

German **Plastics** Center
Testing • Training • Research • Certification • Networking

SKZ

SUSTAINABILITY REPORT

ISSUE 2020



TABLE OF CONTENTS

IMPRINT

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New target – sustainability, report and strength in the long run	2
History	3
Mission	5
Philosophy	6
SKZ – Das Kunststoff-Zentrum – organization	7
Fields of operation, sites and customers	9
Training and research	10
Testing and product certification	11
Topics of sustainability and their importance for our stake holders	13
Staff	14
Discrimination and equality	16
Further development of our staff and their wellbeing	17
Work safety	18
Meeting statutory regulations and customers' data protection	19
Suppliers	20
Earth as a protected resource	21
Drinking water demand	22
Waste management	23
Energy and greenhouse gas emissions	24
Economic development and perspective	26
Our contribution to a sustainable plastics industry	28

SUSTAINABILITY AT SKZ

PREFACE



Plastics and sustainability. Does that fit together? This is really a relevant topic for our staff. Unfortunately, there are big quantities of plastic waste in the oceans, which especially damaged the image of this plastic material in the last few years. We are actually facing the challenge to reduce plastic waste in the environment in order to establish an efficient circular economy. It is also important and challenging to realize the climatic aims stipulated in the Green Deal. In view of a CO₂ neutral Europe in 2050, the plastics industry is also committed to develop means and to realize innovations.

SKZ has been a partner for the plastics industry for more than sixty years and assisted companies to promote developments for environment. We are always endeavoured to operate with sustainability as much as possible in view of a continuous improvement. This first SKZ sustainability report presents our performance in sustainability in its entirety, to identify possibilities, to take measures for being transparent towards our partners.

Apart from reducing our own footprint, optimizing social aspects within SKZ-group and assuring our economic stability on a long-term basis it is our goal to help the plastics industry to remain

sustainable. Therefore, we pursue our intention and improve our business activities relevant for sustainability in order to help especially small and medium-sized companies to follow the social and ecological change. Together we will make it.

We hope you enjoy reading our sustainability report!

Martin Bastian
Direktor

NEW TARGET – SUSTAINABILITY

REPORT AND STRENGTH IN THE LONG RUN



We are concerned about our social and environmental responsibility and want to shape a sustainable development of our industry in Germany. Issuing our first SKZ-sustainability report, we get aware of our ecological, economic and social effects of our activities and want to create incentives for improvement.

Our first SKZ-sustainability report shall be a basis for an aimed improvement of our sustained activities and especially sensitise our staff for this topic. We want to fix clear measures that will be effective in the long-term. There will be a sustainability report every two years to evaluate the results of our efforts and to make them transparent. A working group „Sustainability and Circle Economy“ was created to document realized objectives.

The quality of this report is based on the Standard of the Global Reporting Initiative (GRI Standard), variety „Core“, and verified by an independent company.

HISTORY

SÜDDEUTSCHES KUNSTSTOFF-ZENTRUM¹ STARTED ALMOST 60 YEARS AGO.

1961: Start on 20 January

In Munich on 20 January 1961 started a cooperation between industrial companies of plastics, workshops and official authorities. They commonly founded the association Fördergemeinschaft für das Süddeutsche Kunststoff-Zentrum – FSKZ e. V. to offer further education and professional training for young engineers in plastics industry as well as for qualified staff working in industry, trade and commerce.

The years from 1962 to 2000

in 1962 a technical school with manufacturing machines and test laboratories was put into operation in Würzburg, Frankfurter Strasse.

in 1964 SKZ started as a recognized certification body for assuring a quality of plastic products.

in the 1970s SKZ founded a branch in Stuttgart und expanded its head office in Würzburg.

in the 1990s SKZ founded branches both in Halle and Peine. The Ministry for Commerce and Industry of Bavaria supported a high-modern training centre of about 2.000 square metres to be realized at the head office in Würzburg. Mid 90s SKZ started to perform management certifications.



¹ SKZ's registered name – abbreviated – is Süddeutsches Kunststoffzentrum. Nowadays it is called SKZ – Das Kunststoff-Zentrum.



Step into the 21st Century

in 2002 The new technical centre for processing offered research and development of applied application at SKZ.

in 2005 The plastic technology centre was put into operation at the head office in Würzburg. 10,000 square meters were used for testing, inspection and certification of plastic products as well as for research and development.

Latest Developments

in 2012 New construction and relocation of the Baden-Württemberg branch from Stuttgart to Horb am Neckar.

in 2014 Construction and founding of the European Centre for Dispersion Technologies in Selb, Oberfranken, inaugurated by Ms Ilse Aigner, Minister for Commerce of Bavaria. In close cooperation with industry and supported by the Free State of Bavaria SKZ built up a centre for inter disciplinary development in the field „manufacture and characterizing of dispersions (mixtures)“ which is unique in Germany.

in 2017 Analytik Service Obernburg GmbH, abbreviated ASO, was integrated into SKZ-group. They offer a wide range of methods to especially analyse the products of the automotive industry, the manufacture of synthetic fibres, plastics, chemistry and medicine at the site in Obernburg.

in 2020 Start of construction of the Model Factory. Supported by the Free State of Bavaria a unique centre will be installed very close to our technical centre for processing as well as to our plastic technology centre to cope with current research issues in the field of industry 4.0.



MISSION

We see ourselves as a partner for the plastics industry. Our slogan „The address when it comes to plastics“ is our defined objective.

It is very important that our staff can live this mission as well as our company philosophy in everyday work. Apart from our own mission, we are committed to the GKV Code of Conduct and meet global ethical and moral requirements according to UN Charter on Human Rights as well as of the Federation of German Industry. Besides these voluntary commitments, we also comply with standards ISO 50001, ISO 9001 as well as accreditations according to ISO 17021 and ISO 17025.

ACTIVITIES AND CORPORATE GOALS

Our services comprise professional training and research, product testing and certification, quality assurance as well as certification of recognized management systems.

FSKZ e. V. is the platform and basis for our network and communication in the field of plastics, politics and associations. A further development of SKZ will be realized by following objectives:

- Our services are performed according to the requirements on the market and our customers' requests while keeping in mind necessary amendments to ensure high tech industry in Germany.
- New sites or new fields of activity may be launched to operate for our field of plastics, our customers, members and partners.
- A healthy growth of turnover of 5 % per year is planned to reach step by step a rentability of 3 %.
- Resources shall be used with care and responsibility.
- SKZ is going to develop itself to a digital company.
- SKZ is heading for further attractiveness and operates as a family-oriented company.



PHILOSOPHY

- We are experts and competent partners to contact within the plastics industry.
- Our staff operates with high responsibility and their service is focused on our customers.
- It is important for us to have satisfied customers and a long-lasting cooperation.
- Our company is family oriented and offers various social activities.
- We innovate and progress sustainably to be open minded to new perspectives.
- Tolerance and equal treatment are precious values for us.
- We offer an interesting and attractive associated area to our staff. They can develop themselves in their job and personal life and work with pleasure.



OUR STAFF MEMBERS

- We are the major part of SKZ and identify ourselves with its mission.
- We are full of ideas, ready for improvement and thus ensure a sustainable development of our goals and values at SKZ.
- We conduct politely and fairly. Our team spirit and respect to each other are indispensable values for us.
- Our work is law-abiding, neutral and confident (data protection).
- Our service is aimed to resolve problems while working with a lot of responsibility. We are part of SKZ-group and act as an entity.
- The welfare of SKZ is more important than the welfare of individuals, fields and companies.



SKZ – GERMAN PLASTICS CENTER

ORGANIZATION

SKZ's Companies

Our fields of operation comprise KFE – gGmbH, Testing – GmbH, Cert – GmbH including KTT – GmbH. All companies are subsidiaries of 100 % of SKZ-family. Analytikservice Obernburg (ASO), which was integrated into SKZ-family in 2017, also belongs to SKZ – Testing GmbH.

