

Sustainability Commitment



**We create labels and packaging
for a sustainable future**

All4Labels is committed to produce labels and packaging in the most efficient and responsible way. We constantly minimize our ecological footprint by using resources responsibly, enforcing high standards in all we do, creating trust through transparency and engaging actively with all our stakeholders.

Keeping this in mind, we support our employees, the local communities and their rights while always maintaining an ecological equilibrium between human needs and natural resources utilization.

All4Labels will not, directly or indirectly, deliberately harm the environment, but will seek methods and ways to preserve it. To mitigate climate change, we implement a business model that preserves the environment and protects society while enabling the economic vitality necessary to best serve our customers.

We integrate sustainability principles into all aspects of our business operations, from product design and manufacturing to supply chain management and customer engagement. We are a sustainable solutions provider and because of this we want to be the customers' first choice.

We want to be sustainable throughout our entire value-chain; therefore, we have developed and implemented a Sustainable 3Ps Business Model, People, Planet and Product, that is based on the following pillars:

People:

- We continuously identify, eliminate, substitute, and mitigate the risks arising from processing any resource to protect the health of our people – employees and population - and the communities where we operate, and we comply with applicable national and international regulations for occupational health and safety at the place of employment. For more details refer to our dedicated [Safety Health & Environment Policy](#).
- We protect human rights, and we expect that all our partners share the same values. We train and advise all our employees on how to best comply with our [Code of Conduct](#). We ensure that child labor, slavery and forced labor have no place in our company and at our suppliers. For more details refer to our dedicated [Policy statement on corporate human rights strategy](#) and our [\(Supplier\) Code of Conduct](#).

- We are committed to continuously improve our working conditions and enhance the well-being of our people local society to keep them engaged in our sustainability projects and initiatives. We respect the right of freedom of association of the employees and respect all laws applicable at the respective place of employment. For more details refer to our [Code of Conduct](#).
- We aim to be an attractive employer that offers professional development, training, life-long learnings and empowers employees. We believe in diversity and equal opportunities. Therefore, we avoid any kind of unequal treatment and observe minimum wage guidelines. For more details refer to our [Code of Conduct](#).

Planet:

- We are constantly implementing state-of-the-art technologies and innovating our production processes to achieve the most efficient usage of resources.
- We integrate the concept of sharing, leasing, reducing, reusing, refurbishing, and recycling of materials as long as technically possible.
- We consider the impact of our operations on local ecosystems and biodiversity and take measures to protect and preserve them.
- We regularly monitor and control our emissions to minimize their release, fostering cleaner air, and promoting the well-being of communities.
- We commit to invest in projects and initiatives to minimize our carbon footprint and we promote the spread of renewable electricity as part of our commitment to climate change mitigation.
- We responsibly manage water resources, reduce water consumption, and prevent water pollution in our operations.

Product:


- Product Safety is proactively managed ensuring quality and hygiene of the highest requirements making this a priority for complete customer satisfaction. For more details refer to our [Quality Policy](#).

- By investing in research and development we innovate with sustainable materials, products, services, and solutions for our customers and throughout the entire value chain.
- We actively monitor and review the environmental impact of our products and services through Life Cycle Assessment Studies for our Company and for all our stakeholders.
- We develop and employ materials and products with recycled content and facilitate recycling towards achieving circularity across the value-chain.
- We pro-actively contribute to global sustainability initiatives, associations, and partnerships with our customers, and we work in close collaboration with our stakeholders to share measurable sustainability targets.

Scope of Application: This Policy applies to all directors, officers, members, consultants, secondees, trainees, employees, whether permanent or temporary, external advisors, contractors, suppliers, and other persons providing services to All4Labels who are employed, advising or supplying or are otherwise engaged with All4Labels.

This Policy is intended to complement existing local environmental policies. All affiliates and business partners are expected to adhere to both this Policy and any applicable local policies. If there is no existing local policy, this document will apply.

Review and Accountability: Regular assessments will be conducted to monitor the sustainability objectives outlined in this Policy, ensuring accountability. Additionally, we consistently communicate our environmental performance and ensure that all employees and external parties working on behalf of All4Labels within their respective responsibilities comprehend and adhere to this Policy.



Dr. Günther Weymans
COO



Eugen Zeller
CFO



Appendix

We are committed to sustainability by aligning our goals in a business model based on the pillars of People, Planet and Product:

People:

- Total Recordable Injury Rate <0.2 by 2025
- 40% women in leadership roles by 2030
- Net Promoter Score (NPS) above 75 by 2030

Planet:

- Achieve carbon neutrality¹ (Scope 1-2) by 2030 & reduce 38% of emissions intensity in our operations
- 30% reduction of total waste generation intensity by 2030
- > 95% recyclable and reusable waste by 2030

¹ Carbon neutrality Scope 1-2 means reducing emissions from the company's own sources and neutralizing unavoidable emissions through recognized compensation measures.

Product:

- Portfolio 100% recyclable, reusable or renewable by 2030
- Expand digital printing to 25% by 2030
- Development of a 2030 roadmap for sustainable solutions sales conversion rate together with our top customers.