



Sustainability Report 2022/2023

monta Klebebandwerk GmbH

May 2024

Introduction

The topics of environmental protection and packaging are often mentioned in a common context. Avoiding unnecessary packaging, creating minimalist designs, finding alternative raw materials to conventional plastics, their recyclability and carbon footprint are playing an increasing role and are heavily discussed.

At the same time, awareness of the shortage of natural raw materials and the need for alternative sources has increased significantly in recent years – driven mainly by supply chain problems during the Corona pandemic and the outbreak of the Ukraine War.

The plastic tax imposed by some EU countries also shows that there is a lot of movement in the packaging sector. These constantly evolving market requirements and new insights lead us to focus more on sustainability, not only in the sense of environmental protection, but also throughout the value chain as a whole.

We are committed to supporting environmental and climate protection measures and regularly assess the sustainability of our raw materials and manufacturing processes. We are dedicated to upholding labour and human rights in the spirit of full corporate responsibility.

By choosing the right adhesive tape for your application, you can save valuable resources, reduce waste, time and costs. Intelligent product design and careful selection of raw materials amplifies this positive effect, and we are certain that adhesive tapes from a sustainable manufacturer will be the products of choice in the future.

With this motivation, we continue to pursue our sustainability goals and remain open to everything that the future brings.

Sincerely



Lars Böhrnsen
Managing Director



Steffen Lauber
Managing Director

Our Company

monta Klebebandwerk GmbH is one of the world's leading manufacturers of self-adhesive tapes for packaging and industrial applications. Our adhesive tapes are produced on the basis of different backing materials, including PVC, BOPP, MOPP and PLA, which are coated with our natural rubber adhesive and then converted to various dimensions. We supplement our product range with hotmelt and acrylic adhesive tapes.

monta's production site is situated in Immenstadt in southern Germany, where our headquarters are located. We distribute our tapes to over 50 nations worldwide. Through our subsidiary fix-pack, which has operations in Romania and Hungary, we also maintain a robust presence in the Eastern European market.

monta adhesive tapes can be found in an array of industries for a variety of purposes. The core sector encompasses the entire range of packaging products, which are required in the automotive industry, for pharmaceutical and medical products, the non-food sector and white goods, amongst others. In addition to our packaging distributors and wholesalers, we distribute our products to printers, converters, packaging machine manufacturers and industrial end-users.

With approximately 160 employees, monta generated sales of approximately* EUR 48 million in 2023, while in the previous year the turnover was EUR 70 million.

Exports accounted for approximately sixty percent of the total turnover in both years.

* Preliminary; the financial statements were not final at the time of reporting.



Sustainability at monta

A healthy financial capacity is a prerequisite to be ecologically and socially sustainable and to move forward with climate and environmental protection initiatives.

We employ a comprehensive approach to incorporate sustainability in as many business processes as feasible.

Five years ago, we set a first milestone in the production of environmentally friendly, sustainable adhesive tapes with the introduction of our product range "monta Greenline." Since then, we have consistently expanded the range.

The success of our sustainability activities has been verified by the internationally recognised rating tool EcoVadis since 2020. We have recently made significant improvements in this regard: in 2023, this translated to an increase from 54 to 68 points in comparison to the initial rating. Accordingly, we are currently ranked in the "Top Five Percent" of all companies in the "Manufacturing of Plastic Products"

category and are the proud bearers of a silver medal. A compelling reason to advance our actions.

For decades, we have been certified in the following internationally recognised areas:

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

Recently, we have successfully achieved certification for an integrated management system that has been formed by merging these three management systems.

Key metrics

	2022	2023
Energy consumption [MWh]	64.167	34.009
CO ₂ emissions [t]	15.388	8.872
Proportion of mixed municipal waste to non-hazardous waste [%]	3,1	4,7
Number of Greenline products	6	7
Employees	161	159
Trained employees <i>data protection</i>	144	103
Trained employees <i>compliance</i>	0	0
Quota of women [%]	21,0	19,9
Number of incidents	0	0

Ethics

Our key principles and standards for responsible, ethical behaviour are:

- / transparency
- / accountability and
- / fairness in our interactions with both monta staff and external stakeholders.

