



Our contribution towards a better future

*For a world we will also
enjoy living in tomorrow*



Dear Readers,

we are aware of our responsibility towards the environment as well as towards future generations and we are committed to sustainable economic activity.

We are proud of what we have achieved so far together with our staff, our suppliers and our customers, and we are delighted to be able to present to you this, the third AXXUM Sustainability Report.

Olaf Fait

Managing Director of Axxum Innovation GmbH
and Head of Sustainability

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About this report

2023 was yet another eventful year in which we were able to drive forward the topic of sustainability even further. Following a change in the AXXUM management, we engaged intensively with our business risks and opportunities and with the economic, ecological and social aspects of sustainability. In this Sustainability Report, we offer an insight into the status quo of our sustainability activities as well as into the changes in AXXUM. These are, as of this year, also published on our website.

We place great importance on a transparent and integral communication of our activities, and so, in producing this report, we have allowed ourselves to be led by the recognised criteria and guidelines of the German Sustainability Code (DNK). Further to this, we have submitted declarations on 20 DNK criteria and the complementary non-financial performance indicators to the DNK database so that our specifications can be formally verified.

As regards climate protection, our overriding sustainability goal is the continuous reduction of our carbon footprint. In the interests of a more meaningful insight, we have, for the first time, also incorporated our foreign subsidiaries in our carbon footprint. This also involves us in observing measures that extend beyond our own national borders.

And, of course, the Whistleblower Protection Act, which came into force this year, should also be kept in mind. The law regulates the protection of persons who report potential malpractice in their working environment.



You will find further information on its implementation in the Community section.

Sustainability within a company is a constantly changing topic and is continuously being developed further. For that reason, we always seek to align ourselves to the most recent findings and standards, and to take all facets of sustainability into consideration. Our staff play an important role in this, as they are indispensable for the success of the company. It is only with the commitment of all members of staff that we can achieve our sustainability goal at all levels.

Wishing you enjoyable reading!



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Company portrait



Axxum GmbH

Axxum GmbH was founded in 1992 by a consortium of investors and has since developed into one of Europe’s leading providers of demand-driven packaging and contract logistics solutions.

We live logistics

As experts in the packaging, assembly and transport of industrial goods, we do business in partnership, independently of location, and flexibly. With the competence and experience we have accumulated over decades, we rise to all the challenges throughout the full logistics chain, and we devise individual, tailor-made solutions for our customers. In doing so, we always place our expertise at

our customers’ disposal, assisting them in questions of dismantling, warehousing, freight forwarding, customs clearance and transport. Just-in-time and just-in-sequence are no mere words for the people at AXXUM, but lived practice – every day, at every location. We live logistics and are constantly further improving our supply chain.

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One brand campaign

We registered major changes in 2023 in terms of our company structure. On the one hand, we acquired the Contipack GmbH business in Flörsheim, enabling us to position ourselves even better in the packaging sector. On the other hand, the one brand campaign led to a strengthening of the AXXUM brand name. The name AXXUM has moved further to the fore, and the packaging and contract logistics sectors are now more clearly distinct.

The campaign brought about many changes in addition to the rebranding of every single subsidiary company. One of the major transformations lies in the mergers of our largest sites according to their geographical location. In northern Germany, the former companies AKF GmbH and REPACK Industrieverpackung + Service GmbH in Glinde now operate under the single name of AXXUM

Packaging Hamburg GmbH. In turn, in the west, the former REPACK Industrieverpackung + Service GmbH from Cologne and the erstwhile Günter Püschmann GmbH & Co. KG have been merged to form AXXUM Packaging Rhein-Ruhr GmbH.

New locations

In addition to AXXUM Packaging Hessen GmbH in Flörsheim, we were able to gain a further location in the contract logistics segment in Braunschweig. Apart from that, we joined two locations together, combining the sheet metal packaging production and the office and warehouse facilities – both from Wuppertal – in Hückeswagen.



new locations in Flörsheim and Braunschweig



Milestones

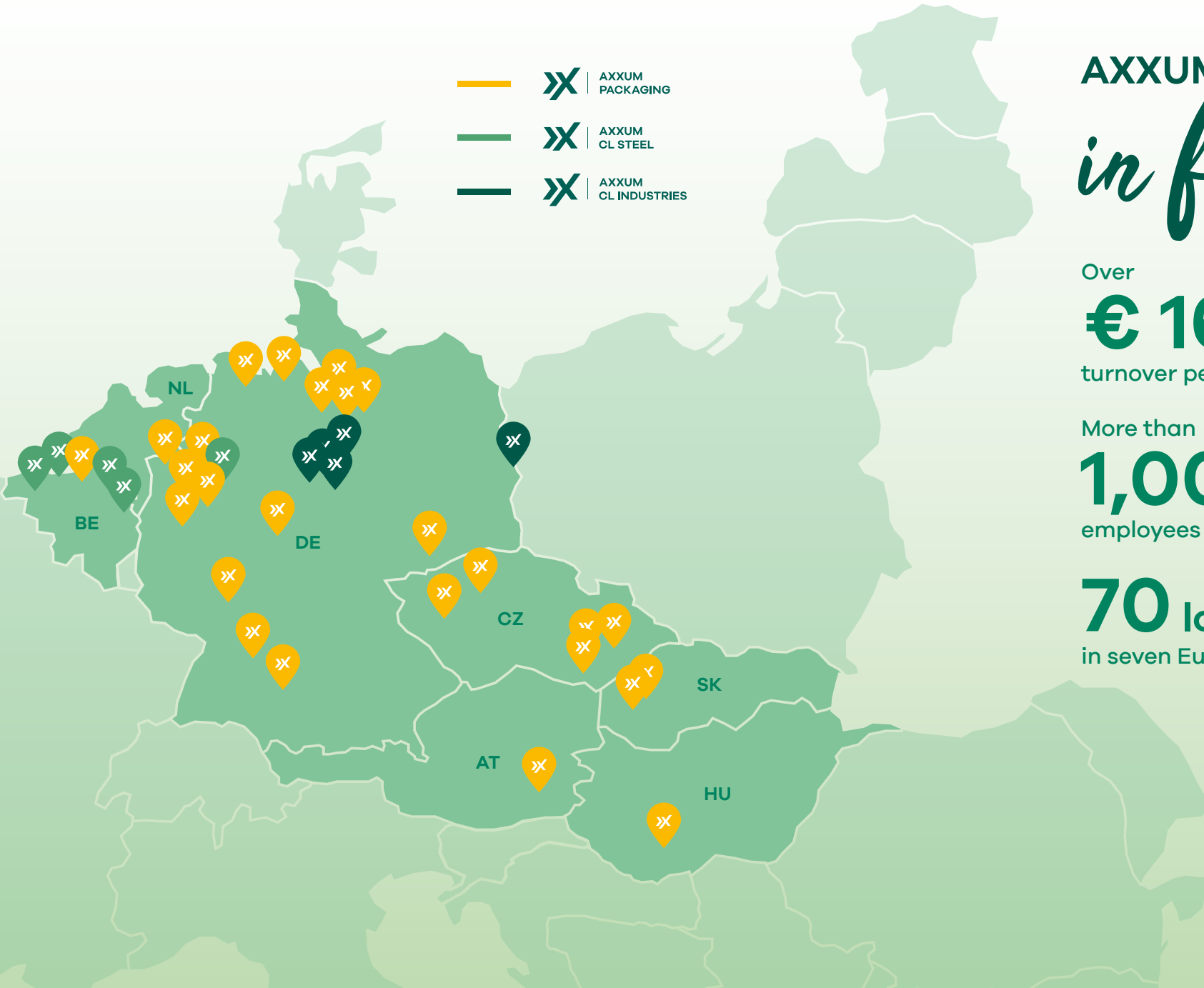
of the AXXUM Group





Facts - figures - data

-   AXXUM PACKAGING
-   AXXUM CL STEEL
-   AXXUM CL INDUSTRIES



AXXUM Group

in figures

Over

€ 166.5 million

turnover per year

More than

1,000

employees

70 locations

in seven European countries

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Our key figures

When it comes to key figures, we have placed our focus over the past couple of years on the national locations. As of 2023, we have extended this to include CO₂ emissions and HR KPIs at the international level as well.

EMPLOYMENT GROUPS AXXUM AS A WHOLE



SHARE AT THE NATIONAL LEVEL

Full-time staff	92.7%
Part-time staff	3.6%
Staff on parental leave	0.4%
Temporary staff	2.8%
Trainees	0.5%

SHARE AT THE INTERNATIONAL LEVEL

Full-time staff	97.8%
Part-time staff	2.2%
Staff on parental leave	0%
Temporary staff	0%
Trainees	0%

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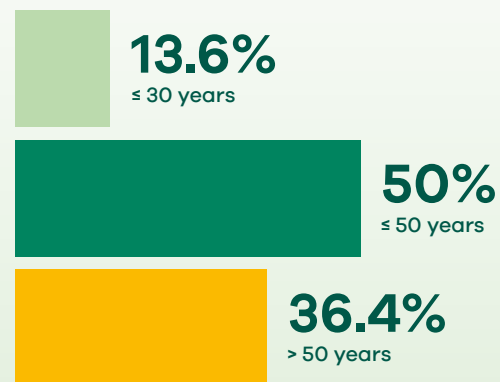
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**AGE STRUCTURE
AXXUM OVERALL**