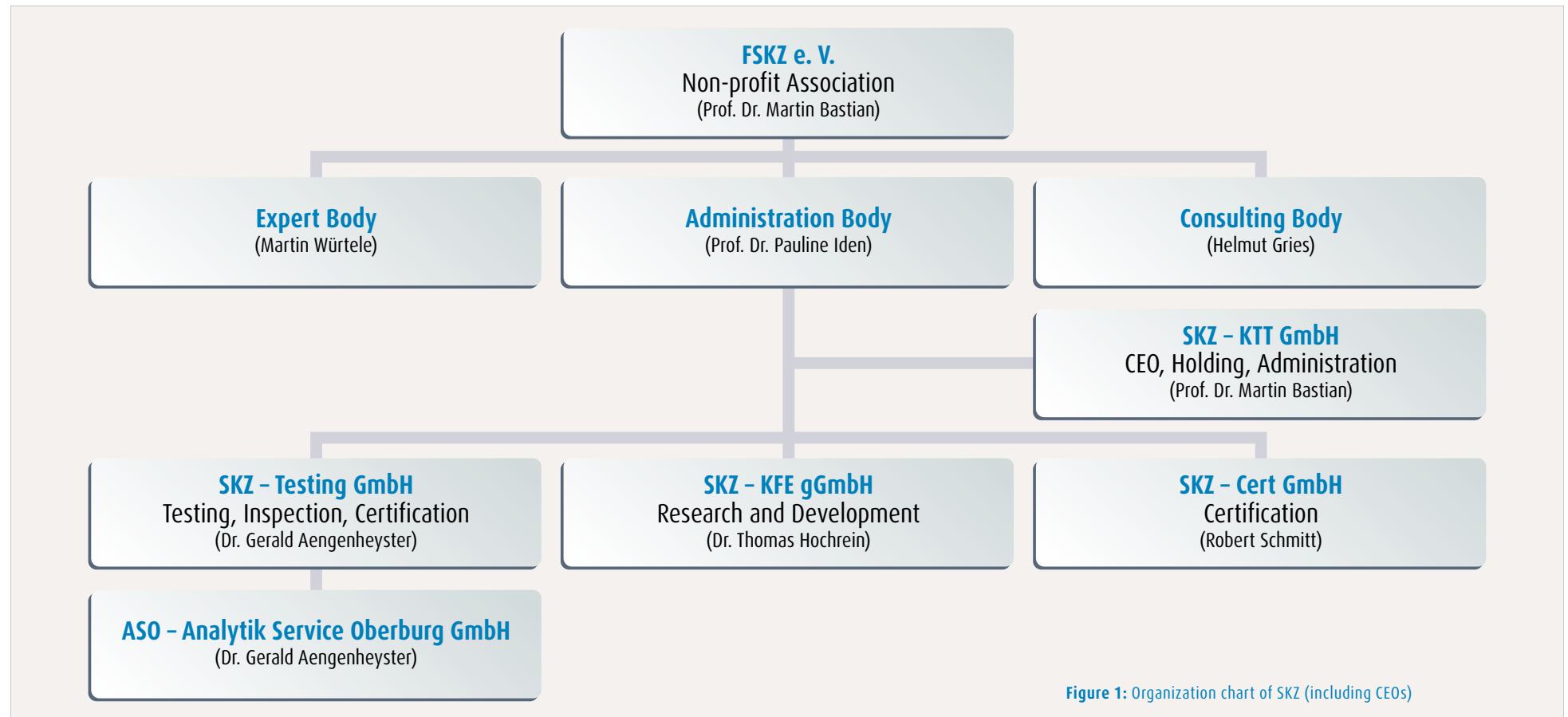


Figure 1: Organization chart of SKZ (including CEOs)

Fördergemeinschaft FSKZ e. V.

(Association for the Promotion of the Plastics Centre)

The Fördergemeinschaft für das Süddeutsche Kunststoff-Zentrum e. V. -FSKZ- was founded in 1961 as a non-profit making organization to promote professional training, research and development in the field of plastics. More than 400 companies are members and exchange their know-how, meet our expert circles and design SKZ's strategy and orientation. They also participate in research projects and attend conferences.

The FSKZ has steering and control units, so-called committees, which monitor and control the strategies and activities of the association and advise the management and institute management. The tasks of the committees and their honorary members are oriented towards the welfare of the FSC and its societies. The committees are divided into the sections administration, consulting and experts. The administration committee represents the members of FSKZ and, as its head, decides about strategy and operation at SKZ. The consulting committee consults and supports the administration body as well as the management in view of important decisions. It strengthens the relation between public and different societies of SKZ and support the public interest in research and professional training. The honorary members of the expert committee consult the management regarding technical and scientific issues of different fields of operation.



FIELDS OF OPERATION, SITES AND CUSTOMERS



Our core activities are testing, training, research and certification mainly focused on plastics industry.

Our services are performed at sites in Würzburg, Halle, Peine, Horb, Selb, Obernburg, Germany, including Jebel Ali (Dubai, U.A.E.).

Table 1:
Sites and operations

Site	Fields of Operation
Würzburg (head office)	Testing, inspection, research, training, industry consulting, administration and certification
Halle	Research, training
Peine	Training
Horb	Training
Selb	Research, training
Obernburg	Testing, inspection and certification
Jebel Ali (Dubai, U.A.E.)*	Testing, inspection and certification

* As there is only one employee working in Jebel Ali this site will not be considered any further

This chart shows the number of employees split up to companies and sites.

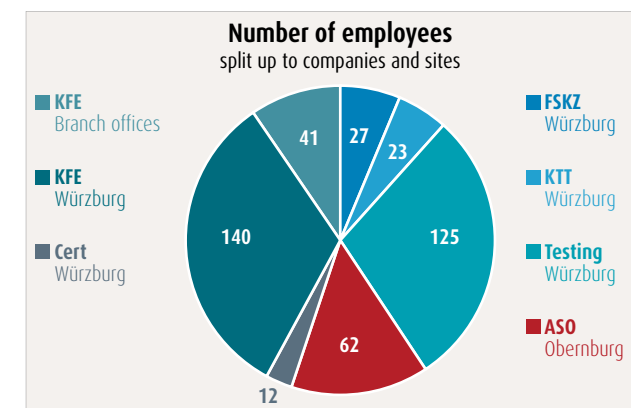


Figure 2:
Number of employees and sites. KFE-external sites comprise Halle, Peine, Horb and Selb.

TRAINING AND RESEARCH

Our activities in training and research are focused on a continuous improvement of products and processes in plastics industry. There are various machines for processing and testing available in different technical centres and laboratories. Table 2 shows our fields of operation in training and research.

Table 2:

Our operations in training and research

Materials	Test methods
Material development	Non-destructive testing
Biopolymers	Spectroscopy
Application of renewable resources	Material characteristics
Dispersions	Sustainability
Processing	Circular economy
Compounding	Climate protection
Extruding	Bio economy
Injection moulding	Lightweight construction
Additive manufacturing	Digitalization
Composite	
Joining	

In research, sustainability is a very emphasized transversal issue. Our research group „Sustainability and Circular Economy“ cooperates with industry to find solutions to meet these requirements. Industry-related research projects optimizes the recycling process of plastics, increase the resource efficiency, minimize energy costs by optimizing processes and reduce CO₂-emissions.

We are also focused on vocational training of engineers as well as of skilled staff working in plastics industry. More than 10,000 participants attend our conferences and seminars every year at six sites and even more at our in-house training courses. In our own laboratories practical experience is an important part of our training.



TESTING AND PRODUCT CERTIFICATION

Accredited according to DIN EN ISO /IEC 17025 our independent and neutral testing laboratory tests plastic products based on about 1,000 standards and technical guidelines. These initial type tests mostly result in a regular quality assurance performed by our inspection department (accredited according to DIN EN ISO/IEC 17020).

The SKZ-mark, our own test certificate, guarantees a high quality of tested products. For granting a certificate, products shall accomplish the whole testing, certification and inspection process with success.

Our test scope comprises a large variety of plastic products such as pipes, geo-synthetics, tapping valves, sealants, window profile systems, foils/sheets, sports products.

The large extend of our accreditation reflects the wide range of our services in our modern test laboratories offering the essential procedures to characterize plastics regarding their physical/chemical or mechanical properties. Table 3 shows our test scope.

Table 3:
Our test scope

Ageing tests	Component tests
Weathering tests	Tests on fire behaviour
Mechanical tests	Examinations by microscope
Tests on pipe systems	Physical-chemical tests
Rheological tests	Spectroscopy
Thermal tests	



MANAGEMENT CERTIFICATIONS

Companies are confronted with an increasing number of requirements. Apart from meeting legal guidelines on products and processes our customer often inquire about certified management systems promoting to launch a product on the market. SKZ - Cert GmbH therefore certifies the management systems of our customers. A flexible and professional service is our competitive advantage. We are specialized in a competent and value-adding auditing of our customers ensured by regular professional trainings and monitoring. Our range of management certifications is shown in table 4.



Table 4:
Services by SKZ – Cert GmbH

ISO 9001	ISO 15378	ISO 50001	AVK quality mark	VDA 6.1
ISO 13485	ISO 22000	Peak compensation/ SpaEfV	IATF 16949	HACCP
ISO 14001	ISO 45001		FW605	

ADMINISTRATION

Our central services act on behalf of our managing director and are responsible for the strategic direction. They offer services in IT, finance, staff and contract administration to all SKZ-companies.

TOPICS OF SUSTAINABILITY

AND THEIR IMPORTANCE FOR OUR STAKE HOLDERS

Different stake holders were asked to determine the relevant issues for this sustainability report. Thus, a survey was started at the managing direction, staff as well as an online survey at customers, administration body, consulting body, energy suppliers, associations for plastics, authorities, creditors and research partners. These surveys preselected the essential issues and further aspects requested.