We stand for these principles, outlined in our **compliance** frameworks, and demand their adherence, as they are deeply integral to our entrepreneurial existence and growth.

The core elements centre around the prohibition of corruption in any form and the prevention of anti-competitive behaviour. The topics covered under the monta Code of Conduct, the monta Compliance Guideline and our Anti-Corruption Policy are:

- / anti-corruption
- / conflict of interest
- / fraud
- / money laundering
- / anti-competitive practices and
- / information security.

Employees

Corporate sustainability is expressed through consciously sustainable behaviour. This is especially relevant for interactions between employees, their superiors, and external parties such as business partners, customers, suppliers and job applicants.

We offer an attractive work environment by offering high-quality training and development opportunities, in addition to pension schemes and social benefits. We also provide excellent opportunities for promotion to specialist and management positions, as well as flexible and family-friendly working time models that can be customised to suit various life circumstances.

The same applies to our junior staff. As a qualified Chamber of Industry & Commerce training company (IHK-Ausbildungsbetrieb), we have been providing vocational training for many years. Since 2023, for the first time also in the commercial field of industrial electronics.

The compliance framework is introduced to new employees by their line managers, and employee training is conducted at regular intervals.

The subject of **data and information protection** and security is becoming increasingly important. In order to ensure that all employees adhere to the GDPR regulations pertaining the legal management of data, mandatory training is carried out annually. The company's implementation and compliance with legal requirements are the responsibility of a data protection officer and data protection coordinator.

The **Whistleblower Protection Act**, which came into effect in 2023, is designed to safeguard whistleblowers, i.e. individuals who are the subject of a report or disclosure. Accordingly, monta implemented a formal whistleblowing procedure that was communicated internally. The executive management and works council have emphasised the importance of reporting any instances of severe misconduct or gross mismanagement.

In July 2023, we had the pleasure of hosting students from Sonthofen secondary school for a careers information day. The technical processes involved in the production of our adhesive tape were explained to them during a factory tour. In our electrical workshop, they were able to showcase their manual skills at numerous work stations and also leverage their existing knowledge in the field of electronics. On this day, we provided them with a practical understanding of the responsibilities of an electronics technician in the field of industrial engineering.

Memberships & partnerships

The interests of our employees are represented by the monta **works council**. The latter exercises their right of co-decision, consultation and information on matters relating to the employment relationship. Working hours, wages, salaries and social benefits, as well as measures for staff development and health protection, are regulated between the executive management and the works council within the framework of collective agreements and company agreements.

As a partner of Edenred, corporate benefits and JobRad, we offer our employees additional benefits, with almost one in six monta employees utilising the Job-Rad offer. In addition, an eBike is available to our staff free of charge on a weekly basis.

Internal communication

Our company's success is contingent upon transparent, internal communication. Consequently, weaknesses and challenges can frequently be resolved quickly and without difficulty, while strengths can be further developed. We encourage direct communication among colleagues, conduct regular staff meetings, and organise quarterly company meetings through the works council.

Since 2022, all employees, regardless of direct email access, have been informed of current topics, new regulations, and events via the new monta intranet. It has been extensively and continuously expanded since its introduction, replacing a significant portion of the "notice boards."

A new complaints management form, which has been available on the monta intranet since 2023, can be used to submit complaints regarding topics such as undesirable behaviour, environmental protection, occupational safety and FSC® related issues. In this manner, we capitalise on the capacity to identify errors and deficiencies, allowing us to improve and further our personal growth. The internal 'monta News' was introduced in the same year, to provide all employees with monthly updates on positive developments and news within the company.

Principles of co-operation

Discrimination violates our idea of respectful interaction. This applies to discrimination based on ethnic origin, gender, ideology, religion, disability, age

or sexual identity. Bullying and harassment are not tolerated at monta under any circumstances.

We expressly embrace **diversity** in our workforce and see it as an enrichment and success factor for our company. Employees from thirteen different countries enrich our team and we value their diverse skills and experience.

We fundamentally reject all forms of **child and forced labour**. The minimum age for employment at monta is where compulsory schooling ends, in no case under 15 years of age. No employee may be forced to work by means of violence or intimidation.

