



# Sustainability Report 2021

monta Klebebandwerk GmbH

July 2022

# Introduction

In many ways, environmental challenges dominate our world, and they are portrayed with a similarly strong presence in the public media. Plastics use has recently come under fire, and not just for their many packaging uses. The polluting of the oceans, the progressive extinction of the rainforest, and, of course, global warming are all topics that move people on a daily basis, and not just in the media.

As a manufacturing company with global reach, environmental and climate aspects are of central importance to us from a business, social and general human perspective. As a result, sustainability, resource conservation, and climate preservation have long been integral elements of our corporate policy.

The tangible decisions and actions we take based on our corporate principles, affect our entire company.

Above all, for us, this means:

- / Taking responsibility for our natural resources and not waste them.
- / Examining the environmental impact of our production methods and procedures.
- / The establishment of sustainable procedures within our entire corporate context.
- / Moreover, assuming responsibility for environmental and climate protection challenges in collaboration with our partners, consumers, and suppliers.

*What have we accomplished so far?*

We launched our montA Greenline brand in 2019 and have been able to expand it ever since. As a result, we have successfully positioned ourselves on the market as a leading manufacturer of environmentally friendly adhesive tapes.

We had our sustainability operations examined and assessed by the recognised rating tool EcoVadis again last year. We have known since the beginning of 2022 that we are not only the proud owner of a silver medal, but we have also greatly improved our total performance in 2021 from 54 to 63 points. A satisfying outcome: we are currently among the "Top 7%" in the category "Manufacture of plastic products."

This is a tremendous motivator for us to continue and possibly increase our actions in the areas of sustainability and resource conservation, as well as to explore new ways to improve our environmental balance even further.



Sincerely,

A handwritten signature in blue ink, which appears to read "Daniel Lückfeldt".

Daniel Lückfeldt  
CEO

## About this report

This report details our sustainability activities for the calendar year 2021.

The key metrics refer to the previous year 2020.

# Our Company

monta Klebebandwerk GmbH is a world-class manufacturer of self-adhesive tapes. monta adhesive tapes are utilised in a variety of industries and sectors, including the entire packaging market, pharmaceutical and medical industry, food and non-food sectors, and for automotive applications.

All monta products are "Made in Germany". At our headquarters and production site in Immenstadt (Bavaria/Germany), we manufacture adhesive tapes from various backing materials such as PVC, BOPP, MOPP, paper and PLA. These are then coated with our natural rubber adhesive and converted. In addition, we offer hotmelt and acrylic tapes within our product range.

We market our products to packaging distributors, printers, converters, and machine builders, as well as industry end-users.

In our home market of Germany, we have always had a solid market position. Furthermore, we export our products to over 50 countries worldwide and also have a strong presence in the Eastern European market through our two subsidiaries: fix-pack in Hungary and Romania.



In 2020, monta generated a turnover of around 45 million euros with 135 employees.

Around 60% of the total turnover was achieved in exports.

# Sustainability at monta

Economic performance, social justice, and environmental compatibility are the pillars of our corporate policy. Sustainability is firmly engrained in our corporate identity and is also reflected in all aspects of our operations, in line with our goal to achieve high performance in all areas of activity. Therefore, we strive to create solutions that balance high product quality and maximum efficiency with natural resource conservation.

An external, independent institute audits our quality and sustainability goals and implemented measures on a regular basis. monta carries the following certifications:

- / **ISO 9001:2015 Quality Management System**, certified since 1996
- / **ISO 14001:2015 Environmental Management System**, certified since 1999
- / **ISO 50001:2018 Energy Management System**, certified since 2005

Naturally, we strive to reduce our workplace's environmental impact as much as possible through operational environmental protection. This includes conserving energy wherever possible, making efficient use of resources and raw materials, avoiding unnecessary waste, and increasing our recycling rates.

We also take advantage of opportunities in the customer and supplier environments to establish long-term processes both within and outside the company.