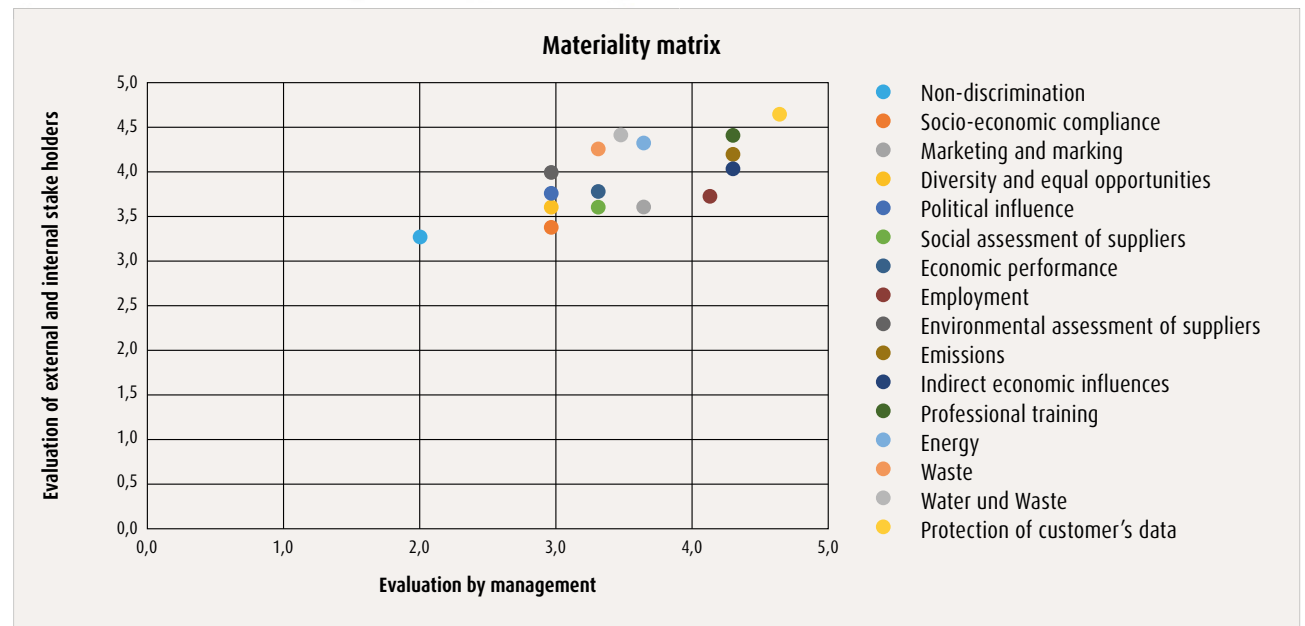
16 people of different SKZ-companies represented by managers, scientists, engineers, administration, trainees and students developed in a workshop the main values of this sustainability report shown in the diagram below. These values were discussed leading to clear ideas for optimizing the sustainability at SKZ. Some means are described in the section „How can we get more sustainable – a foresight“.



Figure 3 shows the result of the online survey regarding importance on y-axis. This evaluation was compared to those of the management on x-axis. The survey was performed anonymously to get objective results and to reveal even negative aspects. All important issues are described in this sustainability report.

Company data raised between 2016 and 2019 were used, as far as possible, to show the latest development of individual aspects of sustainability. Topics like energy, protection of customers' data and emissions are shown in management approach.

Figure 3:
Chart of importance (from 1 = very unimportant to 5 = very important)



STAFF

We employ a staff of 430 people of which 327 work at our head office in Würzburg. They are split up in engineers, natural scientists, technicians (among them are several foremen), laboratory staff and employees with commercial training. Considering the advanced portion of MINT-jobs (mathematics, computer science, natural sciences and technology), we are proud to have a percentage of 38 % of women.

Figure 4 shows the number of employees according to their kind of employment contract and gender. 75 % of SKZ-staff work in a permanent employment contract. New staff starts working in a temporary employment relationship limited to two years

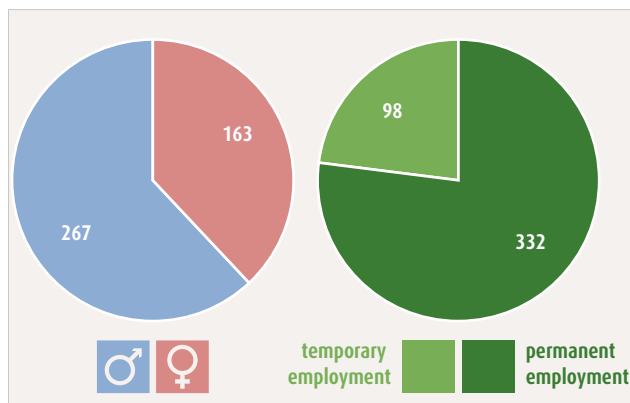


Figure 4:
Staff according to their employment relationship and gender

which are not related to projects but generally are transferred to a permanent employment contract at the end of two years. In the research field, employment contracts are usually related to a specific project. Therefore, SKZ offers a high security for male and female scientists.

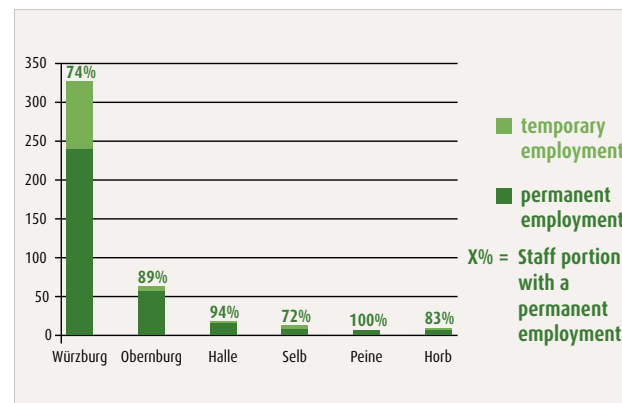


Figure 5:
Staff according to their kind of employment contract (temporary or permanent) and sites

Figure 5 shows our staff divided into sites and kind of employment contract. Most people work in a permanent relationship in Würzburg which is due to the high number of new temporary employments limited to 2 years.

Figure 6 shows the high portion of employees, male and female, working part-time (34 % in total) proving a high flexibility in view of individual employment contracts. SKZ offers their staff to fix their work volume itself to find an adequate work-life-balance. Female employees often use these possibilities.

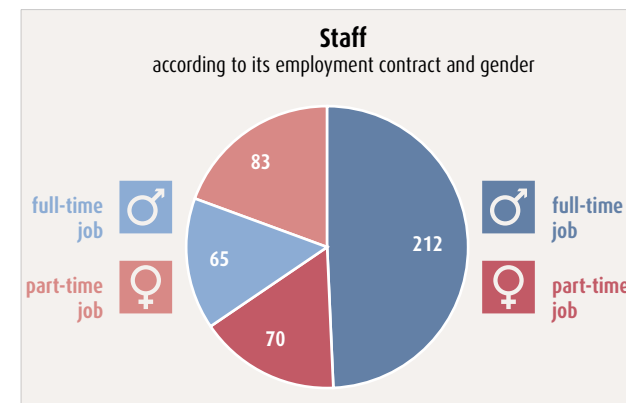


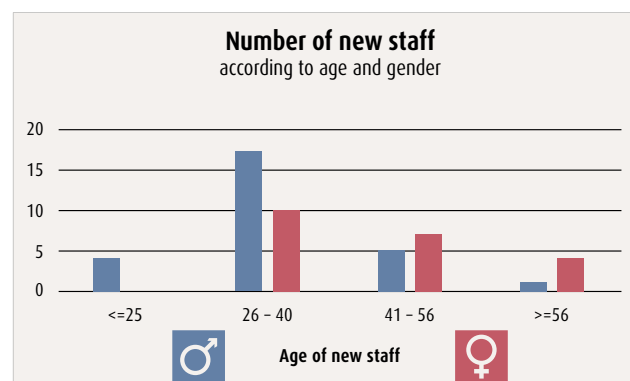
Figure 6:
Staff according to its employment contract and gender

It is important for our general management to know the staff fluctuation in order to evaluate staff satisfaction influencing the number of employment contracts cancelled. The reduced fluctuation of 3 % indicates the high satisfaction of our staff.

There is a rate of new employments of 12 % on average. In 2019 48 people started working at SKZ. We support a mixture of young and experienced staff stimulating each other also illustrated in figure 7.



Figure 7:
Number of new staff according to age and gender



DISCRIMINATION AND EQUALITY



<https://www.skz.de/de/informationen/presse/pressearchiv-2015/2430.SKZ-nach-GKV-Verhaltenskodex-zertifiziert.html>

Our everyday work is characterized by a social and ethically correct behaviour to each other and towards our customers. In 2018 and 2019 there were no complaints of discrimination between employees and towards external business partners due to ethic, religion or gender. We do not tolerate any discrimination of any kind and investigate in all matters. There is an equal opportunities officer as well as a women's representative to deal with complaints, give support and offer advice. The great importance of this topic for us is reflected by the voluntary certification according to the Code of Conduct by Gesamtverband Kunststoffe e.V. (GKV). This is a guideline for our staff for their work but also for SKZ a commitment to meet global, ethical and moral requirements as well as to respect competition and trusts.

The salaries of our employees are visible for everyone to show equality between women and men. In general, the basic salary of men is 18 % higher on average than that one of women. This deviation is because a large number of male employees climbed up in a high salary scale. They started at SKZ some decades ago when more male experts for technical professions were available on the market. This historical reason is not comparable to our current salary structure. As an example, we want to mention the salaries of 11 scientists (six females, five males) who started working in 2019. The difference in salary was 1 % only.

²The salaries of the senior employees and managing directors are excluded in this comparison. Here, sites of more than 15 employees were considered only.

The salaries of trainees are fixed by the respective year of apprenticeship, the kind of profession and their professional training. SKZ applies fixed remuneration rates. Wages for temporary staff are higher than the statutory minimum wage.

It is SKZ's high priority to operate for equal rights. A good performance may lead to a promotion even before or during parental leave. In 2019, for example, a young female scientist was promoted to the head of a research group a few months before starting her parental leave.



FURTHER DEVELOPMENT OF OUR STAFF AND THEIR WELLBEING

For ensuring a job satisfaction and a high-quality work at SKZ there are regular staff appraisals between all executives and their staff. They comprise an evaluation of work performance as well as an agreement of individual objectives. Appropriate professional training, an extended responsibility as well as a salary review may also be discussed. Thus, SKZ ensures the professional development of its staff and may offer professional training to experts in our company.