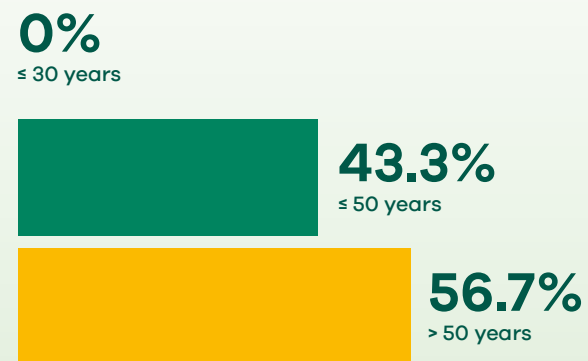
SHARE AT THE NATIONAL LEVEL

≤ 30 years	12.2%
≤ 50 years	47.5%
> 50 years	40.3%

SHARE AT THE INTERNATIONAL LEVEL

≤ 30 years	16.9%
≤ 50 years	56.2%
> 50 years	26.8%

**AGE STRUCTURE
AT MANAGEMENT LEVEL
AXXUM OVERALL**



SHARE AT THE NATIONAL LEVEL

≤ 30 years	0%
≤ 50 years	37.5%
> 50 years	62.5%

SHARE AT THE INTERNATIONAL LEVEL

≤ 30 years	0%
≤ 50 years	66.7%
> 50 years	33.3%

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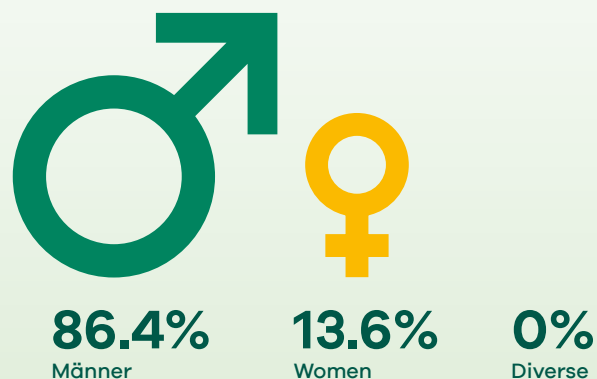
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**GENDER DISTRIBUTION
AXXUM OVERALL**



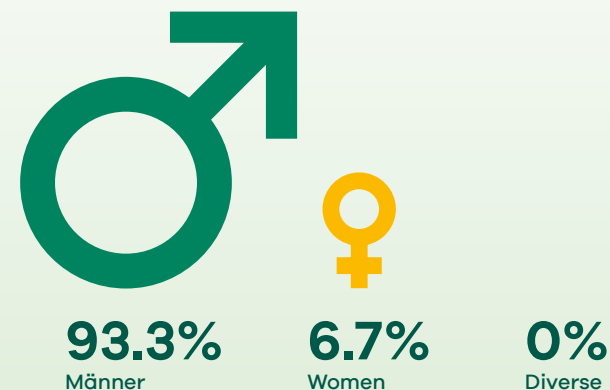
SHARE AT THE NATIONAL LEVEL

Women	13.8%
Men	86.2%
Diverse	0%

SHARE AT THE INTERNATIONAL LEVEL

Women	13.1%
Men	86.9%
Diverse	0%

**GENDER DISTRIBUTION AT
MANAGEMENT LEVEL
(CEO + PROCURATION)
AXXUM OVERALL**



SHARE AT THE NATIONAL LEVEL

Women	4.2%
Men	95.8%
Diverse	0%

SHARE AT THE INTERNATIONAL LEVEL

Women	16.7%
Men	83.3%
Diverse	0%

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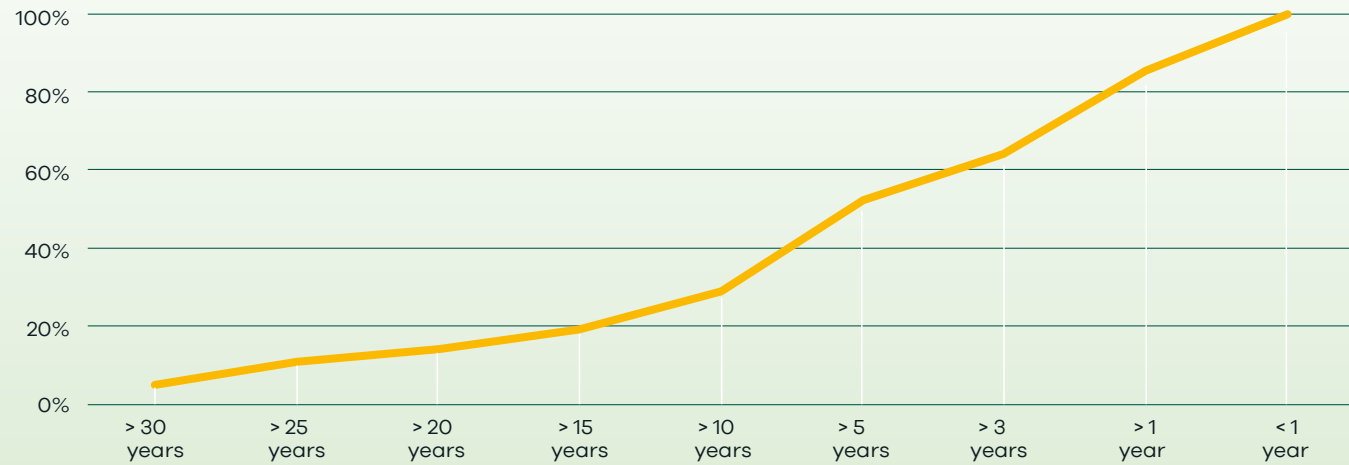
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STAFF AND THEIR PERIOD OF EMPLOYMENT WITH AXXUM AXXUM OVERALL



SHARE AT THE NATIONAL LEVEL

years	> 30	> 25	> 20	> 15	> 10	> 5	> 3	> 1	< 1
Per cent	6.90	15.25	19.50	25.73	36.60	57.56	67.64	86.21	100.00

SHARE AT THE INTERNATIONAL LEVEL

years	> 30	> 25	> 20	> 15	> 10	> 5	> 3	> 1	< 1
Per cent	0.00	0.32	1.28	3.51	10.22	39.62	55.91	83.39	100.00

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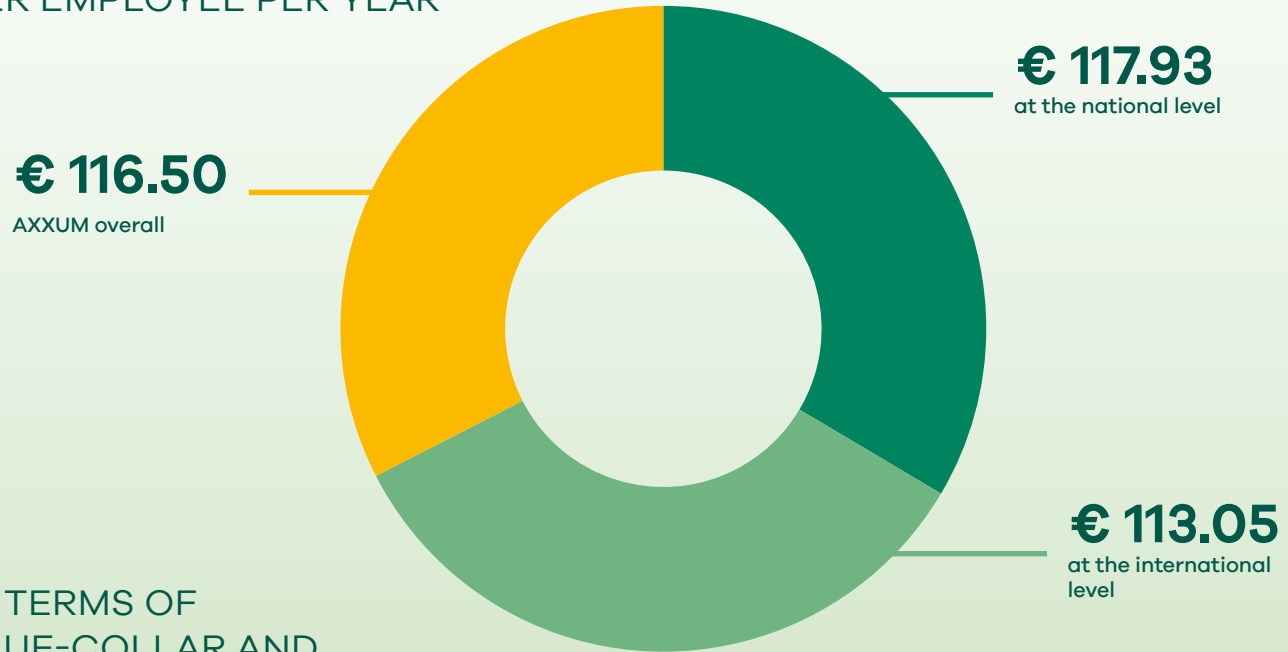
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AVERAGE ANNUAL EXPENDITURE FOR FURTHER TRAINING PER EMPLOYEE PER YEAR



IN TERMS OF BLUE-COLLAR AND WHITE-COLLAR STAFF

AT THE NATIONAL LEVEL		AT THE INTERNATIONAL LEVEL		AXXUM OVERALL	
blue-collar (68%)	€ 80.19	blue-collar (68%)	€ 76.88	blue-collar (68%)	€ 79.22
white-collar (32%)	€ 37.74	white-collar (32%)	€ 36.18	white-collar (32%)	€ 37.28