## Key Figures 2020

- / Energy consumption: 50.588 MWh
- / CO<sub>2</sub> emissions: 11.986 t
- / Proportion of mixed municipal waste in non-hazardous waste: approx. 3%
- / Number of Greenline Products: 6
- / Number of employees: 135
- / Trained employees Data Protection: 59%
- / Trained employees Compliance: 56%
- / Quota of women: 20%
- / Number of incidents: 0

# Ethics

We are aware of the responsibility for our entrepreneurial actions as a global player in our product segment. Therefore, the standardization and implementation of certain rules of conduct are essential to our business.

*What does this mean?*

„We define conscientious actions as adhering strictly to the principles of transparency, reliability and fairness in all of our transactions. Inherent to this is full compliance with all applicable legal systems, laws and regulations. But that on its own is not sufficient. We seek to improve our performance and our public reputation at all times. For this purpose, we regularly review our performance and set ourselves ambitious targets that help us become a company that is committed to sustainability. The monta Group does not engage in transactions without considering their wider implications.“

*Cited from monta „Code of Conduct“*

We have established a framework with clearly defined compliance rules, that are binding for everyone. To ensure transparency, they are defined in formal policies and include the following three key topics:

- / corruption
- / anti-competitive practices and
- / responsible marketing.

Our Code of Conduct, the monta Compliance Guideline and the Anti-Corruption Guideline address the following areas:

- / anti-corruption
- / conflict of interest
- / fraud
- / money laundering

- / anti-competitive practices and
- / information security.

Upon joining our company, all employees receive the relevant rules and regulations and are briefed on all the related topics by their managers.

We also emphasize the importance of avoiding corruption and bribery as part of our staff training. In this context, the introduction of a procedure that regulates dealing with critical issues such as accepting gifts or settling company expenses is also covered, putting us in a stronger position to ensure responsible behaviour!

The topic of **information protection** and security is playing an increasingly important role in internal and external business transactions.

The legislator has provided a detailed definition of how personal and sensitive data should be handled.

A compulsory training for all monta employees deepened the requirements of the GDPR for the secure handling of data while remaining compliant with the law. Our employees attend additional training sessions to increase awareness of these laws and regulations.

An (external) data protection officer and a (internal) data protection coordinator also ensure that legal requirements are met and that there is effective internal and cross-departmental communication on the subject.

# Employees

A company's success is primarily determined by the qualifications, motivation, and cooperation of its **employees**. In recent years, a working environment with attractive remuneration (including a company pension scheme, annual bonus payments, and attractive social benefits), excellent opportunities for further education and training, flat hierarchies, and ample scope for **development** have provided our employees with stable working conditions, and the company with low staff turnover. We provide our employees with internal **promotion** opportunities to specialist and management positions and support them to balance work and family life as effectively as possible with flexible working conditions. Since 2021, we also offer the possibility for mobile work for up to two days per week.

As a member of the Chamber of Industry and Commerce, we are a qualified training organisation, enabling us to train our own junior staff.

monta is a member of the „vtb - Verband der Bayerischen Textil- und Bekleidungsindustrie e.V.“ (Association of the Bavarian Textile and Clothing Industry), the **employees interests** are represented by „IG Metall“ (Union for Metall Industry). Collective agreements and company agreements between management and the monta works council regulate working hours, wages, salaries and **social benefits**, but also personnel development measures and health protection. The monta works council represents the interests of the workforce and exercises its right of co-determination, consultation or information on certain operational issues in accordance with the Works Council Constitution Act (BetrVG).

We collaborate with Edenred, corporate benefits and JobRad; around 15% of employees already use this offer. In addition, we offer our employees the opportunity to borrow eBikes free of charge on a weekly basis.

We promote "open two-way **communication**" within our company. We encourage open dialogue with coworkers, managers, and supervisors during staff meetings, departmental gatherings, and staff evaluations. Regular employee surveys are conducted by our company. This enables us to identify additional areas for improvement as well as our company's strengths and weaknesses.

All employees are expected to foster a respectful working environment and to oppose **discrimination** based on race or ethnic origin, gender, ideology or religion, disability, age, or sexual identity. This is especially true when dealing with coworkers, employees, and business partners, as well as when hiring, promoting, or dismissing employees. At monta, bullying and sexual harassment are not tolerated.