The wellbeing of our staff is also very important for us. People can work out in a gym or lease a bicycle to go to work. There is a room available for parents and kids at our head office in Würzburg. We organize a company outing every year to meet people of other sites. In addition, you can take part in a running team to participate at running events. Our people also organize joint skiing holidays, excursions (f. ex. an old-timer tour) and regular barbecues.



WORK SAFETY

The management systems certified according to ISO 50001 (energy management) as well as to ISO 9001 (quality management) complete our own specification for work safety. These systems help to inspect and reduce the quantity of energy required and to improve the quality of company performance.

Furthermore, the health of our staff and guests is of high priority to us by applying valid guidelines for work safety. They are based on valid laws such as the Working Conditions Act and the Ordinance on Hazardous Substances which are regularly checked by an internal group for work safety. All people are responsible for work safety and must inform the responsible person about risks determined and potential danger. Risk is assessed and steps are taken to remove and avoid danger. This system has been very effective for us. Within the evaluation period between 2016 and 2019 no death or serious injuries occurred. Most injuries were caused by cutting or squeezing during machine or tool operation.

Travelling more than 1.3 million kilometres by car to customers a year our staff are trained during voluntary driver safety trainings for. They are also instructed about the valid guidelines for business trips as well as about potentially dangerous situations in public traffic.

Our company doctors regularly inform us about latest topics about health.



MEETING STATUTORY REGULATIONS AND CUSTOMERS' DATA PROTECTION

In the period from 2016 to 2019 the responsible and professional work of our staff did not result in any complaints, sanctions or fines due to an infringement of statutory regulations in economy, environment or social area.



In 2019 despite precautions and guidelines for data protection based on the requirements of the General Data Protection Regulation as well as a clear structure of responsibility according to ISO 9001 a total of 13 data breaches occurred. Our own peoples caused data breach 12 times and one was caused by a customer. Data breaches happened with sick notes, work performance assessments as well as other personal data transferred by our internal mail system or left behind at a copier which were seen by colleagues unintentionally but not authorized. Our data protection officer was informed about them. After having checked in detail and documented these data breaches and agreed upon with our external data protection officer, these incidents can be ignored. As soon as these data breaches were known relevant processes were defined again and discussed with people involved. In addition, data protection trainings were performed to close gaps in this matter.

It is still our endeavour to keep our data breaches at a very low level by optimizing our current system as well as by cooperating with an external data protection officer. He supports our new data protection team as well as our staff by informing about relevant legal amendments.

Our privacy policy can be seen here.
<https://www.skz.de/en/privacy>

SUPPLIERS

Most suppliers are German companies. Some parts, however, are supplied by member countries of the Common Market or on the international market.

Our suppliers are evaluated according to the requirements of ISO 9001 (quality management) by considering economic issues as well as a reliable service of high quality.

Not belonging to the manufacturing industry but offering services for the plastics industry we do not order high quantities to be manufactured.



EARTH AS A PROTECTED RESOURCE

We see it as our duty to treat the environment responsibly. Our main goal is to perform a large variety of service in the field sustainability (see paragraph „Our contribution to a sustainable plastics industry“). We also work on our environmental performance and their improvement within our company. Here is a survey of our activities for environment.

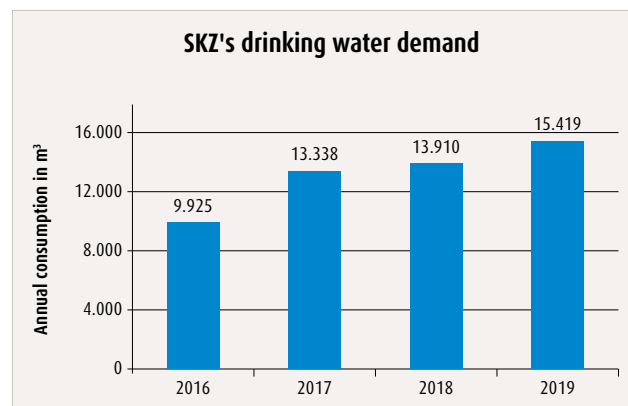


DRINKING WATER DEMAND

Figure 8 shows our increasing demand on drinking water from 2016 to 2019. Unfortunately, our sites at Halle, Obernburg and Peine were not considered which will be realized in the next issue of this sustainability report.

From 2016 to 2019 our drinking water consumption has risen steadily reflecting SKZ's continuous growth. Osmose processes as well as individual tests like hygienic tests demand a big quantity of water. In 2016 and 2017 water demand increased tremendously because of extensive testing activities

Figure 8:
SKZ's drinking water demand



WASTE MANAGEMENT

SKZ's waste management is aimed to avoid and reduce waste as much as possible. In 2019 167 t waste were produced.

As a research and testing body we determine different properties of plastics on several tons of plastic products per year. This waste is often disposed to a thermal recycling system by applying valid guidelines as it is not always possible to separate them according to their type and to recycle them efficiently. Dangerous waste caused in our laboratories is also disposed by special companies by meeting valid specification and safety regulations.

Figure 9 shows that the quantity of non-hazardous waste increased by about 52 t from 2018 to 2019 because the number of product tests increased producing much more plastic waste. Figure 10 shows the quantity of dangerous waste of 2018 and 2019 and their type of disposal. A significant part of dangerous waste is disposed by a thermal recycling. From 2018 to 2019 total waste quantity did not increase considerably.

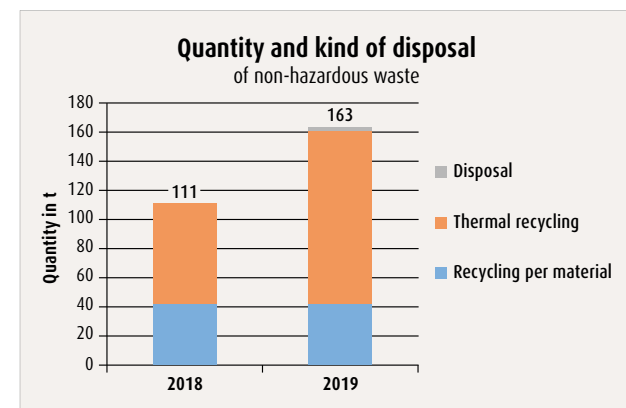


Figure 9:
Quantity and kind of disposal of non-hazardous waste

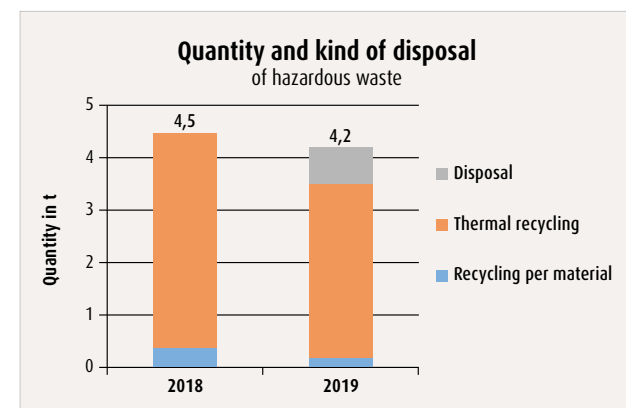


Figure 10:
Quantity and kind of disposal of non-hazardous waste



ENERGY AND GREENHOUSE GAS EMISSIONS

Improving energy efficiency and reducing greenhouse gas emissions are very important issues. Our energy officer and his team always want to optimize our energy consumption by constantly inspecting, recording and improving internal processes. Their activities are based on the energy management system according to ISO 50001 introduced in 2015.

The most important energy data are summarized per site as follows:

NATURAL GAS

Figure 11 show SKZ's consumption of natural gas in MWh per site from 2016 to 2019. The major quantity of natural gas is consumed at our head office in Würzburg. This big site has its own block-type thermal power station to have central heating and electricity. It contributes to reduce conventional power generation in view of an increasing decentralization of power. Although our activities have been growing natural gas consumption was reduced by totally 10 % between 2016 and 2019 thus increasing the productivity of natural gas (total turnover in € / natural gas consumption in Mwh) was increased by 23 % in this period³.

ELECTRICITY

Our energy management also succeeded in reducing our electricity consumption. Figure 12 shows the reduction of power consumption from 3,710 MWh to 3,522 MWh between 2016 and

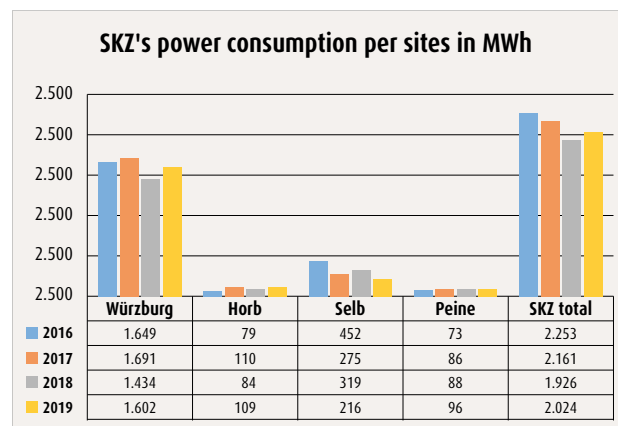


Figure 11:
Natural gas consumption in MWh per site

2018. In 2017 Analytikservice Obernburg (ASO) was integrated into SKZ. Power consumption was recorded in 2019 for the first time. ASO's activities increased our power consumption to 4,230 MWh. Our energy management plans to reduce energy at this site, too.