TREND 2021 TO 2023

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	SHARE AT THE NATIONAL LEVEL			SHARE AT THE INTERNATIONAL LEVEL			AXXUM OVERALL		
	2023	2022	2021	2023	2022	2021	2023	2022	2021
BESCHÄFTIGUNGSGRUPPEN									
Full-time staff	92.7%	91.9%	92.5%	97.8%	–	–	94.2%	–	–
Part-time staff	3.6%	4.2%	4.4%	2.2%	–	–	3.2%	–	–
Staff on parental leave	0.4%	0.4%	0.7%	0.0%	–	–	0.3%	–	–
Temporary staff	2.8%	2.8%	3.0%	0.0%	–	–	2.0%	–	–
Trainees	0.5%	0.7%	0.3%	0.0%	–	–	0.4%	–	–
AGE STRUCTURE									
≤ 30 years	12.2%	14.2%	13.5%	16.9%	–	–	13.6%	–	–
≤ 50 years	47.5%	47.2%	47.9%	56.2%	–	–	50.0%	–	–
> 50 years	40.3%	38.6%	38.6%	26.8%	–	–	36.4%	–	–
AGE STRUCTURE AT MANAGEMENT LEVEL									
≤ 30 years	0.0%	0.0%	0.0%	0.0%	–	–	0.0%	–	–
≤ 50 years	37.5%	43.5%	54.5%	66.7%	–	–	43.3%	–	–
> 50 years	62.5%	56.5%	45.5%	33.3%	–	–	56.7%	–	–
GENDER DISTRIBUTION									
Women	13.8%	13.3%	13.2%	13.1%	–	–	13.6%	–	–
Men	86.2%	86.7%	86.8%	86.9%	–	–	86.4%	–	–
GENDER DISTRIBUTION AT MANAGEMENT LEVEL (CEO + PROCURATION)									
Women	4.2%	4.3%	0.0%	16.7%	–	–	6.7%	–	–
Men	95.8%	95.7%	100.0%	83.3%	–	–	93.3%	–	–

Overseas sites were first included as of 2023.

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	2023	2022	2021	2023	2022	2021	2023	2022	2021
STAFF AND THEIR PERIOD OF EMPLOYMENT WITH AXXUM (CUMULATIVE)									
more than 30 years	6.90%	4.92%	3.59%	0.00%	–	–	4.87%	–	–
more than 25 years	15.25%	14.75%	12.34%	0.32%	–	–	10.87%	–	–
more than 20 years	19.50%	20.08%	19.23%	1.28%	–	–	14.15%	–	–
more than 15 years	25.73%	25.56%	25.25%	3.51%	–	–	19.21%	–	–
more than 10 years	36.60%	34.69%	33.72%	10.22%	–	–	28.87%	–	–
more than 5 years	57.56%	54.63%	52.22%	39.62%	–	–	52.30%	–	–
more than 3 years	67.64%	69.52%	63.13%	55.91%	–	–	64.20%	–	–
more than 1 year	86.21%	83.29%	86.51%	83.39%	–	–	85.38%	–	–
less than 1 year	100.00%	100.00%	100.00%	100.00%	–	–	100.00%	–	–
AVERAGE ANNUAL EXPENDITURE FOR FURTHER TRAINING PER EMPLOYEE PER YEAR									
	€ 58.97	€ 76.22	€ 67.41	€ 56.53	–	–	€ 58.25	–	–
in terms of blue-collar and white-collar staff									
blue-collar (68%)	€ 80.19	€ 83.15	–	€ 76.88	–	–	€ 79.22	–	–
white-collar (32%)	€ 37.74	€ 69.29	–	€ 36.18	–	–	€ 37.28	–	–

Overseas sites were first included as of 2023.

Corporate carbon footprint

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Scope 1

This category comprises direct emissions that are controlled by us or that lie within our ownership. In our case, this means fuel and gas consumption. In 2023, the figure for Germany was **1,203 tons CO₂e**, and the overseas amount was **834 tons CO₂e**.

Scope 2

This indicates indirect emissions that are subject to the ownership and control of third parties, and that must be declared. In our case, this is electric power consumption. In 2023, the figure for Germany was **486 tons CO₂e**, and the overseas amount was **233 tons CO₂e**. The increase in the figure for Germany can be largely attributed to the acquisition of the new subsidiary AXXUM Packaging Hessen GmbH.

Scope 3

This category also includes indirect emissions that are subject to the ownership and control of third parties. At present, declaration of these figures is voluntary. Consequently, we have selected just a few of the many possible emissions. These relate to our waste materials and to wastewater and fresh water consumption. In 2023, the figure for Germany was **344 tons CO₂e**, and the overseas amount was **26 tons CO₂e**.

Compared to the previous year, we were able to register a clear improvement at the national level of just short of 1,900 tons CO₂e. This was in part due to the changeover to green gas at almost all our locations.

You can find further information [here](#) on our endeavours to make our operations as environmentally friendly as possible.

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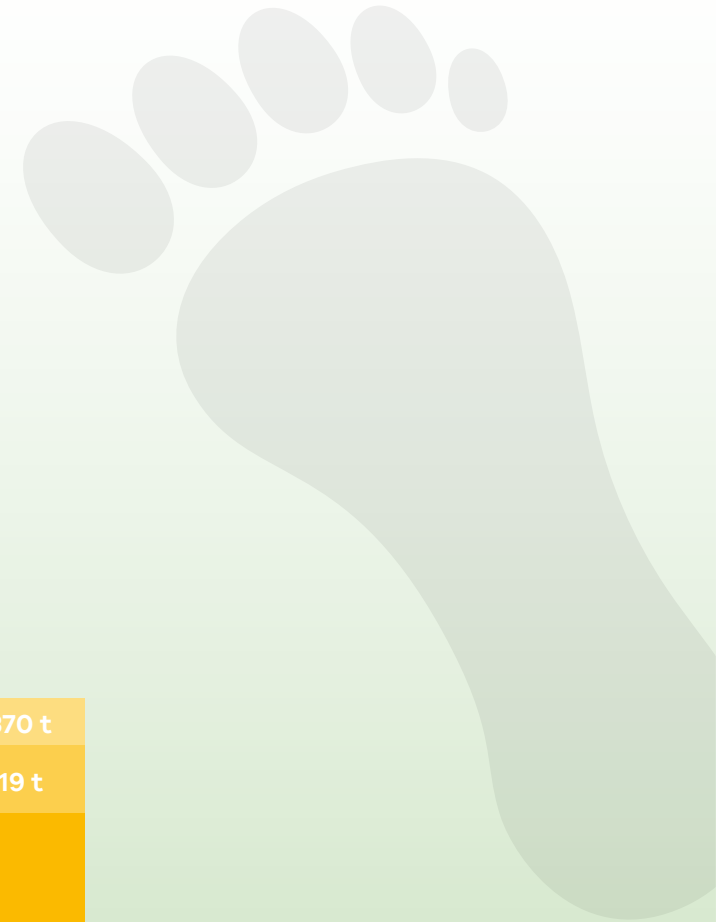
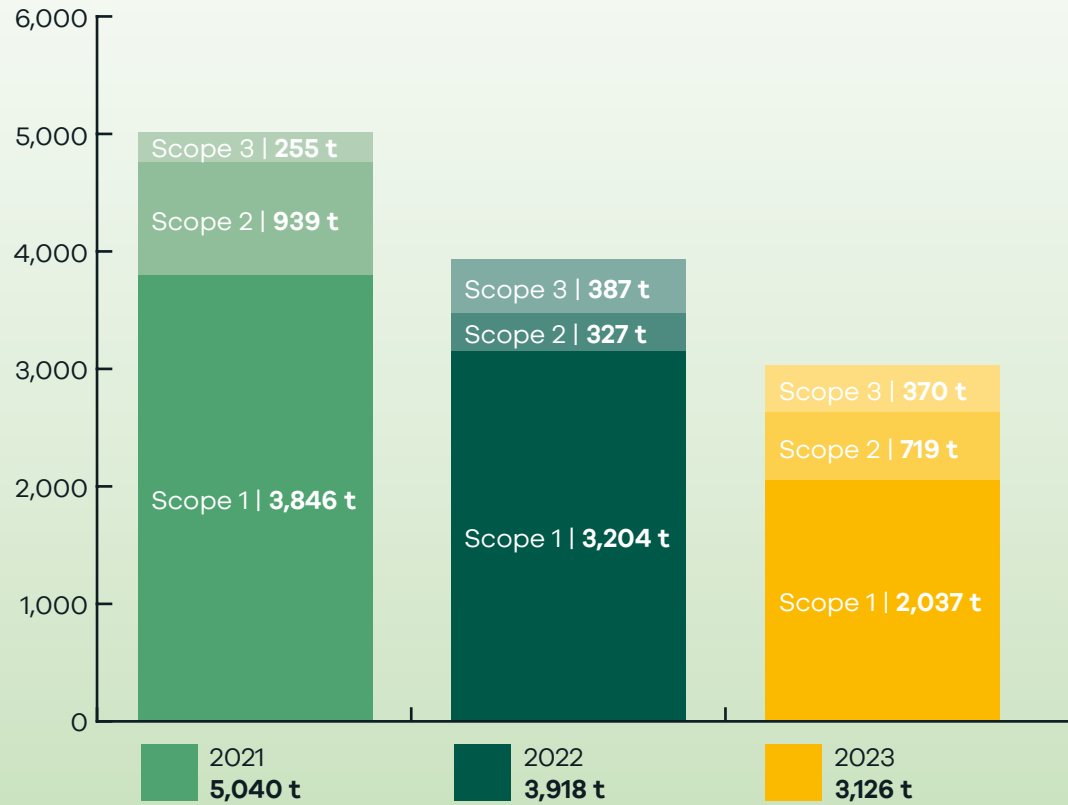
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CORPORATE CARBON FOOTPRINT
CO₂ EMISSIONS IN TERMS OF SCOPE



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Transparency

in our processes

Our management systems help us to be forward-looking and structured in our operations. And so, it goes without question that our management systems are constantly being further developed and, at the same time, being driven forward. Terms such as CIP (continuous improvement process) or PDCA (plan, do, check, act) are therefore far from alien to our ways of thinking and operating.