With this in mind, we committed to the core labour standard of the Forest Stewardship Council (FSC®) in 2023. Based on the ILO core labour standard, it outlines fundamental requirements with regard to the abolition of child and forced labour, the elimination of discrimination, respect for freedom of association and recognition of the right to collective bargaining.

Establishing a **safe and healthy work environment** for our employees is outlined in our health and safety policy. We are committed to the prevention of accidents and occupational illnesses to the greatest extent possible. Consequently, we provide our employees with consistent training to ensure that they adhere to all applicable safety regulations. This includes specialised training in the handling of hazardous substances.

Demonstration of fire protection in action

The monta Plant Fire Brigade provided training to all employees in 2022 and 2023 on how to address and behave in the presence of fire. The experience of fighting a genuine fire in a safe and controlled manner on the monta factory premises was particularly impressive.

As a consequence of our environmental certification, adherence to the Hazardous Substances Ordinance and occupational health and safety regulations, monta is required to **substitute hazardous substances**. Consequently, we conduct routine assessments to determine the feasibility of adopting less hazardous substances in order to best protect our employees' health.

In recent years, we have progressively broadened our company's **health management programme**. As in the previous year, our employees were offered the

opportunity to receive vaccinations against influenza and Covid-19 in 2023, in addition to their routine health exams and preventive measures. The established montA Corona Management was discontinued at the conclusion of the pandemic, after providing current information and guidance until spring 2023.

Renovations

Since 2023, our employees have had access to an on-site cafeteria thanks to extensive renovation measures. Ever since, we have been providing freshly-prepared refreshments and snacks to our staff every day.

We also invested in new water dispensers with filtered water and coffee makers, which are available to all montA staff members around the clock.

Furthermore, we have updated the equipment on our workstations in accordance with ergonomic standards and refurbished additional department offices.

Each time montA employees become parents for the first time or welcome another child to their family, we commemorate this special occasion with a cherished gift, which is always presented personally by the executive management.



Key visual for monta Greenline

Environment

As a manufacturing company, it is our duty and responsibility to minimise the environmental impact of our actions. This includes environmental protection, energy efficiency and the responsible utilisation of our natural resources. Environmental and energy aspects are carefully considered in all significant business decisions at monta. This occurs throughout the entire value chain, encompassing both our internal processes and our suppliers.

Aside from the requirements set by the legislation for environmental protection, we have established our own objectives in recent years. They allow us to assess the effectiveness of our qualitative measures in a quantifiable manner. This specifically pertains to our energy management, resource use, as well as recycling and waste disposal practices.

Energy & CO₂ emissions

Companies in Germany are facing a growing concern around the cost of energy. Our existing energy management system facilitates our ongoing efforts to enhance energy efficiency, which is expected to yield long-term economic benefits. Typically, we distinguish between 'consumption sources' and 'energy sources'. We routinely examine the sources of consumption or 'polluters' to identify potential opportunities for savings. The derived measures must be feasible and implementable with technical efficiency. When it comes to investments, maintenance and repair work, we prioritise environmentally and energy-friendly solutions that maintain comparable quality and costs. We choose steps that are beneficial for the environment and conserve energy. As part of our yearly action plan, we assess the success of our measures by comparing the achieved actual values with the set targets. This allows us to identify any necessary adjustments.

During the reporting period, multiple projects were effectively executed, one of which involved the replacement of our plant lighting with energy-efficient LED lamps. In addition, we have upgraded our boiler house. Starting from 2022, we have implemented the utilisation of internal waste heat, resulting in a substantial reduction in our energy consumption.

Starting from 2020, we have been progressively transitioning our company's vehicle fleet to electric mobility. In 2023, e-cars accounted for 57% of our fleet.

Due to the gas shortage arising from the war against Ukraine, in the spring of 2023 we had to substitute part of our natural gas demand with oil. Considering the unfavourable environmental impact of oil, we managed to keep its use limited.

In 2022 and 2023, our objective was to consistently improve our energy efficiency. We not only accomplished but also surpassed this goal considerably, achieving a total annual savings of 461 MWh.

Our objective for the next five years is to consistently decrease the consumption of resources in relation to the quantity produced.