The productivity of electricity (total turnover in € / power consumption in MWh) was increased by 12 % between 2016 and 2019.

In 2019 more than 65 % of electricity was produced by renewable energy. At our head office this percentage will be even higher by installing a PV-power system of 100 kWpeak.

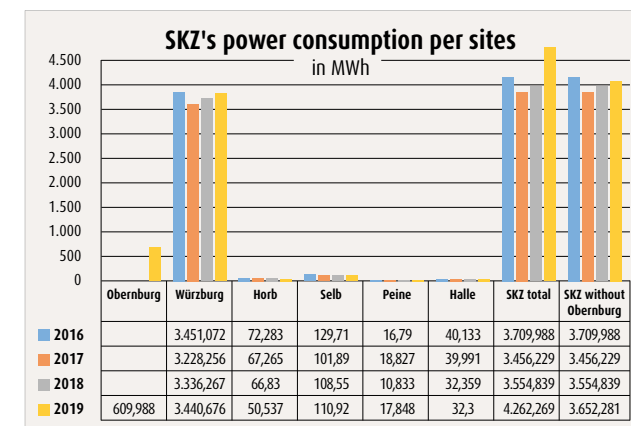


Figure 12:
SKZ's power consumption per sites

DISTRICT HEATING

Our sites in Frankfurter Straße in Würzburg as well as in Halle are connected to a district heating system. From 2016 to 2019 there were no significant amendments (444 MWh in 2016 towards 455 MWh in 2019). Since 2018 district heating is produced climate neutral at our site in Halle.

Our site in Obernburg connected to a steam system did not record any data of consumption. This will be changed up to the next issue of this report.

Within our expanding activities in the next few years the demand on distance heating will increase. Thus, it is scheduled to install a combined heat, power and cooling system at our site in Würzburg. On one hand, it is a safe energy resource for cooling processes but also distributes exceeding heat to the local system in Würzburg in the warm seasons.

³ At our site in Obernburg natural gas consumption was not recorded and thus was not considered for calculating its productivity.

USING SOLAR ENERGY

We contribute to reduce using fossil energy by using solar energy. One solar thermal system is used at our head office in Würzburg and one photovoltaic system is installed at our site in Horb. When this system was put into operation 2 years ago solar energy was raised from 12,964 kWh in 2016 to 28,109 kWh in 2019. Since 2016 a total of 11 t CO₂ equivalents has been reduced.

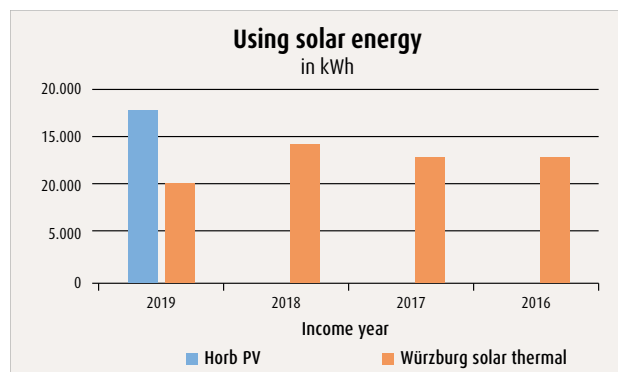
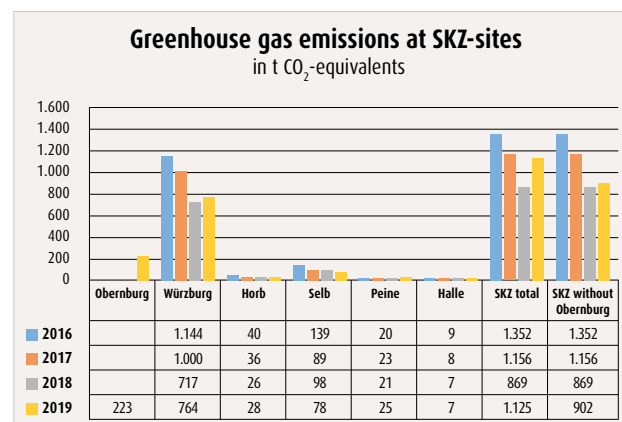


Figure 13:
Using solar energy

GREENHOUSE EMISSIONS

Figure 15 shows the quantity of greenhouse gas in CO₂-equivalents released between 2016 and 2019. From 2016 to 2018 we succeeded in reducing greenhouse emissions from 1,353 t CO₂-equivalents to 869 t CO₂-equivalents at all sites. When ASO was integrated to SKZ-group greenhouse emissions raised to 1.125 t CO₂-equivalents. From 2016 to 2019 greenhouse gas specific productivity (total turnover in € / greenhouse emissions in CO₂ equivalents) grew by 53 % at all sites.



Apart from these greenhouse gases released at our sites considerable quantities of climate relevant emissions are created on our business trips. As a service partner for testing, certification and research our staff travels a lot to visit our customers or to meet our project partners. 2,224,000 km were covered by car, train or plane (see figure 16) The quantity of 468 t of CO₂-equivalents released in this way corresponds to 42 % of the emissions released at our sites which is a really high portion of our total greenhouse gas emissions.

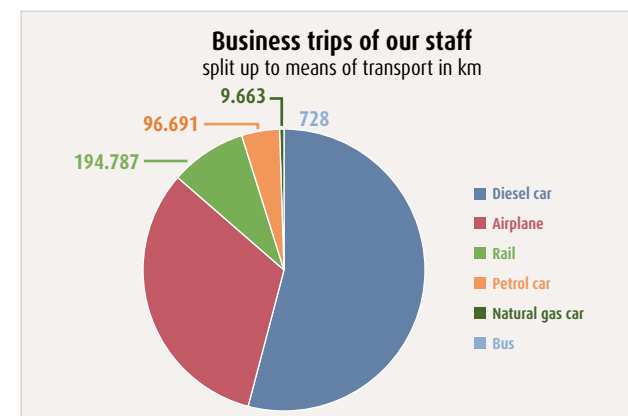


Figure 15:
Business trips of our staff split up to means of transport in km

For being able to reduce the footprint CO₂ caused by the business trips SKZ is going to increase the number of natural gas powered cars, rent less diesel powered cars, reduce short-distance flights and increase the number of trips by rail instead of by car (see our paragraph „How we can get more sustainable – a look into the future“).

Figure 14 (left):
Greenhouse gas emissions at SKZ's sites

ECONOMICAL DEVELOPMENT AND PERSPECTIVE

Our business management focused on sustainability looks back on a very positive economic development (see figure 16). In the last 20 years our annual growth of 4 % on average has been equivalent to that one of the German plastics industry.

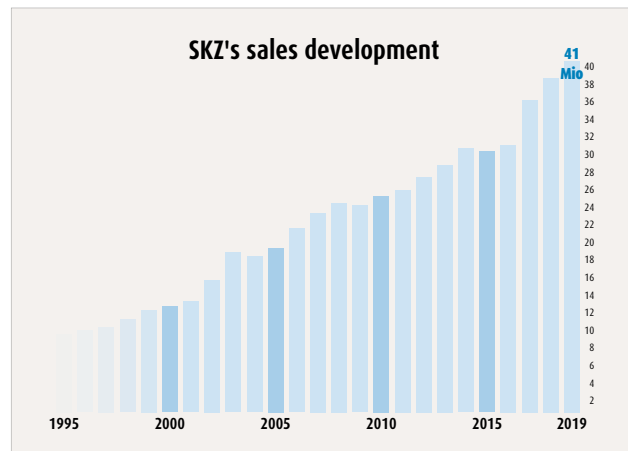


Figure 16:
SKZ's sales development

Figure 17 shows turnover, profit and costs of the last four years. In this period profit of SKZ-group varied between 100,000 € and 600,000 €. In 2019 turnover jumped up from 34 Mio. € to 39 Mio. € after having taken over Analytikservice Obernburg.

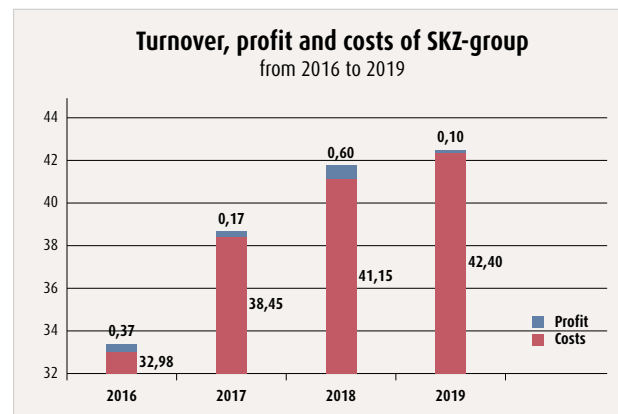


Figure 17:
Turnover, profit and costs of SKZ-group from 2016 to 2019

A financial overview of SKZ-companies is published on www.bundesanzeiger.de every year.





On 25 May 2020 the construction of our „model factory“ started. This new building located very close to our processing technical centre as well as our plastic technology centre offers a space of more than 4,600 m² for different fields of activities such as additive manufacture, injection moulding, jointing and surface technology or measuring and testing 4.0 (process measuring technology, non-destructive testing or testing of component parts). Very topical issues like sustainability and circle economy which we have examined for many years will be expanded further on.