The following management systems have already been introduced or are in the planning:



ISO 50001
Energy management
(planned by 2030)



ISO 45001
Occupational health and safety management (introduction in the individual companies, if necessary)*



ISO 9001
Quality management
(introduced in 2018)



ISO 14001
Environmental management
(planned by 2030)



ISO 27001
Information security management
(introduced in 2022)

* In-house occupational safety standard at AXXUM, based on ISO 45001

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Structured approach

By means of meaningful and informative key figures, we can make the effectiveness of our campaigns and activities measurable. This puts us in a position to identify and implement potential for improvement as best possible and to constantly enhance our sustainability performance in all segments.

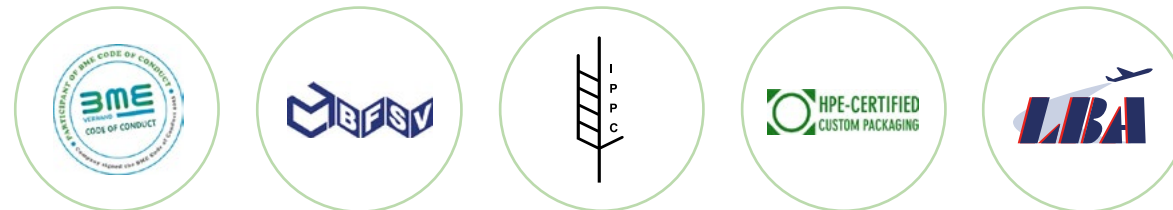
In addition to the management system certification, we also have further types of specific process and product certification at our disposal allowing us to achieve focused and structured compliance with the demands of sustainability and those of our customers. Further to this, we are active in various associations so that we remain in constant dialogue with customers, partners and suppliers. This enables us to identify new trends and developments at an early stage.

Certification of the management systems



For the first time, in 2023, we registered with our subsidiary AXXUM Packaging Rhein-Ruhr GmbH (formerly Günter Püschmann GmbH & Co. KG) on the EcoVadis portal, permitting us to measure our performance compared to international competition. We achieved 48 out of a possible 100 points, which means that we are clearly above the average in comparison with other companies in our industry.

Specific product, process and site certification*



* These certificates are site-related and do not apply to AXXUM as a whole.



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High demands on viable corporate management

Whistleblower directive

Our leading principle in all our activities is compliance with the relevant laws, provisions, binding obligations, internal standards and contractual agreements. For this reason, we implemented the EU Whistleblower Directive at the end of 2023, that is, the law protecting persons providing or divulging information. Personal or vested financial interests should have no influence on business decisions. We make such conflicts of interests known wherever they exist and work together to find a solution in which the interests of the company are not negatively affected.

Data protection

We put into practice the data protection provisions in terms of the General Data Protection Regulation (GDPR) on the protection of personal data. We have the support in this of an external data protection officer to ensure that all provisions on the handling of internal and external personal data are correctly and completely implemented. All employees who come into contact with personal data are trained in matters of data protection.

Open communication

We maintain transparent and open communication in all our dealings with our customers and business partners as well as with our employees. They have access via notice boards and via our AXXUM intranet to the contents of our company guideline and to further guidelines and provisions. This comprises all currently valid central AXXUM documents.

Competition law

No price agreements are made with our competitors or with other independent parties, nor are there any agreements in relation to a joint business policy. These are wholly independently determined. What follows from this is a fair treatment of customers, suppliers, service providers and other parties involved at all times. The provisions of monopolies and competition law are adhered to. We tolerate no forms of corruption, bribery and blackmail. Potential incidents will be rigorously prosecuted.



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Customer satisfaction

The satisfaction of our customers is of the highest priority for us. Only if our customers are successful can we ourselves be successful too. The needs and wishes of our customers and of the market therefore determine our strategy and our day-to-day decisions.

Partnerships

In the interests of the lasting and economic success of the company, AXXUM presupposes long-term relations with suppliers and business partners who themselves operate sustainably. This enables corporate growth and competitiveness to be constantly improved.

By incorporating sustainability issues in our supply management, we ensure that our suppliers advocate the same sustainability interests as we ourselves do. We



will further guarantee this with the introduction of the software IntegrityNext in the course of 2024.

Innovations

We regard innovations as a core factor in our economic success. We therefore promote a culture that encourages transparent and open communication and that stimulates the introduction of potential improvements and the creation of commercially successful products. This gave rise a few years ago to the “My AXXUM” customer platform, which offers a digital complement to the substantial know-how of the Group. It provides reliable, ongoing supply chain management and allows our customers to map and manage the entire value chain digitally.

Transparency and security

By connecting data loggers to “My AXXUM”, we are in a position to depict tracking and tracing for temperature, humidity, expediting and more. Our customers can access their own data in real time and they can see everything at a glance.



The AXXUM Group is politically neutral and is not a member of any political organisation. Generally, AXXUM exercises no influence on political processes and makes no contributions to governments, nor does it make any donations to parties or politicians.

Our *stakeholder*



Shareholders



Employees/
management



Banks



Trade association/
occupational safety
office/company doctor



Customers



Suppliers



Neighbours



Insurance and
legal parameters

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CUSTOMERS

Demands/expectations

- › Fair dealings with each other
- › Delivery reliability/prompt fulfilment/provision
- › Source of raw materials / sustainability/environment

Measures/action

- › Code of conduct/legal requirements/contracts
- › Process reliability by means of quality management
- › Supply management/legal requirements



SUPPLIERS

Demands/expectations

- › Fair, punctual payment
- › Long-term supply relationships
- › Legal compliance

Measures/action

- › Contracts
- › Fair interaction/reliability
- › Supplier self-declaration/legal requirements



EMPLOYEES/ MANAGEMENT

Demands/expectations

- › Equal opportunities/diversity
- › Fair payment
- › Ongoing capacity building/basic and advanced training
- › Good working atmosphere

Measures/action

- › Sustainability strategy/legal requirements
- › Contracts/bonuses
- › Qualification guidelines/training courses/development programmes
- › Fair and open dealings with each other



SHAREHOLDERS

Demands/expectations

- › Information on fundamental changes, opportunities and risks
- › Innovation
- › Transparent reporting/economic action

Measures/action

- › Annual risks and opportunities analysis in quality management
- › Innovation management
- › Annual financial report/regular monthly reporting

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NEIGHBOURS

Demands/expectations

- › Regular examination of mutual interests
- › Environmental aspects (e.g. neighbours: noise pollution or environmental impacts)

Measures/action

- › Standard requirement/risk radar/issue map (PR)
- › Permit requirements/official directives



TRADE ASSOCIATION/ OCCUPATIONAL SAFETY OFFICE/ COMPANY DOCTOR

Demands/expectations

- › Compliance with current provisions
- › Health and safety compliance

Measures/action

- › Compliance with occupational safety measures
- › Risk assessments and instructions



INSURANCE AND LEGAL PARAMETERS

Demands/expectations

- › Compliance with statutory and official regulations

Measures/action

- › Compliance with occupational safety measures/contracts/procedural instructions



BANKS

Demands/expectations

- › Compliance with contractual conditions

Measures/action

- › Contracts/information as required

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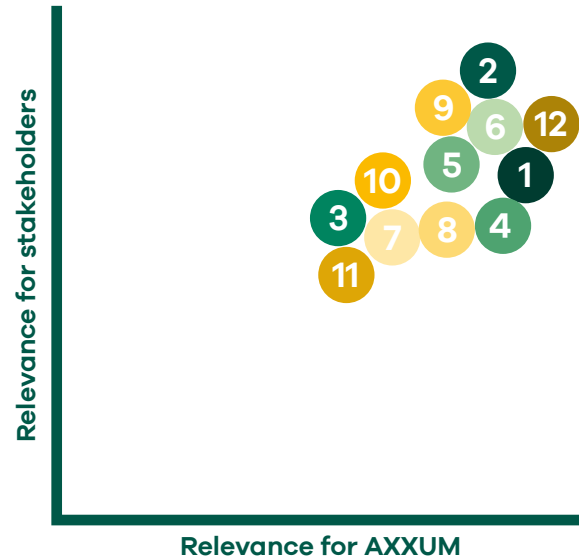
MATERIALITY ANALYSIS

It is important that the corporate management understands and can respond to concerns and current issues that affect AXXUM. Besides instruments such as dialogue with stakeholders and risk analyses, materiality analysis is a method which allows key issues to be identified and priorities to be set in devising the appropriate measures.

We already began incorporating the most relevant stakeholders with their demands and concerns in our first Sustainability Report. As a means of improving ourselves further in this aspect and of enabling us to set the right priorities for our work, we then took the next step of assessing the key topics for AXXUM in terms of their relevance. To this end, at a joint event, the AXXUM management and authorised representatives voted on the various topics and evaluated them from their viewpoints.

This gave rise to a materiality matrix, which we can use as a guide in our sustainability reporting.

The twelve key topics were therefore assessed with regard to their relevance for stakeholders and their relevance for AXXUM.



- 1 Good working atmosphere, fair dealings with each other
- 2 Delivery reliability
- 3 Source of raw materials/ sustainability
- 4 Fair, punctual payment
- 5 Long-term supply relationships
- 6 Compliance with legislation/ provisions/requirements
- 7 Equal opportunities/ diversity
- 8 Basic and advanced training
- 9 Innovation and digitalisation
- 10 Examination of mutual interests
- 11 Environmental aspects, e.g. noise pollution or environmental impacts
- 12 Occupational safety

Central topics identified

The findings of the assessment reveal that occupational safety and a good working atmosphere are especially important for AXXUM. Topics viewed by our stakeholders as being of particular relevance are delivery reliability and innovation and digitalisation. We intend using our sustainability strategy to drive these topics forward, but

without losing sight of the other subjects. In the various chapters of this Sustainability Report, we deal with the key topics and report on the measures and progress that have been achieved or are in the throes of being implemented.