We consider **diversity** within our workforce to be a success factor that offers great potential. That is why we are convinced to employ people from different backgrounds, with varying skills and experience.

**Child labour**, or any form of exploitation of children and young people, is never tolerated. The minimum age for employment at monta cannot be less than the age at which compulsory schooling ends, i.e. 15 years. We, of course, oppose all forms of **forced labour**. No employee may be coerced into taking work-related actions through violence or intimidation.

At monta, creating a **safe and healthy working environment** for our employees is a core corporate value. We are especially committed to this value and act as a dedicated role model. We strive to prevent accidents and occupational diseases as far as possible, so we train our employees on a regular basis to ensure that they follow all relevant safety regulations. This includes specialized training in hazardous substance handling.

Monta is required to **substitute hazardous substances** due to our environmental certification and to comply with the German Hazardous Substances Ordinance. To comply with the basic duty of occupational health and

safety, we always check whether non-hazardous substances can be used in the respective area.

Furthermore, we have successfully implemented a company **health management** system. Regular medical examinations, health checks, and preventive measures are performed as part of this. A Corona Management Team was established early in 2020, which comprehensively informed employees about current developments and implemented all protective and preventive measures as stipulated. Our employees had the opportunity to be vaccinated against influenza and, for the

first time, Covid-19 in 2021. Throughout the pandemic period, we were able to continue production without significant setbacks thanks to the early, thorough Corona management.

### **Renovations**

The production's common areas, restrooms, and showers have recently undergone extensive renovations. Another staff room was also modernised and made accessible to the staff.

With our brand-new "monta Academy" we have created a technically modern equipped roof for our training initiatives



Key-Visual for market launch of monta reTec 831 / monta Greenline

## Environment

Our goal as a manufacturing company is to reduce the environmental impact of our operations. This, of course, applies to the activities of all departments within the company. We see this both as an obligation and a responsibility, and as a result, we have clearly outlined the requirements in the guidelines of our environmental policy.

In addition to following all applicable environmental laws and regulations, we set annual goals for ourselves, which we can track using measurable KPIs. These are specifically related to energy and water consumption, as well as waste. The evaluation occurs at the end of each reporting period and is communicated within the organization.

### Energy & CO<sub>2</sub> Emissions

Our energy management system is designed for maximum efficiency. Our dynamic model for the continuous optimization of processes and systems ensures that current energy consumption is continuously recorded, evaluated and optimized. At the same time, this meets the requirements of DIN EN ISO 50001.

We have set up an energy recording method as a component of the energy management system. This enables us to improve our systems and processes with regard to our energy efficiency and take prompt corrective action in the event of deviations in the area of electricity sources. As a result, we can lower our energy costs and greenhouse gas emissions.

We categorize energy consumption as "sources" and "energy carriers": The primary energy sources are gas and electricity. We have achieved the goal of

obtaining 65 percent of our electricity from renewable sources.

We look for potential savings for each individual source. Possible optimization measures are evaluated for feasibility and assigned target values and timelines, the basis for our "annual action plan". At the end of the year, we assess whether the goals were met and set new goals for the coming year.

Our measurement area was upgraded to digital tracking and display in 2021. This will give us access to even more accurate real-time data, particularly regarding electricity.

We always make sure to choose the most environmentally and energy-friendly option for all investments, maintenance, and repair work!

The goal for 2020 was to reduce energy consumption by 239 MWh/a (in relation to production volume). We did not meet this goal 100%, but did achieve a reduction of 200 MWh/a. For the next five years, our goal is to continuously reduce the use of resources based on the quantity produced.

We successfully completed our external energy audit in 2020! The scheduled energy audit for 2021 was postponed until 2022. Our intention is to pool our resources for all management systems in the future, to complete our three audits (DIN ISO 9001, 14001, and 50001) together. Our energy certificate will be valid until the overall audit is completed in mid-2022.

### Energy consumption and CO<sub>2</sub> emissions 2020

Energy consumption	50.588 MWh/a
CO <sub>2</sub> emissions	11.986 t

Included CO<sub>2</sub> emissions: Electricity, natural gas, diesel and heating oil.



