the so-called R1 / R2 level, which is of high importance for the further development of the Runden Group. The more diversity at the decision-making level, the more future-oriented and fair our focus will be in the long term. Since the Runden Group does not support classic hierarchy levels with department heads, we work with the areas "responsible 1" and "responsible 2" as a representation regulation – so we work more effectively, smarter and, above all, faster at all levels, since decision paths are maximally short.

However, we not only want to be a contact point for all genders and backgrounds, but also to enable and support different basic requirements and competencies – this is also part of an open corporate culture for us.

For this reason, we offer various language courses through RPL Training & Personnel Service for external companies as well as internally, in order to actively support employees and overcome language barriers.

In addition, we support employees from distant inland and from abroad throughout Europe in their apartment search in order to take root in the region and to promote the connection within the college. Our welcome culture and onboarding processes are characterized by comprehensive information e-mails prior to the start of employment, various briefings and instructions, equipment with hard- and software as well as work clothing, initial trainings and regular feedback discussions.

If there are physical, mental or other restrictions, we try, if possible, to proactively adapt the workplace and tasks to the needs of the employees.

The basic pillars of our social interaction with each other can be found in the code of conduct.

GRI 406

In our diverse international team, it is a prerequisite that we are not prejudiced in any way and that everyone is treated equally. External characteristic, but also subjectively perceived differences do not matter to us. The focus is always on the person with his or her personality and technical performance.

We would like to promote and support the diversity and individual strengths of all people. During the review period, no cases of discrimination within the companies were reported.



GRI standard	specification
GRI 2: general disclosure	2-1: organization profile
	2-2: entities that are considered in the organization’s sustainability reporting
	2-3: reporting period, reporting frequency and contact point
	2-4: correction or restatement of information
	2-6: activities, value chain and other business relationships
	2-9: management structure and composition
	2-23: declaration of commitment to principles and courses of action
	2-29: approach to stakeholder involvement
	2-30: wage agreements
GRI 3: material topics	3-1: procedure for determining essential topics
	3-2: list of essential topics
	3-3: management of essential matters
GRI 200: economic standards	
GRI 201: economic performance	201-1: economic output – economic value generated and paid out directly
GRI 202: Marktpräsenz	
GRI 202: market presence	203-1: infrastructure investments and promoted services
	203-1: infrastructure investments and promoted services
GRI 202: market presence	
GRI 205: anti-corruption	205-1: operating facilities inspected for risk of corruption
	205-2: communication and training courses on policies and procedures for fight against corruption
	205-3: fight against corruption – confirmed incidents of corruption and actions taken
GRI 206: anti-competitive behavior	
GRI 207: tax	
GRI 300: ecological standards	
GRI 301: materials	301-1: used materials according to weight or volume
	301-2: used recycled materials
	301-3: recycled products and their packaging materials
GRI 302: energy	302-1: energy consumption within the organization
	302-2: energy consumption out of the organization
	302-3: energy intensity
	302-4: reduction of energy consumption
	302-5: reduction of energy demand for products and services

GRI standard	specification
GRI 303: water and effluents	303-2: water as a shared resource 303-2 handling the effects of water recirculation 303-3: water extraction 303-4: water recirculation 303-5: water consumption
GRI 305: Emissionen	305-1: Direkte THG-Emissionen (Scope 1) 305-2: Indirekte energiebedingte THG-Emissionen (Scope 2)
GRI 306: Abfall	306-1: Anfallender Abfall und erhebliche abfallbezogene Auswirkungen 306-2: Management erheblicher abfallbezogener Auswirkungen 306-3: Von Entsorgung umgeleiteter Abfall 306-5: Zur Entsorgung weitergeleiteter Abfall
GRI 400: social data	
GRI 401: employment	401-1: new hires and employee turnover 401-2: company benefits offered only to full-time staff, but not to temporary or part-time employees 401-3: parental leave
GRI 403: occupational health and safety	403-1: management system for occupational safety and health protection 403-2: hazard identification, risk assessment, and incident investigation 403-3: industrial medicine services 403-4: employee participation, consultation and communication on occupational safety and health protection 403-5: employee trainings on occupational safety and health protection 403-6: health promotion for employees 403-7: avoidance and minimization of impacts associated directly with business relationships on occupational safety and health protection 403-8: employees covered by an occupational safety and health protection management system 403-9: work-related injuries 403-10: work-related illnesses
GRI 404: training and education	404-2: programs to improve the skills of employees and for transitional assistance 404-3: percentage of employees receiving regular evaluation of their performance and professional development
GRI 405: diversity and equal opportunity	405-1: diversity in controlling bodies and among employees
GRI 406: nondiscrimination	406-1: incidents of discrimination and remedies taken



Runden Group GmbH & Co. KG

Gewerbering 1 | 49439 Steinfeld

Tel.: +49 5492 5574-0

www.runden-group.eu