Our model factory will support the local site for research and education in Würzburg. The excellent cooperation with the University of Würzburg as well as the University of Applied Sciences of Würzburg/Schweinfurt resulting in many theses presented in the last few years shall be intensified.

We also want to contribute to the implementation of industry 4.0 issues. A day care centre will be opened in view of a flexible and modern work performance. This model factory is funded by the Free State of Bavaria by a sum of 14.7 Mio € as well as by the city of Würzburg by 0.6 Mio €. SKZ's own portion is approx. 10 Mio €.

Despite the Covid-19 crisis, we want to pursue our positive economic development by installing this model factory as a growth of plastics industry will be expected.

Table 7:
Public funds

	2016	2017	2018	2019
Public research funds (Federal Government)	4,40 Mio. €	5,03 Mio. €	5,73 Mio. €	6,67 Mio. €
Project subsidies (Free State of Bavaria)	0,23 Mio. €	0,21 Mio. €	0,25 Mio. €	0,27 Mio. €
Funds for machine investment and technical equipment (Federal Government)	0,39 Mio. €	0,18 Mio. €	0,61 Mio. €	0,41 Mio. €
Public funds (European Union)	0,18 Mio. €	0,19 Mio. €	0,14 Mio. €	0,19 Mio. €

PUBLIC FUNDING

From 2016 to 2019 SKZ was supported by public research funds by the Federal Government as well as by the European Union, project subsidies by the Free State of Bavaria as well as by funds for machine investments and other technical equipment by the Federal Government. KFE gGmbH gained all these funds. Table 7 shows the funds per year and funders.

In the coming years public funds for research and development will be completed by subsidies for installing our model factory (see our paragraph „Economic development and outlook“).

None of our companies benefits from political funds nor is influenced by political parties.

OUR CONTRIBUTION TO A SUSTAINABLE PLASTICS INDUSTRY

Our activities are geared towards ensuring and increasing the quality of products and processes, developing topics, optimizing efficiency and transferring knowhow into practise and connecting businesses. All these services directly contribute to a sustainable plastics industry. The following paragraphs inform about the activities of our companies aiming at an increase of sustainability of plastics industry.

Professional training for the plastic industry of tomorrow, a sustainable economy as well as sustainable companies may only be successful by employing qualified staff. Being the biggest service partner for professional training for plastics industry in Germany we are very proud to welcome more than 10,000 participants at our sites to attend training courses and even more at our in-house trainings. Table 8 shows the number of participants from 2016 to 2019.

Our training courses contain a lot of practical work performed at our own technical centre. By connecting specific professional training with innovative research activities we offer services of high quality and topicality.

Table 8:
Number of participants at training courses

	Number of participants at training courses
2016	10.453
2017	11.164
2018	11.047
2019	10.455

Our training courses are especially made for small and medium-sized companies. Engineers in plastics share their knowledge and experience with participants in training courses and workshops in fields like injection moulding, compounding, extruding and jointing.

We have trained welders for plastics successfully according to DVGW-/rbv as well as DVS-guidelines as well as industrial foremen in cooperation with the Chamber of Commerce and Industry.

Commercials, technical staff, production managers and department heads attending our training courses appreciate the practical know-how of our trainers and specialists.

Since 2017 our SKZ-academy has offered various training possibilities for plastics industry regarding specific issues in due course. A SKZ-Polymer Passport helps the participants to document their professional training and to guide them up to their degree and even further on. The SKZ-academy offers exams for specialists for plastics, for compounding, extruding and colouring. Injection moulding also offers training courses about quality assurance, process optimization and development for experts and specialists.

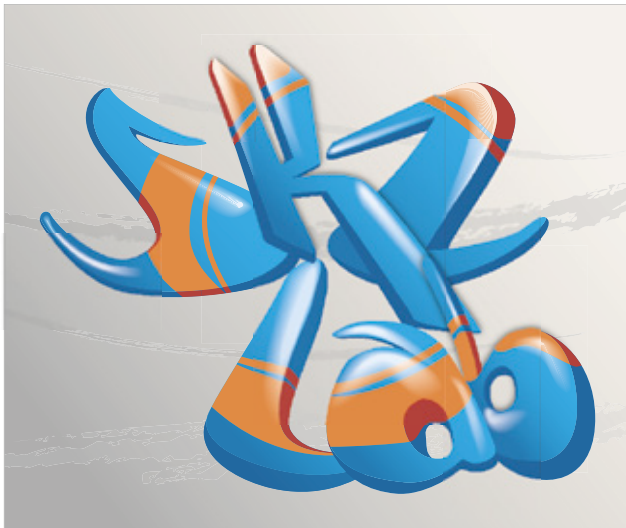
You can find our wide range of training program under <https://www.skz-bildung.de/>



SKZ'S PUPILS LAB

Since 2010 SKZ has invited young people to experiment in natural science, technology and economy in our own laboratory under the topic „From the idea to the finished product“. Teen-agers work in teams and simulate an order to get in touch with research, communication, design, finances and technology. They develop a product design, operate on machines and with tools, calculate the price and check the product quality.

This year SKZ Lab is extended by the topic „sustainability“ to make young people sensible for environment. The team „sustainability“ deals with matters like „Plastic and sustainability“ or „What about our waste disposal in our company?“ or „How is micro plastic defined and where can you find it?“ or „How much oil is required to produce plastic?“ They discuss with other groups to find a way to optimize sustainability in the fictional company. Since the foundation of this laboratory in 2010 about 10,000 pupils as of the age of 14 have been learning about plastics and got acquainted with jobs in the fields of plastics free of charge.



Our laboratory is promoted by the Ministry of Economy, Development and Energy of Bavaria.

CONFERENCES AND EVENTS

We have been organizing conferences for plastics industry for many years. Renowned speakers, an attractive frame programme as well as a personal consulting make these conferences to an appreciated meeting point. In 2019 SKZ held 13 conferences. Our team of „Network & Events“ offers its SKZ-members, especially



ally the smaller companies, the opportunity to present themselves at various trade fairs as part of a joint stand thus ensuring further network with experts of the whole plastics industry. We also connect the members among themselves as well as with the complete plastics industry. Network-events help to intensify contacts and discuss topics. The annual „Network Day“ takes place together with the „Technology Day“ regarding compounding, injection moulding, additive production and jointing. Conferences SKZ at site as well as specific meetings, for example TPE-forum, are held for cooperating with experts of all fields of plastics as well as of economy, science and politics.

NETWORKS AND COOPERATION IN BODIES

We participate in various national and international organizations, bodies, standards committees and associations in view of innovation and a sustainable progress. Our experts work on decisions for the future, for example issuing an update of a technical guideline in a standards committee, developing new working processes and standards in working groups or as a board member in associations.



ZUSE-GEMEINSCHAFT

In this respect we want to emphasize our membership in the Zuse-Gemeinschaft (Zuse Association) representing the interests of independent research companies in private economy. More than 70 societies belong to this association open to all technical sectors. They transform the findings of science into applicable technologies and thus prepare the ground for innovations making German medium-sized companies so successful in the whole world (for more information see <https://www.zuse-gemeinschaft.de/>). Since end of 2019 our director Prof. Dr. Bastian has been the president of this association.

Since 2019 we are member of the Circular Plastics Alliance. This organization aims to boost the EU market for recycled plastics to 10 million tonnes by 2025. The alliance covers the full plastics value chains and includes 175 organisations representing industry, academia and public authorities.

RESEARCH FOR ENVIRONMENTALLY FRIENDLY PLASTICS

Our services in research and development transfer latest know-how for innovation to the plastics industry, especially to small and medium-sized companies.

Issues like circle economy, marine litter as well as energy transition and climate protection are being discussed regarding sustainability within plastics industry. Our research group „Sustainability and Circle Economy“ cooperates with companies of the plastics industry to find solutions to meet these requirements. Our research projects optimize the circle economy of plastics, increase resource efficiency, minimize energy costs by means of improved processes and reduce CO₂-emissions.

In 2017 public subsidies for performing educational and research projects close to sustainability raised to 625,000 € and increased to 903,000 € in 2019. This topic has really an increased importance. We will describe some current research projects in the following:

Di-Plast – Digital Circular Economy for the Plastics Industry

Period: 10.2018 – 04.2022

Funding body: European Union –
funding program Interreg NWE

In cooperation with Wuppertal Institut and five other international project partners we develop digital solutions to increase the re-use of secondary plastics. A system solution is being developed about all steps of a value-added chain by applying a sensor and measuring technology observing processes as well as data analytics and value stream management methods. A value creation of the packing and construction industry is focused here.

DIMOP – Digital multi-criteria material selection for optimizing circle economy of plastic products

Period: 07.2019 – 06.2021

Funding body: Free State of Bavaria

Since July 2019 we have been working on the topic how to make plastics more recyclable in cooperation with the Chair of Economy and Business Informatics of the Julius-Maximilians-University in Würzburg as well as two partners of the Bavarian plastics industry. It is aimed to increase the recyclability of plastics by reducing material components by means of a software platform. Issues like functionality, resource efficiency and circle economy are weighed up to find a better material selection.

OPTIHEAT – Preheating within plastics processing

Period: 02.2019 – 08.2021

Funding body: Federal Ministry of Economy

The goal of this research project is to support the preheating of plastic granulate based on waste heat or renewable energy available at low cost (f. ex. solar energy) to enable small and medium-sized companies to increase their energy efficiency and to reduce their production costs.