Sustainability strategy of AXXUM

We have big plans: *holistic and fair*

We take the subject of sustainable operations very seriously and we are constantly working on improving our sustainability strategy.

In doing so, we follow the guidance of the Sustainable Development Goals (SDGs). These 17 global sustainability goals are political targets set by the UN states, and they are intended to ensure sustainable development at economic, social and ecological levels worldwide.

To this end, we have selected those SDGs that apply to us and supplemented them by goals of our own; these are subdivided into short, medium and long-term goals. In the interests of maintaining a good overview, these, in turn, have been allocated to the respective subsection strategy, process management, environment and community. This does not prevent some SDGs being applicable to several segments. These goals gave rise to the measures that it is hoped will facilitate the achievement of the targets.

Further information for external stakeholders and staff

In 2023, we set ourselves the goal of improving communication and informing internal and external stakeholders more frequently about our sustainability activities. For this purpose, we have placed a special menu item on the website, on which our carbon footprint at the present time is shown.

Short articles will also appear in our staff magazine and regular posts on social media. For 2024, the team is currently working on a sustainability workshop that is to be implemented throughout the AXXUM Group.

This will get employees more involved in the subject, and it will contribute substantially to a realignment of the sustainability strategy.

All further developments and progress within AXXUM will be examined in more detail in the following chapters.



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Strategy

Progress and development

The focus of our company strategy is primarily on sustainable development and on constant organic and inorganic growth.

Clearly worded, explicit aims and objectives are called for in order to be able to monitor progress and developments throughout the company and keep track of our many and varied activities. We work these out in conjunction with our employees and other stakeholders, the aim being to derive specific measures from them.

Assessing opportunities and risks is a major component of this and has a substantial influence on decisions made within AXXUM.

In the chapter on Strategy, we mainly concentrate on the SDGs 8, 12 and 17.

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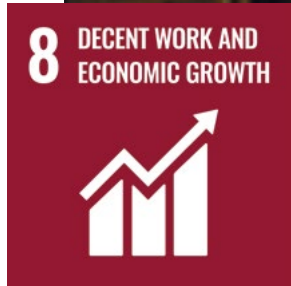
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Focus on: augmenting sustainability

“Decent work and economic growth” (SDG 8) are of the essence for AXXUM when it comes to making strategic decisions.

Year for year, increasing our efficiency constitutes one of our main objectives. We are currently working on substantiating our sustainable company strategy in order to ensure that, besides corporate

growth, we also focus attention on augmenting sustainability. In the medium term, we hope to further develop our KPIs in the areas of sustainability and operative management.

We are of the opinion that our employees are amongst the most important stakeholders for profitable and efficient growth in AXXUM. As a result, we constantly pursue the goal of safeguarding jobs and of involving and integrating our employees more and more.

More than
1,000
employees at more than
60 locations in seven
European countries



GOALS ALREADY ACHIEVED

- ✓ Profitable growth
- ✓ Safeguarding jobs
- ✓ Sustainable company strategy substantiated

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Sustainable supplier management and local purchasing

“Responsible consumption and production” (SDG 12) hold true not only for AXXUM, but also for our customers and suppliers.

Sustainability not only means concentrating on our own company, but it also entails making sure that our customers and suppliers advocate the same interests as we do. That is why, at the moment, we are engaged in developing a sustainable supplier management. To that end, we plan to introduce a special software in the course of 2024.

This also means that we are focusing our attention in the long-term on local purchasing, so that we are further increasing the proportion of suppliers from within continental Europe. Currently, that figure already constitutes more than 99 per cent including Germany.

Besides other advantages such as short delivery routes, this is the best means for us to ensure sustainability throughout the whole value chain.

But here too, we as AXXUM are first and foremost able to implement processes at our production and packaging sites that will augment our sustainability. One opportunity that we see in our own case is that of waste recovery. For that reason, waste management has, since 2023, been an essential element in our strategy.

You will find more information on this [here](#).

GOALS ALREADY ACHIEVED

- ✓ Local purchasing
- ✓ Short delivery routes
- ✓ Sustainability in the value chain



99%

of our suppliers come from Europe

Fostering existing partnerships and establishing new ones

Besides the SDGs already mentioned, “Partnerships for the goals” (SDG 17) is also of relevance for AXXUM.

Fostering partnerships that already exist and forming new ones are two key components of our sustainable business strategy. We therefore prioritise long-term relations with customers, suppliers and start-ups.

One such example of a successful partnership is the case of AXXUM Packaging Main-Neckar, which donates accumulated wood waste for further processing, thereby simultaneously achieving the synergy effect of protecting the environment.

GOALS ALREADY ACHIEVED

- ✓ Long-term partnerships
- ✓ Successful cooperation with synergy effects



We meet with our

partners

on

equal terms

17 PARTNERSHIPS FOR THE GOALS



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Process management

Standardised process operations

For us, good process management with standardised process flows is a crucial component in sustainable business growth.

Standardising work processes is the best possible means of bolstering the value chain, and it facilitates activities across all sites. Consistent, clearly defined communication channels pave the way for this and offer an opportunity for giving each other mutual support.

At the same time, process management ensures constant quality and

provides AXXUM with the foundation on which to build its quality management and further management systems.

In the field of process management, we concentrate on the SDGs 8, 9 and 12.

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Maintaining and optimising existing processes

The focus in process management lies on SDG 8 (“Decent work and economic growth”).

The improvement of our quality management system and of our processes constitutes one of our core concerns. To this end, in 2023, the QM department worked increasingly with the operatives on process optimisation. Together with colleagues at the various sites, they examined several departments and defined missing interfaces or process optimisation, using IT solutions where appropriate.

In internal audits too, attention was more and more focused on examining compliance with existing

processes and procedural instructions. This revealed that some of these procedural instructions had not been put into practice. The QM department will therefore be taking up this point again next year and re-examining the accuracy and validity of the procedural instructions in question. Apart from this, we will be reworking the process by which procedural instructions are drawn up and, in future, we will be involving the operative units far more in the creation process.

In addition to this, a good deal was achieved in 2023 in terms of occupational safety. One of our goals was the permanent implementation of ISO 45001 within the Group in the long term. By way of a prelude, we successfully put this into practice at one of our sites. AXXUM Packaging Rhein-Ruhr received its certification in the summer of 2023, and it serves as a trendsetter within the Group. By the end of 2030, the aim is for certification to have been introduced in all locations where this seems necessary. Up until now, we have had an occupational safety standard of our own, which is based on ISO 45001.

We were able to register further success in respect of certification by the wood packaging, pallets and export packing association HPE. For years now, AXXUM Packaging Rhein-Ruhr has been producing

crates according to HPE standards, and it has official certification since 2023. Beyond that, HPE intends to review and revise its guideline next year, and AXXUM will be offering its support on this in a working group.

A first recertification audit for ISO 27001 was on the cards in 2023, and we successfully passed it. The focus was on the topics of awareness, guidelines and/or procedural instructions, data protection and how to deal properly with cyberattacks and/or phishing mails. The IT team has offered various information and training sessions as a means of raising further awareness for this among staff.



Successful introduction

of ISO 45001 at the first site

GOALS ALREADY ACHIEVED

- ✓ First ISO 45001 certification
- ✓ Optimisation of processes
- ✓ ISO 27001 recertification

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Consistent merchandise management system

We are keen to be drivers of innovation in the industry, and we are constantly working on new, digital solutions for ourselves and our customers. That is why SDG 9 (“Industry, innovation and infrastructure”) ties in so excellently with AXXUM’s own goals.

The question of a standardised merchandise management system at all national locations plays a central role in this. We still have our sights firmly set on our goal of improving the standardisation, digitalisation and homogenisation of all processes and, in 2022, we initiated the project to introduce a uniform ERP system. The basic concept has already been produced and a process landscape comprising all locations has been defined.

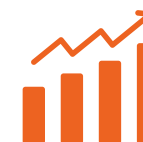
In 2023, we started work on the detailed concept phase, in which the specified processes are examined in greater detail. On account of the great many projects we had

running in 2023, the topic “Introducing an ideas management system” had to be put on the back burner for the time being. On the subject of innovation, work is still ongoing on various items including a digital incoming goods app and a measuring app.

Plans are to introduce the products in 2024. Further environmentally friendly products such as the wooden nails are described more fully in the **chapter on Environment (SDG 12)**.

GOALS ALREADY ACHIEVED

- ✓ Start of the detailed concept phase for standardising processes
- ✓ Pressing ahead with an incoming goods app and a measuring app



Development
of digital and sustainable solutions

Heightened awareness

For AXXUM to achieve its goal of reducing emissions at the national level by the end of 2030, as well as adapting processes or automating work stages, we will also need to take consumer behaviour into account and heighten awareness in production.

It is for this reason that SDG 12 (“Responsible consumption and production”) addresses the issues in hand.

In the medium term, for example, we wish to achieve a ten per cent reduction in our use of wood by optimising our crate construction. In general terms, this factor has already enabled us to lower our cost-of-materials ratio from 48 per cent to 45.4 per cent. A further

measure en route to this SDG was the changeover to LED lighting at our locations. This allowed us to realise a huge improvement in our energy efficiency.



Reduce the medium-term use of wood by

10%

GOALS ALREADY ACHIEVED

- ✓ Reduced cost-of-materials ratio
- ✓ Improved energy efficiency
- ✓ Process optimisation



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Environment

Taking responsibility

Protecting the environment as one of the three main pillars of sustainability has already been on the AXXUM agenda for a good number of years.

In times of climate change and increasingly frequent natural disasters, we are very aware of our responsibility and are making our own contribution towards environmental protection. This is also the basis for our company target of national climate neutrality by 2030.