The monitoring audits for our energy management system in accordance with DIN EN ISO 50001:2018 were successfully completed in 2022 and 2023.

Efficient Use of Resources

The topics waste and recycling hold great significance in our company, as the management of our natural resources is crucial for our future. Consequently, we regularly provide in-house training covering subjects such as waste reduction, additional recycling and disposal methods.

In certain instances, the quality and quantity of our targets and measures exceed the legal requirements. For instance, the Commercial Waste Ordinance mandates that a mixed municipal waste share in the total non-hazardous waste of less than ten percent be reported. monta attained a three and five percent share in 2022 and 2023, respectively.

The current EU Packaging Directive 94/62/EC mandates that all EU Member States implement measures to mitigate the environmental impact of packaging waste. With the aim of achieving the highest possible recycling rate, some EU Member States demand **labelling of packaging components**, which we have implemented in 2023: Upon scanning, a printed QR code gives information about the packaging materials we use for our products.

Our adhesive tapes are manufactured using a solvent-based natural rubber adhesive. The **solvent** utilised during production is recycled on-site through advanced processing in our state-of-the-art recovery plant. Thanks to our closed loop system, we can ensure efficient re-use of resources and environmentally responsible production. Over time, the purity of the solvent gradually declines, requiring partial quantities of the solvent regenerate to be sent for recycling. This involves a tightly regulated disposal process; after distillation the new re-processed raw material is then utilised in various industries.

Current legislation and regulations, both national and EU based, pertaining to water, the environment and emission control are periodically examined for modifications and revisions. Compliance is consistently assessed, documented and externally validated by independent testing organisations.

Responsible Use and 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. Every day, our immediate surroundings of mountains, rivers and lakes serve as a constant reminder to use the precious resource of water sparingly.

The water steam required for solvent recovery is purified in our internal circulation system and fed back into the production cycle. We closely monitor our water consumption.

In 2023, a drinking water-based cooling system that had been installed on a temporary basis, was retrofitted, resulting in a permanent savings potential of up to 10,000 cubic metres of drinking water per year.

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

Our employees are trained and sensitized annually on this topic by an external occupational safety specialist working in collaboration with our water protection officer.

Customer Health and Safety

There is no risk to health if our adhesive tapes are used in accordance with regulations. In addition, we adhere to all legal restrictions regarding the production process and exclusively use 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.

As per Reach regulation (EG) No. 1907/2006, we are not required to provide safety data sheets (SDS), as the adhesive tapes we sell are classified as finished products.

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

We select our suppliers using certain ecological, social, and economic standards as set out in our Sustainable Procurement Principles. To ensure the required transparency, we examine supply chains from a sustainability standpoint, scrutinize the product line for raw materials that are environmentally friendly, request certifications, and insist on adherence to our Code of Conduct.

Incorporating principles of social responsibility is a crucial element of procurement. We encourage our suppliers to adhere to health and safety regulations, universal human rights, as well as ethical and ecological standards.

We frequently assess the feasibility of substituting raw materials with eco-friendly alternatives. We collaborate with our suppliers to enhance the development of product and process solutions that prioritise sustainability.

To be able to provide evidence of our progress, we have established specific quantitative goals in 2022, which we assess on an annual basis. By 2023, we had already achieved significant improvements in every area when compared to the previous year.

Society

A responsible approach to environmental and occupational safety protects people who are directly or indirectly involved in our operations. The surrounding commercial and residential neighbourhoods also benefit from our responsibility in this regard.

We therefore take the subject of workplace safety extremely seriously. Since monta handles and stores dangerous substances, our pamphlet "Information for the public" offers important safety recommendations in the event of an emergency, and is available on our website <https://monta.de>. During 2022 and 2023 no incidents occurred.

To us, sustainability also entails social responsibility in our region. We are dedicated to protecting our natural environment, fostering the development of local networks, and adding value to our community. We frequently provide in-kind donations to neighbourhood kindergartens and schools.

In autumn 2023, the town of Immenstadt hosted the "Career Roadmap for Young Professionals" event, to which we also opened our doors. During varied activities on our factory premises, students and their families were able to gain insights into our company and the vocational training program we offer.