## Efficient Use Of Resources

We are always looking for higher-quality disposal routes for certain fractions and aim to promote recycling or reuse measures in any case. Training courses on waste prevention, recycling quotas and disposal are held on a regular basis in order to implement increasingly sustainable solutions, as well.

We naturally comply with the legal requirements. Furthermore, in accordance with the German Commercial Waste Ordinance, we were able to reduce the share of mixed municipal waste in total non-hazardous waste to around 3%.

The German Packaging Act went into effect on January 1, 2020. monta is registered with LUCID as required and assumes its share of the recycling costs of the quantities sold in Germany via the Dual Systems, in accordance with the specifications for our

products. In 2021, a declaration of completeness was prepared for this purpose, and the first audit was completed successfully.

We use a solvent-based natural rubber adhesive to coat our tapes. Through our state-of-the-art recovery plant, the solvent stays in a closed system, which enables us to guarantee a resource-efficient and environmentally friendly production.

Solvent distillation is used to recycle our solvent regenerate through a strictly regulated disposal process. After processing, the recycled raw material finds new uses in other industries.

Monta observes and complies with all applicable water, environmental, and emissions control rules and laws, while our company constantly verifies their currency and validity.

## Closing the solvent cycle

We liquefy the solids (rubber, hard resin etc.) by adding solvents to create our natural rubber adhesive. Using a coating line, this "wet" adhesive is applied to a backing material and processed into adhesive tape. The solvent is transformed into a gaseous state during the coating procedure. Once again liquefied, it is fed to our solvent recovery unit where it is condensed. The solvent is then pumped into a tank and held there for the next production cycle. Thus, the finished adhesive tape is made up of backing material and "dry" natural rubber adhesive.

### **Responsible Use & Protection of Water**

According to section 6 of the German Water Resources Act (§6 WHG), only sustainable water management can ensure a high level of environmental protection.

As a manufacturer, we believe it is our responsibility to protect water as a resource, most notably by using it sparingly and handling wastewater responsibly.

At monta, the water vapour required for solvent recovery is purified via an internal circulation system and flows back into our production. The required quantities of water are continuously monitored and documented.

All monta operating facilities are externally inspected and maintained on a regular basis. These actions are documented in accordance with the specifications.

Our employees are annually trained and sensitized on this topic by an external occupational safety specialist

working in collaboration with the water protection officer.

### **Customer Health & Safety**

There is no risk to health if our adhesive tapes are used in accordance with regulations. We also follow all legal regulations in their production and use only approved raw materials.

We create technical data sheets to continuously ensure our customers' safety. These not only summarize technical information about our products, but also describe their application areas. They are regularly updated and can be viewed or downloaded at any time from our website. We are not required by law to provide safety data sheets as we sell finished products (adhesive tapes).

Our Regulatory Affairs department, on the other hand, is happy to answer customer-specific questions about compliance with national or regional regulations. We also use the expertise of external consultants when necessary.

## **Procurement**

Sustainable procurement is always a part of our strategy, both in terms of supplier selection as well as raw materials and procurement channels. All (legal) environmental protection requirements are met, and if possible, "exceeded."

We choose our suppliers based on environmental, social, and economic considerations. To make the best decision possible in each case, we request certifications, examine supply chain sustainability, the portfolio of environmentally compatible raw materials, and compliance with our Code of Conduct.

Adoption and integration of social responsibility principles is a critical aspect of procurement. To that

end, we encourage our suppliers to adhere to the necessary health and safety standards, as well as universal human rights, ethical and environmental standards.

We work proactively to replace raw materials and materials with environmentally friendly alternatives as part of ISO 9001, ISO 14001, and ISO 50001.

We collaborate with our suppliers to find the most responsible product and process solutions possible in order to establish and optimize maximum environmentally friendly value creation.

## Society

Responsible environmental protection and occupational safety measures not only protect the people who are directly or indirectly involved in our production. The responsibility we accept benefits both commercial and residential areas in our neighbourhood.