Due to the nature of our operations, it will never be possible for us to entirely reduce all emissions at AXXUM.

Our approach is therefore to reduce our carbon footprint to an absolute minimum and to compensate the remaining unavoidable emissions by means of recognised and useful projects. We follow the established environmental management standards, upholding them within our company, and constantly improving their effectiveness.

This way, contractually agreed demands are fulfilled and all activities

that impact on our environmental performance are planned, controlled and monitored. We take the relevant normative, legal and other binding obligations into account in all the decisions we make.

As recent years have shown, we were able to reduce our ecological footprint on an annual basis. We have already successfully implemented many measures for this and we are continuously working on improving our environmental performance.

For this reason, we have yet more such measures planned for the future. We have set our main focus on the SDGs 7, 12 and 13 in the Environment chapter.



Renewable energy for the vehicle fleet

We at AXXUM take the subject of “Clean energy” (SDG 7) very seriously. For us, it is a great opportunity to drive forward environmental protection.

We have thus set ourselves both short and medium-term targets that we wish to attain by means of specifically designed measures. Regular energy audits are carried out throughout AXXUM by external specialists, as a result of which optimisation potential can be identified, assessed and, wherever appropriate, implemented.

As far back as January 2022, we had already switched the power supplies at most of our main sites in Germany to green electricity, and during the second half of the

year, we took the further step of beginning to draw on green gas supplies. These changeovers consequently had a highly positive effect on our total emissions. In future, the building up of our own in-house energy supply will benefit from the installation of photovoltaic facilities. On this front, plans are already afoot to instal photovoltaic facilities in Pécs, Hungary, in 2024 and in Peine in 2025.

In addition, in the very near future renewable energies will be put to increasing use in our vehicle fleet. We thus set ourselves the target of converting our fleet of vehicles as soon as possible to electromobility with our car policy. Starting from the first electric vehicle in 2020, our fleet in the meantime has a total of 18 electric vehicles. In order to quicken the pace of the changeover and constantly up the proportion of electric vehicles in the coming years, we have, as defined in our targets, already installed more than ten electric vehicle charging points this year.

Besides our company vehicles, the long-term plan is to replace our existing forklifts with electric forklifts. We have thus already managed to replace 57 per cent of our forklifts with electric equivalents and, in the meantime, nine of our locations exclusively use electric forklifts.



57%

electric forklifts throughout the company, and nine sites with only electric forklifts

GOALS ALREADY ACHIEVED

- ✓ Changeover to green electricity and gas
- ✓ High proportion of electric vehicles in the vehicle fleet
- ✓ More than half our forklifts are electric-powered

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Sustainable packaging and waste reduction

“Responsible consumption and production” (SDG 12) is writ large at AXXUM and is paralleled by the contents of our company guideline.

Notwithstanding the fact that wood is a renewable resource, we are aware that our work involves consuming natural resources and impacts negatively on the environment. Since we primarily process wood in our national production plants and operations, we have set ourselves the target of optimising construction so that we can cut our wood consumption by ten per cent by the end of 2030. In that respect, major internal and external efforts have been exerted in recent years on enabling us to offer CO₂-neutral packaging solutions on the market.

Innovation: wooden nails

In our 2022 Sustainability Report, we mentioned the subject of wooden nails that we planned to deploy in customer projects. Depending on the material used, these can result in CO₂ savings of between five and nine per cent in the construction of our crates.

With this product we have gained a further unique selling point, as we are currently the only company in the industry that is able to use wooden nails. The nails are made of domestic beechwood and allow the components to be recycled and re-used. For structural reasons, they are primarily deployed in air freight, as replacement parts or in small parts crates with a maximum gross weight of 1.5 tons. Internal tests have shown that their use has no negative effect on the quality of our packaging and that there were no problems in handling.

Sustainable use of wood waste

A good number of different kinds of waste are produced at our operational sites. Optimising waste management therefore presents us with the opportunity to improve the sustainability of our locations, both in production and in packaging. At two of our sites, for example, we already make use of the waste wood, exploiting it thermally for the operation of our heating systems. Besides the correct separation of waste, we



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Recycling rate of over

80%

attach importance to minimising waste and using it properly so that we as a company can achieve as

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high a recycling rate as possible. As a means of ensuring all these aspects, we work hand in hand with an external service provider who draws up concepts together with us that are customised for our sites. These include a site overview with all the waste collection points, the current waste balance including the waste recycling rate and a potential analysis with proposals for optimisation.

Waste separation

We already began implementing corresponding measures at one of our sites in 2023. As regards waste separation, we were able to initiate the separation of the wood fractions A1 and A2, the separation of coloured and clear films and the deployment of spray can containers. We will be pushing ahead with further optimisation measures in 2024.

Digitalised waste disposal orders

In addition, we administer our waste disposal orders via a digital tool, so that we can work as efficiently as possible. Apart from this, the tool helps us ensure that the balance of our waste materials is in compliance with the Commercial Waste Ordinance, the Corporate Sustainable



Reporting Directive and EU taxonomy. Finally, we wish to emphasise that none of our waste reprocessing is subject to the REACH regulation.

Using so-called calamity timber

Furthermore, we take great care to prioritise the use of so-called calamity timber. Calamity timber is wood that has become available for further uses due to storm damage, drought and/or pest infestation.

Deforestation-free supply chains

The EU regulation on deforestation-free products and supply chains (Regulation (EU) 2023/1115) prescribes that products should not contribute to deforestation or forest degradation. Within the packaging industry, this affects packaging that is put into circulation as a separate product. Packaging that is used for protection (as overpack or outer packaging) is at present

still exempt. Thanks to a software solution, we are able to ensure compliance with all the requirements of Regulation (EU) 2023/1115, even although the regulation does not directly affect us.

Changeover to LED

A further measure is the changeover to LED lighting, which is already in use in most of our locations. The medium-term target is for all locations to be converted to LED. Quite apart from this, we are convinced that a great deal of potential lies in the use of environmentally friendly resources. And so, we are keen to focus increasingly on the likes of recycled films or alternative wood-based materials in future.

GOALS ALREADY ACHIEVED

- ✓ Changeover to LED
- ✓ Introduction of wooden nails to reduce CO₂
- ✓ Optimised waste management

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Reducing our carbon footprint

Much has already been mentioned regarding “Climate action” (SDG 13). Our main objective is to reduce emissions.

On the one hand, we do this by annually calculating our corporate carbon footprint. This shows which greenhouse gas emissions the company causes, the quantities in which they arise, and in what areas the most emissions are produced. This will make future progress quantifiable and evaluable. Compared to previous years, since 2023, we also measure consumption

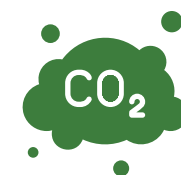
at the company’s own foreign locations, enabling us to declare an even more meaningful and informative carbon footprint. The database that we use is based on the directives of the Greenhouse Gas Protocol Accounting and Reporting Standards and the DIN EN ISO 14064 norm. Besides direct (Scope 1) emissions, indirect (Scope 2/3) emissions are also registered. The corporate carbon footprint has been calculated annually since 2021, and you will find the figures [here](#).

The first company in our industry with a CO₂ calculator

On the other hand, we are working on finalising our product carbon footprint. We are the first company in the industry that can precisely calculate CO₂ emissions occur-

ring in production with the aid of a certified CO₂ calculator. This product carbon footprint tool was developed and tested in cooperation with envistra GmbH based on the requirements contained in the Greenhouse Gas Protocol and ISO 14067. As a result of this, we can offer our customers the opportunity of purchasing climate-neutral packaging solutions from us.

As compensation for the emissions generated by the production of a crate, for example, we employ high-grade Gold Standard or similar certificates. These allow us to support projects that demonstrably contribute towards a reduction of greenhouse gases. At the same time, support is provided for social interests and the local environment.



More than
3,000
tons of CO₂ already saved over the past two years

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Community

Satisfaction as the greatest asset

As a medium-sized company, we see ourselves as having a responsibility to offer our workforce a pleasant working atmosphere, and we are open in our dealings with each other.

We also pursue this externally with our service providers and suppliers. We would like to successfully expand our company in the long term, thereby creating lasting jobs.

Our guiding principle in this is to continuously increase satisfaction

amongst our employees. One of the possible means that AXXUM sees of achieving that goal is the implementation of the SDGs in the company strategy.

Our focus in the Community section is on the SDGs 1, 3, 4, 5, 8 and 10.

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Responsibility throughout the entire value chain

“No poverty” (SDG 1) is an essential SDG, and it is indispensable for AXXUM.

Fair payment and compliance with human rights are away up at the top of the agenda when it comes to the sustainable expansion of jobs, and they are also firmly enshrined in our goals and objectives. Compliance with minimum wage legislation helps us achieve our targets.

Supplier self-declaration for greater diligence

So that we are able to realise this SDG along the full value chain, we also call our service providers and suppliers to accountability. In 2022, we came up with the concept of

supplier self-declaration, designed in accordance with our own aims and objectives. This year, our central purchasing put the request into circulation. We have decided that responding to this should remain on a voluntary basis. Overall, we have received a returns rate of 28.64 per cent.

The new Supply Chain Act (literally: Obligation to Exercise Due Diligence in the Supply Chain Act), which is expected to come into force next year, will help us increase that proportion. It is intended to put an obligation on companies to comply with human rights throughout the entire supply chain.

In order to simplify processes and guarantee the requirements, we will be working with a software solution. We will be addressing this issue more fully at the beginning of 2024.



Preparing for the

Supply Chain Act

GOAL ALREADY ACHIEVED

- ✓ Voluntary self-declaration on the part of our suppliers



Our responsibility for employees' health

SDG 3, "Good health and well-being", is also on the AXXUM agenda.