In 2022 and 2023, we again did not give Christmas gifts to business partners. Instead, we sponsored local charitable organisations that assist families in need.

Following the devastating earthquakes that struck Syria and Turkey in early 2023, many of our employees launched an appeal for donations in kind and collected food, hygiene products and baby formula. With the support of two of our business partners and the monta management, they were able to organise a truck and provide some relief items to families in the affected region.



Motif of our digital Christmas Greeting 2022

monta Greenline

Our product strategy has incorporated the concept of sustainability since 2019. The global adhesive packaging tape market has a volume of around 30 billion square metres per year, holding great potential for the development of sustainable alternatives, with a positive impact on the environment.

The primary focus of our monta Greenline tapes is environmental responsibility, which encompasses the careful selection of raw materials, efficient material usage during application, and proper disposal methods at the end of the product's life.



The aim is to achieve a closed material cycle, conserve the resources used and minimise CO2 emissions. In this way, we can protect our environment in more ways than one!

Product Range

monta biopack® was introduced in 2019 as the first certified sustainable self-adhesive tape "made in Germany". Based on dry weight, it is made from around ninety percent renewable raw materials with safe ecotoxicity levels. It is biodegradable through industrial composting, certified by TÜV Austria.

Shortly after, we were able to bring the **monta paper adhesive tapes** to market. Made from around 65 percent renewable raw materials based on dry weight, they are silicone-free and can be disposed of with the cardboard box together via cardboard recycling.

The consistently positive reactions from our customers inspired us to expand the monta biopack® range with the "**Visibly Green**" version, which communicates its sustainability through a green imprint. As a further development, in 2023 we launched **monta biopack® 860 DP**, a directly printable version that enables individual printing according to customer requirements.

The backing material of **monta reTec 831** is made from reprocessed polypropylene and is particularly resource-friendly, as it eliminates the need for virgin fossil-based material by 99 percent. Like all adhesive tapes from the Greenline range, this tape is also coated with natural rubber adhesive.

Conserving resources with the right adhesive tape

The use of natural rubber adhesive enables users to reliably seal their cartons even with a single-layer application. The advantages over tapes coated with other adhesives technologies speak for themselves: This way, two or three times the amount of tape material can be saved, also reducing time resources and unnecessary waste.

Our Climate Protection Projects

Since 2021, monta Greenline adhesive tapes have been marketed as carbon neutral: To offset the **unavoidable** CO2 emissions of these products, we support three internationally certified climate protection projects in cooperation with Climate Partner.

These projects contribute to the reduction of greenhouse gases such as carbon dioxide, so tackling global warming.

Climate protection projects can include various measures, such as forest conservation, reforestation or the advancement of renewable energy sources. Furthermore, they facilitate sustainable development in the project regions by enhancing the supply of clean potable water, improving local infrastructure, generating employment opportunities or protecting biodiversity.

To be recognised as a climate protection project, these projects must meet international standards. These include criteria such as additionality, elimination of duplication, durability and regular review by independent third parties. The saved CO2 emissions are measured retrospectively and the corresponding credits are cancelled.



Climate Partner label "Carbon Neutral"

The **geothermal** project in Gunung Salak, Indonesia, is certified by the **Verified Carbon Standard (VCS)** and utilises geothermal energy to produce steam for electricity-generating turbines. It contributes to the growth of renewable electricity in the country. Therefore, it actively supports **six** out of the **17 United Nations Sustainable Development Goals (SDGs)**. Additional details regarding the project can be accessed on www.climate-partner.com/1177

The second project we support is also **VCS-certified** and located in Virunga, D. R. Congo, generating **hydroelectricity** and providing four million people with access to electricity. This project makes a significant contribution to **eleven** out of the **17 SDGs!** For more information about this project, visit the page: www.climatepartner.com/1072

The climate protection project "Solar Energy Guttigoli" in India is **Gold Standard VER-certified** and improves the energy supply through a **solar power** plant commissioned in the village. It replaces electricity from fossil fuels with emission-free solar power that is fed into the local grid. The project also supports sustainable development in the neighbouring villages and supplies schools in the region with books and furniture, contributing to **four** of the **17 SDGs**. Further information on the project can be found at www.climatepartner.com/1232