Plastic³⁶⁰ – Strengthening the circle economy of plastics by a sensitive education of pupils

Period: 03.2019 – 09.2020

Funding body: German Federal Environmental Foundation
The project „Plastic360“ extends our educational mission. In cooperation with the chair, „Didactics of Chemistry“ of the University of Würzburg as well as the company mainDreieck eCom GmbH SKZ develops a mobile app to inform pupils about the life cycle of plastics and to make them sensitive for this topic. This app comprises an animation of 360° of a life cycle of plastics as well as virtual reality and gamification elements. Furthermore, teaching series for chemistry offering a lot of practical work are being developed incorporating this mobile app.

ENVIRONMENTAL SERVICES

Our wide range of testing and inspection also comprises different services for environment.

In 2018 there was a turnover of 67,000 € of the following:

- Third-party inspection on landfill sites
- Monitoring of heavy metals
- Inspection of window profiles made of recycled plastic
- Environment in pipe section
- Testing membranes for a green roof

VINYLPLUS PRODUCT CERTIFICATION

Since 2019 we have certified companies with the VinylPlus Label ensuring a sustainable value chain in the field of PVC on the international level. Eight criteria of sustainability have to be assessed such as the supply of PVC-materials and additives, closed material cycles and recycling, a sustainable energy strategy as well as requirements on the process management. As soon as an audit was performed, we grant the company the product label including a performance report showing all details about reached scores for their sustainable products and their service. In 2019 three companies were awarded this product label.

SUSTAINABILITY

BY MANAGEMENT CERTIFICATIONS

We also contribute to a sustainable plastics industry by auditing and granting management certifications. By performing a quality management, we help the customer to reduce failures and to save resources. The ecological footprint is improved by introducing an environmental management system. Applying an energy management may reduce energy consumption and leads to increase an energy efficiency by 30 % within three years.

An environmental management system assists in recording relevant environmental aspects and in minimizing the impact for environment. Our annual audits want to prevent the customers from being routine-blinded and to support them in view of a sustainable management.

SPIN-OFF „HEADMADE MATERIALS GMBH“

In 2019 SKZ realized its first spin-off. We have been researching for many years in the field of 3D-printing for producing plastic parts but also for producing metal components by means of the 3D-printing process. You even need plastic materials for this process. The public research fund EXIST assisted in realizing this project. After having accomplished this research project at SKZ spin-off Headmade Materials GmbH was founded. They intend to produce series of 100,000 components per year by means of the Cold Metal Fusion technology avoiding the Rapid Prototyping system and smaller series.



AWARDS 2018/2019

TOP 100 Innovator

In 2018 SKZ was approved to belong to the innovative leaders among the small and medium-sized companies in Germany. Since 1993 compamedia GmbH in Überlingen am Bodensee, has awarded the TOP 100-mark to medium-sized companies for special innovations and innovative successes above average. Not individual inventions, but the whole process and the company's culture leading to innovation are important.

Within the frame of the 5th summit of the German medium-sized companies in Ludwigsburg our director, Prof. Dr. Martin Bastian, received the price TOP 100 by Mr. Ranga Yogeshwar, the mentor of this award. SKZ especially convinced the independent jury by its innovative success and in the category „Orientation outside / open innovation“.



Young Talent Award by VMPA

In 2019 Daniel Hoffmann, employed at SKZ, gained the Young Talent Award by VMPA e.V. (Association of testing laboratories).

Mr. Daniel Hoffmann working as a scientist in the group non-destructive testing convinced the independent jury by presenting his master thesis regarding „Analysis of parameters for developing new strategies for a lock-in and pulse thermography“ and gained the first place. The certificate was handed over to him within the general assembly at the Museum Klimahaus in Bremerhaven where he explained the test results of his master thesis.

SUSTAINABILITY IN THE FUTURE

Finally, we would like to point out that we still strive for an improved well-being of our employee, to reduce energy costs, to increase our environmental performance and to assure a safe growth.

Apart from extending our services regarding sustainability, circle economy and optimizing energy we also have some internal objectives in the near future. In the following table you can see the schedule of our measures and their objectives. In our next sustainability report in 2022 we will describe the realization of these goals.

Table 9:
Objectives for social aspects

Social responsibility and well-being of our employees

Measure	Objective
Checking the evaluation of suppliers regarding social and environmental aspects	Integrating an evaluation guide into quality management for a social and environmental evaluation of suppliers until 2021
Installing a day care centre	Construction of a day care centre in Würzburg scheduled for 2021
Checking the possibility to make fruit baskets available free of charge to staff at different SKZ-sites	Offering fruit baskets to our staff
Providing drinking water dispensers	Installation of a drinking water dispenser at our canteen of our head office in Würzburg



Table 10:
Objectives for ecological aspects

Energy and Environment

Measure	Objective
Collecting data about drinking water consumption and energy required at our site in Obernburg	Supplying data about drinking water and energy consumption for next issue of our sustainability report in 2022.
Pursuing energy saving at all sites	Pursuing energy saving at all sites up to 2021 and further on
Connecting head office in Würzburg to district heating system to use a combined heat, power and cooling system to heat our building.	Completion and putting into operation of heating systems by 2021
Increasing the portion of renewable energies and installing a 100 kWpeak PV-unit.	Scheduling a 100 kWpeak PV-unit to be installed at the head office by end of 2020.
The portion of renewable energies shall be increased from 65 to 70 % by 2021.	Erstellung eines Leitfadens für umweltfreundliche Dienstreisen und Reduktion der THG-Emissionen der Geschäftsreisen um 20 % bis zur nächsten Berichterstattung in 2022
Reducing the greenhouse gas emissions on business trips by avoiding short-haul flights, using more railway system as well as our own natural gas service cars.	Issuing a guideline for environmental business trips and reducing the greenhouse gas emissions of business trips by 20 % up to the next sustainability report scheduled for 2022.
Introducing CO ₂ -neutral test procedures by SKZ - Testing GmbH	Adding CO ₂ - neutral test procedures to our test scope by end of 2020.
Assessing the barriers to increasing the recycling of plastics at SKZ	Finishing the assessment of the barriers and introducing measures for recycling by end of 2020.
Initiating a paperless office	Reducing using paper by 20 % by 2021

Table 11:
Objectives for economical aspects

Ecological sustainability

Measure	Objective
Increasing annual turnover by extending our activities	Pursuing our annual growth by 5 % on average.
Improved data entry in the personnel department	Realizing an improved data entry to create important key figures by 2021, for example to enter the number of staff trainings performed.
Start of the construction of a training centre for quality management	Construction starts in 2021.

GRI INDEX OF CONTENTS

GRI Standard		Chapter	Page
GENERAL DATA			
102 (1)	Company's name	History	3
102 (2)	Activities, brands, products and services	Fields of operation, sites and customers	9-12
102 (3)	Company's head office	History	3
102 (4)	Sites	Fields of operation, sites and customers	9
102 (5)	Ownership and legal form	SKZ – Das Kunststoff-Zentrum – Organi- zation	7
102 (6)	Markets supplied	Fields of operation, sites and customers	9-12
102 (7)	Company's size	Fields of operation, sites and customers	9
102 (8)	Information about staff and other employers	Staff	14-15
102 (9)	Supplier's chain	Suppliers	20
102 (11)	Precautionary principle	Earth as a protected resource/ waste management/energy and greenhouse gas emissions	21 / 23 / 24
102 (12)	External activities	Mission	5
102 (13)	Membership in associations and stake holders	Our contribution to a sustainable plastics industry	30
102 (14)	Explanation by the highest decision-maker	Preface	1
102 (16)	Values, principles, standards and codes of conduct	Mission	5-6
102 (18)	Management structure	SKZ – Das Kunststoff-Zentrum – Organi- zation	7
102 (40)	List of stake holder groups	Topics of sustainability and their import- ance for our stake holders	13
102 (41)	Collective agreements	There is no collective agreement.	

GRI Standard		Chapter	Page
102 (42)	Determination and selection of stake holders	Topics of sustainability and their importance for our stake holders	13
102 (43)	Approach to integrate stake holders	Topics of sustainability and their importance for our stake holders	26
102 (44)	Important topics and matters raised	Topics of sustainability and their importance for our stake holders	13
102 (45)	Entities contained in consolidated accounts	Economic development and perspective	26
102 (46)	Concept for report preparation and determining topics	Topics of sustainability and their importance for our stake holders	13
102 (47)	List of important topics	Topics of sustainability and their importance for our stake holders	13
102 (48)	New presentation of information	First report	
102 (49)	Amendments of report	First report	
102 (50)	Reported period	Topics of sustainability and their importance for our stake holders	13
102 (51)	Date of last report	First report	
102 (52)	Cycle of reporting	New target - sustainability	2
102 (53)	Person to contact in case of queries regarding this report	New target - sustainability	2
102 (54)	Explanation to this report according to GRI standards	New target - sustainability	2
102 (55)	GRI index of contents	GRI index of contents	35-37
102 (56)	External assessment		Annex