We believe that the health of the workforce is indispensable for the sustainable expansion of jobs and, as employers, we ensure safety and health protection in the workplace within the scope of statutory provisions. All employees are given appropriate instruction before taking up their duties at regular intervals thereafter.

Occupational safety

Designated processes, such as dealing with accidents at work, are defined and communicated in the form of procedural instructions. The occupational safety specialists for the respective companies are providing assistance in complying with and constantly improving our industrial safety and health protection within the organisation. We have declared as one of our short-term goals that we will be working on an improved long-time injury rate (LTIR) figure, that is, the number of industrial accidents requiring compulsory registration per million working hours. Compared to 2022 (21.71), we have slightly improved at the national level with a figure of 21.53. We

are aiming at a figure of 0 for the year 2024, whereas the benchmark quoted by Germany's professional association for trade and the distribution of goods (BGHW) is 15. In order to actually achieve this company goal, we are working on constantly improving our occupational safety measures. One project that is likely to prove helpful to us next year is reflected in the employees' suggestions scheme.

Mobile working

Mobile working is a topic that everyone has been talking about since the COVID-19 pandemic, and for most employees it is impossible to imagine life without it. For this reason, we have decided to take this up as an inherent part of our work model and to also make it possible for employees in certain functions to work from home.

Based on the experience of recent years, we are able to report a success model in this respect. Not only has it led to an increase in employee motivation, but it has also furthered productivity and has not harmed the team spirit. As a means of maintaining togetherness, we regularly organise staff gatherings in the form of team events or after-



work activities. We already addressed this topic in the last report, and we are now able to report that these measures were received very positively by the workforce.

GOALS ALREADY ACHIEVED

- ✓ Fewer accidents at work
- ✓ Introduction of a mobile working model
- ✓ Numerous team events and after-work activities



LTIR figure aimed at

(Further) training and promotion of young talent

In the Community section, SDG 4 (“Quality education”) is also an absolute must for AXXUM.

We are convinced that sustainable growth can only be achieved if our staff are able to flourish and to develop themselves further. With that in mind, we wanted to extend our training opportunities by 20 per cent by the end of 2023. We were unfortunately unable to achieve this goal since the priorities were shifted on account of the one brand campaign. The planned feedback talks throughout AXXUM

will therefore still not be happening for the time being.

We are also thinking of the future for sustainable company growth, as that lies with our young talent and our trainees. AXXUM therefore wishes to come up with a uniform trainee concept applicable to all its sites, and we have firmly integrated this into our long-term goals.



Extending

training opportunities



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Optimum opportunities for women

“Gender equality” (SDG 5) has a major role to play at AXXUM, where the proportion of women has been rising constantly for several years.

From 2022 to 2023, the proportion of women in the national locations rose by 0.5 per cent. Overall, the ratio of women throughout AXXUM thus lies at 13.6 per cent. Thanks to the rearranging of some work processes in production, we expect to be able to increase the ratio even further in the medium term. A reference project is currently in operation in the Czech Republic that has enabled us to adjust the first such processes. The first findings on this will be available for us to include in the next report.



AXXUM is further intent on increasing the proportion of women in management positions. To this end, management training programmes (for m/f/x) are to be systematically offered over a long period. In 2021, the percentage of women employed at the national management level was still 0 per cent. In 2023, we were already able to raise this figure to 4.2 per cent at the national level. At the international level, the figure is slightly higher at 16.7 per cent. For AXXUM taken as a whole, this constitutes a figure of 6.7 per cent for women working in management.



13.6%

quota of women in AXXUM as a whole

GOAL ALREADY ACHIEVED

✓ Increased proportion of women in the company

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An open company culture

SDG 8 (“Decent work and economic growth”) is the mainstay of Community.

We rely on expanding our corporate branding in order to gain greater attractiveness in the long term. The younger generations in particular wish to identify with their work and with their employer and to participate actively in their company.

First-name culture

In line with our motto “THINK AHEAD. ACT TOGETHER. BE PERSONAL.”, we give priority to togetherness and to people. One of the aspects in which this is reflected is the first-name culture, which has become more and more firmly established over recent years, thereby reinforcing the sense of togetherness. The subject of sustainability is increasingly gaining in significance in all of this, and it will have a substantial role to play in shaping the employer brand. A good deal happened last year especially in the area of company culture.



For us,
people
have priority.

In the last report, we shared the information that a North German location had taken up the concept of after work, and that this over time has become firmly established within the company. As planned, the other sites in North Germany have also joined in this initiative.

On a related note, we would like to draw attention to a special event, namely that AXXUM Packaging Slovakia s.r.o. (formerly Repack s.r.o.) celebrated its tenth anniversary in 2023.

Open company culture

We continue to have as one of our goals to involve our employees more fully in decision-making processes. Our open company culture presents a sound basis for this.



Tenth anniversary of AXXUM Packaging Slovakia s.r.o.



GOALS ALREADY ACHIEVED

- ✓ Implementation of an open company culture
- ✓ Increased employee satisfaction by means of various activities
- ✓ Introduction of a first-name culture

Commitment to greater equality

When it comes to “Reduce inequalities” (SDG 10), AXXUM has plans for the long-term promotion of jobs for persons with disabilities.

One proposal that has been made is to work together on this with sheltered workshops. A first such cooperation initiative with

integration enterprises is already underway at one of our northern locations. We also regard it as being part of our responsibility to create and provide age-appropriate jobs. Older persons who carry out a physically demanding job in our company should in future be given the opportunity to register themselves in due time for retraining. First steps have already been initiated, so that, for example, our older blue-collar workers can take on the role of trainers and will be

able to pass on their knowledge. We aim to have implemented this policy at all sites within the Group by 2030.

No place for discrimination

As a matter of principle, we respect the fundamental human rights and accept no discrimination of our workforce whatsoever, for example, on account of their gender identity, origin, disability, religion, age, pregnancy, or sexual orientation. This is firmly enshrined in our company guideline and is supported by the whistleblower system ComplianceOne.



Heading for the future
together

GOALS ALREADY ACHIEVED

- ✓ Cooperation with integration enterprises
- ✓ Age-appropriate working conditions for older employees



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Our third Sustainability Report demonstrates the advances we have already managed to achieve on the topic of sustainability. Of course, this certainly does not mark the end of the journey for us, and there are still some questions that remain open. We will be continuing to work on these in the years that lie ahead.

The top priority here is to reduce greenhouse gas emissions. The

measures we have adopted already enabled us over the past two years to save 3,007 tons of CO₂ at the national level. In this Sustainability Report we are able for the first time to also produce figures for foreign subsidiaries where we achieved a carbon footprint of 1,093 tons.

Constantly optimising our sustainability strategy

We are fully aware of our responsibility towards the environment and

towards future generations, and we are actively committed to sustainable economic action. We promote this by implementing numerous short and long-term measures and by constantly developing our sustainability strategy further. To this end, we have plans to offer sustainability workshops in the AXXUM Group in 2024. These will serve to raise further awareness for this topic among staff.

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At the same time, however, we also wish to take this opportunity to optimise our strategy and supplement it with further new measures that have come from the operative units. This gives each and every employee the opportunity to play an active part in shaping the future of AXXUM.

Expanding waste management

We also have several plans for 2024 in the field of waste management. For this reason, we will be undertaking site inspections in the first quarter of 2024 along with experts who can provide us with valuable tips for possible improvements.

Besides cost savings, our aim is to bundle the flow of recyclables better to ensure as high a recovery rate for waste materials as possible. On that basis, we will be producing a comprehensive catalogue of measures containing the defined standards that we aim to have implemented at all our sites by the end of 2025.

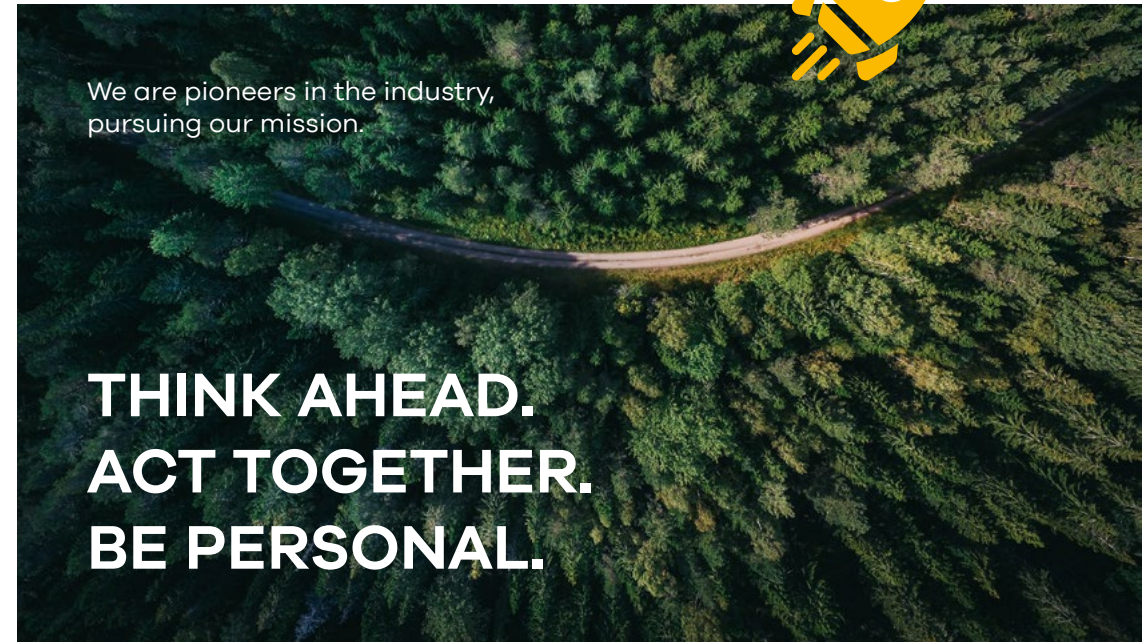
Having successfully introduced the information security management in accordance with ISO 27001 in 2022 and certified a first location in accordance with ISO 45001 in 2023, there is no further certification planned for the near future. On the sustainability front, certification in terms of ISO 14001 and ISO 50001 will therefore foreseeably follow by 2028. Our aim is not to obtain as many certificates as possible, but

to maintain existing certification at a high standard. We wish to involve our employees more in the area of occupational safety and health protection, and we will, for example, be introducing a workplace suggestion scheme with that in mind. This will initially be rolled out as a pilot project at one of our sites and extended to the remaining locations if the feedback is positive.