As a result, we take the issue of safety in the workplace seriously. As we handle and store hazardous substances at montA, we publish the brochure "Information for the Public", which contains critical safety instructions in the event of an incident. It can be found on our homepage ([www.monta.de](http://www.monta.de)). In 2021 we achieved a zero incident score.

For us, sustainability entails direct social responsibility at the montA site! We are dedicated to preserving our natural habitat, adding value to our locations, and maintaining our local networks. We also support local schools and kindergartens with in-kind donations on a regular basis.

For the second year in a row, we did not give Christmas gifts to business partners. Instead, we donated to charitable organizations that help families in the region facing difficult situations.



*Motif of our digital Christmas Greeting 2021 „Donation in lieu of gifts“*

## monta Greenline

Our product strategy is increasingly incorporating the aspect of sustainability. The global market for adhesive packaging tapes is estimated at 30 billion square meters per year. The development of environmentally friendly adhesive tape alternatives is a logical next step, having a positive impact.

Our monta Greenline range has already been on the market since 2019. Environmental compatibility is the top priority here, from careful raw material selection to minimal material use during application and defined disposal paths at the end of the product's life.



*The monta Greenline logo*

The goal is a closed material cycle, the conservation of resources and minimal CO<sub>2</sub> emissions. In this way, we can protect our environment in several ways!!

## Product Range

We launched **monta biopack**<sup>®</sup> in 2019, the first certified sustainable self-adhesive tape "made in Germany". Made from around ninety percent renewable raw materials it is biodegradable (certified by TÜV Austria with OK COMPOST INDUSTRIAL). The reward: Second place in the nova Institute's Bio-Based Material of the Year 2020 Award!

Only a short time later, we were able to bring the **monta paper** tape range to market. Made from 65 percent renewable raw materials, it is **silicone-free**, recyclable and does not interfere with the cardboard recycling process.

Our customers' positive response motivated us to expand the monta biopack<sup>®</sup> range with the "**Visibly Green**" version, which communicates its sustainability through a green imprint itself.

We introduced **monta reTec 831** adhesive tape this year. Its backing film is made of 99 percent recycled polypropylene and is thus extremely resource-friendly, as **no virgin material** is used. This adhesive tape, like all others in the Greenline range, is coated with natural rubber adhesive.

monta tape with natural rubber adhesive allows users to reliably seal their carton box with a single-layer application. The advantages over tapes coated with other types of adhesives are obvious: This way, two or three times the amount of tape material and additional working time can be saved.

Through the established process of cardboard recycling, monta adhesive tapes can be disposed of with the cardboard.

Since August 2021, all monta Greenline adhesive tapes have been produced and marketed as **carbon neutral!**

The "Cradle to Gate plus Disposal" approach was used to calculate the PCF (Product Carbon Footprint),

which considers raw materials, production, packaging, logistics up to our customer, and disposal after use. All unavoidable CO<sub>2</sub> emissions are compensated by investing in certified CO<sub>2</sub> offset projects in collaboration with Climate Partner.

## Our Climate Protection Projects

To compensate the unavoidable CO<sub>2</sub> emissions of monta Greenline products, we support two offset projects that are accredited to international standards:

Firstly, the geothermal project in Gunung Salak, Indonesia, that is certified according to the Verified Carbon Standard (VCS). It uses the geothermal heat there to produce steam for electricity-generating turbines and thus increases the still very low share of green electricity in the country. It contributes to six of

the 17 UN Sustainable Development Goals (SDGs). Further information on the project can be found at: [www.climate-partner.com/1177](http://www.climate-partner.com/1177)

The second project is located in Africa, in Virunga, D.R. Congo, and is also VCS certified: Here, electricity is generated through hydropower, giving 4 million people access to electricity for the first time. This project contributes to eleven of the 17 UN Sustainable Development Goals (SDGs)! Further information at: [www.climatepartner.com/1072](http://www.climatepartner.com/1072)



*Our very positive CSR rating demonstrates that we are on the right track and motivates us to continue improving our sustainability score. Not just because the market demands it. Rather, as our contribution to a healthy future.*

Daniel Lückfeldt  
CEO