GRI Standard		Chapter	Page
MANAGEMENT APPROACH			
103 (1)	Explanation of the main topic and its limits	Topics of sustainability and their importance for our stake holders	13
103 (2)	Management approach and its details	Topics of sustainability and their importance for our stake holders	13
103 (3)	Evaluation of management approach	Meeting statutory regulations and protection of customer data /energy and greenhouse emissions	19 / 24-25
ECONOMIC ASPECTS			
201 (1)	Economic value generated and distributed	Economic development and perspective	26-27
203 (1)	Investments for infrastructure and promoted services	Economic development and perspective	27
ECOLOGICAL ASPECTS			
302 (1)	Company's energy consumption	Energy and greenhouse emissions	24-25
302 (4)	Reducing energy consumption	Energy and greenhouse emissions	24-25
302 (5)	Water consumption	Drinking water consumption	22
303 (1)	Direct greenhouse emissions (scope 1)	Energy and greenhouse emissions	25
305 (4)	Reducing greenhouse emissions	Energy and greenhouse emissions	25
306 (2)	Type of waste including kind of disposal	Waste management	23
308 (1)	New suppliers checked regarding ecological aspects	Suppliers / our contribution to a more sustainable plastics industry	20 /33
SOCIAL ASPECTS			
401 (1)	Staff recently employed including staff fluctuation	Staff	14-15
404 (2)	Programs for optimizing qualification and further promotion	Further development of staff and their wellbeing	17

GRI Standard		Chapter	Page
SOCIAL ASPECTS			
401 (1)	Staff recently employed including staff fluctuation	Staff	14-15
404 (2)	Programs for optimizing qualification and further promotion	Further development of staff and their wellbeing	17
405 (2)	Portion of basic salary of women compared to portion of basic salary of men	Staff	14-15
415 (1)	Discrimination and measures taken for removal	Discrimination and equality	27
406 (1)	Party donations	Economic development and perspective	16
414 (1)	New suppliers checked by social aspects	Suppliers / our contribution to a more sustainable plastics industry	20 / 33
418 (1)	Well-founded complaints regarding a violated protection and loss of customer data	Meeting statutory regulations and protection of customer data	19
	Non-compliance with laws and regulations regarding social and economic aspects	Meeting statutory regulations and protection of customer data	

Urkunde

Prüfung Nachhaltigkeitsbericht nach GRI SRS

Nach Remote-Assessment, Dokumenteneinsicht und Gesprächen mit verantwortlichen Mitarbeitern bestätigen wir die Glaubwürdigkeit, Transparenz und Plausibilität der Angaben im Nachhaltigkeitsbericht Berichtsjahr 2019, herausgegeben von



SKZ - KFE gGmbH

am Standort

Friedrich-Bergius-Ring 22 D-97076 Würzburg

SKZ Das Kunststoff-Zentrum verfasst seinen Nachhaltigkeitsbericht 2019 nach GRI Standards mit der Option ‚Kern‘.

Im Fokus der Prüfung steht der Umgang mit den Stakeholdern. Dies umfasst Auswahl der Stakeholder und Kommunikation mit ihnen, die Bewertung ihrer Anforderungen sowie die Bestimmung wesentlicher Aspekte der Nachhaltigen Entwicklung.

Die Validierung der im Bericht dargestellten nachhaltigkeitsrelevanten Angaben ist so geplant und durchgeführt worden, dass wir unsere Beurteilung mit einer begrenzten Prüfungssicherheit abgeben können.

Berlin, 22.12.2020

Prof. Dr.-Ing. Jan Uwe Lieback
Geschäftsführer

Nr. N-20-23969

Bescheinigung über eine unabhängige Nachhaltigkeitsprüfung

An SKZ - KFE gGmbH, Würzburg

Wir haben auftragsgemäß eine Nachhaltigkeitsprüfung zum Erlangen einer begrenzten Sicherheit der Angaben im Nachhaltigkeitsbericht 2019 vom SKZ für den Zeitraum 01.01.2019 bis zum 31.12.2019 durchgeführt.

Verantwortung der gesetzlichen Vertreter

Der Institutsdirektor vom SKZ ist verantwortlich für das Erstellen des Nachhaltigkeitsberichtes in Übereinstimmung mit den Berichtsgrundsätzen der Global Reporting Initiative Standards zur Nachhaltigkeitsberichterstattung (GRI Standards):

- Einbezug von Stakeholdern
- Nachhaltigkeitskontext
- Wesentlichkeit
- Vollständigkeit
- Ausgewogenheit
- Vergleichbarkeit
- Genauigkeit
- Aktualität
- Klarheit
- Verlässlichkeit

Diese Verantwortung umfasst die Auswahl und Anwendung angemessener Methoden zum Erstellen des oben genannten Berichts, Treffen von Annahmen und Vornahme von Schätzungen zu einzelnen Angaben, die unter den gegebenen Umständen plausibel sind. Darüber hinaus liegt in der Vorstandsverantwortung die Konzeption, Implementierung und das Aufrechterhalten von Systemen und Prozessen, soweit sie für das Erfassen des Berichtes von Bedeutung sind.

Verantwortung der Prüfer

Unsere Aufgabe ist es, auf Grundlage der von uns durchgeführten Tätigkeiten eine Beurteilung darüber abzugeben, ob uns Sachverhalte bekannt geworden sind, die uns zu der Annahme veranlassen, dass die im Nachhaltigkeitsbericht dargestellten nachhaltigkeitsbezogenen Angaben für den Zeitraum 2019 in wesentlichen Belangen nicht in Übereinstimmung mit den GRI Standards und Kriterien zur Nachhaltigkeitsberichterstattung erstellt worden sind. Darüber hinaus wurden wir beauftragt, auf Basis der Prüfungsergebnisse Empfehlungen zur Weiterentwicklung des Nachhaltigkeitsmanagements und -berichterstattung auszusprechen.

Im Fokus der Prüfung steht der Umgang mit den Stakeholdern. Dies umfasst Auswahl der Stakeholder und Kommunikation mit ihnen, die Bewertung ihrer Anforderungen sowie die Bestimmung wesentlicher Aspekte der nachhaltigen Entwicklung. Die Validierung der im Bericht dargestellten nachhaltigkeitsrelevanten Angaben ist so geplant und durchgeführt worden, dass wir unsere Beurteilung mit einer begrenzten Prüfungssicherheit abgeben können.

Diese begrenzte Prüfungssicherheit bezieht sich ausschließlich auf Nachweise von internen Quellen und Gruppen; das Einholen von Prüfungsbeweisen beschränkt auf Unternehmens- bzw. Managementebene der SKZ-Organisation in Deutschland. Es wurden Systeme und Prozesse geprüft, die die Berichtsinhalte bestimmen, unter Anwendung des Wesentlichkeitsgrundsatzes bzw. des Prozesses zur Einbindung von Stakeholdern. Die spezifischen Nachhaltigkeitsleistungen wurden stichprobeartig kontrolliert.

Die Planung der Prüfungshandlungen lag im Ermessen der Prüfer und wurde u.a. durch folgende Tätigkeiten umgesetzt:

- Einsichtnahme in die Unterlagen zum Leitbild und den Strukturen des Kunststoffzentrums, Unternehmensorganisation und Stakeholder Dialog

- Einsichtnahme in die Dokumentation der Systeme und Prozesse zur Erhebung, Analyse und Aggregation der Daten bzgl. der Nachhaltigkeitsleistungen
- Persönliche Interviews mit dem Gruppenleiter Nachhaltigkeit und Kreislaufwirtschaft, weiteren Mitarbeitern aus diesem Bereich, mit dem Leiter Personalmanagement
- Ergänzende Gespräche und Analyse der Zuarbeiten von Herrn Patrick Langen, Herrn Erath, Herrn Rambach
- Analytische Beurteilung kommunizierter Kennzahlen und Trends für den Berichtszeitraum 2019
- Stichprobenartiges Einholen von Nachweisen für einzelne Angaben, u.a. durch Einsichtnahme in interne Managementdokumentation und Abrechnungen sowie durch die Analyse von Datensätzen, die als Berichte aus internem Daten-System generiert wurden

Urteil

Auf der Grundlage unserer Nachhaltigkeitsprüfung zum Erlangen einer begrenzten Sicherheit sind uns keine Sachverhalte bekannt geworden, die uns zu der Annahme veranlassen, dass die nachhaltigkeitsbezogenen Angaben im Nachhaltigkeitsbericht 2019 vom SKZ in wesentlichen Belangen nicht in Übereinstimmung mit den Global Reporting Initiative Standards zur Nachhaltigkeitsberichterstattung erstellt worden sind.

Ergänzende Hinweise – Empfehlungen

Ohne das oben dargestellte Ergebnis einzuschränken, sprechen wir folgende Empfehlungen zur Weiterentwicklung des Nachhaltigkeitsmanagements und der -berichterstattung aus:

- ▶ Es sollte ein möglichst interdisziplinäres Nachhaltigkeitsgremium gegründet werden, damit das entstehende Nachhaltigkeitsmanagementsystem aktiv zu beleben.
- ▶ Ziele des Nachhaltigkeitsmanagementprogramms sollten in bestehende Zielverfolgungsprozesse integriert werden, eine messbare Zielerreichung mit entsprechenden Maßnahmen sollte flächendeckend für alle Ziele erfolgen.
- ▶ Eine Anleitung zur Datenerfassung sollte erstellt bzw. vervollständigt werden. Alle Datenquellen und Zuständigkeiten sollten beschrieben werden.
- ▶ Die nachhaltigkeitsbezogenen Ansätze und Lösungen können künftig intensiver öffentlich kommuniziert werden.

Hamburg, den 22.12.2020

GUT Zertifizierungsgesellschaft für

Managementsysteme mbH

Umweltgutachter



Susanne Moosmann