Our goal: constant improvement

With our sights set on the latest developments in the industry, we at AXXUM will be continuously assessing our performance and

reporting again in next year’s Sustainability Report on the progress we have made. We are particularly concerned to continually improve our activities in all aspects of sustainability. You can access the latest topics and information at any time via our website and our social media channels.



We are pioneers in the industry, pursuing our mission.

**THINK AHEAD.
ACT TOGETHER.
BE PERSONAL.**



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In our sustainability reporting we have followed the guiding principles contained in the German Sustainability Code (DNK).

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Indicator		Requirement	Reference/comment
DNK	GRI		
The AXXUM sustainability strategy – general information			
		Business model	See "Company portrait"
		Additional remarks	See "About this report"
I. Strategy			
1.		Strategic analysis and measures	See "The AXXUM sustainability strategy"
2.		Materiality	See "Corporate management"
3.		Goals	See "The AXXUM sustainability strategy"
4.		Depth of the value chain	See "Company portrait", "The AXXUM sustainability strategy"
II. Process management			
5.		Responsibility	See "Foreword", "The AXXUM sustainability strategy"
6.		Rules and processes	See "Corporate management", "Transparency in our processes", "The AXXUM sustainability strategy"
7.		Monitoring	See "Facts – Figures – Data", "The AXXUM sustainability strategy"
	SRS-102-16	Values, principles, standards and codes of conduct in an organisation	See "Company portrait", "The AXXUM sustainability strategy"
8.		Incentive systems	See "The AXXUM sustainability strategy"
	SRS- 102-35	Remuneration policy	See "The AXXUM sustainability strategy"
	SRS- 102-38	Proportion of total annual remuneration	Not relevant
9.		Involvement of interest groups / stakeholder management	See "Company portrait"
	SRS-102-44	The most important issues and concerns that were raised by involving stakeholders, and stakeholder groups	See "Company portrait"
10.		Innovation and product management	See "The AXXUM sustainability strategy"

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Indicator		Requirement	Reference/comment
DNK	GRI		
III. Environment			
11.		Use of resources	See "The AXXUM sustainability strategy"
12.		Resources management	See "The AXXUM sustainability strategy"
	SRS-301-1	Materials deployed according to weight and volume	Not relevant
	SRS-302-1	Energy consumption within the organisation	See "Facts – Figures – Data"
	SRS-302-4	Reducing energy consumption	See "The AXXUM sustainability strategy"
	SRS-303-3	Water extraction according to source	Not relevant
	SRS-306-2	Waste categories and their disposal method	Not relevant
13.		Climate-relevant emissions	See "Facts – Figures – Data"
	SRS-305-1	Direct greenhouse gas emissions (Scope 1)	See "Facts – Figures – Data"
	SRS-305-2	Indirect energy-related greenhouse gas emissions (Scope 2)	See "Facts – Figures – Data"
	SRS-305-3	Other indirect greenhouse gas emissions (Scope 3)	See "Facts – Figures – Data"
	SRS-305-5	Reducing greenhouse gas emissions	See "The AXXUM sustainability strategy"
IV. Community			
14.		Employee rights	See "Company portrait", "The AXXUM sustainability strategy"
15.		Equal opportunities	See "Company portrait", "The AXXUM sustainability strategy"
16.		Qualification	See "The AXXUM sustainability strategy"
	SRS-403-9	Nature and frequency of work-related injuries, workdays lost and absences plus number of work-related fatalities	See "The AXXUM sustainability strategy"
	SRS-403-10	Work-related illnesses	Not relevant
	SRS-403-4	Involvement of employees, and consultation and communication with them on occupational safety and health protection	See "The AXXUM sustainability strategy"
	SRS-404-1	Average number of hours for basic and advanced training per employee per year	See "Facts – Figures – Data"

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Indicator		Requirement	Reference/comment
DNK	GRI		
	SRS-405-1	Diversity in controlling bodies and amongst staff	See "Facts – Figures – Data", "The AXXUM sustainability strategy"
	SRS-406-1	Incidences of discrimination and corrective measures adopted	See "The AXXUM sustainability strategy"
	17.	Human rights	See "Company portrait", "The AXXUM sustainability strategy"
	SRS-412-3	Substantial investment agreements and contracts containing human rights clauses or that were examined with regard to human rights aspects	Not relevant
	SRS-412-1	Operating sites at which an examination of human rights observance or a human rights impact assessment was conducted	Not relevant
	SRS-414-1	New suppliers subjected to an examination on the basis of social criteria	See "The AXXUM sustainability strategy"
	SRS-414-2	Negative social impacts in the supply chain and measures adopted	See "The AXXUM sustainability strategy"
	18.	Corporate citizenship	Nicht angewendet
	SRS-201-1	Direct economic value generated and distributed	See "Facts – Figures – Data"
	19.	Political influence	See "Company portrait"
	SRS-415-1	Donations to political parties	See "Company portrait"
	20.	Lawful behaviour in compliance with directives, corruption	See "Company portrait"
	SRS-205-1	Operating sites inspected for risks of corruption	Not relevant
	SRS-205-3	Verified incidents of corruption and measures adopted	Not relevant
SRS-419-1	Non-compliance with laws and provisions in the social and economic sectors	See "Company portrait"	



About this report

Report parameters, scope and structure

The period under review extends from 1 January 2023 to 31 December 2023. The contents of this report relate to the following AXXUM companies:

- Axxum GmbH
42389 Wuppertal, DE

- Axxum Innovation GmbH
42389 Wuppertal, DE

- AXXUM Packaging Rhein-Ruhr GmbH & Co. KG,
42389 Wuppertal, DE
formerly Günter Püschmann GmbH & Co. KG &
REPACK Industrieverpackung + Service GmbH)

- AXXUM Packaging Hamburg GmbH
20539 Hamburg, DE
formerly AKF GmbH & REPACK
Industrieverpackung + Service GmbH)

- AXXUM Packaging Main-Neckar GmbH & Co. KG
71706 Markgröningen, DE
formerly Cargopack GmbH & Co. KG)

- AXXUM Packaging Schleswig-Holstein GmbH
21493 Schwarzenbek, DE
formerly Arthur Hitscher & Sohn GmbH

- AXXUM Packaging Hessen GmbH
65439 Flörsheim, DE
formerly Contipack Industrieverpackungen GmbH

- AXXUM CL Steel Westfalen GmbH & Co. KG
42389 Wuppertal, DE
formerly AMCO Industrieservice GmbH & Co. KG

- AXXUM CL Industries Niedersachsen GmbH & Co. KG, 31224 Peine, DE
formerly Con-Pro Industrie-Service GmbH & Co. KG)

- AXXUM Packaging Hungary Kft.
7630 Pécs, HU
formerly Hitscher Hungaria Kft.

- AXXUM Packaging Austria GmbH
8181, St. Ruprecht an der Raab, AT
formerly Repack GmbH

- AXXUM Packaging Slovakia s.r.o.
949 01 Nitra, SK
formerly REPACK s.r.o

- AXXUM Packaging Czech Republic s.r.o.
602 00, Brno, CZ
formerly Püschmann s.r.o.

In the first instance, this third Sustainability Report serves as a source of information for our stakeholders. Beyond that, however, this report offers a condensed review of and outlook on our sustainability activities. The structure of the report reflects our sustainability strategy throughout our areas of activity. In selecting contents for reporting, we allowed ourselves to be guided by the principle of materiality. The Sustainability Report corresponds to the principles of the German Sustainability Code (DNK).

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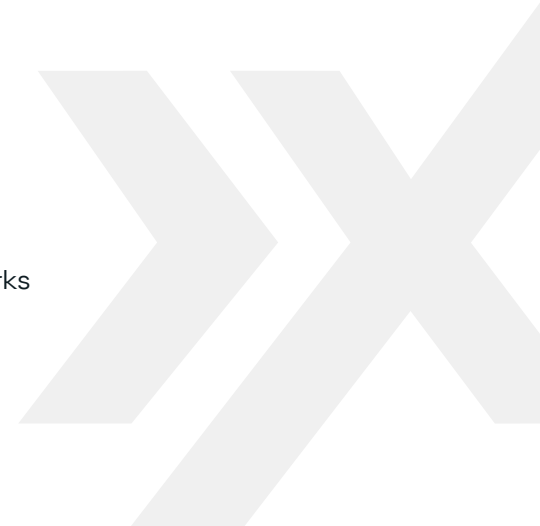


Axxum GmbH
Head office: In der Fleute 46
42389 Wuppertal, Germany

Responsible:
Mr. M. Agatz, Mr. K. Bentz,
Mr. J. M. Beutelspacher, Mr. U. Rolf,
Mr. M. Westermann

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axxum | YOUR PERSONAL
SUPPLY CHAIN

Axxum GmbH

In der Fleute 46
42389 Wuppertal
Germany

Phone: +49 202 7696843-0

E-mail: info@axxum.eu

www.axxum.eu